

APPENDIX 1

**TENTATIVE AGREEMENT BETWEEN
PETALUMA CITY (ELEMENTARY) AND JOINT UNION HIGH SCHOOL DISTRICTS AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PETALUMA CHAPTER NO. 212**

The Petaluma City Schools District ("District") and California School Employees Association and its Petaluma Chapter No. 212 (together "CSEA"), hereinafter referred to as "the parties," agree to the following:


It is agreed that the following modifications and changes to the 2022-2025 collective bargaining agreement contained in this agreement will amend the current contract. These modifications will be for the following sections:

- Article 3
- Article 5
 - 10%
- Article 6
- Article 7

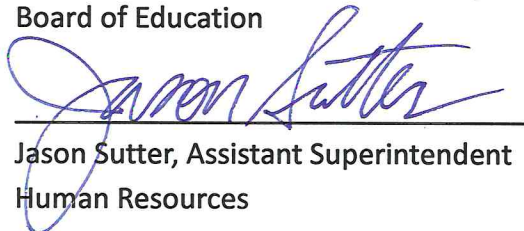
This concludes negotiations for the 2023-2024 fiscal year.

These tentative agreements are attached to this document.

For Petaluma School District



Caitlin Quinn, President
Board of Education



Jason Sutter, Assistant Superintendent
Human Resources

4.24.24

Date

For CSEA



Jessica Marcy, President



Joseph Gomez, Labor Relations Rep.

4.24.24

Date

Article 3: Association Rights

E. New Employee Orientation

1. Within ten (10) working days from the hiring of a new employee, the District shall notify both the CSEA Chapter President and Chapter Treasurer of the new hire's name, worksite, and hours worked.
2. CSEA leaders and new employees shall be provided reasonable release time for travel and up to 30 minutes of meeting time in accordance with Government Code 3556 to conduct an orientation with the new employee.
3. The District will organize mandatory new employee orientation (NEO) meetings on a monthly basis. The District will partner with CSEA to schedule a union orientation meeting immediately following the District meeting that employees may attend.
4. There will be no meetings scheduled in June or July. There will be two meetings scheduled in the month of August.

Article 5: Wages

B. Salary

1. Effective July 1, 2023, the parties agree to an across-the-board increase of 10% to the CSEA salary schedule.
2. The parties agree that if the District closes the 2023/24 school year with unrestricted reserves higher than 10%, the District and CSEA will reopen negotiations to discuss a one time off the salary schedule payment.

Article 6: Hours

D. Work Year

1. 194 Days (While School is in Session)

- One additional day will be added to the 193-day calendar for the purpose of professional development.

2. 195 Days (While School is in Session)

- One additional day will be added to the 194-day calendar for the purpose of professional development.

The parties have a mutual interest in professional development for classified unit members. The District will work with unit members who request additional professional development opportunities as appropriate.

A. Working Out of Classification

1. When a unit member is temporarily assigned by their supervisor required to perform duties inconsistent with their position and/or to a position in a higher classification for more than one (1) day within a five (5) workday period, the unit member will have their salary upwardly adjusted retroactive to the first day they are required to work in that higher classification. Floater custodians will be eligible for out-of-classification pay when assigned more than four consecutive work days in the same assignment retroactive to the first day they are required to work in that higher classification.

~~2. An employee may be required to perform duties inconsistent with those assigned to the position by the District for a period of more than eight (8) hours provided that his/her salary is adjusted upward for the entire period he/she is required to work out of classification and in such amounts as will reasonably reflect the duties required to be performed outside his/her normal assigned duties. Notwithstanding the provisions contained in this section, Administration and Association representatives recognize that there are occasions when unit members should be paid for working out of classification, even when the total period is less than eight (8) hours. The parties agree that such situations will be~~

~~discussed on an individual basis; either the Association or Administration representatives may request such discussions.~~

- ~~3. It is the intent of this section to permit the District Administration to temporarily work employees outside of their normal duties but, in so doing, to require that some additional compensation be provided to the employee during such temporary assignments.~~

ARTICLE 7: TRANSPORTATION-RELATED WORK CONDITIONS

A. Bus Driver Hours

10. As we pursue excellence in transportation services and recognize the indispensable contribution of our bus drivers, we are committed to offering full-time working hours for bus driver positions to all extents possible. We affirm our dedication to enhancing transportation standards while prioritizing the well-being and career development of our bus drivers.