

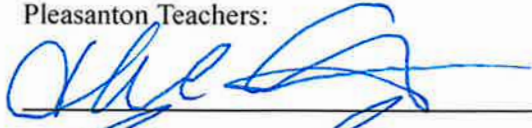

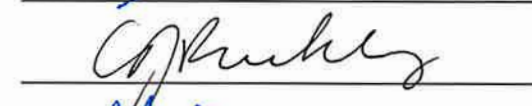

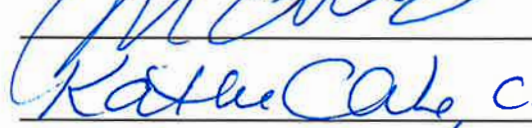
TENTATIVE AGREEMENT 2023/24

Between the
Pleasanton Unified School District and the
Association of Pleasanton Teachers
March 11, 2024


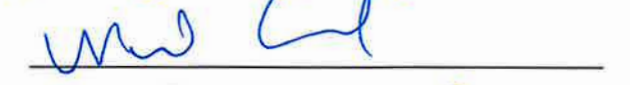

The Pleasanton Unified School District and the Association of Pleasanton Teachers have met and agreed to the revisions in Articles 9, 10, 11, and 20 as attached and signed on March 11, 2024.

The Parties agree that the attached Articles are a complete and final settlement of the outstanding collective bargaining agreement reopeners for 2023-2024 school year.

On Behalf of the Association of
Pleasanton Teachers:






Kathleen Cole, CTA

On Behalf of the District:

Dated March 11, 2024

ARTICLE 9 CLASS SIZE

9.1: Staffing

The number of teachers required, District-wide, shall be determined by dividing the District's enrollment projection for the coming year, at P-2 of the preceding year, by the appropriate number listed in sections 9.1.2, 9.1.3, or 9.1.4 below.

9.1.1: The average does not include special education, speech, librarians and specialists.

9.1.2: The District will staff at the TK-5 level, in such a manner that the average class size, District-wide, shall not exceed:

Grades TK-3	30
Grade TK	24
Grades K-3	30
Grades 4-5	31

9.1.3: The District will staff at grades six (6) through eight (8) on a ratio of 26:1 on a District-wide basis.

9.1.3.1: This ratio shall not apply to any 6th grade class which is not maintained at a six (6) through eight (8) middle school. The ratio for such sixth grades shall be as set forth for grades four (4) through five (5) in section 9.1.2.

9.1.4: The District will staff at grades nine (9) through twelve (12) on a ratio of 27:1 on a District-wide basis.

9.1.5 The counseling staffing ratio for each school shall be approximately 685:1. comprehensive high school shall be 550:1, for each middle school 550:1, and for each elementary school 685:1. There shall be 1.0 FTE head counselor at each comprehensive high school and each middle school. The remaining counselors at a school will be scheduled by the principal in a configuration that best fits the educational program of the school.

9.1.6: The District will staff each comprehensive high school with one (1) librarian.

9.1.7 The District shall fund not less than ~~44~~ 15 FTE psychologist positions. Notwithstanding this funding guarantee, the District shall have no obligation to replace any person employed as a psychologist who departs District service.

9.1.8: The District will staff nurses at a ratio of 1.0 FTE nurse for every 3000 students enrolled in the district.

9.1.9 Speech Language Pathology caseloads set forth below:

- a. Speech and Language Pathologists 50 inclusive of a maximum 5 reserved RTI cases
- b. Speech and Language Pathologists 40 inclusive of a maximum 5 reserved RTI cases
Early Childhood

Case load shall be measured in terms of equivalencies as follows:

- a. Speech with Augmentative and Alternative Communication (AAC) services = 2.0*

b. 45 minutes per week of SLP push-in services to each SDC** = 1.0

* Applies to each student to whom an SLP provides speech and AAC services per the IEP (e.g. 4 students = 8.0 on caseload)

** Applies to each SDC classroom for which an SLP provides push-in services (e.g. 4 SDC classes = 4.0 on caseload)

Within the first two weeks of school, a full day of training will be provided which will include: Legal and compliance updates, templates, technology training and AAC training.

