

PIEDMONT UNIFIED SCHOOL DISTRICT

M E M O R A N D U M

TO: Board of Education

FROM: Randall Booker, Superintendent

DATE: September 22, 2021

RE: **CONDUCT PUBLIC HEARING FOR 2021-22 CONTRACT OPENERS BETWEEN THE DISTRICT AND THE ASSOCIATION OF PIEDMONT TEACHERS; SUNSHINE ARTICLES TO BE NEGOTIATED FOR A MEMORANDUM OF UNDERSTANDING AND SALARIES**

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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](#) or by using the following link:

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

APT has requested to reopen negotiations to develop agreements related to :

- the impacts of COVID-19 on working conditions
- Article XVI - Salaries (as required in our 21-22 agreement)

The collective bargaining process between the District and the Association of Piedmont Teachers (APT) includes the opportunity for the public to comment on any issues that are covered by the CBA. The CBAs are posted on the District website at: [www.piedmont.k12.ca.us](http://www.piedmont.k12.ca.us). The community may send input to the Superintendent at [rbooker@piedmont.k12.ca.us](mailto:rbooker@piedmont.k12.ca.us) on any portion of either agreement.

The CBA can be found on the District website. The community is invited to provide feedback to the District during the first and second public hearings.

As part of the process, the articles to be opened for discussion must be “sunshined” at a public hearing during a Regular Board meeting to provide an opportunity for public comment for the Board to consider in providing direction to the negotiating team for the District. Since all articles are open, the Board is seeking input as to which articles to

include as part of the bargaining process this year. The issues of compensation (salary and benefits) are considered automatic and will be addressed in the bargaining process.

The District and APT have a tradition of using Interest Based Bargaining (IBB) for negotiations. The IBB process allows all parties to keep the focus on interests and not on positions or individuals. It has allowed us to work together through these difficult economic times by keeping the interests of students in the forefront.

The community is invited to provide feedback to the Board as to issues and articles to be addressed in this year's negotiations during the "sunshining" process. Feedback must be received by October 13, 2021 for consideration by the Board in the determination of the articles to be addressed as part of the negotiations with APT.

Any person wishing to provide information concerning the articles to be reopened may communicate with members of the Board of Education and the Superintendent via email, phone or in writing to [schoolboard@piedmont.k12.ca.us](mailto:schoolboard@piedmont.k12.ca.us) or:

Cory Smegal Board President	<a href="mailto:csmegal@piedmont.k12.ca.us">csmegal@piedmont.k12.ca.us</a>
Megan Pillsbury Board Vice President	<a href="mailto:mpillsbury@piedmont.k12.ca.us">mpillsbury@piedmont.k12.ca.us</a>
Veronica Anderson Thigpen Board Member	<a href="mailto:vthigpen@piedmont.k12.ca.us">vthigpen@piedmont.k12.ca.us</a>
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Randall Booker Superintendent	<a href="mailto:rbooker@piedmont.k12.ca.us">rbooker@piedmont.k12.ca.us</a> 760 Magnolia Avenue Piedmont, CA 94611 510.594.2614

II. **RECOMMENDATION: REVIEW**

First of two Public Hearings on the proposed articles to be opened for the 2021-22 negotiations for a Memorandum of Understanding and agreements related to Article XVI - Salaries between APT and the District.