

TENTATIVE AGREEMENT

April 11, 2024

Article 6 - Hours of Employment

6.1. Workday

6.1.1 The normal workday responsibilities for the classroom teachers shall include, but not be limited to preparation of lessons and classroom instruction. In order to provide supervision of students, remedial and special assistance to students and to insure school-home communications through conferences with students and parents, all unit members shall be available during the contracted workday. Other activities that are a part of the unit member's responsibility, but do not occur daily and which may involve an extended day include faculty meetings, in-service training, parent conferences, supervision of student activities and parent/community/school meetings. Faculty meetings shall have a written agenda provided to unit member at least two (2) work days prior to the meeting. Failure to provide the agenda shall not result in cancellation of the faculty meeting; however, the next extended day meeting shall be a teacher driven grade level or department collaboration meeting. If the site administrator determines it is not practicable to provide the next extended day as a teacher driven grade level/department collaboration meeting, then the subsequent extended day shall be a teacher driven grade level/department collaboration meeting. However, faculty meetings that extend beyond the contracted workday shall not occur more than once every other week and should not exceed ninety minutes (90) past contract hours. If the Mandatory Online Trainings and Extended Staff Meeting Time MOU is added to the collective bargaining agreement, the extended ninety minutes (90) shall be reduced to sixty minutes (60) past contract hours per the Mandatory Online Trainings and Extended Staff Meeting Time MOU. All in-service trainings that occur outside of the workday shall be voluntary and paid.

6.1.1.1 Beginning in September 2017, and every other month up to four times per year, one (1) hour of teacher driven collaboration meeting time shall occur at each elementary school site, which purpose shall align with the District adopted educational goals and objectives.

6.1.1.2 Written agendas and logs for the elementary collaboration meeting, aligned with District adopted educational goals and objectives shall be written and developed at the sole discretion of the unit members. The agenda shall be provided to the site administrator, or designee, at least two (2) days in advance of the meeting and unit members shall keep a log of the activities undertaken in the meetings.

6.1.1.3 These elementary collaboration meetings shall end at the end of the

contracted work day and shall not occur on an extended day.

6.1.1.4 By August 31st, the site administrator, or designee, shall identify and notify unit members of the four (4) dates for teacher driven elementary collaboration meetings, which shall be on the weekly early release days.

6.1.2 Preschool: The workday for preschool teachers shall be seven (7) hours and thirty (30) Minutes.

6.1.3 Children Center: The workday for Children Center teachers shall be seven (7) hours and thirty (30) minutes.

6.1.4 Elementary: The workday for kindergarten, primary (1-3), upper grades (4-5) and elementary preparation release teachers shall be six (6) hours and fifty (50) minutes. The normal workday shall accommodate schools observing both slip and non-slip time schedules for students in grades one (1) through three (3).

6.1.5 Junior High: The workday for junior high school bargaining unit members shall be seven (7) hours and twenty-five (25) minutes.

6.1.6 High School: The workday for high school and continuation high school bargaining unit shall be seven (7) hours and twenty-five (25) minutes.

6.1.7

6.1.7.1 Adult Education: The work day for adult education unit member shall be according to the number of classes that are assigned to the unit member.

6.1.7.2 Adult Education teachers, who attend District provided professional development, shall be paid at their hourly rate.

6.1.7.3 Unit members who are currently teaching in an Adult Education assignment during the school year, those unit members shall be selected to continue to teach during the Adult Education Summer Session, provided they have the appropriate credential and the same or similar course is offered. If more than one member applies for the same position, selection shall be considered in the order listed below under "Selection Criteria". Each subsequent criterion will only be considered if a tie between the applicant's results from the preceding criteria, and if there are more applicants than available positions.

Selection Criteria:

1. Credential in the applied subject area: and
2. Recent experience taught in the subject area in the last three (3) years;

- and
- 6.1.7.4** If all else is equal under the Selection Criteria in 6.1.7.3 above, then seniority.
- 6.1.8** Non-classroom: Bargaining unit members covered by this agreement who are not classroom teachers shall have the following workday:
- 6.1.8.1** Librarians, Work Experience Teachers and Counselors: The workday for junior high and high school librarians, work experience teachers and counselors shall be the same workday as the classroom teachers at their site. Secondary school counselors and site administrators may mutually agree to a flexible workday, which does not begin or end more than thirty (30) minutes beyond the workday at their site.
- 6.1.8.2** Psychologists, Behavior Specialists and Speech Therapists: The workday for school psychologists, behavior specialists, and speech therapists shall be 8 hours. Beginning and ending times shall be determined at each individual site by mutual agreement of the bargaining unit member and site principal. The 8 hour day shall include a 45-minute duty free lunch.
- 6.1.8.3** Resource specialists, Reading Specialists, Literacy Coaches, and Teachers on Special Assignment: The workday for resource specialists, literacy coaches, and teachers on special assignment shall be the same workday as the bargaining unit members at the site where they spend the majority of their work week.
- 6.1.8.4** Other: For job titles not included in those listed above, the workday shall be determined by the immediate supervisor or principal, and shall not exceed an eight (8) hour workday, and shall include a thirty (30) minute duty free lunch; except for those with an 8-hour workday, which shall have a forty-five (45) minute duty free lunch.
- 6.1.9** Beginning and ending times for the workday, but not the length of the workday may be adjusted by the principal or immediate supervisor.
- 6.1.9.1** Nothing in this section prohibits a unit member and site administrator from mutually agreeing to a flexible workday, which does not begin or end more than one class period beyond the workday at their site.
- 6.1.9.2** The parties to this Agreement must bargain any changes in the length of the teachers' workday or any impact within the scope of negotiations to changes in the students' instructional minutes that is not covered by collective bargaining agreements.

6.1.10 Individual exception to the workday requires the approval of the principal and shall not be interpreted as precedent for future exception. On the days when bargaining unit members are scheduled to work, but pupils are not present, on days of an emergency release of pupils, or on shortened instructional days, the workday shall be the same as the regular teaching day unless otherwise noted by the terms of this Agreement.

6.1.11 Elementary schools which become involved in planning new or mandated school plans or programs, may upon request of the site administrator after consultation with bargaining unit members, be granted permission by the District for a modified instructional day. The purpose of such modified instructional day shall be for the preparation and development of these plans and programs.

6.1.12 Bargaining unit members at the elementary level and special education preschool teachers are entitled to one duty free lunch period of no less than fifty (50) minutes, and bargaining unit members at the junior high and high school levels are entitled to one duty free lunch period of no less than thirty (30) minutes.

6.2 Other Responsibilities

6.2.1 Open House and Back-to-School Night

6.2.1.1 The length of the workday for bargaining unit members K-12 for Open House or Back-to-School Night shall be a minimum workday. The adjusted workday of unit members shall be the day of, or the day following, the activity. On such minimum days the workday of unit members shall be equal to the student instructional day.

6.2.1.2 The reduced student minutes involved in the above-mentioned minimum days shall not jeopardize the required annual instructional minutes required by the state.

6.2.1.3 If Open House or Back-to-School Night requires Children Center or Preschool Program teachers to work beyond their normal workday, they shall be compensated at the hourly rate of pay established in Article 13.1.6 (B).

