



**SANTA BARBARA COUNTY BOARD OF EDUCATION  
SALARY COMMITTEE**

4400 Cathedral Oaks Road  
Santa Barbara, CA 93110

**MEETING**

October 27, 2022 – 12:00 p.m.

**AGENDA**

**Public Comment Procedure**

Persons wishing to address the committee are requested to complete a “Request to Address Committee” form, available at the meeting room entrance, and deliver it to the secretary prior to the time the meeting is called to order. During the time for public comment specified on the agenda, the committee chair will acknowledge requests to speak on agenda items as well as topics not on the agenda, but within the subject matter jurisdiction of the committee. The amount of time an individual speaker may speak is typically 5 minutes but may be adjusted upon consent of the committee depending on the total number of persons wishing to be heard. If the speaker needs more time, they may submit written comments.

**Assistance with Meeting**

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in the meeting, please contact the superintendent’s office at (805) 964-4711 or email [afreedland@sbceo.org](mailto:afreedland@sbceo.org) by 10:00 a.m. the day before the meeting. Notification at least 72 hours prior to the meeting will assist the superintendent in making suitable arrangements.

**GENERAL FUNCTIONS**

1. Call to order
2. Public comments

**DISCUSSION ITEM**

3. Salary adjustment for represented employees, non-represented employees, and management employees  
(Attachment)

In 2020, SBCEO settled on negotiated salary increases for all employees, including our two bargaining units: Santa Barbara County Education Association (SBCEA - certificated employees) and California School Employees Association (CSEA - classified employees).

The negotiated salary increases were for a period of 3 fiscal years:

2021-22: + 3.5%

2022-23: + 1.0%

2023-24: 0%

After 9 years without increases to SBCEO's Local Control Funding Formula ("flat funded" status), the state modified its funding formula this year. Beginning in 2022-2023, SBCEO will realize an increase in the LCFF base.

SBCEO, SBCEA, and CSEA have drafted Memorandums of Understanding (MOUs) to add an additional 4% for 2022-2023 (retroactive to July 1, 2022) and for 2023-2024. The MOUs are attached and will be included in the board packet in November. We expect to begin negotiations for a new, three-year term sometime in 2023-2024.

SBCEO staff will present the Board Salary Committee with data and information related to 4% increases across all employee groups at SBCEO.

Information will include:

- Memorandums of Understanding (MOUs) with SBCEA and CSEA for salary changes only for 2022-23 and 2023-24
- The cost to SBCEO for the salary increases for 2023-23 and 2023-24
- Recent adjustments made to classified and certificated salary schedules and health benefits
- 2022-23 adjustments for management and assistant superintendent salary schedules
- Comparisons to other county offices of education, school districts, and county positions

## **ACTION ITEM**

### **4. Salary adjustment for the county superintendent of schools**

The committee will discuss a salary adjustment for the county superintendent of schools. The committee may recommend that the full board approve a salary adjustment for the county superintendent of schools.

MOVED:

SECONDED:

VOTE:

## ADJOURNMENT

5. Adjourn

MOVED:

SECONDED:

VOTE: