

2024-2025 PSEA Reopener Negotiations

Tentative Agreements Overview

Units I and II

The PSEA Negotiations Team presents to you our PSEA/PUSD Unit I and Unit II 2024-2025 Reopener Tentative Agreements (TAs) for ratification. These 2024-2025 Successor Agreements are the product of several months of negotiations driven by Member needs, 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:

UNIT I

ARTICLE 9 – LEAVES

- Negotiated a total of three (3) Compelling Reasons days at full pay per year.
- Added ability for unit members to utilize five (5) days of sick leave per year for personal business at the discretion of the unit member.
- Added niece and nephew to the definition of relatives for the purposes of leaves.

ARTICLE 13 – SAFETY

- Added language clarifying that no unit members shall be required to lift a student on their own without the assistance of a lifting device.
- Added language to require notification and information to employees working with students that have IEPs and/or 504 plans, including access to relevant documents.
- Added information requiring the District to maintain, update and enforce the Workplace Violence Prevention Plan (WVPP) which includes reporting and response procedures to all violent incidents in the workplace with students, staff and visitors.
- Added a section to ensure Site Safety Plans are created and updated with input by unit members. Site Safety Plans will be available to all unit members upon request.
- Negotiated assurance that the District will pay the cost of personal property lost or damaged in the line of duty.

ARTICLE 14 – WAGES

- Negotiated short-term out of classification pay for unit members that substitute for another unit member in a higher classification for five (5) or less days. Previously, out of classification pay was only available after you worked more than five (5) days in a higher classification.
- Guaranteed automatic Step 6 pay for paraprofessionals that have a valid CA teaching credential or a four-year baccalaureate or higher degree that have also passed the CBEST.
- Education Financial Incentive Reimbursement gains:
 - Removed requirement that employees need to have a “satisfactory” review in order to qualify for Education Financial Incentive Program reimbursement.
 - Expanded ability for unit members to qualify for Education Financial Incentive reimbursement by removing the requirement that unit members must submit prior to attending and within the same fiscal year.

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- Expanded ability for unit members to qualify for Education Financial Incentive reimbursement by allowing courses, workshops or other types of programs required to maintain certification or licensing in current position (if not offered through PUSD).
- Added flexibility for unused funding to be utilized for other classified professional development opportunities.

OTHER IMPROVEMENTS

- Negotiated addition of another Classified on Special Assignment position to assist and train fellow staff in the Extended Student Services department.

UNIT II

ARTICLE 9 – LEAVES

- Negotiated a total of three (3) Compelling Reasons at full pay per year.
- Added ability for unit members to utilize five (5) days of sick leave per year for personal business at the discretion of the unit member.
- Added niece and nephew to the definition of relatives for the purposes of leaves.

ARTICLE 13 – SAFETY

- Added uniform allowances should employees wish to utilize them.
- Expanded uniform cleaning services to include any employee within F, M & O that works with hazardous materials.
- Added safety shoes/boots reimbursement entitlement up to \$180.
- Added requirement that the District provide prescription safety glasses to applicable classifications, including requirement to reimburse up to \$220.
- Added language clarifying that no unit members shall be required to lift a student on their own without the assistance of a lifting device.
- Added language to require notification and information to employees working with students that have IEPs and/or 504 plans, including access to relevant documents.
- Added information requiring the District to maintain, update and enforce the Workplace Violence Prevention Plan (WVPP) which includes reporting and response procedures to all violent incidents in the workplace with students, staff and visitors.
- Added a section to ensure Site Safety Plans are created and updated with input by unit members. Site Safety Plans will be available to all unit members upon request.
- Negotiated assurance that the District will pay the cost of personal property lost or damaged in the line of duty.

ARTICLE 14 – WAGES

- Won a pay differential of 5% for employees in F&N that are exposed to subzero freezer temperatures for more than a quarter (25%) of their workweek.

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- Education Financial Incentive Reimbursement gains:
 - Removed requirement that employees need to have a “satisfactory” review in order to qualify for Education Financial Incentive Program reimbursement.
 - Expanded ability for unit members to qualify for Education Financial Incentive reimbursement by removing the requirement that unit members must submit prior to attending and within the same fiscal year.
 - Expanded ability for unit members to qualify for Education Financial Incentive reimbursement by allowing courses, workshops or other types of programs required to maintain certification or licensing in current position (if not offered through PUSD).
 - Added flexibility for unused funding to be utilized for other classified professional development opportunities.

NEXT STEPS

We are in the process of coordinating a ratification vote by the Members to approve these Tentative Agreements. Once approved by the Members and, subsequently the Board of Education, these agreements will be immediately enforceable. Your Negotiations Team plans to return to the negotiating table next month to immediately begin 2025-2026 Reopener Negotiations of Wages, Health and Welfare and two other articles. Our target for completing and ratifying 25-26 Reopener Negotiations is January in an effort to begin 2026 Successor Negotiations (entire contract) in Spring 2026.