6.2.1.4 Based on verification of meeting the required State instructional minutes, add two minutes per day to the 4th/5th grade instructional minutes schedule to create four minimum days (Tue-Fri) for parent/teacher conference for these two grades beginning in the 1998-99 school year.

Third grade teachers who serve in non-class size reduction classroom, will have four minimum days during the

parent/teacher conference week, creating a reduction of eighty (80) in instructional minutes during that week.

If Class Size Reduction (CSR) is eliminated in future years the PEA and the District shall meet to bargain how to implement additional Parent/Teacher time for the non-CSR classes.

6.2.2 Supervision Duties at the Secondary Level

6.2.2.1 Supervision Duties are defined as those activities which extend a bargaining unit member's regular workday and must involve the supervision of students.

6.2.2.2 Up to twelve (12) points of supervision duties in a school year shall be uncompensated. After providing twelve (12) points supervision duties bargaining unit members shall be compensated at the hourly rate of pay established in Article 13. For purposes of compensation one point (1) equals one (1) hour.

6.2.2.2.1 A Class Advisor will be credited with six (6) points. Classes that have more than two (2) advisors will be prorated accordingly. A Club Advisor will be credited with six (6) points. Clubs with more than one (1) advisor will be prorated accordingly.

6.2.2.2.2 Points shall be earned according to the Following formula:

- One (1) point per hour/per event supervised until 7:00 p.m.
- Two (2) points per hour/per event supervised after 7:00 p.m. or on Saturdays, or any event prior to the first instructional day of the school year.

6.2.2.3 Supervision Duties shall be shared equitably by all bargaining unit members.

6.2.2.4 Supervision Duties (adjunct duties) at the high school must involve the direct supervision of students: adjunct duties which do not require full faculty participation shall be reasonable and equitable and based on the following process:

6.2.2.4.1 Supervision Duties shall be shared equitably by all bargaining unit members at the site. Equitability shall be based on the anticipated number of hours a unit member is involved in after school supervision assignments.

6.2.2.4.2 Every effort shall be made to assign bargaining unit

members an equal number of supervision duties or equivalent before additional paid extra duties are assigned.

6.2.2.4.3 Bargaining unit members shall have the opportunity to self-select supervision duties.

6.2.2.4.4 Prior to the teacher's last workday of the school year, the principal or his/her designee shall develop a list of supervision duties for the ensuing school year. This list shall contain at least the following: a list of anticipated events; proposed dates, the number of bargaining unit members needed for each event, the anticipated number of points per event; the total points needed for each event. The completed list of adjunct duties shall be given to each unit member at the high school for review. Suggestions and/or corrections shall be forwarded to the principal or his/her designee.

6.2.2.4.5 Prior to the end of the second instructional week, the principal or his/her designee shall make necessary revisions to the list. To determine the number of points each bargaining unit member will be responsible to self-select for the current school year, the total number of points needed to cover all after school supervision assignments shall be divided by the number of bargaining unit members at the site.

6.2.2.4.6 Bargaining unit members shall be notified when and where the agreed upon list of after school supervision assignments will be posted. Bargaining unit members shall have one week to self-select their preferred adjunct duties.

6.2.2.4.7 The principal or his/her designee, after reviewing and analyzing the resulting list for equity and adequate coverage, shall make appropriate assignments where needed.

6.2.2.5 Assigned Duties at the Elementary Level: All assigned duties at the elementary level shall be shared equitably by all bargaining members at the site.

6.2.2.5.1 Every effort shall be made to assign bargaining unit members an equal number of assigned duties.

6.2.2.5.2 Bargaining unit members shall have the opportunity to self-select supervision duties.

6.2.2.5.3 Prior to the teacher's last workday of the school year, the principal or

his/her designee shall develop a list of duties for the ensuing school year. This list shall contain at least the following: a list of the number of bargaining unit members needed for each duty, the anticipated number of minutes per duty. The completed list of duties shall be distributed to each unit member at the site for review. Suggestions and/or corrections shall be forwarded to the principal or his/her designee.

- 6.2.2.5.4 Prior to the end of the second instructional week, the principal or his/her designee shall make necessary revisions to the list.
- 6.2.2.5.5 Bargaining unit members shall be notified when and where the agreed upon list of school supervision assignments will be posted. Bargaining unit members shall have one week from notification to self-select their preferred duties.
- 6.2.2.5.6 The principal or his/her designee, after reviewing and analyzing the resulting list for equity and adequate coverage, shall make appropriate assignments where needed.

6.3 Preparation and Planning

Bargaining unit members shall be paid at the Intervention Hourly Rate for attendance at IEP meetings, 504 meetings, and SST meetings scheduled outside of the unit member's workday.

- 6.3.1 Kindergarten and transitional kindergarten: Bargaining unit members teaching kindergarten and transitional kindergarten shall be provided with the equivalent of three (3) forty-five (45) minute preparation periods per a five-day week, for a total equivalent of one hundred and thirty-five (135) minutes per a five day week. This preparation period shall be provided at time other than when their assigned students are in attendance. This preparation time is set aside for preparation and planning. Exceptions may occur when the normal school day is shortened or classes are rescheduled for specific activities.
- 6.3.2 Elementary: Bargaining unit members teaching in grades one through five in self-contained regular and special education classrooms and prep teachers shall be provided the equivalent of three (3) 45-minute preparation periods per five-day week, for a total equivalent of 135 minutes per a five-day week set aside for preparation and planning. Exceptions may occur when the normal school day is shortened or classes are rescheduled for specific activities.
- 6.3.3 Junior High
 - 6.3.3.1 Preparation and Planning: Full-time bargaining unit members teaching junior high school (6-8) shall have one (1) unassigned period per day set aside for preparation and planning. Exceptions may occur when the normal school day is

shortened or classes are rescheduled for specific activities. The fifteen minutes before school shall be non-instructional time.

6.3.3.2 Effective July 1, 2001, the remaining non-instructional time of at least 30 minutes in the workday shall be dedicated to enhancing the educational program of students. The specific educational activities during this period shall be collaboratively planned by the administrative and teaching staff at each site. Activities may include, but are not limited to, student tutoring, student clubs and activities, parent/teacher conferences, school study team (SST) meetings, strategy/planning meetings to develop strategies for implementing standards and increasing student performance, and/or house- and department-level meetings. It is expected that a variety of activities will take place during this time, designed to enhance and enrich the educational program of junior high students.

6.3.3.3 No meeting shall begin sooner than 15 minutes after the end of the students' instructional day.

6.3.3.4 The District and the Association shall establish a Junior High School Task Force to evaluate and make recommendations to the Superintendent to improve the junior high school schedule and programs. The Association and the District shall appoint an equal number of members to the Task Force.

6.3.4 High School: Full-time bargaining unit members teaching high school shall have (1) unassigned period per day set aside for preparation and planning. Exceptions may occur when the normal school day is shortened or classes are re-scheduled for specific activities.

6.3.5 Adult Education: Unit members teaching adult education shall receive the amount of preparation time ~~one (1) hour of paid preparation at the start of each quarter each week~~ listed below for their classroom teaching hours at their hourly rate of pay.

