



## Joint Negotiations Announcement PVFT and PVUSD May 27, 2020



On May 26, 2020, the Negotiations Teams from the Pajaro Valley Federation of Teachers ("PVFT") and the Pajaro Valley Unified School District ("District") reached a Tentative Agreement to close out bargaining on our Collective Bargaining Agreement ("CBA"). Since late Spring 2019, both Negotiations Teams have persevered and collaborated to utilize their combined skills to invest in our valued employees. Prior to the unprecedented COVID-19 pandemic, PVUSD already faced revenue losses from declining enrollment with increasing costs of total compensation for our employees. As California struggles with the tremendous financial impact from the pandemic. Consequently, PVUSD anticipates additional revenue losses of approximately 19.18 million beginning with the 2020-21 school year.

Even with revenue losses and increasing costs, our Tentative Agreement reflects efforts to provide our employees financial assistance and improved working conditions. Under the Tentative Agreement, the Total Compensation proposal is as follows:

### Health and Welfare Benefits

- No changes to health and welfare benefits for 2019-20 and 2020-21. The negotiations teams collaborated to ensure that PVUSD would absorb the entirety of the benefits cost. For the 2019-2020 benefit year this meant PVUSD absorbed up to 7% depending on the plan, and up to 2% in 2020-21 of approximately over 2.3 million for the PVFT bargaining unit.

### 2019-20 Salary

- Provide a one-time bonus (prorated by full-time equivalent) for all PVFT bargaining unit members from savings on certificated substitutes and certificated extra work requests during 3/16/20 to 6/5/20.
- Retroactive to 7/1/19, provide a 0.2% increase to the K-12 & ECE Salary schedules per every \$1 million dollars above an ending 2019-20 fund balance of \$30 million dollars, including reserve.

### 2020-21 Salary

- Reduce the number of workdays from 186 to 184 for future years without reducing salary amounts. The two days removed are 1 SBC day and 1 Teacher Work Day.
- Provide a one-time bonus (prorated by full-time equivalent) for all PVFT bargaining unit members from savings on certificated substitutes and certificated extra work requests due to Distance Learning and/or any hybrid model in the 2020-2021 school year.
- Effective 7/1/20, provide a 0.2% Increase to the K-12 and ECE salary schedules per every .5% increase to per pupil revenue based upon the approved state budget this fall 2020, in comparison to the Second Interim Budget of March 9, 2020.
- Provide a 1% one-time bonus to K-12 and ECE contingent upon the receipt of the \$2 million in one-time Special Education allocation from the state, based upon the budget as modified this fall 2020.

### Early Childhood Education Salary

- Revise salary schedule for the Early Childhood Education Program to exceed the Governor's proposed minimum wage increases years ahead of schedule.

### Adult Education Salary

- Provide a 1% salary increase in 2019-20 and a 1% salary increase plus a 1% one-time salary payment for 2020-21.

### Additional Provisions

In addition to the Total Compensation, the Tentative Agreement reflects other provisions to improve pay and working conditions, including, but not limited to the following:

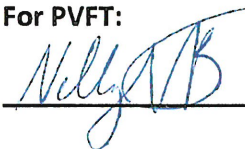
- Add SELPA department chair position at the middle and junior high schools
- Provide stipends for hard to fill Special Education positions
- Clarify the Reassignment/Transfer and Evaluation articles to improve notification and procedural practices
- Set aside Early Release Wednesdays for time to work on report cards and case management
- Reduce TK class size to 22 students
- Clarify Joint Staffing Committee language to ensure that PVFT bargaining unit members from different areas (e.g. counselors, nurses, psychologists, classroom teachers, and union leadership) are provided a forum to make recommendations to the negotiations teams
- Provide Release Teachers (Roving) access to student information systems, a workspace, equipment, supplies and secure storage
- Established caseload maximums for Special Education with a financial mechanism for compensating affected unit members when caseload maximums are exceeded. This serves as a historic precedent as caseload maximums are now part of the CBA aligning PVUSD up to other districts across the state.

### Term

This closes out negotiations and reopens through the 2020-2021 school year. For the 2021-2022 school year, PVFT and PVUSD, by mutual agreement, may re-open total compensation (salary and benefits) along with two additional articles.

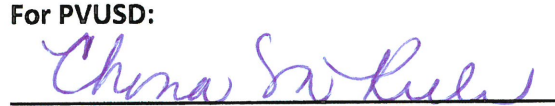
We are grateful that our combined efforts with PVFT enabled us to reach this Tentative Agreement. We look forward to our ongoing collaboration as we continue the important work of serving the best interests of our students.

For PVFT:



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For PVUSD:



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