

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
**in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Cuyama Joint Unified School District		
Name of Unit:	CTA		
Certificated, Classified, Other:	Certificated		

The proposed agreement covers the period beginning:	July 1, 2023	and ending:	June 30, 2026
	(date)		(date)

If this agreement is part of a multi-year agreement, indicate all fiscal years covered by the agreement.  
Enter the on-schedule % increase for each fiscal year. (Do not report off-schedule increases in this section)

Fiscal Year	2025-26	2026-27	2027-28
% Increase	1.00%	0.00%	0.00%

The Governing Board will act upon this agreement on:	01/27/26
	(date)
Budget Revisions to be adopted by: (no later than 45 days after approval)	03/13/26

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

**A. Proposed Change in Compensation**

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement		
		(Complete Years 2 and 3 for ongoing costs, multiyear and overlapping agreements)		
Fund 01- General Fund	Annual Cost Prior to Proposed Settlement	Year 1	Year 2	Year 3
		Increase/(Decrease) 2025-26	Increase/(Decrease) 2026-27	Increase/(Decrease) 2027-28
1. Salary Schedule	\$ 741,781	7,417.81	7,417.81	7,417.81
On-Schedule cumulative increase		1.00%	0.99%	0.98%
2. Step & Column			8,333.73	9,639.44
Increase or decrease in the cost of step & column as a result of the settlement				
3. Other Compensation	\$ 103,626	38,129.83	1,036.26	1,056.99
Stipends, Off-schedule payments, Longevity, Overtime, Differential, one-time bonuses, etc		36.80%	0.73%	0.74%
4. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 170,591	\$ 10,476	\$ 1,944	\$ 1,949
		6.14%	1.07%	1.07%
5. Health/Welfare Plans	\$ 106,901	-	-	-
		0.00%	0.00%	0.00%
6. Total Bargaining Unit Compensation	\$ 1,122,899	\$ 56,024	\$ 18,732	\$ 20,063
Add Items 1 through 5 to equal 6		4.99%	1.59%	1.68%
7. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	11.00			
8. Total Compensation Average Cost per Bargaining Unit Employee	\$ 102,082	\$ 5,093	\$ 1,703	\$ 1,824
		4.99%	1.59%	1.68%

Is the district settling with additional bargaining unit(s) or unrepresented at this time ?  Yes

**Impact on Other Funds (Click buttons below to unhide p. 4 for the fund)**

Will this agreement have an impact on any other funds?	Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
No Adult Education Fund				
No Child Development Fund				
No Cafeteria Fund				
No Other Enterprise Fund				
No Other Fund				

## Public Disclosure of Proposed Collective Bargaining Agreement

### Cuyama Joint Unified School District

9. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and other comments and explanations as necessary.

A 1% on-schedule increase and a 5% off-schedule increase, to be paid primarily with one time funds.

10. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

**B. Proposed Negotiated Changes in Non-Compensation items** (class size adjustments, staff development days, teacher prep time, etc. )

None

**C. What are the specific impacts on instructional and support programs to accommodate the settlement?**

Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

The district will continue to right-size staffing as enrollment declines.

Will the increase in costs as a result of the agreement necessitate budget reductions in the current or subsequent two fiscal years?

YES

NO

If yes, please specify the amount of the budget reductions necessary for each fiscal year

2025-26

2026-27

2027-28

## Public Disclosure of Proposed Collective Bargaining Agreement

Cuyama Joint Unified School District  
CTA

### D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

None

### E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

None

### F. Source of Funding for Proposed Agreement:

#### 1. Current Year

LCFF

#### 2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

LCFF

#### 3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

This is a 3 year agreement, (2023-2024, 2024-2025, 2025-2026) ends June 30, 2026.

