

2026 PSEA Successor Negotiations

Tentative Agreements Overview

Units I and II

The PSEA Negotiations Team presents the **PSEA & PUSD Unit I and Unit II 2026 Successor Negotiations Tentative Agreements (TAs)** for Membership ratification!

As previously shared, your Negotiations Team has been working diligently in Interest-Based Bargaining with Management since January to secure meaningful improvements to the wages and working conditions of PSEA unit members. We are pleased to present Tentative Agreements that reflect these gains and improvements for Member ratification.

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

ARTICLE 14 – WAGES

- An across-the-board **salary increase of 4% effective July 1, 2026.**
- An additional across-board **salary increase of 1.5% effective January 1, 2027.**
- Increased the **longevity increment for employees with 7.5 or more years of service** from 1.5% to 4.0%, providing an **additional ongoing 2.5% salary increase** for long-term employees.
- An **additional longevity increment added for employees with thirty-two (32) years** or more of service.
- Clarified that **longevity increases are compounded**, meaning each longevity increment is added to an employee's base salary before the next longevity increase is calculated.
- Addition of **split shift differential of \$100** per month for those that work shifts separated by a non-paid non-working period of time other than the assigned duty free meal period.
- Clarity of funds allocation for the PSEA Professional Learning Program.

ARTICLE 8 – HEALTH AND WELFARE

- **One-time funds payout for all PSEA unit members enrolled in a PUSD medical benefits plan as of July 1, 2026.**
- **No increases to employee out-of-pocket medical benefit costs during the 2027 plan year** for employees enrolled in a PUSD benefits plan.
- Aligned Unit I **retiree eligibility for post-retirement health and welfare benefits from age 55 to age 50** to match Unit II provisions.

ARTICLE 5 – HOURS OF EMPLOYMENT (previously titled WORK YEAR-WORK WEEK-WORKDAY in Unit I)

- Language revised to create greater consistency between Unit I and Unit II while incorporating improved employee rights, benefits, and working condition protections
- Expanded and added additional provisions for assigning extra work during summer and district recess assignments to both Units.
- Updated language for twelve-month employees to reflect the revised annual work calendar following the addition of a negotiated holiday in the prior contract settlement.

ARTICLE 7 – VACATION

- Updated language to reflect actual annual workdays for all employee groups, including adjustments related to additional holidays negotiated in recent bargaining agreements.

2026 PSEA Successor Negotiations

Tentative Agreements Overview

Units I and II

ARTICLE 10 – TRANSFERS

- Expanded the voluntary temporary reassignment pool to include employees in all classifications in Unit I.

ARTICLE 13 – SAFETY CONDITIONS OF EMPLOYMENT

- Updated safety and working condition language to create greater consistency between Unit I and Unit II while incorporating improvements to employee protections, reporting procedures, safety training, and workplace violence prevention processes.
- Added uniform provisions for Campus Security Specialists and Bus Aides to the Unit I Safety Article (removing from Unit II as it was incorrectly noted in the wrong Unit).

ARTICLE 16 – PSEA ORGANIZATIONAL RIGHTS

- Updated Unit II rights to representation to reflect a recent settlement agreement regarding the PUSD Drug Testing policy for employees in DOT-regulated and non-DOT-regulated safety-sensitive positions. This section clarifies PSEA notification and rights to representation for employees in these positions when immediate drug testing is required.

ARTICLE 20 (Unit I) and ARTICLE 22 (Unit II) – TERM OF AGREEMENT

- Agreed to a three-year term effective July 1, 2026 through June 30, 2029.
- Reopeners will continue for wages, health and welfare, and two other articles each year until expiration.

NEXT STEPS

Voting will take place next week beginning on Wednesday, May 20 through Friday, May 22. All Members are invited to **join us at the PSEA Office on Wednesday, May 20 for Cheers to the Years from 3:00-5:30pm!** We will celebrate classified employees and honor our fellow classified retirees with a warm sendoff. There will be voting, food, fun, and an opportunity to connect with fellow Members.

We are currently coordinating all voting locations with volunteers and will share polling locations, dates, and times prior to the ratification vote next week for Membership approval of these Tentative Agreements.

Voting results will be tallied and announced on Tuesday, May 26. Once approved by the Membership and subsequently approved by the Board of Education on June 11, the agreements will be effective July 1, 2026.

We will return to the bargaining table in January 2027 for 2027–2028 Reopener Negotiations. We look forward to continuing this important work on behalf of all PSEA Members. As always, we remain committed to advancing improvements to salaries, benefits, and working conditions.

Our power at the bargaining table comes directly from the strength of our union Membership. Every new Member strengthens our collective voice and increases our ability to secure the contract improvements our Members deserve. Our Unity is the foundation of our strength, our protection, and our ability to win meaningful improvements for Members.