



**PASADENA UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES**

MEMORANDUM

FROM: Human Resources
DATE: February 21, 2017
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) are pleased to announce the signing of two Tentative Agreements on Friday, February 3, 2017.

The tentative salary agreement is as follows:

- 1. Article X- Hours and Overtime, 10.14.1 was removed from the contract because the language was redundant to 10.16.**
- 2. Article XVII – Pay and Allowance, Effective July 1, 2016 a 1.0% salary increase shall be applied to all CSEA bargaining unit salary schedules.**

CSEA Chapter 434 will ask their membership to ratify the Tentative Agreements upon completion of negotiations. The next scheduled negotiation date is March 2, 2017.

California School Employee Association Proposal Summary:

CSEA has submitted a proposal that PUSD shall pay any increases to Health and Welfare for 2016-2017 and 2017-2018, and the parties shall negotiate Health and Welfare Benefits for 2018-2019.

CSEA proposed that the Collective Bargaining Agreement include Notice of Designation of Personal Physician under XI Leaves, Professional Growth under XXII Professional Growth Application, and Evaluations Forms under XXVI Evaluations.



Pasadena Unified School District/CSEA Chapter 434

Agenda

February 3, 2017

- Welcome
- Rumor and News
- Tentative Agreement – Article 17 (Pay and Allowance)
- Tentative Agreement – 10.16 (Hours and Overtime)
- Article 24 (Employment Benefits)
- Appendix H (Forms)
- Update January Governors Budget

Notes:

Classified Advisory Committee Meeting

Date: Wednesday, February 15, 2017

Location: District Office – Room 240

Time: 7:30 am - 9:00 am

2:23 p.m.
2/3/2017
by: Bernadette
Bridges

PASADENA UNIFIED SCHOOL DISTRICT						
Revised 2016-17 First Interim As of 1-19-17						
Unrestricted General Fund - Fund #01.0 - Summary						
	2017-18	UPDATED 2017-18	2018-19	UPDATED 2018-19		
	First Interim	Budget	First Interim	Budget	Comments	
Revenues						
Revenue Limit/LCFF	158,604,657	155,149,370	159,177,489.00	159,045,771	Less <3.45mil> in 17-18 & <510,709> in 18-19 due to GAP & COLA .37% increase and .02% decrease in COLA for 17-18 and 18-19	
Federal Revenue	0	0		0		
State Revenue	1,220,940	1,996,805	1,220,940.00	1,220,940	Increase of 775,864.5 in OT funds @ \$48/ADA in 17-18	
Local Revenue	3,707,156	3,707,156	3,709,465.00	3,709,465		
Total Revenues	163,532,753.00	160,853,330.50	164,107,894.00	163,976,176.00		
Other Financing Sources/Uses	(26,088,194)	(26,088,194)	(26,088,194)	(26,088,194)		
Expenditures						
Certificated Salaries	61,759,872	61,759,872	61,154,472	61,154,472		
Classified Salaries	17,089,903	17,089,903	16,005,757	16,005,757		
Employee Benefits	33,149,689	33,394,397	34,397,515	34,874,942	1.2% Increase in H&W; .3% and .6% increase in PERS for 17-18 and 18-19	
Books & Supplies	4,595,219	4,595,219	4,195,219	4,195,219		
Contracted Services	20,911,754	20,911,754	20,311,754	20,311,754		
Capital Outlay	712,970	712,970	902,970	902,970		
Other Outgo	0	0	0	0		
Direct Support / Indirect Support	(2,522,276)	(2,522,276)	(2,522,276)	(2,522,276)		
Interfund Transfer Out-Fund #14.0						
Total Expenditures	135,697,131.00	135,941,839.00	134,445,411.00	134,922,838.00		
Net Increase/Decrease in Fund Balance	1,747,428	(1,176,703)	3,574,289	2,965,144		
Beginning Fund Balance	9,575,405	9,575,405	11,322,833	8,398,703		
Adjustments/Restatement	0	0	0	0		
Ending Fund Balance	11,322,833.00	8,398,702.50	14,897,122.00	11,363,846.50		
DESIGNATIONS	297,592.00	297,592.00	297,592.00	297,592.00		
REU	8,460,052.00	8,460,052.00	8,460,052.00	8,460,052.00		
Unassigned/Unappr Ending Fund Bal	2,565,189.00	(358,941.50)	6,139,478.00	2,606,202.50		

Pasadena Unified School District

TENTATIVE AGREEMENT

February 3, 2017

ARTICLE X: HOURS AND OVERTIME

10.14 Work Schedules

The work schedule for the current school year is contained in Appendix F.