9.1.10: The District will review each of the above staffing ratios prior to October 1 of each school year. If necessary, additional unit members will be hired and/or transferred/ reassigned pursuant to Article 7 to conform to the ratios above.

9.2: Maximum Class Size

9.2.1: When an individual class surpasses the student maximums set forth below, the teacher and the principal shall meet within fifteen (15) working days to review the class situation.

Grades TK-3	32
Grade TK	24 with a 12:1 student to adult ratio
Grades K-3	24
Grades 4-5	31
Grades 6-8	34
Grades 9-12	37 36

9.2.1.1: Class size reduction: When the district is participating in a state or federal class size reduction program, reducing the class size for specific grades, the reduced class size for each grade level will be used as the maximum for that grade level and will replace the corresponding maximum listed in 9.2.1, if adequate funding is provided.

9.2.1.2 Each special education student at the elementary level who is eligible for mainstream opportunities per their IEP shall be assigned to a general education classroom roster not to exceed the maximums outlined in 9.2.1.

This model will be phased in per the following timeline:

Grades TK-K	2024-2025
Grade 1	2025-2026
Grade 2	2026-2027
Grade 3	2027-2028
Grade 4	2028-2029
Grade 5	2029-2030

9.2.2: Should a class roster exceed the class size cap the teacher shall receive ~~two dollars (\$2.00)~~ twenty dollars (\$20) per day for each student over the cap, effective July 1, 2024.

9.2.3: The above class maximums do not apply to:

9.2.3.1: Traditionally large classes. These include, but are not limited to: band, chorus and physical education.

9.2.3.1.1: In grades six (6) through eight (8), however:

- a physical education class shall not exceed fifty-five (55) students without the consent of the teacher, after consultation with the APT President (or designee);
- band and chorus shall not exceed fifty-nine (59) students without the consent of the teacher, after consultation with the APT President (or designee)

9.2.3.1.2. In grades nine (9) through twelve (12), however:

- a physical education class shall not exceed fifty-nine (59) students without the consent of the teacher, after consultation with the APT President (or designee);
- band and chorus shall not exceed sixty-nine (69) students without the consent of the teacher, after consultation with the APT President (or designee)

9.2.3.2 Preparation period specialists for class size reduction grade levels. These classes shall not exceed forty (40) students. If enrollment exceeds forty (40), the provisions of paragraph 9.2.2 shall apply (except the required meeting shall occur within ten (10) working days). The Association shall be notified so that assistance may be provided to the affected teacher.

9.2.3.3 Notwithstanding section 9.2.3.2 above, the District will schedule P.E. and Music Specialists on a 1:1 basis subject to the following conditions:

9.2.3.3.1 Section 9.2.3.3 shall be implemented only upon voter approval of extension of Proposition 30 revenue for school Districts via passage of Proposition 55 in the November 2016 election and actual receipt of such funds by the District. If Proposition 55 does not pass, and/or if for any reason the District does not receive the funds anticipated, section 9.2.3.3 and all subsections shall automatically be null and void, in which case section 9.2.3.2 shall apply.

9.2.3.3.2 Section 9.2.3.3 shall be implemented beginning with the 2017-2018 school year and continue for the term of the negotiated Agreement through the 2018-2019 school year. Upon expiration of the Agreement on June 30, 2019, section 9.2.3.3 and all subsections shall automatically be null and void and the status quo shall revert to the provisions of section 9.2.3.2 of the Agreement unless the parties negotiate a written agreement to the contrary.


