

**Proposed Tentative Agreement for the  
2020-21 Collective Bargaining Agreement  
Between the  
Santa Monica Malibu Classroom Teachers Association  
And the  
Santa Monica Malibu Unified School District**

This Agreement extends the current Collective Bargaining Agreement between the Santa Monica Malibu Classroom Teachers Association (SMMCTA) and the Santa Monica Malibu Unified School District (District), which is currently for the years 2018-2019 and 2019-2020 school years, by one year, to June 30, 2021.

To extend the Agreement the parties have identified the following Articles and Sections to be amended for the extension. All other Articles and Sections shall remain the same.

**ARTICLE XXIII SALARY**

A. General

Unit members shall be paid according to the appropriate salary schedules set forth in Appendix B.

**ARTICLE XXV- HEALTH AND WELFARE BENEFITS**

This Article shall remain the same for 2020-2021, except as amended by the Health & Welfare Benefits Memorandum of Understanding signed by the parties September 2019. The Memorandum of Understanding will remain in effect for the 2021 benefits year. If it is evident that the rates will increase substantially for the 2021 benefits year, the parties agree to have the Joint Committee for Health & Welfare Benefits review the rates and make recommendations to be considered by the parties.

**ARTICLE XXXVI - TERM OF AGREEMENT**

The new term of agreement shall be from July 1, 2020 through June 30, 2021.

**Appendix A School Calendar**

A-1 2020-2021 Calendar

**Appendix B Salary Schedules**

Change schedules 2019-2020 to be labeled 2020-2021

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For SMMUSD

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For SMMCTA

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Date

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Date