**Public Disclosure of Proposed Collective Bargaining Agreement**

Cuyama Joint Unified School District

**G. IMPACT OF PROPOSED AGREEMENT(S) ON CURRENT YEAR OPERATING BUDGET**

**Unrestricted General Fund**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of xxxxxx)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 3,284,240		\$ 3,284,240
Federal Revenue	8100-8299	\$ -		\$ -
Other State Revenue	8300-8599	\$ 39,202		\$ 39,202
Other Local Revenue	8600-8799	\$ 226,013		\$ 226,013
<b>TOTAL REVENUES</b>		<b>\$ 3,549,454</b>		<b>\$ - \$ 3,549,454</b>
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 928,336	\$ 7,713	\$ 936,049
Classified Salaries	2000-2999	\$ 455,450	\$ -	\$ 455,450
Employee Benefits	3000-3999	\$ 520,550	\$ 1,783	\$ 522,334
Books and Supplies	4000-4999	\$ 170,296		\$ 170,296
Services and Other Operating Expenditures	5000-5999	\$ 628,753		\$ 628,753
Capital Outlay	6000-6999	\$ 22,038		\$ 22,038
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 692,115		\$ 692,115
Transfers of Indirect Costs	7400-7499			
	7300-7399	\$ (83,742)		\$ (83,742)
<b>TOTAL EXPENDITURES</b>		<b>\$ 3,333,795</b>	<b>\$ 9,496</b>	<b>\$ - \$ 3,343,292</b>
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -		\$ -
Transfers Out and Other Uses	7600-7699	\$ 118,056		\$ 118,056
Contributions	8980-8999	\$ (35,014)	\$ (855)	\$ (35,869)
<b>OPERATING SURPLUS (DEFICIT)*</b>		<b>\$ 62,589</b>	<b>\$ (10,351)</b>	<b>\$ - \$ 52,238</b>
BEGINNING FUND BALANCE	9791	<b>\$ 243,953</b>		<b>\$ 243,953</b>
Audit Adjustments/Other Restatements	9793/9795	<b>\$ -</b>		<b>\$ -</b>
<b>ENDING FUND BALANCE</b>		<b>\$ 306,542</b>	<b>\$ (10,351)</b>	<b>\$ - \$ 296,191</b>
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -		\$ -
Restricted	9740			
Committed	9750-9760	\$ -		\$ -
Assigned	9780	\$ -		\$ -
Reserve for Economic Uncertainties	9789	\$ -		\$ -
Unassigned/Unappropriated Amount	9790	\$ 306,542	\$ (10,351)	\$ - \$ 296,191

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

**Public Disclosure of Proposed Collective Bargaining Agreement**

Cuyama Joint Unified School District

**G. IMPACT OF PROPOSED AGREEMENT(S) ON CURRENT YEAR OPERATING BUDGET**

**Restricted General Fund**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of xxxxx)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue	8010-8099	\$ -		\$ -
Federal Revenue	8100-8299	\$ 123,273		\$ 123,273
Other State Revenue	8300-8599	\$ 731,985		\$ 731,985
Other Local Revenue	8600-8799	\$ 0		\$ 0
<b>TOTAL REVENUES</b>		\$ 855,258	\$ -	\$ 855,258
<b>EXPENDITURES</b>				
Certificated Salaries	1000-1999	\$ 131,903	\$ 37,938	\$ 169,841
Classified Salaries	2000-2999	\$ 200,932	\$ -	\$ 200,932
Employee Benefits	3000-3999	\$ 226,795	\$ 8,590	\$ 235,384
Books and Supplies	4000-4999	\$ 244,972		\$ 244,972
Services and Other Operating Expenditures	5000-5999	\$ 95,336		\$ 95,336
Capital Outlay	6000-6999	\$ 85,000		\$ 85,000
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 20,852		\$ 20,852
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 73,878		\$ 73,878
<b>TOTAL EXPENDITURES</b>		\$ 1,079,668	\$ 46,527	\$ 1,126,195
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources	8900-8979	\$ -		\$ -
Transfers Out and Other Uses	7600-7699	\$ -		\$ -
Contributions	8980-8999	\$ 35,014	\$ 855	\$ 35,869
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (189,396)	\$ (45,672)	\$ (235,068)
<b>BEGINNING FUND BALANCE</b>	9791	\$ 573,335		\$ 573,335
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
<b>ENDING FUND BALANCE</b>		\$ 383,939	\$ (45,672)	\$ 338,267
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable	9711-9719	\$ -		\$ -
Restricted	9740	\$ 383,939		\$ 383,939
Committed	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789			
Unassigned/Unappropriated Amount	9790	\$ -	\$ (45,672)	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

**Public Disclosure of Proposed Collective Bargaining Agreement**

Cuyama Joint Unified School District

**G. IMPACT OF PROPOSED AGREEMENT(S) ON CURRENT YEAR OPERATING BUDGET**

**Combined General Fund**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of xxxxxx)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 3,284,240	\$ -	\$ 3,284,240
Federal Revenue	8100-8299	\$ 123,273	\$ -	\$ 123,273
Other State Revenue	8300-8599	\$ 771,187	\$ -	\$ 771,187
Other Local Revenue	8600-8799	\$ 226,013	\$ -	\$ 226,013
<b>TOTAL REVENUES</b>		\$ 4,404,713	\$ -	\$ 4,404,713
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 1,060,239	\$ 45,650	\$ 1,105,890
Classified Salaries	2000-2999	\$ 656,382	\$ -	\$ 656,382
Employee Benefits	3000-3999	\$ 747,345	\$ 10,373	\$ 757,718
Books and Supplies	4000-4999	\$ 415,268	\$ -	\$ 415,268
Services and Other Operating Expenditures	5000-5999	\$ 724,089	\$ -	\$ 724,089
Capital Outlay	6000-6999	\$ 107,038	\$ -	\$ 107,038
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 712,967	\$ -	\$ 712,967
7400-7499				
Transfers of Indirect Costs	7300-7399	\$ (9,864)	\$ -	\$ (9,864)
<b>TOTAL EXPENDITURES</b>		\$ 4,413,464	\$ 56,023	\$ -
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 118,056	\$ -	\$ 118,056
Contributions	8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (126,807)	\$ (56,023)	\$ (182,831)
<b>BEGINNING FUND BALANCE</b>	9791	\$ 817,289		\$ 817,289
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
<b>ENDING FUND BALANCE</b>		\$ 690,481	\$ (56,023)	\$ 634,458
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 383,939	\$ -	\$ 383,939
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 306,542	\$ (56,023)	\$ 250,519

