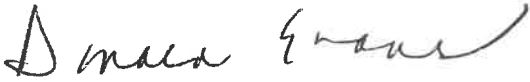




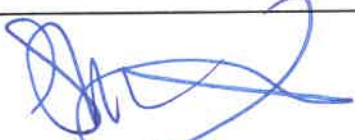




**Tentative Agreement Between the Piedmont Unified School District and
The Association of Piedmont Teachers**

**Collective Bargaining Agreement
2022 - 2023**

Piedmont Unified School District	Association of Piedmont Teachers
 Donald Evans	 Elise Marks
 Cheryl Wozniak	 Ben Spencer
 Anne Dolid	 Craig Best
 Shannon Fierro	 Jennifer Gulassa
 Marguerite Vanden Wyngaard	 Katie Terhar

**Collective Bargaining
2022 - 2023**

PUSD: Donald Evans, Cheryl Wozniak, Anne Dolid, Shannon Fierro, Marguerite Vanden Wyngaard

APT: Elise Marks, Jennifer Gulassa, Katie Terhar, Craig Best, Ben Spencer

ARTICLE XV – BENEFITS

A. Effective January 1, ~~2018~~ 2023, the District shall provide unit members a total contribution to medical and dental benefits collective referred to as “Benefits,” that is capped at the following amounts for full-time employees:

Employee Only Benefits Coverage Dental”)	\$7,300.00 <u>\$7,800.00</u> + District-paid (“Single-Party
Employee Plus One Benefits Coverage Dental”))	\$14,300.00 <u>\$15,100.00</u> + District-paid (“2-Party
Family Benefits Coverage Dental”))	\$19,800.00 <u>\$20,800.00</u> + District-paid (“Family

B. All unit members must be covered by a health plan. Unit members who choose not to participate in a District health plan must submit proof of coverage under another medical plan. Unit members who opt to not participate in the District’s medical plan shall receive a ~~\$2,300~~ \$2800 entitlement per year based on a 1.0 FTE. The entitlement shall be prorated for part time employees based on their FTE. Employees must be at least .3 FTE to be eligible. Employees who are .3 FTE or more shall receive single party dental at no cost to the employee. The entitlement that may be used to purchase vision care, income protection, life insurance, Delta Dental, Tax Sheltered Annuity or other plans that the unit member may select. The cash-in-lieu option will be provided to all eligible unit members only if permitted under the provisions of the medical plan.

ARTICLE XVI – SALARIES

A. ~~Utilizing Measure H Funds, the salary schedule in Appendix A shall reflect a 6% increase in the daily rate over the 2019-20 rate~~ *The salary schedule in Appendix A shall reflect a 7.5% increase in the daily rate over the 2021-22 school year, effective July 1, 2022, and reflect an annual salary for 185 days.*

In addition, the district shall provide a one time off schedule payment of \$1500 to APT members, prorated to 1.0 FTE, upon ratification of the agreement.

Article VI - Professional Responsibility

Article 6.b.9 The district and site administrators will collaborate with site/level leadership teams annually before the end of the school year to discuss any newly proposed or state-required (eg. dyslexia screener) assessments.

Article 6.b.5. Staff ~~Development~~ *Learning* is time outside the professional workday for professional growth activities. District and/or sites shall determine the focus of staff development. Teacher interests shall be considered in the planning of staff development. *Those arranging Professional Learning should solicit teacher feedback on their interests for content in a transparent fashion.*

Article 6.b.8 Beginning in ~~2020-21~~ 2022-23, sexual harassment training will be completed in-person *or virtually* during admin-directed time ~~in a faculty meeting or on a CCT day~~ *(i.e. faculty meeting, district-directed CCT, or professional learning day excluding the first hour).* *Members will be given a total of one additional hour of admin-directed school time (i.e. faculty meeting, district-directed CCT, or professional learning day excluding the first hour) for all other state-mandated trainings.*

Article XX Class size

~~Secondary administrators will provide a preliminary Master Schedule for teachers prior to the end of the previous school year. Teachers will discuss any issues of class size and/or imbalance with the site administrator prior to the beginning of the new school year.~~

Not later than one week prior to the end of the school year, site administration will meet with teacher leaders, chosen by APT, to review a master schedule draft and receive input and recommendations regarding constraints and limitations.

Article XXI Committees

4. Meetings should be scheduled ~~not later than 3:30 p.m.~~ *with a start time 15 minutes after the end of the scheduled day for the site with the latest end time, unless all members agree that a later start time is preferred.* Any items not discussed completely may be discussed at additionally agreed upon, subsequent meetings. Subcommittees may be appointed to deal with specific topics. The aforementioned committee meetings shall be deemed to fulfill the District's responsibility to consult with the Association under the consultation provisions of SB 160.

5. The purpose of [the Liaison committee is to provide an opportunity for ongoing communication about issues of concern to either party and will take a problem-solving approach to issues being considered. The Committee may discuss contract issues, but any discussion will not be deemed to be bargaining; and no contract changes may be agreed to by the Liaison Committee.

Co Curricular Stipend Committee:

2. The committee will meet ~~in alternate years beginning in fall 1990~~ annually starting in 2022. The first meetings will be scheduled prior to the last day of October.

ARTICLE XVIII - EMPLOYEE EVALUATIONS

Every 3 years (as the whole contract is opened), *beginning in 2023-24*, the Evaluation Subcommittee will convene to review and recommend to the PUSD/APT Negotiations Team any changes to the Evaluation Article, appendices and associated forms, and to update the Evaluation Handbook as needed. The Evaluation Subcommittee will be comprised of at least one member from both the PUSD/APT Negotiations Team and additional APT Members and Administrators.

Standards & Criteria Committee (Article XVI, Section C)

C. Standards and Criteria Review Committee

An APT chairperson will convene a Standards and Criteria Review Committee in September of negotiating years to evaluate and update the information contained in the ~~1998-99~~ 2006 Standards Criteria Report. This committee shall consist of one (1) PUSD Board member, two (2) administrators, and three (3) APT members. Once the committee has convened, membership may be augmented by mutual agreement. The joint committee members must sign off on their final report and then present it to the negotiation team who will develop a timeline for distribution.

The District Administration and APT will direct their negotiators to use the Standards and Criteria Review Committee Report as a tool for providing competitive compensation for teachers with the goal of ~~maintaining~~ *achieving* the top position among non-basic aid, unified school districts as identified by the Standards and Criteria Committee. (Refer to Article XVI section C.)

Language Changes

APT and District agree to the following:

- CPT becomes CCT
- Staff Development becomes Professional Learning
- Conference period becomes Reporting period
- Strike through reference to “PUSD employee handbook” because one does not exist.

[Done Here Language changes in Contract.](#)