

**Initial Proposal from the Board of Education  
to  
Poway School Employees Association-Operations Support Services (Unit II)  
January 6, 2017**

Throughout Agreement

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

Article 1 Definition of Terms

- Maintain current contract provisions except references to the name of the exclusive representative.

Article 2 Recognition and Negotiation Procedures

- Maintain current contract provisions.

Article 3 District Rights

- Maintain current contract provisions.

Article 4 Organizational Security

- Review this article for the purpose of aligning its provisions with current law.
- Add language from section 10.8 regarding tax shelter annuities.

Article 5 Hours of Employment

- Maintain current contract provisions except moving 5.1.7 Out of Class, to Article 18.
- Change Food Services in section 5.2 to Food and Nutrition.

Article 6 Overtime

- Maintain current contract provisions.

Article 7 Vacation

- In accordance with current district practice, revise section 7.1 to reference vacation amount for 12 month employees, and add wording to section 7.1 to state that vacation days per year shall be prorated for less than 12 month employees.

Article 8 Holidays

- Maintain current contract provisions.

Article 9 Leaves of Absence

- Maintain current contract provisions except to add new provisions for AB2393.

Article 10 Health and Welfare Benefits

- Update current agreement to reflect recent changes in the article.

Article 11 Transfer Policy

- Maintain current contract provisions.

Article 12 Grievance Procedures

- Maintain current contract provisions.

Article 13 Evaluation Procedures

- Maintain current contract provisions.

Article 14 Safety Conditions of Employment

- Maintain current contract provisions.

Article 15 Organizational Rights

- Remove any references to layoff and related negotiations from this article.
- The District will propose a comprehensive new article on layoff and reemployment consistent with the standards in Article 15 of the PSEA Unit I agreement.

Article 16 Condition of Agreement

- Maintain current contract provisions.

Article 17 Non-Discrimination

- Maintain current contract provisions.

Article 18 Wages

- Revise to reflect recent contract settlements.
- Delete section 18.7.
- Revise section 18.8 to reflect recent Memorandum of Understanding regarding uniforms, safety shoes/boots and prescription safety lenses.
- Review and revise section 18.11.

Article 19 Transportation Department Provisions

- Maintain current contract provisions.

Article 20 Term of Agreement

- District proposes to include a new article 20 addressing layoff, reemployment and related negotiations. The provisions in this article shall be consistent with Article 15 in the PSEA Unit I agreement.

Article 21 Term of Agreement

- Three-year agreement.