



**PASADENA UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES**

MEMORANDUM

FROM: Human Resources

DATE: December 9, 2021

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 Wednesday, December 8, 2021 and the following items were discussed and/or presented.

CSEA Proposals:

Covid-19 Supplemental Paid Leave – MOU

The District and CSEA held a discussion on extending the Covid-19 Leaves for the 21-22 school year. The Federal and State Covid – 19 authorized Leaves have expired. The District shared with CSEA that we will take this request for the District to pick up the cost of Covid – 19 Leaves back to the Board for further direction.

Juneteenth 2021 – MOU

The District was presented with information regarding a pending CSEA “Class Action” lawsuit that demands Districts within California add the Juneteenth Holiday to their existing calendars.

PUSD negotiated in good faith with CSEA and provide a proposal that offered a floating holiday for employees that would have worked Juneteenth during the 2020-2021 school year. Further, the District offered to swap the California Admissions Day with Juneteenth on the 2022-2023 calendar and move forward with honoring the holiday in the subsequent years.

As a reminder, the US Congress moved to add Juneteenth to the list of Federal holidays and it was subsequently signed by President Biden. The holiday is not automatically added to school district calendars without first going through

the negotiation process. The District and CSEA are engaged in negotiations on this item currently and expect a counter proposal from CSEA on January 14th.

Summer Saver – MOU

The Pasadena Unified School District and California School Employees Association agreed to sign the memorandum of Understanding for the Classified Summer Saving program.

District Proposals:

Article X – Hours

The District and CSEA reached agreement on hours language.

Article XI – Leaves

The District proposed an update to the CSEA contract that includes employee's rights to Pregnancy Disability Leaves and Baby Bonding Leaves. CSEA will review and respond on January 14, 2022.

Scheduled Negotiations Date:

The next scheduled negotiation date is January 14, 2022.