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

**Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:**

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4g: Fund 63 - Other Enterprise Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

4.27501E+13 |1

**Public Disclosure of Proposed Collective Bargaining Agreement**

Cuyama Joint Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Unrestricted General Fund MYP**

Object Code	2025-26	2026-27	2027-28	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
<b>REVENUES</b>				
LCFF Revenue	8010-8099	\$ 3,284,240	\$ 3,421,032	\$ 3,479,938
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 39,202	\$ 37,305	\$ 34,780
Other Local Revenue	8600-8799	\$ 226,013	\$ 194,674	\$ 193,601
<b>TOTAL REVENUES</b>		\$ 3,549,454	\$ 3,653,011	\$ 3,708,319
<b>EXPENDITURES</b>				
Certificated Salaries	1000-1999	\$ 936,049	\$ 946,862	\$ 951,138
Classified Salaries	2000-2999	\$ 455,450	\$ 473,938	\$ 493,234
Employee Benefits	3000-3999	\$ 522,334	\$ 601,273	\$ 631,063
Books and Supplies	4000-4999	\$ 170,296	\$ 169,087	\$ 169,087
Services and Other Operating Expenditures	5000-5999	\$ 628,753	\$ 610,046	\$ 611,352
Capital Outlay	6000-6999	\$ 22,038	\$ 122,038	\$ 122,038
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 692,115	\$ 692,115	\$ 692,115
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (83,742)	\$ (85,112)	\$ (82,831)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>		\$ 3,343,292	\$ 3,530,247	\$ 3,587,196
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 118,056	\$ 118,056	\$ 118,056
Contributions	8980-8999	\$ (35,869)	\$ (27,657)	\$ (30,015)
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ 52,238	\$ (22,950)	\$ (26,949)
<b>BEGINNING FUND BALANCE</b>	9791	\$ 243,953	\$ 296,191	\$ 273,241
Audit Adjustments/Other Restatements	9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>		\$ 296,191	\$ 273,241	\$ 246,293
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable	9711-9719	\$ -		
Restricted	9740			
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ -		
Reserve for Economic Uncertainties	9789	\$ -		
Unassigned/Unappropriated Amount	9790	\$ 296,191	\$ 273,241	\$ 246,293

\*Enter Explanation for Other Adjustments:

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

## Public Disclosure of Proposed Collective Bargaining Agreement

Cuyama Joint Unified School District

### H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

#### Restricted General Fund MYP

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue	8010-8099	\$ -	\$ -
Federal Revenue	8100-8299	\$ 123,273	\$ 123,273
Other State Revenue	8300-8599	\$ 731,985	\$ 845,022
Other Local Revenue	8600-8799	\$ 0	\$ 1,705
<b>TOTAL REVENUES</b>		\$ 855,258	\$ 970,000
<b>EXPENDITURES</b>			
Certificated Salaries	1000-1999	\$ 169,841	\$ 130,287
Classified Salaries	2000-2999	\$ 200,932	\$ 206,816
Employee Benefits	3000-3999	\$ 235,384	\$ 260,816
Books and Supplies	4000-4999	\$ 244,972	\$ 249,584
Services and Other Operating Expenditures	5000-5999	\$ 95,336	\$ 18,973
Capital Outlay	6000-6999	\$ 85,000	\$ 25,000
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 20,852	\$ 20,852
	7400-7499		
Transfers of Indirect Costs	7300-7399	\$ 73,878	\$ 85,204
Other Adjustments			
<b>TOTAL EXPENDITURES</b>		\$ 1,126,195	\$ 997,531
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources	8900-8979	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -
Contributions	8980-8999	\$ 35,869	\$ 27,657
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (235,068)	\$ 126
<b>BEGINNING FUND BALANCE</b>	9791	\$ 573,335	\$ 338,267
Audit Adjustments/Other Restatements	9793/9795	\$ -	
<b>ENDING FUND BALANCE</b>		\$ 338,267	\$ 338,393
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable	9711-9719	\$ -	\$ -
Restricted	9740	\$ 383,939	
Committed	9750-9760		
Assigned	9780		
Reserve for Economic Uncertainties	9789	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (45,672)	\$ 338,393

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

**Public Disclosure of Proposed Collective Bargaining Agreement**

Cuyama Joint Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Combined General Fund MYP**

