

**PIEDMONT UNIFIED SCHOOL DISTRICT**

**M E M O R A N D U M**

**TO:** Board of Education

**FROM:** Randall Booker, Superintendent

**DATE:** February 9, 2022

**RE: CONDUCT PUBLIC HEARING FOR 2022-23 CONTRACT OPENERS  
BETWEEN THE DISTRICT AND THE ASSOCIATION OF PIEDMONT  
TEACHERS (APT)**

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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. The 2020-23 CBA agreement between the District and APT expires on June 30, 2023.

Currently there is a [2020-2023 CBA agreement](#) between the District and APT. The CBA can be reviewed by using the following link:

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

The 2020-23 Collective Bargaining agreement between the District and the Association of Piedmont Teachers includes provisions for negotiations for the 2021-22 school year to automatically reopen:

- Article XVI – Salaries
- Article XV – Benefits
- Article XIV – Retiree/Disability Benefits
- Article XVIII – Evaluation

The District and APT share a mutual interest in the hiring, retention, and maintenance of a highly qualified faculty who can ensure an outstanding educational experience for students.

In addition, the process allows for both APT and the District to each open two articles of choice:

APT has requested to open:

- Article VI – Hours and Professional Responsibility
  - APT has an interest in providing an outstanding educational experience for every student through collaboration, innovation, and professional growth.
  
- Article XX – Class Size
  - APT has an interest in imparting knowledge and promoting creative and critical thinking in a safe, nurturing, and challenging environment in which students feel physically safe and emotionally supported as part of a caring and inclusive community, especially as we address the impacts of the pandemic.

The District has requested to open:

- Article XXI – Committees
  - The District has an interest in reviewing and editing language that outlines committee work between the District and APT in order to provide greater efficiency and clarity in our joint processes.

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 Board of Education invites the Piedmont community to provide feedback to the District at the March 10, 2022 Board of Education Meeting. This is the first (February 9, 2022) public hearing.

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.

Once negotiations begin, the specifics of the negotiation discussions are confidential until such time as they are brought to the Association and Board of Education for approval. We have a history of using the Interest-Based Bargaining (IBB) process in Piedmont for at least the past eighteen years. 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 difficult economic times by keeping the interests of students in the forefront.

Any person wishing to provide information concerning the contract articles may communicate with members of the Board of Education and the Superintendent via email, phone or in writing.

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**II. RECOMMENDATION: REVIEW AND ACTION**

First of two Public Hearings on the proposed articles to be opened for the 2022-23 negotiations between APT and the District.