

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: **Association Of Piedmont School Administrators (APSA)
Memorandum Of Understanding – 2021-22**

The Piedmont Unified School District and the Association of Piedmont School Administrators (APSA) recognize a memorandum of understanding (MOU) that codifies basic employment agreements (e.g. salary schedule, leaves, fringe benefits, personnel procedures, etc.).

Annually, the Superintendent meets with APSA representatives to facilitate any needed edits to the MOU. The revisions presented primarily reflect a revised salary schedule that provides a 2.5% salary increase and an increase to the health benefits cap. These revisions are commensurate with the increases and allowances provided to APT or CSEA for the 2021-2022 school year.

The terms of the new attached agreement have already been incorporated as part of the District's 2021-22 Adopted Budget and multi-year projections. The full 2020-2021 APSA MOU can be found [here](#).

It is a requirement of the collective bargaining process that the public is provided with the terms and fiscal impact prior to the agreement being approved by the Board.

The fiscal impact to the District with the source of funds is as follows:

Fund	Description	Amount
General Fund	Salary Schedule Changes - 21-22	\$84,203
General Fund	Health Benefits Cap Increase	\$16,800

The District and APSA have a history of using the Interest-Based Consultation (IBC) 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 consultation team included: Anne Dolid, Havens Principal, Sylvia Flores Eggert, Executive Assistant to the Superintendent; Kim Randlett, HR Classified, Michael Corritone, Beach Principal; Ruth Analhydoian, Chief Financial Officer, Randall Booker, PUSD Superintendent.

RECOMMENDATION: REVIEW AND ACTION

Approve the proposed 2021-22 APSA Memorandum of Understanding and Salary Schedule.