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**PASADENA UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES**

MEMORANDUM

FROM: Human Resources

DATE: November 16, 2020

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

Pasadena Unified School District (District) and Pasadena Chapter 434 of the California School Employees Association (CSEA) met on Monday, November 9, 2020 and the following items were discussed and/or presented.

Review of Sunshine Posting:

The District shared the March 26, 2020 Sunshine items for the District: Pay and Allowance, Employee Benefits and Leaves.

The District shared the February 11, 2020 Sunshine items for CSEA: Disciplinary Action, Pay and Allowance, Leaves, Promotion and Posting of Vacancies, and Employee Benefits.

Norms:

The District and CSEA bargaining teams reviewed the approved set of norms.

CSEA Proposals:

1. CSEA clarified the language in the proposal to revise the language in Article XI, section 11.11 (Bereavement Leaves). CSEA is proposing to include 3-days bereavement leave for "aunt and uncle" to the bereavement leave section of the contract.
2. CSEA presented Article 17 – Pay and Allowance proposal for 2% increase effective July 1, 2020.

3. CSEA shared that other Districts were offering employees an incentive “Hazard Pay” of \$5 per hour increase in compensation for those who work in-person during COVID-19. (Glendale Unified, Montebello Unified, Pomona Unified, Walnut Unified and San Diego Unified).
4. CSEA advised the District they wish to withdraw the Discipline Article from the Sunshine.
5. CSEA agrees with the Districts counter proposal for 1-day bereavement leave for “aunt and uncle.”

District Proposals:

1. The District responded and agreed to include 1-day bereavement leave for “aunt and uncle” to the language in Article XI, section 11.11 - Bereavement Leaves.
2. The District responded and agreed to change “may” to “shall” in Article XV, section 15.2 – Promotions and Posting of Vacancies.
3. The District advised CSEA that the District has authority to negotiate total compensation and will need to review with the Board the cost of monetary requests as a package.

Negotiations shall resume following the Thanksgiving Break.

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

Negotiations Agenda

November 9, 2020

1. Budget Presentation
2. Review of Sunshine Posting
3. Review of Norms
4. Article 11, Section 11.14 – CSEA #1
5. Article 17 – Pay & Allowance-CSEA Proposal #1
6. District Response
 - a. Article XI - Leaves
 - b. Promotion and Posting of Vacancies (Discussion)
7. Return to Work Discussion
8. Rumor and News
9. Schedule for future date

California School Employees Association and its

Pasadena Chapter 434 (CSEA)

Negotiations 2020/21

Proposal #2

11/9/20

Time: _____

ARTICLE XV: PROMOTION AND POSTING OF VACANCIES

15.1 Definition

15.1.1 Promotion shall be defined as a higher classification within the same job family and within the bargaining unit.

15.2 Posting of Notice

15.2.1 Notice of all job vacancies shall be emailed to all employees and posted outside Human Resources for the general public, and ~~may~~ **shall** be posted on school site bulletin boards.

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

Negotiations 2020-21

11/9/20

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.

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.

**Pasadena Unified School District
And
California School Employees Association
Negotiation
November 9, 2020**

**Leaves: Article XI
Counter Proposal #1**

Time: _____

Article XI-- Leaves

11.1 Bereavement Leave

11.1.1 Employees shall be granted leave with full pay in the event the death of any member of the employee's immediate family. The leave shall be for a period of three (3) days or five (5) if the employee has to travel out of state, or has to travel more than 400 miles one way. The immediate family is defined as the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, stepchild, stepmother, stepfather, foster-child, sister-in-law, brother-in-law, ~~uncle, aunt~~, or domestic partner of the employee, or any relative living in the immediate household of the employee. To qualify as a domestic partner, the bargaining unit member must present an executed Declaration of Domestic Partnership and provide verification of common residence.

In the case of an Aunt or Uncle, a unit member will be eligible for one (1) day of bereavement without loss of pay or Sdeduction from other leave benefits found in this Article.

Pasadena Unified School District
Tentative Agreement with
California School Employee Association
Pasadena Chapter 434 (CSEA)
November 9, 2020

Time: _____

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Effie Yang,
California

Date

Steven Miller, Ed.D.
Chief of Human Resources

Date

Shahada Thornton
CSEA Chapter 434
President

Date

Ground Rules/Norms for Bargaining Sessions Between the District (PUSD) and CSEA, Chapter 434 for the 2018/2019 Session

The following Ground Rules/Norms are suggested for both Bargaining Teams:

- ❖ Start on time
- ❖ Continue until scheduled session ending time unless there is mutual agreement to end at an earlier time
- ❖ Listening with the intent to understand
- ❖ Only one person shall speak at a time
- ❖ Response to requests for documents and information shall be done in a timely manner; if unable provide same, notify the other team
- ❖ All proposals shall be dated, and in writing and will address the entire article
- ❖ Negotiate in fairness and in good faith
- ❖ All cell phones shall be turned to "vibrate or off" positions
- ❖ There shall be no verbal side conversations
- ❖ There will be no personal attacks
- ❖ Lunch and other breaks shall be determined at the start of each meeting.
- ❖ Mutually agreed upon negotiation location
- ❖ Mutually agreed upon agenda