30 – 40 hours of teaching per work week = 1 hour prep/week

20 – 29.5 hours of teaching per work week = 45 minutes prep/week

1-- 19.5 hours of teaching a work week = 30 minutes prep/week

The preparation time is considered non-instructional hours

6.4 Compensation for Class Coverage

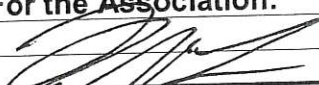
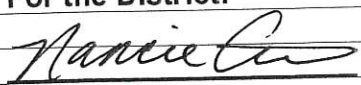
- 6.4.1 Beginning July, 1, 2012, a bargaining unit member who volunteers or is assigned to teach all or any part of a period during his/her preparation time shall be compensated. Compensation for class coverage shall be one-half (1/2) the Class Coverage hourly rate for the first fifteen (15) minutes of coverage. Compensation for class coverage above (15) minutes shall be at the full Class Coverage hourly rate.
- 6.4.2 A "period" is defined at the secondary level, as the length of a student period for the day during which the substitution takes place. At the elementary level, a "period" is the length of teacher's preparation period contained in this Agreement. For Kindergarten, a "period" is defined by clock hours. If an absent classroom teacher's class is divided among multiple teachers, then each unit member who takes or receives additional students for all or part of the day shall be given credit for one period of coverage and shall be compensated at the Class Coverage hourly rate of pay. In addition, bargaining unit members who substitute during their regular work day (e.g. kindergarten teachers, teachers on special assignment, etc.) shall be given credit for one-half (1/2) period for the first fifteen (15) minutes of substituting and one full period for substituting that exceeds fifteen (15) minutes.
- 6.4.3 Each site administrator shall compile a list of bargaining unit members who wish to volunteer for class coverage. The volunteer list shall be posted at a central location chosen by the site administrator and emailed to all bargaining unit members at the site. A second roster shall be compiled listing all bargaining unit members at that site and their prep time. If no volunteers are available for substituting, substitutes are to be selected from the second list. The second list shall be made available to all bargaining unit members. Bargaining unit members shall be requested to substitute on a fair and equitable basis. A 120% contract is authorized only for unit members teaching a class during their preparation period.
- 6.4.4 Compensation for Adult Education Class Coverage

Bargaining unit members at the Adult Education Center who volunteer or are required to accept students during their regular hours, due to teacher absence or other reason, shall receive the Adult Education Class Coverage Rate per hour of coverage. The process for securing Adult Education Class Coverage by accepting students during their regular hours shall be in accordance with Article 6.4.3. Compensation for voluntary or assigned class coverage for the first fifteen (15) minutes of class shall be at one-half of Adult Education Class Coverage Rate per hour of coverage. Compensation for class coverage by accepting students during their regular hours above fifteen (15) minutes, shall be at the full Adult Education Class Coverage Rate per hour of coverage. Bargaining unit members who volunteer to substitute for a class outside of their regular hours shall be paid at their Adult Education hourly rate.

6.5

Online Mandatory Trainings

6.5.1 Online Mandatory Trainings shall be completed within the contracted work day, not during preparation time, and within the first twenty (20) school days.

For the Association:	For the District:
	
Russel Lu	Nancie Castro
PEA Bargaining Chair	Asst. Superintendent HR

Date: 4/11/24

Date: 4/11/24

TENATIVE AGREEMENT

November 16, 2023

Article 7 - Leaves

7.1 UNAUTHORIZED LEAVE

7.1.1 Unauthorized leave is defined as nonperformance of those duties and responsibilities assigned by the District or misuse of approved leaves. Such leaves can result in loss of compensation and disciplinary action for employees.

7.2 SICK LEAVE

7.2.1 Each employee shall be entitled to sick leave with full pay up to ten (10) working days in each school term. Employees whose regular work year is more than the school year shall earn additional sick leave days pro-rated at the rate of one (1) sick leave day for each additional twenty (20) days worked. The unused portion of sick leave allowance shall be accumulative without limitation. The maximum amount of earned sick leave in any one year shall be twelve (12) days.

7.2.2 Sick leave deduction shall be made for the portion of the normal workday that the employee is absent.

7.2.3 Verification/Return from Sick Leave

7.2.3.1 Following absences of more than four (4) consecutive days due to illness, a doctor's statement may be required before returning to work. Further, the District may ask for a medical verification of illness when there appears to be a pattern of absence(s).

7.2.3.2 Employees returning to work from sick leave involving major surgery or illness shall be required to present a doctor's release verifying medical permission to return to work.

7.2.3.3 Any Unit Member who was hired on or after January 1, 2017 and is a military veteran with military service-connected disability rated at 30% or more by the United States Department

of Veteran Affairs, shall be entitled to an additional sick leave as set forth in Appendix D.

7.2.4 If an employee is terminated and has used more sick leave than was earned, the amount used but not earned shall be deducted from his final warrant.

7.2.5 Differential Leave

7.2.5.1 When a bargaining unit employee is absent from duties on account of illness or accident for a period of five (5) school months or less, the amount deducted from the salary due for any month in which the absence occurs shall not exceed the sum which is actually paid a substitute employed to fill the position during the absence, not to exceed the lowest daily rate paid to a substitute; or, if no substitute were employed, the amount which would have been paid to the substitute.

7.2.5.2 The five (5) month differential pay period shall be consecutive following utilization of annual and accumulated sick leave.

7.2.5.3 The five (5) month period is available per illness or per injury. This applies to extended illness or injury and not daily absences. The balance of a five (5) month period not utilized at the end of a school year shall be available at the beginning of the subsequent school year.

7.2.5.4 A bargaining unit member returning from differential leave shall be reinstated to his/her former position upon request, except when educational needs weigh in favor of a temporary transfer or reassignment.

7.2.5.5 If an employee is unable to return to work at the end of the five (5) month period, he/she shall be placed on a 39-month reemployment list (permanent employee) or a 24-month reemployment list (probationary employee).

7.2.6 At the beginning of each school year, every employee shall receive a sick leave entitlement for the school year. The District shall provide each employee with a written statement of his accrued sick leave total and his sick leave entitlement for the school year. An employee may use his credited sick leave at any time during the school year.

7.2.7 An employee may transfer accumulated sick leave according to the provision of the Education Code.

7.3 MATERNITY LEAVE

7.3.1 A certificated employee of the District who becomes pregnant may take a leave for maternity reasons. Leave for maternity reasons may be either paid or unpaid.

7.3.1.1 Paid Leave: A certificated employee who is pregnant may utilize sick leave during the period of time she is disabled. Disability shall begin at the written request of the employee accompanied by a statement from a duly licensed physician indicating the period of time the employee shall not be physically able to perform her duties. The District may request an examination by a physician designated by the District to determine the ability of the employee to perform her duties. The determination of the District physician shall be final.

7.3.1.2 Unpaid Leave: Unpaid leave may be granted to pregnant employees:

7.3.1.2.1 At employee's request in lieu of employee utilizing sick leave.

7.3.1.2.2 To extend maternity leave beyond the period of disability.

7.3.1.2.3 Health benefits during unpaid leave may be continued if such unpaid leave does not exceed twenty (20) working days.

