

2023-2024 PSEA Successor Agreements Overview

Units I and II

The PSEA Negotiations Team presents to you our PSEA/PUSD Unit I and Unit II 2023-2024 Successor Tentative Agreements (TAs) for ratification. These 2023-2024 Successor Agreements are the product of several months of negotiations, coupled with extensive research and presentation by the Negotiations Team. As always, we continue to strive for improvements to working conditions and benefits for PSEA Members. Your voices and strength in unity are essential to the improvements we continue to gain!

Below is an overview of the various changes contained in these Tentative Agreements:

ARTICLE 5 – WORK YEAR WORKWEEK WORKDAY (Unit I) & HOURS OF EMPLOYMENT (Unit II)

- Negotiated a work year of 243 days (from 244) for 12 month employees coinciding with the addition of Juneteenth Holiday
- Moved Out of Class pay language to Wages Article 14.17 as it pertains to wages and in alignment to Unit I

ARTICLE 6 - HOLIDAYS

- Secured Juneteenth as a paid holiday for a total of 17 negotiated paid holidays

ARTICLE 9 – LEAVES

- Bereavement leave
 - Clarified definition of immediate family member in accordance with expanded definition
 - Added language to ensure management keeps confidentiality of employee bereavement leave
- Family Care Leave
 - Expanded definition of who qualifies for Family Care Leave to include “designated person”

ARTICLE 14 – WAGES

- Updated to reflect previously negotiated 5% salary increase that was ratified in February 2023 and effective July 1, 2023
- Extra Work Assignment
 - Added language securing pay for contracted employees that work in a different classification outside their contracted hours for both Unit I and Unit II
- Classification Reviews
 - Secured continuation and funding for existing Classification Review Cycle
 - Negotiated commitment for ensuring there is an ongoing classification review process

ARTICLE 19 TRANSPORTATION (UNIT II)

- Bus Driver Overnight Trip Hours
 - Negotiated step 6 pay instead of step 5
- Added reference to Transportation Policies and Procedures to ensure violations can be grieved

ARTICLE 21 SUBSTITUTE (UNIT I)

- Added language to ensure supervisors verify position for which substitute is working to ensure pay at the proper rate, rather than getting hourly pay for a lower classification

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ARTICLE 20 & 22

- Secured a three year term of agreement with reopeners for Article 8 (Health and Welfare), Article 14 (Wages), and two additional articles per unit

OTHER IMPROVEMENTS

In addition to these key elements of the Tentative Agreements above, we also secured a number of other improvements contained in two Memorandums of Understanding (MOU).

Committees and Timeline Commitments MOU

In addition to the improvements to the Collective Bargaining Agreement, we negotiated various additional commitments to ensure we continue to make needed progress in several areas of importance to PSEA unit members. Highlights of the MOU include:

- Continuation of current classification reviews until all affected employees have the opportunity to review their job description and appeal, if desired.
- Agreement that reclassifications identified through the current Classification Review Cycle will be funded in addition to the \$2.3 million.
- Agreement to review and update evaluations for all classifications that have been affected as a result of the Classification Review Cycle. This includes ensuring any goals on the evaluation form are related to the classification description in a clear and measurable manner.
- Reviewing the EPMC and non-EPMC salary schedules by commencing a subcommittee to begin meeting in Fall 2024.
- Commitment to review the service delivery model for special education, which includes review of the current classification supporting student with disabilities as well as aligning the descriptions and pay to support students with disabilities at various levels.
- Convening a “Contracting Out Committee” to review work of PSEA classifications that is currently being contracted out at a higher rate. The goal is to identify where salary improvements can be made by redirecting the work back into the bargaining unit, where possible.
- Harmonizing/aligning retiree health benefits across Units.
- Agreement to present Sunshine proposals for 2024-2025 Reopener Negotiations in time to return to the table in June 2024.

District-wide Initiatives MOU

A commonly voiced concern expressed by our members revolves around added workload. We identified that source of added workload to be when various management or district-wide initiatives are implemented without considering the impact to the work of PSEA classified employees. Through the Interest Based Bargaining process, we were able to negotiate and identify an agreement to address the implementation of District-wide initiatives which includes:

- Notification of District-wide initiative or management prerogative at inception of the idea and far in advance of necessary implementation.
- Agreement to identify and create a committee of PSEA representatives to be involved in district-wide initiatives and/or changes prior to implementation.

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- Implementation of communication, training plan, and any other additional supports identified by stakeholder committee.

NEXT STEPS

These Successor Agreements are for three years (2023-2026) to replace our Agreements which expired on June 30, 2023. Once the Members ratify these Agreements, PSEA and the District will return to the negotiating table in June for 2024-2025 Reopener Negotiations of Wages, Health and Welfare and two other articles.