

2025-2026 PSEA Reopener Negotiations

Tentative Agreements Overview

Units I and II

The PSEA Negotiations Team presents the **PSEA/PUSD Unit I and Unit II 2025–2026 Reopener Tentative Agreements (TAs)** for Membership ratification.

As shared previously, your Negotiations Team was committed to completing Reopener Negotiations expeditiously in an effort to return to the table in January to begin 2026 Successor Negotiations. Upon ratification of the 2025–2026 Reopener Tentative Agreements, your PSEA Negotiations Team will return to the table with Management to negotiate the entire Collective Bargaining Agreement, including wages, health and welfare benefits, and additional improvements to our working conditions. We are pleased to bring these Tentative Agreements forward to the membership and look ahead to continuing our work on behalf of all PSEA members. As always, we remain committed to securing improvements to our salary, benefits, and working conditions.

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

UNIT I and UNIT II

ARTICLE 6 – HOLIDAYS

- Added an additional paid holiday on the Monday of Thanksgiving week, bringing the total to 18 paid holidays per year.
- Thanksgiving week is now a fully paid holiday week.
- This change effectively provides one additional day of pay, with no additional work, for all PSEA Unit members – either in the form of pay on the check or one less day of vacation used during the Thanksgiving week.

ARTICLE 8 – HEALTH AND WELFARE

- Updated language for benefit-eligible employees that do not opt-out of healthcare nor submit proof of other insurance to reflect automatic enrollment in the lowest-cost HMO.
- This change was necessary due to Kaiser no longer being the least expensive HMO plan.
- This only impacts employees that do not actively select their benefit plan and do not submit proof of other coverage for the opt-out monetary benefit.

OTHER IMPROVEMENTS

- Minimum Wage MOU - As a result of the statewide minimum wage increase effective January 1, 2026, salary adjustments were negotiated for 13 classifications impacting over 940 employees. These adjustments ensure compliance with state law and protect the integrity of the salary structure for PSEA unit members.
- Professional Growth Days MOU - Agreed to flexibility for the September Professional Growth Day for two (2) years. This MOU solidifies PSEA unit member choice of activity on two (2) Professional Growth Days each year and continues the ability to participate via Zoom, upon agreement from the PSEA Professional Learning Advisory Board.

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NEXT STEPS

We are currently coordinating a ratification vote by the membership to approve these Tentative Agreements. Once approved by the Members and subsequently by the Board of Education on January 22, the agreements will become immediately enforceable.

These Reopener negotiations address limited, time-sensitive issues. Your Negotiations Team plans to return to the table in February to begin 2026 Successor Negotiations, during which broader wage improvements for all members will be a primary focus.

In the meantime, your Negotiations Team has conducted extensive research and submitted comprehensive information requests that position us to make gains in long-needed and long-awaited areas, including wages, health and welfare, vacation, and other improvements to the working conditions of PSEA-represented classified employees.

Your voices—and our strength in unity—are essential to the progress we continue to achieve together!