We are pleased to announce that PSEA and the District have reached an overall Tentative Agreement on our 2015 reopener negotiations, subject to ratification by the PSEA membership and the PUSD School Board.

We will provide a detailed summary of the changes in our Agreement to all members early next week. For now, here is a quick list of highlights:

* Significant improvements in Health & Welfare, including:
	+ Elimination of tiers in the District contribution (all benefitted employees will receive the same contribution as 8-hour employees);
	+ Elimination of tiers for opt-out cash-to-warrant, and an increase of 10% in the opt-out cash-to-warrant amount (all employees who opt out will receive up to $3,725)
	+ Elimination of tiered District contributions for retiree health care benefits (starting in January 2016) for anybody who retires after November 1, 2015;
	+ A significant increase in money available for premium supplements (over $1M) in order to ensure that employee out-of-pocket costs for benefits are more in line with what supervisors and teachers pay; and
	+ A temporary two-year agreement to have the District pay for dental and vision coverage for employees who opt out of medical benefits (our intent is to use this as a trial run and, if it works well, propose that it become permanent);
* An agreement to convert a number of 3-hour Special Education IA positions to 6-hour positions (estimated to be approximately 30 positions);
* An across-the-board salary increase of 3.08% for this school year (retroactive to July 1, 2015);
* A reduction in AWOP days for newer employees by increasing the vacation accrual in the first four years of employment to 12 days/year (up from 10/year);
* The ability of employees with excess vacation accrual to cash out up to two (2) weeks of vacation each year;
* Periodic meetings between PSEA and Malliga to review the District budget in an Interest Based Problem Solving process;
* Adding crossing guards and substitute crossing guards to our bargaining unit (in addition to the substitutes and limited term employees who recently joined PSEA).

We will hold an informational meeting at the PSEA office on October 7, to allow members to ask questions about and discuss the Tentative Agreement.

Given the need to implement the changes to Health and Welfare in time for Open Enrollment, wehave decided to conduct the ratification vote in an on-site election on October 8, with multiple different polling locations. We are finalizing the details of the ratification vote and will let you know as soon as the specifics are firmed up.

Your Negotiation Team is excited to present the results of months of negotiations on your behalf. We’ve heard your input along the way and now it’s time for you to ratify this contract! Who can vote? Only members. If you know co-workers who are not yet a member, September is Member Month. Sign up a member and both you and the new member will receive a movie ticket!