

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 OPENER BETWEEN THE DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), CHAPTER 60; SUNSHINE ARTICLES TO BE NEGOTIATED FOR 2022-2023 COLLECTIVE BARGAINING AGREEMENT

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 CSEA. The CBA can be reviewed [here](#) or by using the following link:

http://www.piedmont.k12.ca.us/aboutpusd/_Current-CSEA-Contract-2020-2023-updated-070121.pdf

The 2020-23 Collective Bargaining agreement between the District and the California School Employees Association (CSEA) includes the provisions for negotiations for the 2022-23 school year to automatically reopen:

- Article XII – Salaries
- Article XIX – Health and Welfare Benefits

In addition, the process allows for both CSEA and the District to each open one article of choice.

CSEA has requested to open:

- Article VI – Allowances
- Article VII – Safety Conditions
 - CSEA has an interest in establishing an agreement to provide funds to CSEA employees for safety equipment.

The District has requested to open:

- Article IV – Evaluation Procedure
 - The District has an interest in reviewing and updating the evaluation

- procedures for CSEA Members.
- Article IX – Layoff and Reemployment
 - The District has an interest in reviewing and updating contract language regarding layoff procedures to align them to current Education Code.

The collective bargaining process between the District and the California School Employees Association (CSEA) 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. The community may send input to the Superintendent at 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 CSEA 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 March 9, 2022 for consideration by the Board in the determination of the articles to be addressed as part of the negotiations with CSEA.

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 or:

Cory Smegal Board President	csmegal@piedmont.k12.ca.us
Megan Pillsbury Board Vice President	mpillsbury@piedmont.k12.ca.us
Veronica Anderson Thigpen Board Member	vthigpen@piedmont.k12.ca.us
Hilary Cooper Board Member	hcooper@piedmont.k12.ca.us
Amal Smith Board Member	amalsmith@piedmont.k12.ca.us
Randall Booker Superintendent	rbooker@piedmont.k12.ca.us 760 Magnolia Avenue Piedmont, CA 94611 510.594.2614

II. **RECOMMENDATION: REVIEW AND ACTION**

Public Hearing on the proposed articles to be opened for the 2022-23 negotiations between CSEA and the District.