Object Code	2025-26	2026-27	2027-28	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
<b>REVENUES</b>				
LCFF Revenue	8010-8099	\$ 3,284,240	\$ 3,421,032	\$ 3,479,938
Federal Revenue	8100-8299	\$ 123,273	\$ 123,273	\$ 123,273
Other State Revenue	8300-8599	\$ 771,187	\$ 882,327	\$ 878,819
Other Local Revenue	8600-8799	\$ 226,013	\$ 196,379	\$ 195,306
<b>TOTAL REVENUES</b>		\$ 4,404,713	\$ 4,623,011	\$ 4,677,336
<b>EXPENDITURES</b>				
Certificated Salaries	1000-1999	\$ 1,105,890	\$ 1,077,149	\$ 1,083,832
Classified Salaries	2000-2999	\$ 656,382	\$ 680,755	\$ 706,606
Employee Benefits	3000-3999	\$ 757,718	\$ 862,089	\$ 896,408
Books and Supplies	4000-4999	\$ 415,268	\$ 418,671	\$ 418,651
Services and Other Operating Expenditures	5000-5999	\$ 724,089	\$ 629,019	\$ 605,087
Capital Outlay	6000-6999	\$ 107,038	\$ 147,038	\$ 147,038
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 712,967	\$ 712,967	\$ 712,967
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (9,864)	\$ 92	\$ 212
Other Adjustments		\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>		\$ 4,469,487	\$ 4,527,779	\$ 4,570,801
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 118,056	\$ 118,056	\$ 118,056
Contributions	8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (182,831)	\$ (22,824)	\$ (11,521)
<b>BEGINNING FUND BALANCE</b>	9791	\$ 817,289	\$ 634,458	\$ 611,634
Audit Adjustments/Other Restatements	9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>		\$ 634,458	\$ 611,634	\$ 600,113
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 383,939	\$ -	\$ -
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 250,519	\$ 611,634	\$ 600,113

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 4,587,543	\$ 4,645,835	\$ 4,688,858
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 4,587,543	\$ 4,645,835	\$ 4,688,858
d.	Projected P-2 ADA	145	139	128
e.	State Standard Minimum Reserve Percentage for this District	5.00%	5.00%	5.00%
f.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line e, or \$69,000)	\$ 229,377	\$ 232,292	\$ 234,443

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 296,191	\$ 273,241	\$ 246,293
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ 544,000	\$ 544,000	\$ 544,000
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 840,191	\$ 817,241	\$ 790,293
f.	Reserve for Economic Uncertainties Percentage	18.31%	17.59%	16.85%

3. Do unrestricted reserves meet the state minimum reserve amount?

2025-26	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2026-27	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2027-28	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

[Redacted]

**5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$	56,024
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(56,023)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	-
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	-
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(56,023)

**Variance** \$ 0

**Variance Explanation:**

**6. Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (126,807)	-0.0279834	Transfer out to Fund 13
Current FY Surplus/(Deficit) after settlement(s)?	\$ (182,831)	-0.0398537	One time bonus
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (22,824)	-0.0049127	Need to continue to right size staff
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (11,521)	-0.0024572	Need to continue to right size staff

**Deficit Reduction Plan (as necessary):**

The district has small deficit spending. The 1% slightly increased the deficit spending.

**7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 9a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

**Section I, Pages 6 and 7: Impact of Proposed Agreement on Unrestricted Reserves**

Any total compensation variance requires an explanation on page 7, question 5.

The causes of and plans to address deficit spending, especially for any deficit resulting from or increased by the agreement, must be addressed on page 7, question 6.

**Public Disclosure of Proposed Collective Bargaining Agreement**

**J. CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

**Summary of Financial Impact of Approving the Proposed Agreement(s)**

	2025-26	2026-27	2027-28
<b>Budget Increases in Objects 1000s, 2000s, 3000s as a result of settlement (p. 1a - 1c), all funds</b>	\$ 56,023.61	\$ 18,732.24	\$ 20,063.44
<b>All Adjustments included in Disclosure</b>	\$ -	\$ -	\$ -
Revenues/Other Financing Sources F01	\$ -	\$ -	\$ -
Revenues/Other Financing Sources Other Funds	\$ -	\$ -	\$ -
Expenditures/Other Financing Uses F01	\$ 56,023.29	\$ 18,732.00	\$ 20,063.00
Expenditures/Other Financing Uses Other Funds	\$ -	\$ -	\$ -
<b>Projected F01 Unrestricted Surplus (Deficit)</b>	\$ 52,237.60	(\$22,949.64)	(\$26,948.60)

**Budget Revisions**

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Certifications**

I hereby certify

I am unable to certify

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

The costs incurred by the school district as a result of this agreement can be met by the district during the term of the agreement.

  
Alfonso Horne  
District Superintendent  
(Signature)

1/21/2026

Date

I hereby certify

I am unable to certify

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

The costs incurred by the school district as a result of this agreement can be met by the district during the term of the agreement.