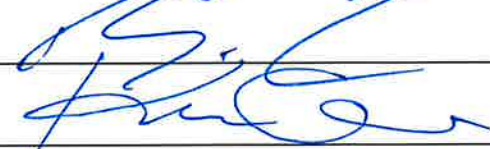



9.2.4 Up to two (2) days' release time shall be provided, ~~upon request~~ **at the discretion of the supervisor and with notification to APT**, to teachers whose assignments/classrooms/sites are changed due to changes in staff size ~~at times other than the first fifteen (15) days of the school year or at semesters/trimesters.~~

9.2.5: If funds specifically earmarked for class size reduction become available, either from the State or as a result of local elections, the Association and the District agree to reopen negotiations on the impact of a District decision to implement such class size reduction.




9.3 Special Education

- 9.3.1 If a Special Education unit member has concerns with their assigned caseload, the unit member and the site/program administrator will collaborate regarding their caseload and Special Education resources within 10 days of the reported concern.

On Behalf of the Association of
Pleasanton Teachers:






Kathleen Carbo, CTA

On Behalf of the District:

Dated March 11, 2024

ARTICLE 10
HEALTH AND WELFARE BENEFITS

- 10.1: The District shall maintain an IRC 125 plan for the benefit of unit members. The Association shall determine the core program.
- 10.1.1: The District has established, and shall maintain, a Benefits Advisory Committee. This Committee shall be an advisory group established for the purpose of receiving current information related to benefits, and providing employee input on matters related to employee benefits (including, but not limited to, medical and dental benefits, 403(b) plans, etc.). The Committee shall include members of the Association, as appointed by the Association. This Committee shall meet on a regular, scheduled basis during the school year.
- 10.2: The District shall identify and subsequently monitor each Pleasanton Joint Elementary and Amador Valley Joint Union High School teacher who was employed for the full 1987-88 academic year (who is now an employee of the Pleasanton Unified School District) and who was originally hired with their fringe benefits commencing with their first October paycheck. When such an employee subsequently severs employment, the District shall pay the cost for continuing to provide the employee's existing core medical and dental benefits for a period of three (3) months. The Association and the District shall develop a list of eligible employees and develop a personnel document to be used by the parties as a tracking procedure for future benefit payment.
- 10.3: ***Transition Coverage***
- 10.3.1: Pursuant to Federal Law (COBRA), an employee who terminates or is terminated (except for gross misconduct) is entitled to continue group health plan coverage at the group rate plus administration fee for up to eighteen (18) months.
- 10.3.2: In certain circumstances, an employee's spouse, former spouse, or dependent child may have a right to continued coverage for up to thirty-six (36) months.
- 10.3.3: All such continued coverage is at the sole cost of the employee or other qualified individual. Continued coverage may be subject to an administrative fee levied by Insurance Program Administration.
- 10.3.4: The benefits provided pursuant to sections 12.2.2 are the core package of medical and dental coverage.
- 10.4: ***Contribution To Coverage***
- Effective July 1, 2022, the District will contribute to Unit Member CalPERS health benefits according to the following schedule: to a maximum of \$5,000.00, which includes all CalPERS required contributions, for any member participating in the CalPERS health benefits effective July 1, 2022 prorated by FTE and by timing of the election of benefits.
- Effective January 1, 2024, the District will contribute annually to participating Unit Members' CalPERS health benefits to a maximum of \$12,256, prorated by FTE and by timing of the election of benefits. This benefit may be applied to any available CalPERS health plan.
- 10.4.1: To the extent the insurance provider permits, Unit Members who are covered under the same family medical plan, may elect to combine contributions toward medical benefits on the primary medical insurance user's paycheck so the pre-tax contribution may be applied



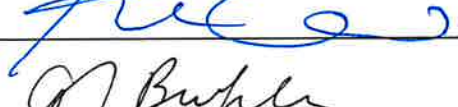
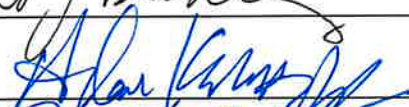
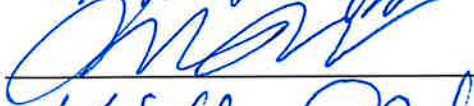
toward the family medical insurance plan. For example, if Employee A and Employee B are married and are both covered under one family medical insurance plan purchased through the District by Employee A, the District Contribution Toward Medical Benefits for Employee A shall be two times the District contribution, and the District contribution for Employee B shall be zero.

