CARPINTERIA UNIFIED SCHOOL DISTRICT /
CARPINTERIA ASSOCIATION OF
UNITED SCHOOL EMPLOYEES LOCAL 2216

(Revised) Fact-Finding
Agreement
May 14, 2025

Article 6, Compensation and Benefits (Certificated)

6.0 **Wages.**

2025-2026 School Year. The 2025-2026 Certificated Salary Schedule will be revised to reflect an increase of five percent (5%), effective July 1, 2025.

Off-Schedule Compensation. The District will pay each certificated unit member currently employed and in paid status at the time the contract is ratified and approved by both parties a one-time, off-schedule sum equivalent to four percent (4%) of their base salary in the 2024-2025 school year. This payment will be extended to certificated unit members who retired during the 2023–2024 or 2024–2025 school years. For purposes of this provision, "base salary" excludes all forms of additional compensation, including but not limited to stipends, longevity, and extra-pay assignments.

6.11 **Medical, Dental, and Optical Benefits.**

Benefits. Beginning with the 2025-2026 plan year, the District will contribute the maximum allowable contribution, not to exceed the District contribution to the District paid plan, to an individual HSA account for any eligible unit member enrolled in the HSA 5000 health plan. All ACA and HSA rules and limits will apply.

(New) 6.13 **Special Education Stipend.**

Beginning with the 2025-2026 school year, Special Education teachers shall receive an annual stipend of $3,000, in recognition of the specialized skills required for their roles. This stipend will be paid in equal installments over the course of the school year.

Article 6, Compensation and Benefits (Classified)

6.1 **Wages**. 2025-2026 School Year. 2025-2026 Classified Salary Schedule will be revised to reflect an increase of five percent (5%), effective July 1, 2025.

Off-Schedule Compensation. The District will pay each classified unit member currently employed and in paid status at the time the contract is ratified and approved by both parties a one-time, off-schedule sum equivalent to four percent (4%) of their base salary in the 2024-2025 school year. This payment will be extended to classified unit members who retired during the 2023–2024 or 2024–2025 school years. For purposes of this provision, "base salary" excludes