

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

I. SUPPORT INFORMATION

The Association of Piedmont Teachers (APT) and the District developed a Tentative Agreement regarding a specific article in the 2021-2022 Collective Bargaining Agreement.

The Board is requested to approve the provisions as presented effective, July 1, 2021. The District is working closely with the Alameda County Office of Education in their review and approval of the contract agreements and fiscal impact on the District as required by AB1200 regulations.

The terms of the new agreement will be incorporated as part of the District's 2021-2022 Adopted Budget and multi-year projections.

The tentative agreement includes new and updated language in the following article:

- Article XVI: Salaries

Article XVI Salaries

P. When determining step-placement on the salary schedule for district nurses, the superintendent shall take into account years of experience performed in both the public and private sector within the nursing profession.

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

The negotiations team included: Elise Marks, APT President and Teacher at PHS and MHS; Ashley English, Counselor at PHS; Jennifer Gulassa, Teacher-Librarian at PMS; Katie Terhar, Teacher at Millennium High School; Ruth Alahydoian, Chief Financial Officer; Cheryl Kaiser, Director of Fiscal Services; Randall Booker, Superintendent.

II. **RECOMMENDATION: REVIEW AND ACTION**

Approve the Tentative Agreement between the District and Association of Piedmont Teachers for 2021-2022 as presented. All changes are effective July 1, 2021.