



# Vista Del Mar Union School District

9467 San Julian Road

Gaviota, CA 93117

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**Tentative Agreement between the Vista Del Mar Union School District  
and the Vista Del Mar Education Association  
for the 2021-22 through 2023-2024 school years  
March 21, 2022**

The Parties have agreed to the following Tentative Agreement between the Vista Del Mar Union School District and the Vista Del Mar Education Association for the 2021-2022 through 2023-2024 fiscal/academic years:

1. The Parties have agreed to the calendar for the 2022-2023 and the 2023-2024 academic years. The Calendars are attached hereto as Exhibit A.
2. The Parties agree to adding the following new paragraph (Paragraph 5.5) to the Certificated Collective Bargaining Agreement providing for a one-time early retirement incentive consisting of the following:  
  
"5.5 The District agrees for a period of two years to annually contribute up to \$14,095.00 towards the health and welfare benefits of any certificated bargaining unit member that tenders an irrevocable letter of retirement no later than May 1, 2022 with an effective date of June 30, 2023. The bargaining unit member must participate in a District provided health and welfare benefits program to receive the retirement benefit. This early retirement benefit shall not exceed a total of \$28,190.00 per retiring employee. Should the State of California institute a statewide health insurance option (i.e. single-payer), any remaining portion of the contribution shall convert to a lump sum annual payout to be paid into an annuity of the employees choosing."  
  
3. For the 2022-2023, the District will provide a 5.0% increase to the Certificated and Classified salary schedules. The agreed salary schedule for 2022-2023 is attached as Exhibit B. If at least two certificated bargaining unit member tenders a letter of retirement by May 1, 2022 with an effective date of June 30, 2023, the District shall implement the 2023-2024 Salary Schedule attached as Exhibit C, effective July 1, 2023 (for the 2023-2024).
4. In consideration for the proposed increases set forth in Paragraph 3 above, the parties agree to strike Articles 5.1(b) - 5.1(d) and Article 5.1.2 of the Certificated Bargaining Agreement and Article V(A)(2) through Article V(A)(4) and Article V(D) of the Classified Collective Bargaining Agreement.
5. The Parties agree to replace the Classified Salary Schedule with the schedule attached hereto as Exhibit D.
6. The Parties agree to meet on or after September of 2023 for purposes of discussing the possibility of re-opening salaries and health and welfare benefits for the 2023-2024 fiscal/school year.

All other articles and provisions of the Collective Bargaining Agreement remain in full force and effect.

VISTA DEL MAR UNION  
SCHOOL DISTRICT

VISTA DEL MAR EDUCATION  
ASSOCIATION

Nicole Jones  
President, Board of Education



Bruce Robertson  
VDMEA President

Ryan Harrington  
Clerk, Board of Education

Date: 3/21/22



Lois M. Peterson, Ed.D.  
Superintendent/Principal

Approved as to Form:

Date: March 21, 2022



Andrew Oman  
CTA Regional Staff

