

TO: BOARD OF EDUCATION

MEETING DATE: February 9, 2016

FROM: Tracy Hogarth
Staff Support: Dawn Zwibel Johnson

AGENDA ITEM: B-5

**SUBJECT: INITIAL PROPOSAL FROM THE BOARD OF EDUCATION TO
POWAY SCHOOL EMPLOYEES ASSOCIATION (PSEA) 2016-
2017 – FIRST READING**

- Action
- Consent Calendar
- First Reading
- Information
- Presentation
- Public Hearing
- Roll Call Vote Required

RECOMMENDATION:

First Reading.

DISCUSSION/PROGRAM:

Under California Government Code Section 3547, the presentation and adoption of the District's initial proposal for contract negotiations with PSEA is a two-step process. First, it must be presented at a meeting of the Board of Education and then after a reasonable time to allow the public to become informed, at a second meeting of the Board, there will be a public hearing on the District's initial proposal and the Board would adopt its initial proposal. Tonight, the Board will make public its initial proposal to PSEA.

The initial proposal is attached.

LEGAL REFERENCE: Government Code Section 3547

FISCAL IMPACT: TBD through Collective Bargaining Process

MOVED BY: _____ **SECONDED BY:** _____

VOTE: BEATTY ___ **O'CONNOR-RATCLIFF** ___ **PATAPOW** ___ **SELLERS** ___ **ZANE** ___ **STUDENT PREFERENTIAL VOTE: PUJAR** ___

**INITIAL PROPOSAL FROM THE POWAY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
TO
POWAY SCHOOL EMPLOYEES ASSOCIATION**

February 9, 2016

This initial proposal is submitted by the Poway Unified School District for a successor agreement to the one expiring June 30, 2016. The Poway Unified School District proposes the following.

Article 7 - Vacation

Where applicable revise sections in this article to address operational issues raised by San Diego County Office of Education's implementation of the Human Resource Management System People Soft.

7.2.1 Delete the percentage rate stated for vacation accruals.

Article 8 - Health and Welfare Benefits

8.2.3 Proof of other insurance. Contract language setting a deadline to provide proof of insurance.

Article 1 - Evaluation Procedures

11.6 Evaluation – eliminate language regarding evaluation of reclassified employees.

Include language to align with Personnel Commission Rules and Regulations 60.100.1(b)

Include language to include the employee's return to prior classification of permanency if unsuccessful during the probationary period of a new classification.

Article 14 - Wages

The District will make a proposal regarding wages after its evaluation of the Governor's May revise proposed budget and the impact on the district.

Article 21 - Term of Agreement

A three year agreement commencing July 1, 2016 through June 30, 2019, with annual re-openers as negotiated by the parties.

Limited Term Employees

Include a new article in the agreement that defines those sections that are applicable to limited term employees and those sections that are not.

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