

Sunshine Proposal

Poway School Employees Association

This initial proposal is submitted by the Poway School Employees Association to the Poway Unified School District for a successor Agreement to the one expiring June 30, 2016. PSEA will propose:

Article 1 – Definitions

- Housekeeping changes to reflect changes in the bargaining unit.

Article 2 – Recognition and Negotiations Procedures

- Explore methods of greater collaboration with management in negotiations and dispute resolution.
- Housekeeping changes to reflect changes in the bargaining unit.

Article 5 – Work Year – Workweek – Workday

- Provide greater clarity and flexibility regarding employee rest and meal breaks
- Ensure that employees' contracted hours reflect the hours they regularly work.

Article 7 – Vacation

- Adjust the vacation accrual rate to more closely approximate that of comparable school districts and what PUSD management receives.

Article 8 – Health and Welfare Benefits

- Update the calculations in this article to reflect the value and contribution of classified employees to the District.

Article 9 – Leaves

- Update various provisions of this article to reflect recent legislative changes regarding work/life balance.

Article 11 – Evaluations

- Establish a standing joint committee to review evaluation process on an ongoing basis.
- Tighten up various procedures in evaluation process, particularly regarding probationary employees.

Article 14 – Wages

- Wage adjustments that reflect the sacrifices recently made by classified employees and their contribution to the educational mission of the District.
- Negotiate suitable implementation of recommendations from the Classified Salary Survey.
- Apply step increases to extra-duty assignments in different classifications, as well as to substitutes and limited term employees.
- Strengthen participation in Professional Growth Days.
- Include substitutes and limited term employees in Professional Learning opportunities

Article 15 – Layoff and Reemployment

- Restoration of previously laid-off positions and/or hours, in order to respond to the needs of the community and student body, and to ensure appropriate staffing and workload.

Article 16 – PSEA Organizational Rights

- Incorporate terms of prior settlement agreements.

Term

- A multi-year agreement.

Inclusion of Substitute and Limited Term Employees

- Negotiate provisions that recognize the contributions of these employees to the District’s mission, including but not limited to credit towards: ranking for contracted classified positions; initial salary placement in contracted classified positions; and permanency in contracted classified positions.
- Modify other language as necessary and appropriate to reflect their inclusion in the bargaining unit.

PSEA reserves the right to add, modify, delete, or otherwise change proposals during the course of negotiations.