7.3.1.2.4 Health benefits may be continued beyond the twenty (20) days unpaid leave if the employee pays for premiums.

7.4 CHILD REARING LEAVE:

7.4.1 See Health, Study, Child Rearing, and Other Leaves. Additional Parental Leave provisions shall be provided as set forth in Appendix D.

7.5 ADOPTION LEAVE:

7.5.1 See Personal Necessity Leave.

7.6 INDUSTRIAL ACCIDENT OR ILLNESS LEAVE

7.6.1 Employees having accidents or illnesses arising out of and in the course of employment are covered by Worker's Compensation as outlined below:

A. A maximum of sixty (60) working days of industrial accident or illness

leave is allowed in any one fiscal year for the same accident. This leave is not cumulative from year to year.

- B. Industrial accident or illness leave commences on the first day of absence and shall be reduced by one (1) day for each day of authorized absence up to the maximum allowable amount.
- C. When industrial accident or illness leave has been exhausted, other type of available leave shall then be used.
- D. Periods of such leave shall not be considered as a break in service.
- E. During all periods of paid leaves of absence all wage loss benefit checks received by the employee shall be endorsed to the District. The District shall then issue the employee appropriate warrants for payment of normal wage or salary and shall deduct retirement and other authorized contributions.
- F. Upon termination of the industrial accident or illness leave, the employee shall be entitled to other benefits provided in Article VI and for the purpose of each of these provisions, absence shall be deemed to have commenced on the date of termination of the industrial accident or illness leave, provided that if the employee continues to receive temporary disability indemnity, employee may elect to take as much of accumulative sick leave which, when added to temporary disability indemnity, shall result in a payment of not more than the full salary.
- G. While receiving benefits under this section, during periods of illness or injury, the employee shall remain within the state of California, unless the District authorizes travel outside the state.

7.7 PERSONAL NECESSITY LEAVE

7.7.1 In cases of personal necessity, an employee at his/her election may use up to seven (7) days of sick leave in any school year for any of the following:

7

- A. Death of a member of his/her immediate family. (Member of the immediate family as used in this section includes: mother, father parent substitute or legal guardian, grandmother, grandfather, spouse, registered domestic partner, son, daughter, sister, brother, mother-in-law, father-in-law, son-in-law, brother-in-law, sister-in-law of the employee, grandchild, any person or relative living in the immediate household of the employee or individual for whom the employee serves as a legal guardian, **child lost to miscarriage or stillbirth**. This leave may be in addition to bereavement leave.

- B Failed adoption, failed surrogacy, or unsuccessful assisted reproduction.
- C. Accident, involving his person or property, or the person or property of a member of immediate family.
- D. Appearance in court as a litigant; or as a witness under an official order.
- E. Serious illness involving hospitalization of a member of the employee's immediate family or serious illness not requiring hospitalization of a member of the employees' immediate family who resides with the employee.
- F. Paternity Leave - Seven (7) days.
- G. Adoption of a child by employee - Seven (7) days.
- H. Personal Business – Four (4) days for which no reason needs to be given and no prior approval is required. Unit members may take up to two (2) Personal Business days in a week without prior approval. Unit members may take more than two (2) days in a week with prior approval of site administrator or designee. Personal Business Leave taken the day before or the day after a District Calendared Holiday shall require prior approval of site administrator or designee.

7.7.2 Should a personal necessity leave be necessary when an employee has insufficient accumulated sick leave, the salary deduction shall be the substitute's pay and the employee shall receive the difference between the pay to the substitute and regular salary of the employee. In no case shall the deduction be greater than what the employee earns.

7.7.3 Personal necessity leave is not automatic but shall be requested, in writing, and submitted to the site supervisor upon return from such leave. (See 7.7.1.G for exception.) Personal necessity leave may be taken in one-half or full days only. Unit members who are in need of Personal Necessity of less than one-half day due to an emergency, shall only be charged the number of hours actually used.

7.7.4 Special forms for request and verification of personal necessity leave shall be available in the principal's office in each building.

7.8 BEREAVEMENT LEAVE

7.8.1 An employee is entitled to a leave of absence, not to exceed three (3) days, or five (5) days if travel greater than 300 miles is required, on account of the death of member of his/her immediate family. No deduction shall be made

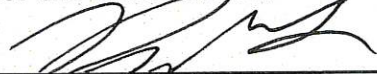
from the salary of such employee, nor shall such leave be deducted from sick leave.

7.8.2 "Member of his/her immediate family as used in this section means: the mother, father, parent substitute, legal guardian, registered domestic partner (as defined in 12.3.2 below) or any individual for whom the employee serves as a guardian, grandmother, grandfather or grandchild of the employee or of the spouse/registered domestic partner of the employee. The spouse/registered domestic partner, son, son-in-law, mother-in-law, father-in-law, daughter, daughter-in-law, sister-in-law, brother-in-law, brother or sister of the employee, a child lost to miscarriage or stillbirth, or any relative living in the immediate household of the employee.

7.8.3 Verification may be required by site administrator within 30 days following leave being taken. Verification shall be in the form of letters, certificates of death, obituaries, memorial cards and/or any other form of notice.

CCL for remainder of article

For the Association:



Russel Lu
PEA Bargaining Chair

Date: 11/16/23

For the District:



Nancie Castro
Asst. Superintendent

Date: 11-16-23

TENTATIVE AGREEMENT

April 11, 2024

Article 9 – Transfer and Reassignment Procedures

9.1 Employees shall be assigned in the subject field or fields and at the level in which their experience, training and credential qualify them to be placed. Insofar as feasible, each school shall have a balanced staff in terms of years of experience and training, sex and diversity of cultural and ethnic background.

9.2 Definitions

9.2.1 Vacancy: A vacancy shall be considered only as an unfilled full-time or part-time certificated position. Reassignments may be made within a school to fill openings created. The eventual opening shall be considered the vacancy.

9.2.2 Reassignment: Reassignment is the placement of a certificated employee in a different subject area or grade level within the same school.

9.2.3 Transfer: Relocation (school to school) of an employee.

9.2.3.1 Voluntary Transfer: Employee initiated relocation.

9.2.3.2 Involuntary Transfer: District-initiated relocation.

9.3 Transfer Criteria (Voluntary or Involuntary)

9.3.1 Transfers shall be based upon consideration of the following priorities; credential; seniority, student, school and District needs; training and experience; and balanced staff. When all considerations listed are equal among bargaining unit member, seniority shall be the deciding factor. If the employee does not agree with the reassignment or transfer, a right to appeal the subject judgment to the superintendent is permitted. Procedural issues shall be subject to grievance. The employee's request for transfer will remain active until the transfer is filled or until June 30 of each school year, whichever is earlier.

9.4 Voluntary Transfer

9.4.1 The following factors shall be considered in relation to the transfer of employees:

9.4.1.1 Available vacancies and number of requests for transfer.

9.4.1.2 Grade level, subject field and position for which the employee is best suited by qualification and experience. When a transfer involves a change of subject field, the change may be made only if the employee meets the qualifications required for that subject field and teaching credential.

