

Sunshine Proposal
Poway School Employees Association
Unit II

This initial proposal is submitted by the Poway School Employees Association to the Poway Unified School District for an initial agreement for the Operations Support Services Unit (a.k.a. Unit II). PSEA will propose:

THROUGHOUT AGREEMENT

- Update references to reflect PSEA's role as the exclusive representative.

ARTICLE 1 – DEFINITION OF TERMS

- Update contractual definitions where necessary to be consistent with Unit I.

ARTICLE 2 – RECOGNITION AND NEGOTIATION PROCEDURES

- Update negotiations procedures to be consistent with Unit I.

ARTICLE 3 – DISTRICT RIGHTS

- Harmonize with comparable provisions for Unit I.

ARTICLE 4 – ORGANIZATIONAL SECURITY

- Add language from Section 10.8 regarding tax shelter annuities.
- Rename article.

ARTICLE 5 – HOURS OF EMPLOYMENT

- Add definition of work year.
- Harmonize rest break provisions with those of Unit I.
- Update language regarding changes in work schedules.
- Improve language regarding increased hours for employees in Food Service.

ARTICLE 6 – OVERTIME

- Update definition of overtime
- Update "call back" language

ARTICLE 7 – VACATION

- Adjusting the provisions dealing with accrual, use and cashing out of vacation.

ARTICLE 8 – HOLIDAY

- Harmonize language regarding non-student days with Unit I.

ARTICLE 9 – LEAVES OF ABSENCE

- Update leave provisions to reflect the contribution of employees to the District and to conform with practices with other units.

ARTICLE 10 – HEALTH AND WELFARE BENEFITS

- Update language of Article

ARTICLE 12 – GRIEVANCE PROCEDURE

- Improvements to the processing of grievances between PSEA and the District.
- Submitting disputes over the enforcement of the Agreement for decision by a neutral third-party with expertise in public sector labor relations.

ARTICLE 13 – EVALUATION PROCEDURE

- Establish a standing joint committee to review evaluations on an ongoing basis.
- Tighten up various procedures in evaluation process, particularly regarding probationary employees.

ARTICLE 14 – SAFETY CONDITIONS OF EMPLOYMENT

- Language to minimize likelihood of workplace injuries to classified employees.

ARTICLE 15 – ORGANIZATIONAL RIGHTS

- Update language regarding Professional Growth to reflect current practice.

ARTICLE 16 – CONDITIONS OF AGREEMENT

- Harmonize with Effects of Agreement language from Unit I

ARTICLE 17 – NON-DISCRIMINATION

- Harmonize with Non-Discrimination language from Unit I

ARTICLE 18 – WAGES

- Wage adjustments that reflect the sacrifices made by classified employees and their contribution to the educational mission of the District.

ARTICLE 19 – TRANSPORTATION DEPARTMENT PROVISIONS

- Improve language regarding “stand by” assignments.
- Improve language regarding field trip assignments.

ARTICLE 20 – TERMS OF AGREEMENT

- A multi-year agreement.

OTHER PROVISIONS

- A new article regarding procedures specific to Food and Nutrition Department
- Ensure adequate staffing and a restoration of positions and hours.

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