

2019-2022 PSEA Agreements Overview

Units I and II

The PSEA Negotiations Team is proud to present to you our new PSEA/PUSD Unit I and Unit II Agreements for ratification. These Agreements are the product of nine months of negotiations, coupled with extensive research by the Negotiations Team. As with any Agreement, both PSEA and the District had to make compromises to reach these Agreements. While we did not get everything we wanted, we are very pleased with the improvements we have won, and we believe these Agreements break new ground for PSEA. Below is an overview of the various changes contained in these Agreements:

Wages

We negotiated a compensation increase of 3.5% over the life of these Agreements, as follows:

- An 0.5% salary increase, retroactive to July 1, 2018 (on top of the 2.5% salary increase we already received on July 1, 2018);
- A 1% salary increase, retroactive to July 1, 2019;
- A 1.5% salary increase, retroactive to January 1, 2020; and
- One additional paid holiday (equivalent to a 0.5% salary increase) during the Thanksgiving week, effective 2020-2021.

In addition, all classified employees will receive an additional payment equal to 1% of their regular 2019-2020 earnings, including hours worked on a timesheet (but excluding overtime, summer work and stipends), no later than December 2020.

We also made numerous changes to the language for the Professional Learning Program, such as:

- We streamlined the Classified Learning Cooperative (CLC) program, so that employees who earn CLC points will get paid out \$75 per point on the next month's pay warrant after submittal to payroll (rather than having to wait until you accumulate enough points and then get them paid out over three years);
- We restructured the funding for Professional Learning to be a flat \$250,000 per year, for both Units I and II; and
- We added to the Unit II Agreement the language in Unit I regarding the Educational Financial Incentive Program and the Professional Learning Program

Finally, we added language to the Unit I Agreement guaranteeing that employees who are required to work overnight at Camp with students will be compensated for all hours worked, and we changed the Mileage Reimbursement language in Unit II so that employees are reimbursed for actual miles traveled (as is the case in Unit I).

Leaves

PSEA was successful in expanding the ability of classified employees to use their accrued sick leave for family care purposes. Specifically, classified employees who have more than a year's sick leave accrual in their bank will be able to access up to four (4) weeks of this paid leave when they take FMLA leave to care for a seriously ill family member. This is on top of the 10 days of PNL that employees can already take for family care purposes (as a reminder PSEA had negotiated an increase of PNL days from 7 days to 10 days during the 2016-2019 negotiations).

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In addition, PSEA and the District clarified the Parental Bonding Leave which we added to the Agreements in the 2016-2019 negotiations was meant to be instead of (rather than in addition to) the 20 days of additional PNL which employees are eligible for upon the birth or adoption of a child.

We also made a number of non-substantive changes to the Agreements, such as adding to the Unit II Agreement language regarding Industrial Accident Leave which is already in Unit I and has been the practice at the District.

Health & Welfare

In October of 2019, PSEA and the District agreed to an MOU for the Plan Year 2020 which helped ensure the continuing sustainability of our benefit plans and post-retirement benefits, while also protecting employees from exorbitant rate increases. Part of this involved a slight lowering of the participating cash-to-warrant to \$275/month (in 2019, employees on Kaiser received \$281/month in participating cash-to-warrant) and of the opt-out cash-to-warrant to \$350/month.

Vacations

Currently, classified employees who work less than 12 months and who earn more than 10 days of vacation per year have additional vacation days (up to the maximum number of District recess days, usually five (5)) cashed out in November. With the agreement to add an additional holiday in the 2020-2021 academic year, these Agreements will reduce the number of District recess days by one, so that employees with sufficient vacation accrual will typically only be cashed out four (4) vacation days and can bank the additional day.

In addition, PSEA and the District agreed to move the date of the payout for these additional days to June. This has the benefit of avoiding confusion by employees who think they have more vacation days available during the school year than they actually do, and it also provides employees additional money in their pay warrant right before Summer. This change will take effect in the 2020-2021 school year.

Transfers

Transfer requests will now be operative until June 30 of each year, and employees will be given the option of renewing them for another year. Employees will be notified by May 30 of their right to renew their transfer requests. If the District fails to notify an employee that their transfer request is expiring and can be renewed, the transfer request will automatically renew for another year.

PSEA Organizational Rights

We added language to both Agreements guaranteeing PSEA is given access to any new employee orientations.

Payroll Deductions

We updated the language of both Agreements to reflect the elimination of fair share fees, consistent with the Supreme Court ruling in *Janus*.

Term of Agreement

These are both 3-year Agreements, which will be retroactive to July 1, 2019 and will continue in effect until June 30, 2022. Negotiations for Wages and Health & Welfare will automatically reopen each year of the Agreements, and each side can choose to open one additional article for renegotiation each year.