

Good evening President White, Clerk of the Board Blough, Trustees, Dr. Peplinski, and district staff,

SEA values the good working relationships that we have developed with the district. The negotiating process with the district has been productive and transparent. Both teams have partnered together to negotiate a fair salary settlement and medical enhancement for retirees. This raise will help us to be comparable with the Conejo and Moorpark districts. Our goal is to retain and attract quality employees. Our membership overwhelmingly ratified the contract last week. SEA values the School Board's support for this contract. This will be the first raise that our employees will have received in 8 years.

If the contract is approved tonight, the next hurdle will be the implementation of the raise and issuing the retroactive monies in a timely manner to the employees. We understand how cumbersome and complicated the implementation will be for the Payroll Department. However, if the monies are not to the employees on the December 31 pay warrants, our employees will experience a "tax spike year" in 2016. We are aware of nearby districts that are spending the extra amount needed to assist their payroll department to achieve the December 31st deadline. Our members would also appreciate every

effort that can be made in order to support the Simi Payroll department to avoid the tax spike in 2016.

We appreciate the school board's support of teachers, nurses and speech therapists in our district. This is the year to continue the positive momentum that we began last year which benefits the students and families in our district.