

2022-2023 PSEA Successor Agreements Overview

Units I and II

The PSEA Negotiations Team presents to you our PSEA/PUSD Unit I and Unit II 2022-2023 Successor Tentative Agreements (TAs) for ratification. These 2022-2023 Successor Agreements are the product of three months of intense negotiations, coupled with extensive research and presentation by the Negotiations Team, and mobilization by our Members. 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 pleased with the improvements we have won, and we believe these Agreements will begin to take significant steps to improve compensation for classified employees. Below is an overview of the various changes contained in these Agreements:

WAGES

PSEA has secured salary increases for classified employees averaging over 10.5% over the next 12 months.

We negotiated salary increases for classified employees in the upcoming school year (2022-2023) averaging over 8.2%, with most classified employees receiving salary increases of at least 10.25% next year. This was achieved by:

- Securing a 5% increase to our Salary Schedules, effective July 1, 2022
- Adding a Step 6 to our Salary Schedules (a 5% increase from Step 5), effective January 1, 2023. Most PSEA-represented employees are currently at Step 5 and will see this increase by the end of this upcoming school year (2022-2023), and all PSEA-represented employees will ultimately benefit from this Step 6.

In addition, PSEA has secured a total of \$2.3 million (equal to a 2.35% wage increase) in guaranteed funding for the Classification Review Cycles, and a commitment that all remaining years (Years 3 through 6) will be completed within a year and funded from this \$2.3 million. Any leftover funds will go to PSEA-represented employees in the form of compensation as negotiated by the parties.

DURATION

Because PSEA and Management both recognize that more work still needs to be done to bridge the compensation gap for classified employees, we have also agreed as part of these overall TAs to make these one-year Agreements (expiring June 30, 2023) rather than our usual three-year agreements. We will return to the negotiating table in a few months to bargain over additional increases in future years, once we have reviewed the results of the recently concluded Salary Survey.

OTHER IMPROVEMENTS

In addition to these key elements of the Tentative Agreements, we also secured a number of other improvements in various articles, including making considerable strides toward harmonizing the Unit I and Unit II Agreements.

Leaves

PSEA won numerous improvements to our Leave rights, including:

- Employees in both Units I and II can use up to half of their annual sick leave accrual to care for ill family members;
- Employees in Unit II are now only required to give one (1) day notice for Compelling Reasons Leave, rather than the two (2) days of notice under our expired Agreements. This equalizes Unit II with Unit I;

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- Employees in Unit I who wish to access the Catastrophic Leave Bank now only need to donate a day of their contracted hours of sick leave to be eligible. Previously, they were required to donate eight (8) hours, regardless of how many hours they worked. This equalizes Unit I with Unit II;
- Employees in Unit I can now make donations to the Catastrophic Leave Bank throughout the year, rather than only in December. This equalizes Unit I with Unit II;
- Employees in both Units I and II can now donate up to 25% of their accrued sick leave to the Catastrophic Leave Bank (rather than the 40 hour limit in our expired Agreements);

Transfers

We have negotiated a Temporary Reassignment Pool for certain classifications in Units I and II, by which employees can volunteer to be temporarily reassigned to a different work location to cover an absence or staffing shortage not to exceed seven (7) workdays and receive an additional stipend of \$25 for each day they agree to work at another site.

For Unit II, we also won language ensuring that seniority within a classification will be given equal weight to other factors when considering transfer requests. This equalizes the Unit II language with Unit I's existing language.

Evaluations

For Unit II, we negotiated for employees who have completed a year of service at Step 5 of the Salary Schedule to only be evaluated every other year. Previously, employees needed to have worked at the District for five (5) years before they were evaluated every other year. This equalizes the Unit II language with Unit I's existing language.

We also clarified the role and procedures for the Joint Committee on Evaluations.

Holidays

We specified in the Agreements when employees are entitled to holiday pay, how their holiday pay is calculated, and what their compensation is if they work a holiday. We also reordered the list of holidays to be in chronological order.

Various Other Changes

- Updated the language in Article 1 (Definitions) for both Units I and II to match each other;
- Updated the language in Article 2 (Recognition) for Unit II to match the language in Unit I;
- Updated the language of Article 4 (Payroll Deductions) to more accurately reflect current practice;
- Updated the language of Article 5 (Work Hours) to reflect the correct number of work days for 12-month employees since we added a 16th holiday in 2019
- Updated the language of Article 15 (Layoffs) to reflect recent changes in state law; and
- Changed language throughout both Agreements to be more gender-inclusive.

NEXT STEPS

These Successor Agreements are for one year (2022-2023) to replace our Agreements which expired on June 30, 2022. Once the Members ratify these Agreements, PSEA and the District will return to the negotiating table later this month to continue to work towards narrowing the wage gap and paying PSEA classified employees what they deserve.