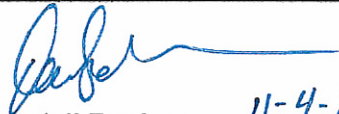
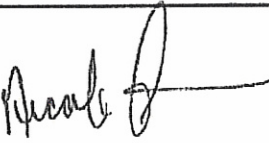
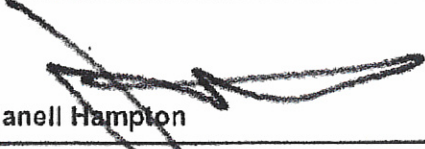
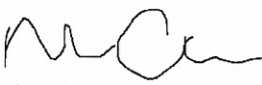
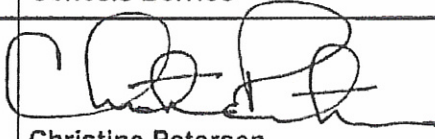
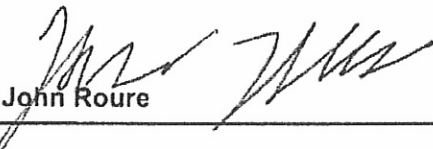


**Tentative Agreement Between the Piedmont Unified School District and
The Classified School Employees Association, Chapter #60**

2021-22 CBA Negotiations

The Piedmont Unified School District (District) and the California School Employees Association and its Chapter #60 (CSEA) came to a tentative agreement for 2021 - 2022. See attached articles.

Piedmont Unified School District	CSEA
 Randall Booker 11-4-21	 Nicole Straley
 Ruth Alahydoian 11-4-21	 Janell Hampton
 Kim Randlett 11/4/21	 Genesis Berrios
 Michael Corritone 11/4/21	 Christine Petersen
	 John Roure

2021 - 2022 Collective Bargaining Agreement

ARTICLE 12 - SALARY

12.13 Retroactive to July 1, 2021, the District will apply an across the board 3% salary increase to Classified base salary schedule (Measure H Funds).

12.2.3 Education Growth Stipend

Beginning either at the time of hire, or by the ratification date of this agreement, any unit member who has completed one of the following education milestones shall receive a corresponding annual stipend: Trade Certification (e.g. CA Licensing Board or other* licensing organization), AA, BA, or MA. The unit member is limited to one Education Growth Stipend at the highest level applicable. The unit member must submit proof of completion to the district's Human Resources department.

* subject to approval by the Superintendent or designee

- \$250 annual stipend for a Trade Certification and Associate Degree
- \$500 annual stipend for a Bachelor Degree
- \$750 annual stipend for a Master Degree

12.2.4 Signing Bonus (Measure H Funds)

For the 2021-2022 and 2022-23 school years only, the District shall provide \$1,500 per new employee after the employee completes 75% of the work days of the respective employee's work year (e.g., for a Para-educator, the work year is 185 days. After working 139 days, the employee is eligible for the bonus in their next paycheck.)

ARTICLE 19 - HEALTH AND WELFARE BENEFITS

19.1 A. The District shall provide unit members a total contribution to medical and dental benefits, collectively referred to as "Benefits," that is capped at the following amounts for full-time employees:

Effective ~~January 1, 2018~~ December 1, 2021, the District will increase its contribution to employee Health Benefits (Measure H Funds). The new District contribution rates are as follows:

Employee Only Benefits Coverage	\$7,300.00 <u>\$7,800.00</u> + 1-Party Dental
Employee Plus One Benefits Coverage	\$14,300.00 <u>\$15,100.00</u> + 2-Party Dental
Family Benefits Coverage	\$19,800.00 <u>\$20,800.00</u> + Family Dental

The District's amount of contributions for Benefits will be prorated for unit members working less than full-time based on the ratio that their service bears to full-time service as referenced in Article 17. The District contribution to dental coverage will be based on the coverage level chosen for medical (1-party, 2-party, or Family). Effective October 1, 2013, any increase in the cost of Benefits beyond the capped amount will be assumed by the unit member, unless negotiated otherwise. These negotiated changes to the capped amount are applicable to active employees only. Any new employee shall be entitled to medical and dental benefits or an entitlement amount, prorated to their hours worked. The employee's monthly contribution shall not exceed that of a current regular employee as described in "Health Plan, Premiums and Employees' and District's Contributions to Health Care Costs," which is released annually before the open enrollment period.

B. All unit members must be covered by a medical plan. Unit members who choose not to participate in the District's medical plan must submit proof of coverage under another plan. Unit members who opt to not participate in the District's medical plan are eligible for a ~~two thousand, three hundred dollar (\$2,300.00)~~ two thousand, eight hundred dollars (\$2,800.00) cash-in lieu. ~~entitlement that may be used to purchase vision care, income protection, life insurance, or other District approved plans that the unit member may select. This cash-in-lieu option will be~~ provided to all eligible unit members only if permitted under the provisions of the medical plan.