10.4.2: For members choosing not to purchase health insurance through the District, the District will pay an annual cash-in-lieu contribution toward a medical plan according to the following schedule:

10.4.2.1: Effective July 1, 2022 through June 30, 2023, the District will provide a cash-in-lieu contribution of \$1500 for any member not participating in the CalPERS Health Benefits program prorated by FTE, hire date, termination date, and date of election of benefits.

10.4.2.2: Effective July 1, 2023, the District will provide an annual cash-in-lieu contribution of \$2000 for any member not participating in the CalPERS Health Benefits program prorated by FTE, hire date, termination date, and date of election of benefits.

On Behalf of the Association of
Pleasanton Teachers:




of Buhler


Kathie Clark, CTA

On Behalf of the District:





Dated March 11, 2024

ARTICLE 11 SALARIES

- 11.1: Each person employed in the bargaining unit shall be compensated in accordance with his/her placement on the Certificated Salary Schedule which is attached and incorporated by reference as Exhibit A.

~~For the 2022-2023 school year, in the event that an agreement is reached prior to July 1, 2022, the parties agree to a three and one fourth percent on-schedule increase to certificated bargaining unit salary schedule effective July 1, 2022;~~

- ~~• An additional 0.25% will be added to the on-schedule increase if Article 12.2.3 is temporarily suspended according to the terms of the PARS MOU 2022.~~

For the 2023-2024 school year, all certificated bargaining unit salary schedules will be increased by ten percent (10.0%) as follows: four and one-half percent (4.50%) effective July 1, 2023, five percent (5.00%) effective January 1, 2024, and one-half percent (0.50%) effective May 1, 2024.

All increases in 11.1 apply to base salary compensation only.

- 11.2: Should the District determine to offer the service, the following stipends shall be paid:

11.2.1: High school stipends for extra duty assignments in accordance with Exhibit E.

11.2.2: The stipends set forth in the footnotes of the salary schedule (Exhibit A-1) shall be paid to any unit member with the credentials/certificates and positions listed. In addition:

11.2.2.1: Authorized by one (1) of the following credentials or certificates:

Nurse credential or certification (effective 7/1/16). Credit for private nursing experience: Commencing 7/1/16, all nurses employed on or after 7/1/16 will be evaluated and placed on the salary schedule according to the service credit allowance specified on the Certificated Salary Schedule Exhibit A-1 footnotes for previous teaching experience and/or private nursing experience which required a professional nursing license.

11.2.2.2: The District wishes to support such teachers. As a result, any teacher who is awarded National Board Certification shall be entitled to receive, as a one-time payment, the sum of Five Hundred Dollars (\$500.00). This payment is in addition to the on-going stipend set forth on the Certificated Salary Schedule Exhibit A-1 footnotes.

11.2.2.3: Adjustments made to stipends in March 2024 set forth on the Certificated Salary Schedule Exhibit A-1 footnotes shall be effective July 1, 2023.

11.2.3: At the principal's discretion, a grade PK-12 counselor may work up to ten (10) days beyond the regularly scheduled work year. Extra pay shall be per diem for days worked in excess of the regularly scheduled teacher work year. These days are in addition to those set forth in 11.12.2.4.

11.2.4: At the Director of Special Education/Pupil Services' discretion, a psychologist may work up to fifteen (15) days beyond the regularly scheduled work year. Extra pay shall be per diem for days worked in excess of the regularly scheduled teacher work year.