9.4.1.3 A list of known vacancies for the following school year shall be emailed to permanent unit members as soon as they become available, and to all members by March 15 and every two weeks thereafter until the end of school. The list shall contain a closing date for submitting request for transfer. No assignment to fill the vacancies shall be made until after the closing date.

9.4.1.3.1 If positions become available after the end of the school year and before July 1, the District shall email to unit members the position(s) and unit members may apply to transfer to such positions within five (5) business days of the date of the email and shall be considered for selection along with before external candidates. Unit members shall request transfer by written or emailed notification to Human Resources Director.

9.4.1.4 An employee shall submit a request for transfer on available form directly to the Human Resources Office. Requests shall be submitted after January 1 and shall be re-submitted each year to maintain transfer request current.

9.4.1.5 Transfers shall not be denied arbitrarily or capriciously or for punitive reasons.

9.4.1.6 If a transfer is denied, the employee shall be given, upon request, written rationale for the denial.

9.4.1.7 Employees requesting to transfer to a year-round school shall be given first consideration.

9.5 Involuntary Transfer

9.5.1 Involuntary transfer is any District-initiated relocation (school to school) of certificated personnel. The District shall provide written rationale for an involuntary transfer to the affected employee upon request, with a copy to the Association President.

9.5.2 Certificated personnel shall be given, whenever possible, the earliest advance notice of intended transfer. Reasons for transfer shall be stated in writing. Personal preference of the certificated employee as to new assignment shall be considered.

9.5.2.1 The District may initiate employee transfers when school or department enrollments make such transfers necessary. All personnel affected shall be notified promptly by letter from the Human Resources Office.

9.5.2.2 Because the District is interested in maintaining balanced, stable faculties, in strengthening them in specific areas, and in providing new environments for individuals, an employee whose work is satisfactory or exemplary may be relocated after appropriate conferences have been held. **Employees with the most seniority will be considered last for relocation.**

9.5.2.3 When the classroom work or the personal relationships of an employee are marginally satisfactory, a principal may request that the teacher be transferred.

9.5.2.4 Employees shall not be transferred arbitrarily, capriciously or for punitive purposes.

9.5.2.5 No vacancy shall be filled by means of an involuntary transfer if there is a qualified volunteer available who shall satisfy the specific need for transfer.

9.5.2.6 Notice of involuntary transfer shall be given to an employee as soon as possible and not, except in unusual cases, later than June 1 ~~April 1~~. **Involuntary transfers shall not take place until the new school year unless in compliance with Article 9.5.2.1.**

9.5.2.7 An administration-initiated transfer shall take place only after a meeting between the employee and the principal, if such a meeting is requested by the employee.

9.5.2.8 **The** Association shall be given a list of **all** certificated personnel transfers for the current year.

9.5.2.9 If an involuntary transfer is to be made after the beginning of the school year, fourteen (14) calendar days' notice shall be given to the employee prior to the effective date of transfer.

9.6 Reassignment

9.6.1 Reassignment shall be arranged through conferences between the building principal and certificated personnel involved.

9.6.2 Criteria for reassignment shall be qualifications and experience of the employee.


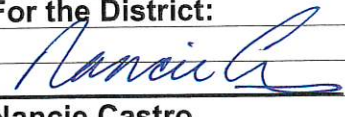
9.6.3 Employees shall receive their area of assignment in writing no later than June

1 of each year when possible.

9.6.4 A change in assignment shall not be made without good or sufficient cause.

9.6.5 In the event a change in assignment after June 1 is contemplated, the teacher shall be notified and a meeting with the school administrator held, if requested, by the employee.

9.6.6 Provisions shall be made for employees who are reassigned to more than one school to minimize travel time and ensure an adequate amount of time for lunch and preparation periods. Compensation for all travel shall be made by the District. Mileage shall be paid after the commute to the first site and to any other sites within the workday.

For the Association:	For the District:
	
Russel Lu	Nancie Castro
PEA Bargaining Chair	Asst. Superintendent HR

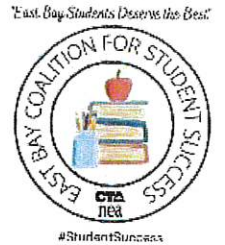
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Date: 4/11/24



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ARTICLE 11 - SAFETY CONDITIONS

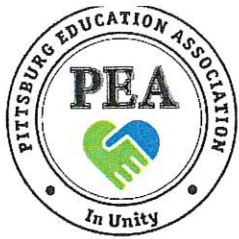
PEA Proposal No. 4

February 27, 2024

TENTATIVE AGREEMENT

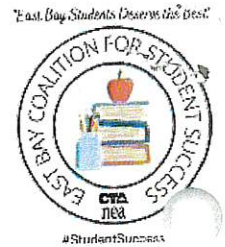
11.1 Safe Working Conditions

- 11.1.1** Bargaining unit members shall not be required to work in unsafe conditions or to perform tasks that endanger their health, safety or well-being. The District shall comply with all safety requirements imposed by proper authority (i.e., fire marshal, CalOsha, etc.) in assuming the responsibility for the safety of employees while they are in District facilities provided in furtherance of the operation of the District. The District shall provide training for all unit members on the Active Shooter Response training within the first thirty (30) workdays of each school year.
- 11.1.2** Bargaining unit members who believe they are being required to work under unsafe conditions or to perform tasks, which endanger their health or safety, shall report such conditions to their immediate supervisor. Within three (3) workdays of the report, the District shall investigate and determine if the situation is safe or unsafe. If necessary, the District shall initiate corrective actions within five (5) workdays to provide safe conditions. .
- 11.1.3** Before the first student attendance day of school, each school year, the District shall provide, publish and post rules for safety and the prevention of accidents, provide protective devices where they are required for the safety of employees and provide safety equipment where such equipment is necessary for the conduct of the educational program and the operation of the schools and inform unit members assigned to the site, the location of the safety rules (posters) and location of safety equipment.



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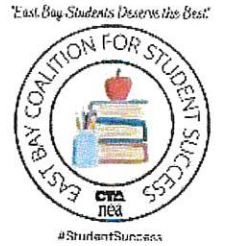
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- 11.1.4** The Superintendent or designee, upon request, shall consult with the Association representative regarding the preparation of regulations covering the safety of employees in performance of their duties.
- 11.1.5** The Superintendent or designee shall be responsible for the distribution of safety rules for all personnel concerned and shall appoint a District safety officer to oversee the condition of the District facilities. No later than the first student day of every school year, each site administrator or designee will inform unit members assigned to the site, the identity of the person designated as the Site Safety Liaison.
- 11.1.6** The District shall provide each classroom with fully stocked first aid kits with basic first aid supplies and disaster materials no later than the first teacher workday of each school year. Additionally, the District shall ensure that disaster preparedness materials such as blankets, bullhorn, radios, water, rope, food packages and the like are available at the school site. The bargaining unit member will notify their immediate supervisor and/or the Site Safety Liaison of the need for replacements or a replacement kit as needed during the contract year or not later than the end of the contract year. All perishables shall be replaced by the District prior to its expiration date.
- 11.1.7** The District's intent is that each classroom shall be provided telecommunications equipment to be available for bargaining unit members when safety issues arise. Each classroom shall be provided with a walkie-talkie to use when covering duties outside of the classroom and in the event of a power outage, or other emergency that interrupts normal telecommunications.
- 11.1.8** The District shall make reasonable, diligent, and timely attempts to keep all school grounds and facilities free of unwanted rodents, pests, and insects. If insecticides or poisons are used, the District shall make available to bargaining unit members the names of the chemicals to be used in advance of this application. Pesticides and insecticides shall be applied only at times when employees and pupils are not present.



