all forms of additional compensation, including but not limited to overtime, stipends, differentials, and additional hours.

Instructional Assistants. All currently employed instructional assistants will be moved to Step 13, effective July 1, 2025.

6.5 **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.

Contingent Adjustment Based on Property Tax Allocation (Certificated/Classified)

2024-2025 Property Tax Allocation: Unit members will receive a one-time, off-schedule payment based on the Santa Barbara County Office of Education's final P-3 property tax allocation for the 2024-2025 Fiscal Year, as follows:

- If the final property tax allocation reaches $31.750 million, .5% off-schedule payment; or
- If it is reaches $32.000 million or more, 1.0% off-schedule payment.

Any off-schedule payment based on property tax allocation under this provision shall be paid by October 1, 2025. This provision applies one-time only and shall not be included in future agreements.

2025-2026 Property Tax Allocation: The salary schedule increase will be adjusted based on the Santa Barbara County Office of Education's final P-3 property tax allocation for the 2025-2026 Fiscal Year, as follows:

- If the final property tax allocation reaches $33.250 million, .5% shall be applied to the existing salary schedule; or
- If it reaches $33.500 million, 1.0% shall be added to the existing salary schedule; or
- If it reaches $33.750 million, 1.5% shall be added to the existing salary schedule; or
- If it reaches $34.000 million or more, 2.0% shall be added to the existing salary schedule.

Any increase based on property tax allocation under this provision shall take effect October 1, 2026, and shall be applied to the existing salary schedule as an ongoing adjustment. This provision applies one-time only and shall not be included in future agreements.

Article 13, Leave Provisions (Certificated)

(New) 13.15 **Registering Employee Absence/Leave.** Unit members will register their contractual absences, leave notifications, and/or leave requests using the District's designated absence reporting process.