



July 22, 2022

Superintendent's Message: Employee Compensation Agreements

Dear Parents, Guardians, Staff and Community Members,

I am pleased to announce that our Board of Education has ratified an agreement between SMMUSD and the Santa Monica-Malibu Teachers Association (SMMCTA) that includes a 10% salary increase, retroactive to July 1, 2021, to run through June 30, 2023. The agreement, along with the required public disclosure of associated costs, was approved at the July 21, 2022, regular school board meeting. The 10% increase includes increases to base salaries, certain stipends, hourly rates and substitute teacher rates. School nurses are included in these increases, along with other incentives.

The negotiation teams for Service Employees International Union Local 99 (SEIU) and the District are also pleased to announce a tentative agreement on a new collective bargaining agreement. Subject to ratification by SEIU's membership and the school board, the one-year agreement is for the period from July 1, 2021, through June 30, 2022. The tentative agreement includes a 10% on-schedule wage increase, retroactive to July 1, 2021. Additionally, it includes the addition of two new District holidays and a commitment to resume bargaining in August 2022. If the tentative agreement is ratified by SEIU's membership, it will be presented to the school board for ratification at the board's September 1, 2022, meeting.

The dedication and unwavering support by our teachers and staff and of our students and families were critical in our ability to emerge stronger from the pandemic. In many cases, teachers not only provided ongoing instruction, they also had families of their own who experienced challenges during this time. Our teachers and staff are our front line workers and heroes, and we appreciate their professionalism and numerous pivots that were asked of them.

We are very much aware of the rising costs of housing, food, gas, utilities, insurance, post-secondary education and virtually all necessities in and around the communities we serve, and in which our teachers and staff live. We are all experiencing rising inflation when we visit the grocery store, take our families to a restaurant, buy clothing for our children or enjoy a summer trip. The significant cost-of-living increase is providing challenges throughout the nation, the state of California and particularly in the Los Angeles area. The continuing success of our school district rests on our ability to continue to attract and retain exceptional staff. We thank our school board for recognizing the needs and challenges our district faces and for rewarding our hardworking team.

Additionally, the school board approved a 10% increase for all non-represented employees, including senior management, management, supervisory and confidential classified staff at the July 21 school board meeting.

The [SMMCTA agreement and AB 1200 public disclosure are posted online](#).

With low unemployment rates and our need for specialists in many areas of education and support services, we expect this salary realignment with nearby districts, business entities and other agencies competing for top talent will make SMMUSD a more competitive and enticing option. We have a lot to offer our staff in the form of health and welfare benefits, great working conditions, promotional opportunities, collaborative staff, and competitive salaries to enhance the full package.

We are fortunate to have highly-qualified teachers, managers and staff working in SMMUSD and we recognize their hard work and dedication to our students and District goals in the past during several very challenging years, and moving into the 2022-23 school year. We continue to build our workforce and look to attract strong candidates at every level to continue our excellent work and progress. This increase in salary will support our goals and intentions.

Thank you.

Sincerely,

Dr. Ben Drati, Superintendent