- 11.2.5: A stipend shall be prorated if the unit member serves less than full-time in the position.
- 11.3: Unit members are to be placed on the appropriate current salary schedule according to the provisions in effect at the time of placement, their training, experience and length of service.
- 11.3.1: Effective July 1, 2024, existing members hired before July 1, 2022 who provide the District with verification of previous professional experience (not already credited) will be advanced on the salary schedule so as to reflect those years of experience (up to the maximum years allotted to new members: see Exhibit A-1) and be placed on the appropriate step of the 2024-2025 salary Schedule upon ratification of the 2023-2024 CBA.
- The District and APT will develop an MOU to outline the process for existing bargaining unit members to request out-of-district previous professional service credit experience they have not already received up to the maximum allocated to new members.
- 11.4: Unit members shall be paid in accordance with their placement on the District's salary schedule.
- 11.5: For the purpose of proper placement on a salary schedule, each unit member shall submit to the District, for its files, verification of training and experience.
- 11.6: Unit members serving in certificated positions requiring credentials other than supervisory or administrative shall be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience.
- 11.6.1: Unit members shall not be placed in different classifications on the schedule nor paid different salaries solely on the basis of respective grade levels in which such unit members serve.
- 11.6.2: **Psychologists Salary Schedule/Work Year**
- a. Effective commencing with the 2017-2018 school year.
 - b. Work year is 190 days.
 - c. Placement on schedule is for years of service in PUSD only (no incoming experience).
 - d. Six Step Schedule (see Exhibit A-2):
 - 1. \$89,879
 - 2. \$92,432
 - 3. \$95,004
 - 4. \$98,608
 - 5. \$101,908
 - 6. \$108,726
 - e. When the Certificated Salary Schedule (Exhibit A-1) increases by a given percentage, the Psychologist salaries listed in 11.6.2 d, above, will increase by the same percentage (Exhibit A-2).
- 11.7: Classification and placement of unit members on the certificated salary schedule is the responsibility of the Assistant Superintendent, Human Resources.
- 11.8: All course work units presented for classification on the schedule must be semester units or equivalent, continuing education units (CEU), professional education units (PEDU), community college units, and upper division or graduate units (MOU dated 5/15/23 retro to the 2022-2023

school year) verified by official records of accredited colleges or universities. Unless authorized by the Assistant Superintendent, Human Resources, only upper division and graduate units from an accredited college or university shall be acceptable for professional development on the schedule. Course work must be taken on the unit member's time and at the unit member's expense.

11.8.1: With pre-approval by the immediate supervisor using the Proposed Course Work for Salary Credit form in addition to, Community College, Continuing Education Units (CEU), and Professional Education Units (PEDU) courses paid for by the employee and taken to obtain an authorization or certification required by the district may be counted for salary credit.

Examples include:

- a. CLAD/EL authorization - courses designed to obtain the Cross-Cultural Language and Academic Development/English Learners
- b. Permits needed to fill specific positions identified by the district or site administrator
- c. CSET preparation - courses focused on preparation for the California Subject Examination for Teachers exam.

(MOU dated 5/15/23 retro to the 2022-2023 school year)

11.9: All course work units taken for salary credit after initial employment shall meet one (1) of the following criteria:

11.9.1: Course work directly related to the unit member's present or foreseeable future teaching assignment in this District.

11.9.2: Course work that clearly increases the unit member's value to this District.

11.9.3: Course work that meets the professional growth requirements of the unit member as agreed to by the unit member and the professional growth advisor.

11.10: After initial salary schedule placement of a new unit member, course work for salary credit shall receive prior approval from the Assistant Superintendent, Human Resources.

11.10.1: If the Assistant Superintendent, Human Resources, questions the acceptance of the courses requested, the unit member may use the Salary Schedule Placement Review Committee (SSPRC) to review the request. The SSPRC shall be comprised of two (2) teachers appointed by APT and one (1) administrator appointed by the District. The decision of the SSPRC shall be final regarding all issues pertaining to sections 11.9 and 11.10.

11.10.2: If a desired course does not have a specific course description, the unit member shall prepare a self-developed course description that accurately describes the course. That course description shall be assessed to determine if the course meets the criteria set forth in section 11.9. Not more than fifteen (15) units of credit may be earned through this type of course.

11.11: Itinerant teachers shall be reimbursed for mileage driven on school business (other than mileage from home to school and back) at the rate paid to administrators who drive their own vehicles on school business, if the District has established such a rate; otherwise, the rate shall be that allowed by the IRS.

