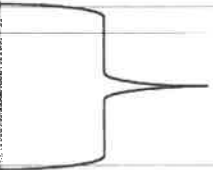


**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
HISTORY OF SETTLEMENTS WITH BARGAINING UNITS**

CERTIFICATED APPLIED TO:

YEAR	SALARY SCHEDULE	HEALTH BENEFITS	One-time Off Schedule	Total
2002-03	1.00%	3.44%		
2003-04		0.74%		
2004-05		1.70%		
2005-06	4.63%	0.95%		
2006-07	7.44%	1.00%		
2007-08	2.20%	1.78%		
2008-09**		0.70%		
2009-10				
2010-11***	Fed "JOBS" funding: 2.5 months employee health rate holiday			
2011-12 none offered				
2012-13 none offered				
2013-14 July 1	4.00%			4.00%
2013-14 January 1	1.50%		Both increases for 2013-14 were board approved June 11, 2014 and processed on June 2014 payroll	1.50%
2014-15 July 1	5.00%			5.00%
2014-15 January 1	1.00%			1.00%
2015-16 July 1	2.63%		FA ratified 06/10/2016, retroactive to 0.87% July 1, 2015	3.50%
2016-17 July 1	3.00%			3.00%
2017-18 July 1	1.00%		1.00%	2.00%
2013-18 Total	18.13%	0.87%	1.00%	20.00%

**2008-09 was the second of two-year agreement. The announced net funded COLA per the state that year was 0.68%; the effective funded COLA for SMJUHS was 0.7%. The state later CUT this at mid-year to zero, but the cuts were absorbed by the District and not passed on to its employees. Then there were mid-year cuts in February, lowering the effective funded COLA to minus 2.6%

***2010-11 Fed JOBS funding was distributed in a manner as stipulated by each unit. CTA wanted it towards health, CSEA opted for salary payments. Management received nothing.

*** 2010-11 year there was a one-time payment to Association members to defray health insurance cost increases, funded from Fed "JOBS". Total cost was stipulated & agreed at bargaining table March 23, 2011 in the amount of \$201,280 which amounted to approximately 0.72% at that time. The Classified unit chose instead to take the percentage as a one-time salary payment.