  
Michael M. Mungo  
Chief Business Officer  
(Signature)

1/21/2026

Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on

1/27/2026

took action to approve the proposed agreement with the (specify Bargaining

Unit(s)):

CTA

1/27/2026

**President (or Clerk), Governing Board**

Date

(Signature)

**Assumptions and Explanations (enter or attach documentation)**

The assumptions are we will continue to receive the same tier of NSS as long as we keep our Elementary's attendance up.

Concerns regarding affordability of agreement in subsequent years (if any):

Parent/Teacher Organization Contact Information (qualified or negative districts only, attach additional page if more space is needed)\*

E-mail address

*\*Required for districts with a qualified or negative certification. Per GC 3540.2, for districts with a qualified or negative certification, the county superintendent is required to notify the school district, county board of education, district superintendent, governing board of the school district, and each parent and teacher organization of the district if, in their opinion, the agreement would endanger the fiscal well-being of the school district.*



**TENTATIVE AGREEMENT**

**BETWEEN THE**

**CUYAMA JOINT UNIFIED**

**SCHOOL DISTRICT**

**AND THE**

**CUYAMA UNIFIED EDUCATORS**

**CTA/NEA**

**July 1, 2023 – June 30, 2026**

**(January 15, 2026)**

This Tentative Agreement for a successor agreement is entered into by and between the Cuyama Joint Unified School District ("District") and the Cuyama Unified Educators/CTA/NEA ("Association") and is dated January 15, 2026 for purposes of reference only. By this Agreement, the Parties have fully settled collective bargaining negotiations for the 2023-2024, 2024-2025 and 2025-2026 school years.

As a result of negotiations, the District and the Association have agreed to a Tentative Agreement as set forth below.

### **2023-2024 and 2024-2025 School Years:**

The Parties agree to status quo on all provisions of the 2022-2023 collective bargaining agreement.

### **2025-2026 School Year:**

## **ARTICLE I AGREEMENT**

- A. The Articles and provisions contained herein constitute a bilateral and binding agreement by and between the Board of Trustees of the Cuyama Joint Unified School District (hereinafter "Board" and/or "District) and the Cuyama Unified Educators (hereinafter "Association"), an employee organization.
- B. This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549, of the California Government Code.
- C. DEFINITIONS

The following definitions shall apply to all Articles of this Agreement:

1. Co-curricular stipend: A form of compensation paid to a unit member to perform duties in a position or positions which may include but not be limited to Coaches, Science Fair Coordinator, High School Class Advisor, Athletic Director, and ASB Advisor.
2. Daily rate of pay: A unit member's annual salary divided by the number of duty days.
3. Day: Any day on which the District Office is open for business.
4. Duty day: A day when unit members are required to be present.
5. Extracurricular duties: Any duties which a unit member is required to perform after the regular school day. These duties do not involve instruction of students.

6. Grievant: Any unit member covered by this Agreement or the Exclusive Representative, either on its own behalf or on behalf of a specifically identified unit member or unit members.

7. Hourly rate of pay: A unit member's daily rate of pay divided by the required number of hours in the unit member's workday.

8. Immediate Supervisor: The lowest level administrator having immediate jurisdiction over a unit member, who has been designated to administer grievances.

9. Instructional day: A day when students are required to be in attendance.

10. Paid leave of absence: A leave of absence granted by the District when the unit member receives wages and all fringe benefits for the period of the leave.

11. School day: The amount of time each day when unit members are required to be on duty.

12. Unassigned time: That time during the school day when a unit member is not required to be in direct contact with students.

13. Unpaid leave of absence: A leave of absence granted by the District when the unit member receives no wages, fringe benefits, advancement on the salary schedule, bargaining unit seniority, or accrual of contractual benefits for the period of the leave.

14. Immediate family: Mother (stepmother), mother-in-law, father (stepfather), father-in-law, husband, wife, son (stepson), daughter (stepdaughter), brother, sister, **Aunt/Uncle aunt and uncle**, of the unit member or spouse of the unit member, grandparent, legal guardian, foster children, grandchild of the unit member or spouse, or any person living in the immediate household of the unit member or any individual who has performed the functions of a parent or guardian. Pursuant to Family Code sections 297 and 297.5(a)-(c), or successor statutes if applicable, the term "spouse" includes a registered domestic partner.

16. Grievance: A claim by a Grievant that there has been a violation, misinterpretation, or misapplication of any specific provision of this Agreement, which adversely affects the grievant.

