

PIEDMONT UNIFIED SCHOOL DISTRICT

M E M O R A N D U M

TO: Board of Education

FROM: Randall Booker, Superintendent

DATE: October 27, 2021

RE: **APPROVE TENTATIVE CONTRACT MEMORANDUM OF UNDERSTANDING AGREEMENT BETWEEN THE DISTRICT AND THE ASSOCIATION OF PIEDMONT TEACHERS (APT) 2021-22**

I. SUPPORT INFORMATION

The District has Collective Bargaining Agreements (CBA) with two employee groups. The Association of Piedmont Teachers (APT) represents certificated employees and the California School Employees Association (CSEA) represents classified employees in the District. Currently there is a 2020-2023 CBA agreement between the District and APT. The CBA can be reviewed [here](http://www.piedmont.k12.ca.us/aboutpusd/2020-2023-APT-Contract.pdf) or by using the following link:

<http://www.piedmont.k12.ca.us/aboutpusd/2020-2023-APT-Contract.pdf>

The terms of the CBA between the District and APT and each of the articles contained therein shall continue from July 1, 2020 through June 30, 2023. The Association of Piedmont Teachers requested to negotiate a Memorandum of Understanding (MOU) due to the impacts of COVID-19 on working conditions.

The District and APT reached a Tentative Agreement based on interests bargained during negotiations in the fall of 2021. The details of the agreement are included as a separate attachment.

The Board is requested to approve the provisions as presented, to be effective, retroactively, October 20, 2021.

The District and APT have a history of using the Interest-Based Bargaining (IBB) process in Piedmont for at least the past nineteen years. The process focus is on interests, not people or positions. It is collaborative and seeks solutions that meet mutual interests when possible.

The collective bargaining process requires that the articles of a contract to be reopened are “sunshined” for the purpose of providing the public with an opportunity to provide comment prior to the Board approval of the articles to be considered. Once an article is

identified as “open” by either party and is “sunshined,” the negotiations process begins. The specifics of the negotiation discussions are confidential until such time that they are brought to the Association and Board of Education for approval.

The re-openers were “sunshined” on September 22, 2021 and October 13, 2021 to provide the public the opportunity to comment for Board consideration in its direction to District negotiators. The public was afforded the opportunity to provide comment during these public meetings and via email prior to the Board taking action. Closing of the sunshine period and approval of the re-openers by the Board on October 13, 2021 signaled the start of the negotiations process, which from that point forward was confidential.

The negotiations team included: Ashley English, Counselor at PHS; Jennifer Gulassa, Teacher-Librarian at PMS, Katie Terhar, Teacher at MHS; Adam Littlefield, Principal at PHS; Anne Dolid, Principal at Havens; Cheryl Wozniak, Assistant Superintendent.

II. **RECOMMENDATION: REVIEW AND ACTION**

Approve the Memorandum Of Understanding Tentative Agreement between the District and Association of Piedmont Teachers for 2021-2022 as presented. All changes are effective October 20, 2021.