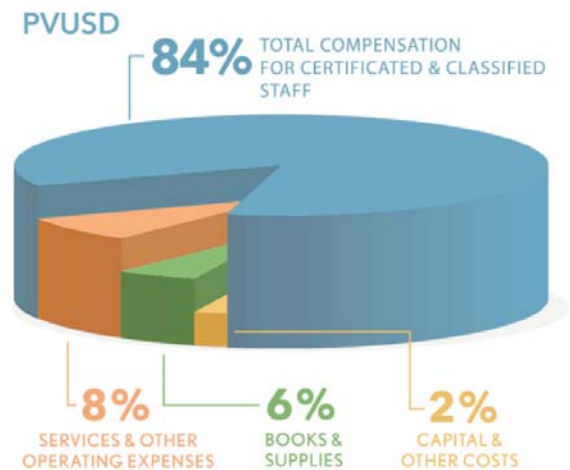


PVUSD Negotiations Update with CSEA (Chapter 132) 02/25/2020

On February 25, 2020, as part of PVUSD's ongoing commitment to invest in and support our valued classified employees, the Negotiations Teams for the District and CSEA met and made progress in collaborative efforts to reach agreement on the remaining articles. The District provided three new proposals to improve pay and working conditions for our classified employees as follows:

- Article XVII. Grievances – The District and CSEA Teams reached a Tentative Agreement on a number of changes which include providing extra time for employees and/or CSEA to initially share their concerns and improving the appeals process with the addition of mediation and binding arbitration.
- Article IX. Leaves – The District's proposal allows for our classified employees to utilize up to three (3) days of Personal Necessity to attend significant and unique family milestones, such as graduations or weddings.
- Article XV. Pay and Allowances – The District proposed changes that would improve current practices regarding employees working in "out of class" assignments.

During previous bargaining sessions, the District provided Total Compensation proposals to CSEA on health/welfare benefits and salary. As seen in the image to the right, PVUSD allocates 84% of its budget for Total Compensation. The cost of health/welfare benefits directly affect the amount that can be paid in terms of salary. In October 2019, health/welfare benefits plans' annual costs increased by almost 7% and the District absorbed this entire increase. For classified employees, this increase exceeds \$1.5 million for the current year.



Due to these increasing employee costs combined with significant revenue losses from declining enrollment, the proposed salary increases are contingent on additional revenues, such as increasing our District's average daily attendance rates and receipt of additional funding from the Governor's Proposed Budget.

Provided there is additional revenue, the District's number one priority is to increase employees' salaries. This is reflected in the District's multi-year salary proposal to CSEA of a 1% ongoing salary increase in 2019-20 with an additional 1% ongoing salary increase plus a 1% one-time payment in 2020-21.

We look forward to continued collaboration with CSEA to reach agreement on the remaining articles.