

**Petaluma City Schools Proposal in Fact Finding
to
California Schools Employee Association (CSEA)**

September 19, 2022 (7:15 pm)

This is a package proposal and constitutes the entirety of the agreement between the Parties and resolves all contract negotiations through June 30, 2023. The parties agree to a new 3-year term of contract to run from July 1, 2022 through June 30, 2025, with reopeners for 2023-24 and 2024-25 in accordance with Article 1 - Agreement, Sections C & D. Specifically, the reopeners will include Article 5-Wages, Article 8 - Health & Welfare and two (2) other articles of each party's choice.

Article 5: Wages

F/Y 2020/21 – 2.5% on schedule retro to July 1, 2020 and \$500 one-time prorated per 1.0 FTE off schedule for all current bargaining unit members who worked in that fiscal year and former CSEA unit members who worked in that year and are retired with CalPERS/CalSTRS.

F/Y 2021/22 – 6% on schedule retro to July 1, 2020 and \$1,000 one-time prorated per 1.0 FTE off schedule for all current bargaining unit members who worked in that fiscal year and former CSEA unit members who worked in that year and are retired with CalPERS/CalSTRS.

Implement Reclass as recommended by the reclassification panel (3/1/2022 Panel Recommendation)

F/Y 2022/23 – 8% increase on salary schedule retro to July 1, 2022.

“Me Too”: If PFT receives more combined percentage increases of salary and medical compared to the 8% on Salary increase in 2022/23, and the agreed increase to medical. This “Me Too” specifically excludes any increases associated with changes in certificated working conditions, e.g. class size, increase in number of work days/hours, or additional duties.

Article 5: Wages, Section E.3.

All new employees shall be employed at step A of the appropriate salary classification unless the new employee has more than one year of experience in a like position. The District Administration reserves the right to approve appointment, based on years of experience in a like position, above step A of the classification. **Should the District place any new employee above Step C, the District shall notify CSEA and provide rationale. The District will provide a copy of a resume or application upon request.**

Article 8 - Health and Welfare

Employer Paid Medical: Increase to \$1130.13 per month (an increase of \$60) for medical insurance in accordance with the current CSEA contract effective October 1, 2022.

Job Description Committee: Effective July 1, 2023, a Job Description Committee shall be formed for the purposes of ensuring job descriptions accurately reflect the duties performed, the qualifications required to perform them, corresponding wages, and affirming those duties fit the needs of the District. The number and selection of job descriptions to be reviewed will rotate on a five-year cycle for the annual review of job duties in the job descriptions for positions listed in the Classified Job Classifications (Exhibit A of the CBA).

The reviews shall be completed by committee and all edits to job descriptions referred back to the bargaining teams for review and required negotiations. The committee will determine in its first meeting of the year, which classifications will be reviewed during that cycle, based on need. The District and the Union shall appoint 2 members to the Job Description Committee each, which shall meet not later than September 15th of each year.

The parties agree that in Year 1, the committee will review all Food and Nutrition Services Job Descriptions, as well as other classifications determined by the committee and based upon operational needs of the District. If there is a deadlock regarding which classification(s) shall be reviewed in any year, the deadlock will be broken by lot.

FOR DISTRICT:

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