~~10.14.1 Bargaining unit members with 11 month assignments shall accrue vacation days and sick leave credit for a full month during July and August, regardless of the number of days worked in each month, provided they are in regular working status. During July and August, they shall have a non-working period of 22 days, regardless of the number of workdays available in the work calendars for each instance. During July and August, the administrator or supervisor may designate temporary reassignment to a central office, Summer School site or other District facility or to work under the temporary supervision of another District administrator or supervisor.~~

10.15 The bargaining unit member shall notify the immediate administrator of illness or any other valid reason for failure to report as soon as possible, but normally not later than the designated starting time for each day.


10.16 Bargaining unit members with eleven (11) month assignments shall accrue vacation days and sick leave credit for a full month during July and August, regardless of the number of days worked in each month, provided they are in regular working status. During July and August, they shall have a non-working period of twenty-two (22) days, regardless of the number of work days available in the work calendars for each instance. During July and August, the administrator or supervisor may designate temporary reassignment to a central office, summer school site, or other District facility or to work under the temporary supervision of another District administrator or supervisor.

10.17 A bargaining unit member who is absent for three (3) consecutive days without proper notification to his/her immediate administrator or site/department time keeper shall be deemed to have abandoned his/her job and, at the discretion of the District, shall be processed as a resignation retroactively to the first day of absence.


10.18 The specific provisions of this Article shall be the total, sole and exclusive working conditions available to bargaining unit members on topics contemplated within, or related to, said provisions.

Date: 2/3/17
California School Employees Association

Date: 2/3/2017
Pasadena Unified School District



Raymond Renzullo
CSEA President



Kathleen M. Sanchez
Chief Human Resources Officer



Janette Love
CSEA, Labor Regional Representative

Pasadena Unified School District

TENTATIVE AGREEMENT


February 3, 2017

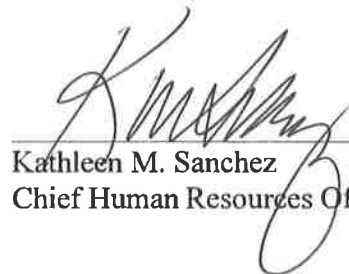
ARTICLE XVII: PAY AND ALLOWANCE

Effective July 01, 2016 a 1% salary increase shall be applied to all CSEA Bargaining Unit salary schedules.

Date: 2/3/17
California School Employees Association

Date: 2/3/2017
Pasadena Unified School District


Raymond Renzullo
CSEA President


Kathleen M. Sanchez
Chief Human Resources Officer


Janette Love
CSEA, Labor Regional Representative

Time: 11:37

Pasadena Unified School District

COUNTER PROPOSAL # 2

February 3, 2017

ARTICLE XXIV: EMPLOYMENT BENEFITS

The District shall pay any increases to Health and Welfare Benefits for 2016-2017, and the parties shall negotiate Health and Welfare Benefits for 2017-2018.

Time: 11:47

PASADENA UNIFIED SCHOOL DISTRICT
COUNTER PROPOSAL #5

February 3, 2017

APPENDIX H: FORMS

The District has no interest in adding the Appendix H FORMS to the Collective Bargaining Agreement.

Rationale:

It is the District's position that employee forms are not appropriately placed when embedded in the Collective Bargaining Agreement.

Time: 1:48

**California School Employees Association
Pasadena Chapter 434
Resubmit to P.U.S.D. for 2016-2017
Feb.3, 2017**

xxiv Employment Benefits
Article ~~XVIV~~ - PAY AND ALLOWANCE

The District shall pay any increases to Health and Welfare Benefits for 2016-2017 and 2017-2018, and the parties shall negotiate Health and Welfare Benefits for 2018-2019.

Time 1:49^{PM}

**California School Employees Association
Pasadena Chapter 434
Counter Proposal to P.U.S.D. for 2016- 2017
Feb. 3, 2017**

**Appendix H
Forms**

Form

Article # and Name

Notice of Designation of Personal Physician

XI – Leaves

Professional Growth Application

XXII -Professional
Growth

Evaluation

XXVI – Evaluations

Time 2:04 pm

**California School Employees Association
Pasadena Chapter 434
Counter to P.U.S.D. for 2016-2017
February 3, 2017**

Article XVII – PAY AND ALLOWANCE

CSEA has an interest in progressively increasing the seventh (7th) step by one (1)%.