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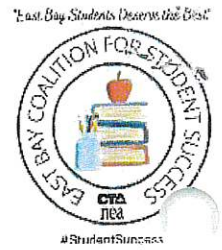
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- 11.1.9** In the event of a District or other governmental entity determined emergency closure of District facilities, including, but not limited to natural disaster, quarantine, or government order, bargaining unit members shall receive their daily rate of pay and benefits. If make-up days are required, the District shall negotiate the calendar placement of said days with Association.
- 11.1.10** Bargaining unit members who are assigned to work with students who are prone to exhibit violent behavior shall be encouraged to voluntarily participate in assault prevention training at no cost to the unit members.
- 11.1.11** In the event that the District publishes an Employee Handbook that includes any safety item that is a mandatory subject of bargaining, the District and the Association shall meet to bargain the effects of those items.
- 11.1.12** Each school site shall post in each classroom the emergency preparedness flip chart. The emergency flip chart shall also be posted in unit members work space that is not a classroom before students arrive for the first day of school. Each site shall provide an electronic copy of the school site safety plan and the emergency operation plan as well as a hard copy of the current school site plan and the emergency operation plan to every site member at the beginning of the school year. The school site safety plan shall be reviewed at the first extended staff meeting day of each school year. Any new changes after the review shall be communicated with staff within five (5) working days of change. If a unit member is assigned a duty within the emergency operation plan, that unit member must be trained regarding the assigned duty during the duty day within the first thirty (30) workdays of each school year. The site plan shall be updated annually. PEA may choose to assign up to three unit members (one from elementary, one from junior high and one from high school) to participate on the district safety committee.
- 11.1.13** When a unit member officially refers a student to site administration for misbehavior, the unit member who wrote the referral shall be notified



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by the site administrator of the action and response given to student within forty-eight hours (48) of the referral.

11.3 Assault

11.3.1 Bargaining unit members shall immediately, if possible (otherwise within no more than 24 hours), report to their supervisor or designee any incident of attack, assault or menace where they are the victim or a witness. The supervisor or designee shall report the incident to the appropriate enforcement authority and also inform the Superintendent's office as soon as possible. *When a student has committed a physical threat and/or assault on a bargaining unit member or is in possession of a weapon, the unit member may also request that the student be immediately removed from the classroom for the safety of the student, other students, and the unit member and the administrator or designee shall promptly arrange for the student to be removed from the classroom.* Nothing in this section shall preclude an individual unit member from filing a report with the proper authorities. The District shall take all appropriate steps required under law to protect unit members against attack, assault, or menace while at work, and take prompt action to respond to any such incidents under the Education Code. *A student who has been removed from the classroom under this section may be returned to the classroom after the administrator or their designee has determined it is appropriate to do so and has informed the unit member of any consequences given to the student before returning the student to the classroom.*

THE REMAINDER OF THE ARTICLE SHALL BE AT STATUS QUO

For the Association:



Date: 2/27/24

For the District:



Date: 2/27/24

MEDIATION TENTATIVE SETTLEMENT AGREEMENT

April 11, 2024

Time: 2:20 a.m.

ARTICLE 13 – SALARY

13.1 Compensation

13.1.1 All revised salary schedules are attached hereto as Appendix B and C.

FY 2023-2024:

Five percent (5.0%) ongoing salary increase, effective July 1, 2023. Increases shall apply to all rates and schedules.

FY 2024-2025:

All salary schedules and rates shall be increased by the final state-adopted funded and applied LCFF COLA up to two percent (2.0%), effective July 1, 2024. If the state adopted and applied LCFF funded COLA is above two percent (2.0%), the parties shall agree to reopen Article 13-Salary for the 2024-2025 school year to bargain any additional increase. All increases shall apply to all rates and schedules.

If there is no State funded LCFF COLA for 2024-2025, then the parties agree to open Article 13 – Salary for the 2024-2025 school year to bargain salary.

13.1.2 Signing and Transfer Bonuses:

A. [CCL]

B. [CCL]

C. Dual Immersion: Effective July 1, ~~2024~~ 2022, bargaining unit members who teach dual immersion shall receive a yearly stipend of \$1,750.00-
\$1,850.00.

D. Special Day Class, including SDC/CEC and Resource Specialist (RSP) classes: Effective July 1, 2024 effective in the school year beginning June-
~~30, 2023~~, bargaining unit members who teach a special day class and/or Resource Specialist shall receive a yearly stipend of \$2,100-
\$2,200.

Modify Appendix B – Certificated Salary Schedule as follows:

1. ~~Effective July 1, 2023, add five steps to CLASS VII, from steps 26 through 30, as~~

~~follows: steps 26 through 29 shall be the same as step 25, and step 30 shall be \$118,000, and shall be subject to future negotiated increases.~~

2. ~~"Home Teacher" shall be called rate of pay to "Home Hospital Teacher" and the rate of Pay shall be equal to the Intervention Rate of Pay (currently \$55.13 Salary Matrix HMT), mileage reimbursement pursuant to Article 15.~~
3. ~~The Home Hospital Teacher shall be paid one hour of preparation time per week, at the Intervention rate of pay.~~
4. ~~Home Hospital teachers shall be reimbursed for mileage pursuant to the existing District mileage reimbursement rate and procedures pursuant to Article 15 of the collective bargaining agreement.~~
5. ~~Home Hospital Teachers shall submit a weekly time sheet showing the time and dates of meetings with students. Total time per student per week shall not exceed the legal requirement, currently five hours per student per week.~~

~~Maintain the current contract amounts in subsections A through D of Article 13.1.2 (Signing and Transfer Bonuses).~~


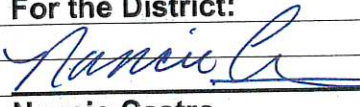
Remainder of Article status quo.

ARTICLE 1 – TERM

1.4 [See separate Term document.]

ALL OTHER ARTICLES

All other contract terms not modified by this Tentative Agreement remain status quo.

For the Association:	For the District:
	
Russel Lu PEA Bargaining Chair	Nancie Castro Asst. Superintendent HR
Date: <u>4/11/24</u>	Date: <u>4/11/24</u>

TENTATIVE AGREEMENT

April 11, 2024

Article 1- Term

1.4 This agreement shall remain in full force and effective from July 1, 2023 through June 30, 2026

2023-2024 – Successor Agreement


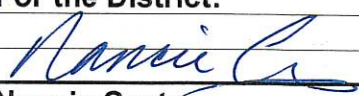
2024-2025 - All salary schedules and rates shall be increased by the final state-adopted funded and applied **LCFF COLA up to two percent (2.0%)**, effective July 1, 2024. If the state adopted **and applied LCFF** funded COLA is above two percent (2.0%), the parties shall agree to reopen Article 13-Salary for the 2024-2025 school year to bargain any additional increase. All increases shall apply to all rates and schedules.