## ARTICLE II RECOGNITION

### (Status Quo)

**ARTICLE III  
ORGANIZATIONAL RIGHTS AND PRIVILEGES**

**(Status Quo)**

**ARTICLE IV  
DISTRICT RIGHTS**

**(Status Quo)**

**ARTICLE V  
EVALUATIONS**

**(Status Quo)**

**ARTICLE VI  
PERSONNEL FILES**

**(Status Quo)**

**ARTICLE VII  
TRANSFERS AND REASSIGNMENTS**

**(Status Quo)**

**ARTICLE VIII  
GRIEVANCE PROCEDURE**

**(Status Quo)**

**ARTICLE IX  
COMPLAINTS AGAINST UNIT MEMBER**

**(Status Quo)**

**ARTICLE X  
UNIT MEMBER DISCIPLINE**

**(Status Quo)**

**ARTICLE XI  
CLASS SIZE**

**(Status Quo)**

**ARTICLE XII  
DUTY ASSIGNMENT HOURS**

A. Classroom unit members shall report for duty at least 30 minutes before the beginning of the instructional day per statutes, unless otherwise designated for morning bus duty. Unit members shall remain on duty per posted site schedules but are to be released no later than 4:00 p.m. Regular duty hours shall be seven and one half (7.5) hours inclusive of a minimum 30-minute duty-free lunch period.

B. All high school unit members shall be assigned a preparation period within a six and seven period day. The preparation period shall be the same length as the regular class period. Unit members will be assigned no more than five periods for which a separate preparation is required. High school unit members with permanency by mutual agreement with the District may sell back the preparation periods at the unit member's prorated rate of pay. Part-time high school unit members shall be entitled to a preparation period on a pro rata basis.

C. High school unit members who voluntarily sell back their preparation period exclusively to proctor online classes, where no assignment preparation or grading is required, shall be compensated at the hourly rate of Step One, Column One, on the salary schedule.

D. Elementary school unit members may use the weekly library period as preparation time.

E. The work year for full-time unit members will be 184 days. The work year shall consist of 180 instructional days, two and one-half (2.5) professional development days, and one and one-half (1.5) non-student contact self-directed teacher preparation days immediately preceding the first day of school

F. In the event that the administration declares an inclement weather day where the students are released early, unit members may leave upon completion of duties. The District agrees not to use those days for professional development purposes.

G. If the District declares a rainy day schedule (where unit members are required to provide extra coverage during the day, or supervise students during non-instructional time), unit members may leave upon completion of duties.

**ARTICLE XIII  
LEAVES**

**(Status Quo)**

**ARTICLE XIV  
MEDICARE**

**(Status Quo)**

**ARTICLE XV  
TRAVEL EXPENSES**

**(Status Quo)**

**ARTICLE XVI  
REPLACEMENT OR REPAIR OF UNIT MEMBER PROPERTY**

**(Status Quo)**

**ARTICLE XVII  
UNIT MEMBER SAFETY**

**(Status Quo)**

**ARTICLE XVIII  
NON-DISCRIMINATION**

**(Status Quo)**

**ARTICLE XIX  
SEVERABILITY AND SAVINGS**

**(Status Quo)**

## ARTICLE XX EFFECT OF AGREEMENT

### (Status Quo)

## ARTICLE XXI TERM/SUCCESSOR CLAUSE

A. This Agreement shall become effective upon ratification by both the Association and the Board of Trustees and shall remain in full force and effect up to and including **June 30, 2026** ~~June 30, 2023~~.

B. The Parties agree to initiate successor negotiations following the release of the Governor's May revision.

## ARTICLE XXII SALARY AND FRINGE BENEFITS

A. Salary Schedule. The Certificated Salary Schedule is attached to this agreement as Appendix A. For the ~~2022-2023~~ **2025-2026** school year, unit members will receive a ~~seven percent (7.0%)~~ **one percent (1%)** on-schedule salary increase over the ~~2018-2019~~ **2022-2023** Certificated Salary Schedules. **For the 2025-2026 school year, bargaining unit employees will receive a five percent (5.0%) off-schedule salary payment. The off-schedule salary payment will be based on the July 1, 2025 – June 30, 2026 salary schedules.**

1. Career Longevity Pay increases shall be provided to unit members in Class IV, Class V and Class VI at the beginning of the 15th year in accordance with Appendix A. The Parties acknowledge that the additional steps (15-19, 20-24, 25-29, 30-34, 35-39 and 40-44) are being added to Columns IV, V and VI of the Salary Schedule in lieu of the current Career Longevity Pay stipend effective July 1, 2022.

2. Full-time unit members will be paid in ten equal payments starting on or about the last workday of September. The employee shall have the option of a 12-payment schedule.

3. Only in an emergency situation will unit members be asked to substitute for another unit member. Their salary will be based on the substitute teacher rate of pay and if a class is divided between two or more unit members, the pay rate will be also determined by the ratio of students assigned to each teacher, i.e., 5 students to one unit member and 15 to another would result in one unit member receiving  $\frac{1}{4}$  pay and the other  $\frac{3}{4}$  pay.

4. Unit members working beyond the teacher work calendar shall be compensated at their contracted daily rate of pay.

B. Extracurricular Stipend Schedule. The ~~2022-2023~~ ~~2025-2026~~ extracurricular stipend schedule is attached to this Agreement as Appendix B and shall become effective the first day of unit member paid service in the school year. Paid extracurricular positions are filled at the discretion of the Board.

Extracurricular stipends will be divided into ten equal payments for unit members who work in year-round activities. Coaches will be paid their full stipend at the end of the season for each respective sport.

