



**PASADENA UNIFIED SCHOOL DISTRICT**  
***HUMAN RESOURCES***

MEMORANDUM

**TO:** Brian McDonald, Ed.D., Superintendent  
Board of Education

**FROM:** Human Resources

**DATE:** March 18, 2021

**SUBJECT:** Pasadena Unified School District and Pasadena Chapter 434 of the California School Employees Association Negotiation Update

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Pasadena Unified School District (District) and Pasadena Chapter 434 of the California School Employees Association (CSEA) met on Friday, March 12, 2021 and the following items were discussed and/or presented.

**Norms:**

The District and CSEA bargaining agreed on the norms.

**District Proposal:**

1. The District presented and discussed proposals for Article 17.2, Pay and Allowances – District #1.
2. The District presented and discussed a proposal for Article 24.1.2, Employment Benefits – District #1
3. The District presented and discussed a proposal for Article 17.9, Pay and Allowances – District #1.
4. The District and CSEA agreed to sign proposals for Article 15.2 and Article 11.14 that was agreed upon during negotiations on November 9, 2020. CSEA agreed to provide the District with proposal to sign.

**CSEA Proposals:**

1. CSEA presented and discussed the California School Districts Covid Release Database.
2. CSEA presented and discussed a counter proposal for Article 17.2 – Salaries

3. CSEA presented and discussed a counter proposal for Article 17.9 – Step Increments.
4. CSEA presented and discussed a counter proposal for Article 24.1.2 – Employment Benefits.

**Budget Presentation:**

Dr. Leslie Barnes presented the 2<sup>nd</sup> interim and discussed budget fluctuations, Senate Bill 117 (CARES Act), Emergency Relief (ESSER) funds and funding used for COVID-19 response and prepping students for distance learning and returning to campus.

**Scheduled Negotiations:**

April 14, 2021 – 12:00 p.m. to 4:00 p.m.

**Pasadena Unified School District and California School Employees  
Association (CSEA) and its Pasadena Chapter 434**

**Negotiations Agenda**

**March 12, 2021**

1. Review of Norms
2. Article 17.2, Pay and Allowances – District #1-
3. Article 24.1.2, Employment Benefits – District #1
4. Article 17.9, Pay and Allowances – District #1
5. Article 15.2 – Posting of Notice (changed may to shall)
6. Article 11.14 – Bereavement Leave (included uncle/aunt – 1 day leave)
7. Rumor and News
8. Schedule for future date

PUSD Proposal #1

Time \_\_\_\_\_

March 12, 2021

PASADENA UNIFIED SCHOOL DISTRICT

DISTRICT PROPOSAL

CSEA NEGOTIATIONS

Article XVII - Pay and Allowances

**17.2 Salaries**

**Effective July 1 2020, the District shall provide a 1.00% off schedule payment for the 2020-2021 school year, tied to base salary to be paid by June 30, 2021 for unit members employed as of April 1, 2021.**

**Effective July 1, 2021, the District shall provide a 1.00% salary increase for the 2021-2022 school year.**

PUSD Proposal #1

Time \_\_\_\_\_

March 12, 2021

PASADENA UNIFIED SCHOOL DISTRICT

DISTRICT PROPOSAL

CSEA NEGOTIATIONS

Article XXIV- Employment Benefits

**24.1.2**

**The District shall pay the cost of any increases to Health and Welfare Benefits premiums for the period October 1, 2020, through September 30, 2021. For the following insurance year, October 1, 2021 through September 30, 2022 the District shall pay up to a 5% premium increase in the total District Health and Welfare Benefit cost for the unit members. Any cost in excess of 5% shall be incurred by unit members. Negotiations for health and welfare benefits for 2021-2022 insurance year shall commence prior to March 31, 2021.**

PUSD Proposal #1

Time \_\_\_\_\_

March 12, 2021

PASADENA UNIFIED SCHOOL DISTRICT  
DISTRICT PROPOSAL  
CSEA NEGOTIATIONS

Article XVII - Pay and Allowances

**17.9 Step Increments**

**The language in the article will remain status quo.**

**California School Employees Association and its  
Pasadena Chapter 434 (CSEA)  
Proposal #2**

**Negotiations 2020-21**

3/12/21

Time: \_\_\_\_\_

**Article XVII – Pay and Allowances**

**17.2 Salaries**

**For school year, 2020-2021 the District shall increase all unit members classified salary schedules by 2% effective July 1, 2020.**

In the event the District grants a salary increase for ~~2019-2020~~ **2020-2021** to any other represented unit, the classified bargaining unit shall receive the same percentage increase as well as the same effective date. This clause shall not be affected by agreements arrived at prior to the effective date of this Agreement.

**For school year, 2021-2022 the District shall increase all unit members classified salary schedules by 3% effective July 1, 2021**

In the event the District grants a salary increase for ~~2019-2020~~ **2021-2022** to any other represented unit, the classified bargaining unit shall receive the same percentage increase as well as the same effective date. This clause shall not be affected by agreements arrived at prior to the effective date of this Agreement.

**17.9 Step Increments**

**Effective July 1, 2020, each one of the seven salary steps will be positive increments of 5%**

**17.15 COVID-19 Return to Work Compensation**

**Due to the nature of the COVID-19 pandemic and the risk of returning to work in person, all bargaining unit employees who are instructed to report in-person shall receive \$5 additional compensation per hour effective July 1, 2020.**

**California School Employees Association and its**

**Pasadena Chapter 434 (CSEA)**

**Negotiations 2020/21**

**Proposal #2**

**3/12/21**

**Time: \_\_\_\_\_**

**Article XXIV –Employment Benefits**

The District shall pay increases to Health and Welfare Benefits for the 2021-2022 (10/1/2021-9/30/2022)