If there is no funded COLA, then the parties agree to open Article 13 – Salary for the 2024-2025 school year to bargain salary.

Article 12 – Benefits – Closed

The parties agree to bargain two other articles each.

2025-2026 – For the 2025-2026 school year, the parties agree to reopen Salary and Benefits (Article 12 and Article 13), plus two additional articles each.

For the Association:	For the District:
	
Russel Lu	Nancie Castro
PEA Bargaining Chair	Asst. Superintendent HR
Date: <u>4/11/24</u>	Date: <u>4/11/24</u>



TENTATIVE AGREEMENT

April 11, 2024

MOU COMMUNITY SCHOOLS

PUSD and PEA believe in the vision that Full-Service Community Schools (FSCS) will provide services, support, and opportunities that will sustain the path to improved student learning, stronger families, and healthier school communities. Pittsburg students will be supported physically, socially, emotionally, and psychologically in environments that are conducive to learning, and community and parent, guardian, and caregiver engagement will increase through improved community and the coordination of resources and efforts to ensure student college and career readiness.

PUSD and PEA acknowledge the California Department of Education's Four Pillars of effective Community Schools are: 1) Integrated Student Service Supports, 2) Family and Community Engagement, 3) Collaborative Leadership Practices, and 4) Extended Learning Time and Opportunities. The Pittsburg Board of Education approved Resolution #21-27 in Support of Expansion of Community Schools on March 23, 2022 citing that “the holistic development of Pittsburg students must be a shared effort of educators, community partners, and families.” With the intention of the PUSD Board of Education to sustain the Community Schools model in the long term based on continued grant funding and hopes to expand the model to all thirteen with schools with expanded grant funding, both parties commit to the success and longevity of the Community Schools transformational movement.

Due to the shared commitment of the success of PUSD Community Schools, the parties, (herein the Pittsburg Education Association (PEA) and the Pittsburg Unified School District (PUSD) enter into this agreement as follows:

1. District-Wide Community School Steering Committee (DCWSSC)

With a goal of June 30, 2024, PEA and PUSD shall establish a District-Wide Community School Steering Committee (DWSSC). The Steering Committee will be composed of partners that share a commitment to support the purpose and creation of a community school model, aligned to the stated pillars above, and outlined in the California Community Schools Partnership Program (CCSPP).

1.1 Composition: The composition of the PUSD DWCSSC shall be as follows:

- a. 40% of families of current students, current students, and community members (i.e. residents and employees in the city of Pittsburg), who are not PUSD employees during the time of their service on the DWCSSC. These committee members shall be equally selected by the District and PEA (or designees) for the DWCSSC's first term (half by PEA and half by the District). The DWCSSC shall establish the process for committee member selections in future years, per adopted bylaws.
- b. 20% certificated staff to be selected by PEA
- c. 20% classified staff to be selected by CSEA
- d. 20% administration to be selected by the District
- e. Parties agree that an ideal steering committee composition is ten (10) total. After the first year of implementing this MOU, the DWCSSC may vote to add 5 additional members on the DWCSSC. The additional 5 members shall be added in proportion to the established percentages in 1.1 (a-d) above. The DWCSSC shall not exceed 15 members.

1.2 Selection Process, Term, and Responsibilities: The DWCSSC shall agree on a set of bylaws concerning the selection process of members, the term of the members, and the responsibilities of the members to ensure there maintains diversity, equity, and inclusion.

- a. Selection Process: DWCSSC Representatives shall be selected by their respective constituency, with the selection process outlined in the committee's bylaws.
- b. Term: Members may serve for two years and will apply to the DWCSSC to be re-appointed/selected. Members will serve on a rotational basis in an attempt to ensure that no more than 50% of members will be newly selected annually. The parties will identify at the outset of establishing the DWCSSC which members will fulfill the role for one year and which will fulfill the role for two years to create the initial annual rotation, taking into consideration member preferences to make the determination. Any adjustments or additional decisions related to term will be established through the bylaws. The DWCSSC recognized its meetings shall be subject to the requirements of California's open meeting laws.
- c. DWCSSC Responsibilities
 - z. The DWCSSC shall guide the annual Site Needs and Assets Assessment process by providing a frameworks and supports.
 - i. The DWCSSC shall assist in monitoring and reporting of outcomes and progress aligned to the CCSPP outcomes to the Board of Trustees,
 - ii. The DWCSSC shall set the schedule of the meetings and co-create the agenda based on their bylaws.

- iii. The DWCSSC shall determine that the general community school funding allocations are based on input from the Sites Needs and Assets Assessment results and other data from the sites, and shall be in alignment with guidelines in the grant.
- iv. The DWCSSC shall make recommendations of policy decisions based on qualitative and quantitative data.
- v. The decisions of the DWCSSC shall be determined by majority vote. The vote quorum shall be 50% of each voting group.
- vi. To be a voting member of the DWCSSC, members must attend 50% of the meetings to date within the school year.

2. Site-Based Community Schools Steering Committees (SBCSSC)

The Site-Based Community Schools Steering Committees (SBCSSC) will be composed of partners that share a commitment to support the purpose and creation of a community school model, aligned to the stated pillars above, and outlined in the California Community Schools Partnership Program (CCSPP).

2.1 Composition: The composition of the Site-Based Community Schools Steering Committee (SBCSSC) shall be as follows:

- a. Two (2) administrators.
- b. Six (6) members from; families of current students, students, and or community members (i.e. residents and employees in the City of Pittsburg). These committee members shall be equally selected by the parties (or their designees) for the SBCSSC's first term. The SBCSSC shall establish the process for committee member selections in future years, per adopted bylaws.
- c. Two (2) certificated to be selected by PEA
- d. Two (2) classified staff to be selected by CSEA.
- e. Parties agree that for the first-year implementation of this MOU, the SBCSSC shall be 12 members based on 2.1 (a-d) above.

2.2 Community School Certificated Educators (CSCE)

PEA members on the SBCSSC shall be defined as a Community Schools Certificated Educator (CSCE).

- a. PEA members shall receive the Certificated Hourly Rate for attendance at committee meetings at all community schools. In addition, at all community schools, PEA members shall receive the Certificated Hourly Rate for other committee work performed with prior approval of the site administrator or the Full Service Community School Coordinator. Pay shall be provided through Community Schools Grants or site funding at schools who do not receive grant funding.

- b. The CSCE shall partake in all responsibilities as a member on the Site-Based Community School Steering Committee.

2.3 Full Service Community Schools Coordinator

Each Community School in PUSD shall have a Full Service Community Schools Coordinator (FSCSC), contingent upon receipt of the Community Schools grant. The FSCSC shall be grant funded at each site that receives grant funding, and funded by the LCAP for the schools that do not receive the grant. The FSCSC shall facilitate meetings of the SBCSSC and shall be a non-voting member.