C. Salary Schedule Advancement. Progress from one column to another shall be by completion of academic credits. All units must be job related and approved by the Superintendent.

1. To qualify for progress to a higher column, written notice of intention to do so must be filed with the Superintendent before May 1 of any contract year. A transcript or written verification must be filed with the Superintendent by September 15 of any contract year in order to receive the salary indicated for the new column.

2. Credit for units will not be given retroactively.

3. Changes in salary schedule placement shall become effective at the beginning of the contract year.

4. Credit on the salary schedule will be given to unit members who attend workshops for which the District has paid registration fees, transportation, or hotel costs as long as the unit member pays the cost of the units or credits.

D. Fringe Benefits.

1. The District shall provide a maximum of \$10,000 per school year for payment of the premiums for the health and welfare benefits (health, dental, vision, and life) for all eligible unit members belonging to one of the four (4) Anthem Blue Cross plans. Should a Bargaining Unit Member elect not to take the District-sponsored health and welfare benefits, and show proof of other coverage, the District shall pay the Bargaining Unit Member one half of the District contribution in lieu of coverage, unless such an election to opt-out is expressly prohibited by SISC.

~~2. Any premium increase(s) that occurs after October 1, 2015, in the insurance programs specified under the provisions of this article shall be paid by~~

~~each eligible unit member, unless mutually agreed otherwise during the negotiations with the Association during the 2015-2016 school year.~~

**32.** Retired unit members who have worked for the District for 25 years or more shall have \$2,500 per year total health benefits paid by the District.

**43.** This benefit shall be paid until the retired unit member reaches the age of 65 and includes payment for unit members already retired from the District who are under the age of 65.

**E. Extra Duties.** The instructional and project work rate will be paid at the unit member's regular hourly/daily rate. Services paid at this rate include but are not limited to:

- Tutoring
- In-service training as a presenter
- Covering another class
- Creating or developing school plans, program improvement plans

1. The workshop/committee/in-service rate will be \$40/hour.

~~Effective June 13, 2022, t~~ The summer school rate will be the teacher's hourly rate, or \$40 per hour, whichever is higher.

**F. The CTE Salary Schedule is attached as Appendix C. [Note: The baseline schedule is taken from the June 1, 2023 MOU. This note will not appear in the final collective bargaining agreement.]**

**ARTICLE XXIII**  
**CUYAMA JOINT UNIFIED SCHOOL DISTRICT**  
**PEER ASSISTANCE AND REVIEW PROGRAM (PAR)**

**(Status Quo)**

## **OTHER MATTERS**

The Parties agree to cooperate in preparing a final agreement that will contain the agreements set forth in this Tentative Agreement. The Parties acknowledge and agree that there may be certain language clean-up of a non-substantive nature that will be corrected in the final agreement. The Parties must mutually agree to any clean-up requests or the change shall not be made.

1. All other terms and conditions of the 2021-2023 Collective Bargaining Agreement shall remain unchanged.

2. The retroactive (to July 1, 2025) and off-schedule increases are available only to those unit members employed by the District on the date of the Association's ratification of this Tentative Agreement

3. This Tentative Agreement is entered into pursuant to the provisions of Sections 3540-3549 of the California Government Code.

**This Tentative Agreement is subject to ratification by the Cuyama Unified Educators/CTA/NEA membership and approval by the Cuyama Joint Unified School District Board of Trustees.**

## **RECOMMENDED FOR RATIFICATION**

**CUYAMA JOINT UNIFIED SCHOOL DISTRICT**

January 16, 2026



Alfonso Gmino  
Superintendent

**CUYAMA EDUCATORS  
ASSOCIATION**

January 20, 2026



Amy Sullivan  
President

**APPENDIX A**  
**Cuyama Joint Unified School District**  
**Certificated Salary Schedule**  
Effective July 1, 2025

(1% from the 2022-2023 schedule)

Step	I	II	III	IV	V	VI
	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
	A	B	C	D	E	F
1	50266	51373	52478	53583	54685	55947
2	51373	52478	53583	54685	55947	58665
3	52478	53583	54685	55947	58665	61385
4	53583	54685	55947	58665	61385	64104
5	54685	55947	58665	61385	64104	66823
6	55947	58665	61385	64104	66823	69544
7	58665	61385	64104	66823	69544	72259
8		64104	66823	69544	72259	74979
9			69544	72259	74979	77699
10				74979	77699	80418
15-19				76817	79536	82255
20-24				78654	81374	84093
25-29				80491	83211	85930
30-34				82327	85047	87766
35-39				84165	86885	89604
40-44				86002	88721	91440

NON-CREDENTIALED 37264

Step and Column movement shall be granted to each eligible certificated employee pursuant to this salary schedule.

