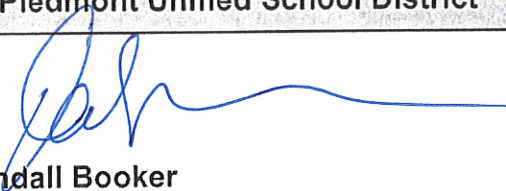



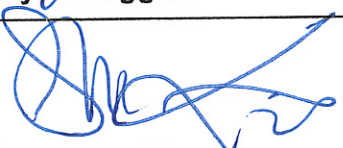



**Tentative Agreement Between the Piedmont Unified School District and  
The Association of Piedmont School Administrators (APSA)**

**2021-22 MOU Negotiations**

The Piedmont Unified School District (District) and the Association of Piedmont School Administrators (APSA) came to a tentative agreement for 2021 - 2022. See attached articles.

Piedmont Unified School District	APSA
 Randall Booker	 Michael Corritone
 Ruth Alahydoian	 Sylvia Eggert
	 Shannon Fierro
	 Kim Randlett

# APSA-PUSD Negotiations 2020-21 MOU Agreement

## Tentative Agreements:

### 1. Salary

2. Effective July 1, 2021, the APSA Salary schedule will reflect a 2.5% increase.

3. If there is a period of school site closure or student dismissal due to COVID- 19, all bargaining unit members shall continue to receive full pay and benefits in 2021-2022.

Effective October 1, 2021 through June 30, 2022, as per APSA and PUSD agreement, employees can use up to 2 weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay where the employee or their minor child is:

1. Unable to work because the employee or their minor child is quarantined (pursuant to Federal, State, or local government order or advice of a healthcare provider) and/or
2. Experiencing COVID-19 symptoms and seeking a medical diagnosis and/or
3. Getting a vaccination or a booster shot

When an employee is potentially exposed to coronavirus, the employee will either access the COVID-related leave (as outlined in this section) or be allowed to work from home for up to 10 working days, if a remote assignment is available, and will be expected to self-isolate.

The parties recognize that such leave shall be available to all bargaining unit members in the appropriate circumstances, and shall be drawn prior to any other forms of paid or unpaid leave available to such employees.

If the State or Federal government enacts similar COVID leave provisions, the District leave will overlap, up to the maximum leave allowed, and will extend to the authorized timeframe.

4. The District and APSA agree to negotiate "me too" language in regards to salary and benefits in the 2022-2023 negotiations.

### 2. Work Year

E. Piedmont Unified School District (hereafter referred to as the "District") and Association of Piedmont School Administrators (hereafter referred to as APSA) agree to delay the engagement of negotiations for 2021-2022 in regards to compensation for

days worked beyond regular work year beyond the 5 previously agreed upon days. Reengagement shall begin not more than four weeks after Board approval of this agreement.

### **3. Fringe Benefits**

A. The Board shall provide yearly medical and dental coverage that is at least equal to that of certificated employees. Beginning December 1, 2021, medical and dental benefits are capped at the same level as APT and/or CSEA.

: at an annual rate of: ~~\$7,300~~ \$7,800.00 for single employee; ~~\$14,300~~ \$15,100.00 for employee plus one qualified dependent, or ~~\$19,800~~ \$20,800 for employee plus family. The full annual benefits will be provided to members who are .5 F.T.E. or more. Benefit entitlement will be prorated based on full-time-equivalent for employees who are between .3 and .49 FTE. Employees with less than .3 FTE are not eligible for benefit entitlement. The District will establish a plan to operate in accordance with IRC 125 for Management Team members.

C. In lieu of the ~~\$2,300~~ \$2,800 entitlement for Spouse Eligible Family Member B, Eligible Family Member A and B will not be required to make an employee contribution. The District will contribute the entire cost of the premium

E. Those Management Team Members who do not wish to participate in the District's Medical Plan and can provide proof of medical coverage under another medical plan will be eligible for a ~~\$2,300~~ \$2,800 entitlement to be used by the Management Team Member. ~~to purchase vision care, income protection, life insurance, or other plans as the member may elect. The entitlement shall be prorated per FTE as allocated for benefits.~~