2.4 Selection Process, Term, and Responsibilities

a. Selection Process: Site Steering Committee Representatives shall be selected by their respective constituency, with the selection process outlined in the committee bylaws. The FSCSC will serve in a non-voting support role to the Site-Based Community Schools Steering Committee (SBCSSC).

b. Term: Members may serve for two years and will apply to the SBCSSC to be re-appointed/selected. Members will serve on a rotational basis in an attempt to ensure that no more than 50% of members will be newly selected annually. The parties will identify at the outset of establishing the SBCSSC which members will fulfill the role for one year and which will fulfill the role for two years to create the initial annual rotation, taking into consideration member preferences to make the determination. Any adjustments or additional decisions related to term will be established through the bylaws.

c. Responsibilities

- i. The SBCSSC shall distribute and collect data using the annual Needs and Assets Assessment at each site.
- ii. The SBCSSC may modify the Needs and Assets Assessment based on need at the site.
- iii. The SBCSSC shall monitor and report the outcomes of the Needs and Assets Assessment to the DWCSSC.
- iv. The SBCSSC shall set the schedule of the meetings which should average one (1) hour per workweek and co-create the agenda based on their bylaws.
- v. The SBCSSC shall determine the allocation of their school site community schools funding.
- vi. The SBCSSC shall make the site's Community School policy decisions based on qualitative and quantitative data.
- vii. The SBCSSC may identify subgroups of school community partners to develop solutions for the issues that emerge from the needs assessment and the identified subgroups will share the suggested solutions to the SBCSSC. The SBCSSC shall determine which solutions to implement and monitor the implementation of those solutions.

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viii. Decisions of the DWCSSS shall be determined by majority vote. The vote quorum shall be 50% of each voting group.

3. Commitment to Diversity, Equity, and Inclusion

In a community school setting, PEA and PUSD commit to continue implementing district-wide practices and curriculum in alignment with Board Policy which demonstrates our commitment to diversity, equity and inclusion, providing things like culturally relevant and proficient instruction.

4. Miscellaneous

It is understood that PUSD and PEA will apply in conjunction to the NEA Community Schools *Implementation Institute* for the 2024-2025 school year.

5. Duration

This MOU shall continue to apply to each site as long as they are receiving Community Schools Grant funding and/or the District elects to support Community Schools through LCAP funding.


The MOU and the communications and agreement reached between the District and PEA herein do not establish any past practice and do not establish any precedent; and do not expand the scope of any mandatory or permissive subjects of bargaining.

For the Association:

For the District:



Russel Lu
PEA Bargaining Chair

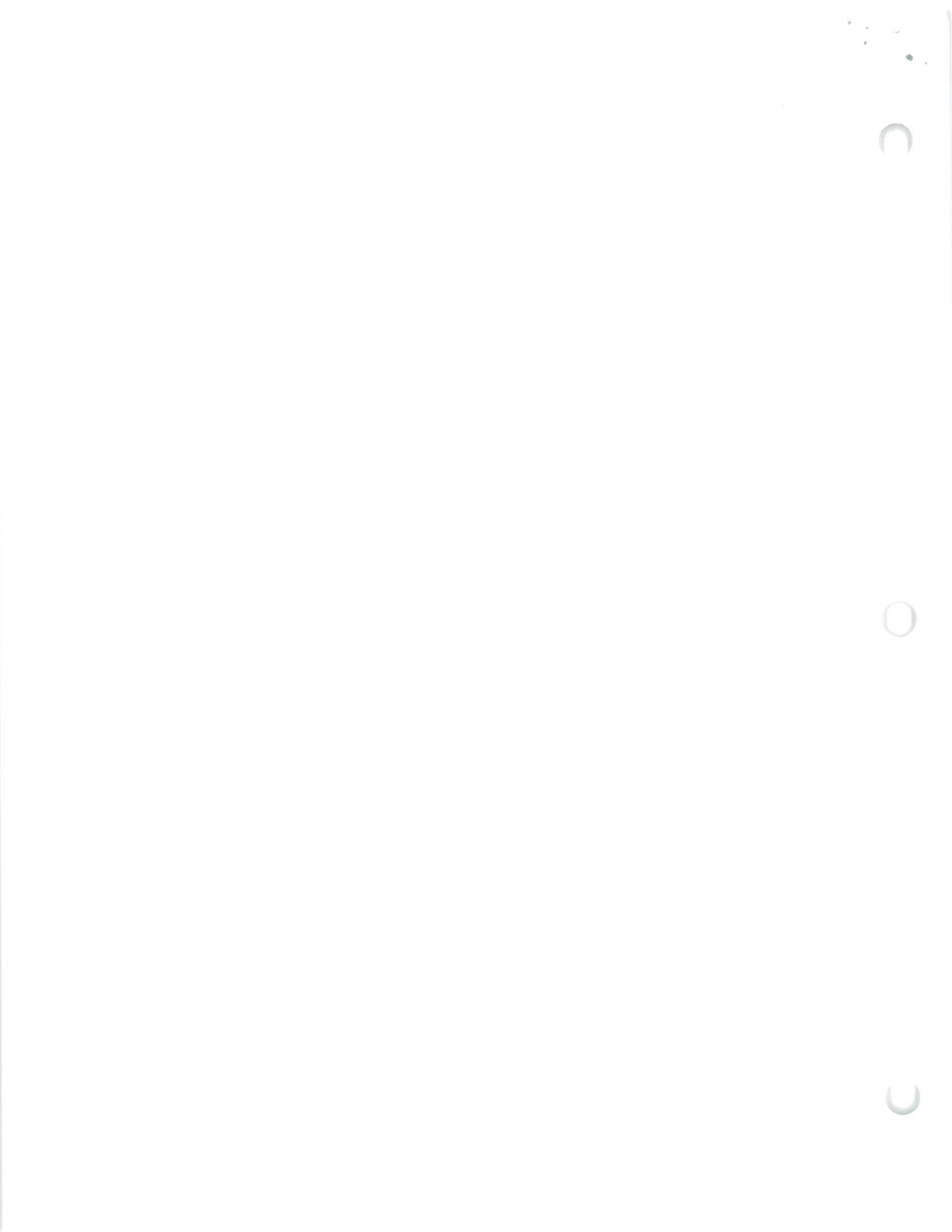


Nancie Castro
Asst. Superintendent HR

Date: 4/11/24

Date: 4/11/24

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TENTATIVE AGREEMENT BETWEEN
PITTSBURG UNIFIED SCHOOL DISTRICT AND
PITTSBURG EDUCATION ASSOCIATION


AUGUST 25, 2023

ARTICLE 12 - EMPLOYEE BENEFITS

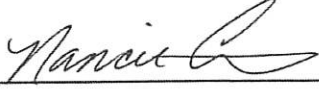
The Association and the District agree to status quo Article 12 – Employee Benefits, except for deleting the outdated language as listed below.

FY 2021-2022: Effective not more than 45 days after ratification of this agreement, the District's contribution to medical benefits shall be as follows:

- A) *Employee Only - \$ 797.48*
- B) *Employee Plus One - \$ 1,594.96*
- C) *Family - \$ 2,073.25*



Russell Lu, PEA Bargaining Chair



Nancie Castro, PUSD Asst. Superintendent

Date: 8/25/23

Date: 8/25/23