Step 15-19 thru 40-44 in lieu of longevity stipends for Column IV, V, & VI

184 Days

**APPENDIX B**  
**Cuyama Joint Unified School District**  
**(1% form the 2022-2023 schedule/e)**

**Extra Compensation Schedule 2025-2026**  
**Extra Duty Schedule Annual Amount**

Position	#	A1	A2	B1	B2	C1	C2
VARSITY COACHING	2	1168	1168	1403	1403	1637	1637
JUNIOR VARSITY	3	878	878	994	994	1111	1111
ASSISTANT	4	585	585	673	673	761	761
ATHLETIC DIRECTOR	5	2724	2724	2724	2724	2724	2724
CHEERLEADER ADVISOR	6	878	878	994	994	1111	1111
TEACHER IN CHARGE	7	1136	1136	1249	1249	1374	1374
HIGH SCHOOL CLASS ADVISOR	8	624	624	624	624	624	624
BILINGUAL PROGRAM ADVISOR	9	1136	1136	1249	1249	1374	1374
FUTURE FARMERS OF AMERICA ADVISOR	10	2724	2724	2724	2724	2724	2724
SCIENCE FAIR COORDINATOR	11	293	293	321	321	350	350
EIGHTH GRADE TRIP	12	453	453	453	453	453	453
ASB ADVISOR (HS)	13	1703	1703	1988	1988	2270	2270
ASB ADVISOR (ES) (JR-High)	14	624	624	624	624	624	624
SCIENCE CAMP COORDINATOR	15	453	453	453	453	453	453
BILINGUAL AIDE	16	624	624	624	624	624	624

**Cuyama Joint Unified School District**  
**Extra Duty Schedule & Stipend List**

Position	Step	% Pay
ASB ACTIVITIES DIRECTOR (ES) (JR High)		
ASB ACTIVITIES DIRECTOR (HS)		
ATHLETIC DIRECTOR		
BASEBALL VARSITY COACH		
BASEBALL VARSITY ASSISTANT COACH		
BASEBALL ASSISTANT COACH		
BASKETBALL, BOYS JR. VARSITY COACH		
BASKETBALL, BOYS JV ASSISTANT COACH		
BASKETBALL, BOYS VARSITY COACH		
BASKETBALL, BOYS ASSISTANT COACH		
BASKETBALL, GIRLS JR. VARSITY COACH		
BASKETBALL, GIRLS JV ASSISTANT COACH		
BASKETBALL, GIRLS VARSITY COACH		
BASKETBALL, GIRLS JV VARSITY ASSISTANT COACH		
CHEERLEADER ADVISOR		
FOOTBALL JR VARSITY COACH		
FOOTBALL JV ASSISTANT COACH		
FOOTBALL VARSITY COACH		
FOOTBALL ASSISTANT COACH		
FOOTBALL ASSISTANT COACH		
SOFTBALL VARSITY COACH		
SOFTBALL ASSISTANT COACH		
VOLLEYBALL JR VARSITY COACH		
VOLLEYBALL JV VARSITY COACH		
VOLLEYBALL VARSITY COACH		
FUTURE FARMERS OF AMERICA ADVISOR		
HIGH SCHOOL CLASS ADVISOR (9TH-12TH)		
EIGHTH GRADE FIELD TRIP COORDINATOR		
SCIENCE FAIR COORDINATOR		
TEACHER IN CHARGE (ES) (JR High)		
TEACHER IN CHARGE (HS)		
BILINGUAL AIDE		



**APPENDIX C**  
**Cuyama Joint Unified School District**  
*(1% from the 2022-2023 schedule)*

The Parties negotiated a Collective Bargaining Agreement ("CBA") effective July 1, 2021 through June 30, 2023. The effects of Appendix C "Non-credentialed" salary is a subject of bargaining set forth in the CBA.

1. Appendix C: Cuyama Joint Unified School District Certificated Salary Schedule addresses the "Non-Credentialed" salary schedule for a full time assignment.
2. The "Non-Credentialed" teacher is the instructor and the teacher of record for specific courses students are taking.
3. The Parties agree to make the following changes to Appendix C: Cuyama Joint Unified School District Certificated Salary Schedule in regards only to the "Non-Credentialed" salary schedule.
  - 3A. "Credentialed and No BA/BS".
  - 3B. Salary schedule for Credentialed and No BA/BS will be Appendix C.
4. Salary schedule will have 14 steps. Steps 12, 13 and 14 will be in lieu of longevity.

Step	
1	37264
2	38024
3	38800
4	39592
5	40400
6	41208
7	42032
8	42872
9	43730
10	44605
11	45496
12	46406
13	47335
14	48282

5. Step movement shall be granted to each eligible certificated employee each year pursuant to this salary schedule. (Appendix C)

- 9A. Steps 12-14 in lieu of longevity stipend.
- 9B. Credentialed and No BA/BS teachers who receive their BA and have a teaching credential will revert to the Certificated Salary Schedule for teachers who have a BA/BS and units beyond the BA/BS. They will be able to then move steps and columns as listed on the CBA Appendix A salary schedule.