11.12: **Department Chairpersons**

11.12.1: **Comprehensive High Schools**

11.12.1.1: The annual remuneration for high school department chairpersons shall be

three and six-tenths percent (3.6%) of Alternate Column 1, Step 1 (less Seven Thousand Nine Hundred Ninety-Five Dollars [\$7,995]) of the Certificated Salary Schedule plus seventeen one-hundredths percent (0.17%) of Alternate Column 1, Step 1 (less Seven Thousand Nine Hundred Ninety-Five Dollars [\$7,995]) for each section in the department (ROP sections excluded).

11.12.1.2: The following departments will have extra duty compensation for the department chairperson: English, World Language, Math, P.E., Science, Social Studies, Special Education, Career and Technical Education (Business, Consumer/Family, Industrial Technology, Vocational), and Visual/Performing Arts (Drama, Visual Arts, Music).

11.12.1.3: The principal, in consultation with department members, shall annually appoint department chairpersons.

11.12.2: Middle Schools

11.12.2.1: The annual remuneration for middle school department chairpersons shall be one and eight-tenths percent (1.8%) of Alternate Column 1, Step 1 (less Seven Thousand Nine Hundred Ninety-Five Dollars [\$7,995]) of the certificated salary schedule, plus zero point zero eight-five percent (0.085%) of Alternate Column 1, Step 1 (less Seven Thousand Nine Hundred Ninety-Five Dollars [\$7,995]) of the Certificated Salary Schedule for each section in the department.

11.12.2.2: The following departments will have extra duty compensation for the department chairperson: English, World Language, Math, P.E., Science, Social Studies, Special Education, Career and Technical Education and Unified Arts (drama, visual arts, music, computers, business, consumer/family, etc.).

11.12.2.3: The principal, in consultation with department members, shall annually appoint department chairpersons.

11.12.2.4: The principal, in consultation with the counselors, shall annually appoint a Head Counselor.

- The Head Counselor shall have a work year of four (4) additional days.
- The principal, after consultation with the counselors, shall assign four (4) additional work days among the counselors.

11.13: Effective with units earned based on hours occurring on or after July 1, 2016, the District may provide up to forty-five (45) semester hours of unit credit toward placement on the Certificated Salary Schedule through staff development training provided by the District and/or other agencies preapproved by the District. Content, mode of conduct, and requirements and criteria for granting of such credit shall be at the discretion of the District.

11.14: The District shall pay members of the bargaining unit who are hourly employees (such as driver training instructors and summer school teachers) at the hourly rate noted on the salary schedule.

11.15: Adult Education Hourly Rate

Unit members who teach in the adult education program shall be paid at the certificated professional hourly rate irrespective of the number of hours worked.

11.16: Instructional Time and Staff Development Reform Program

11.16.1: General Provisions

11.16.1.1: For purposes of this Article, a day is defined as six (6) hours of qualifying staff development. (Does not include lunch or break time.)

11.16.1.2: Qualifying staff development means those activities:

- Defined in the guidelines promulgated by the State Department of Education for the Instructional Time and Staff Development Reform Program; and
- Meets District's educational priorities as defined by the governing board of the Pleasanton Unified School District.

11.16.2: Mandatory Staff Development Days

11.16.2.1: For the 2001/02 school year, and each subsequent school year thereafter, the three (3) mandatory staff development days will be structured and scheduled as follows:

- These days are full days which will be included in the District calendar format.
- The placement of the mandatory staff development days will be determined when the calendar is bargained.

11.16.2.2: A day is six (6) hours of staff development, excluding lunches and breaks.

11.16.3: Voluntary Staff Development Days

11.16.3.1: In addition to the one hundred eighty-five (185) day teacher work year, members of the bargaining unit shall also have the opportunity to participate in up to three (3) voluntary staff development days. A "participating" employee is a bargaining unit member who elects to receive pay pursuant to this Article and cannot apply the credits toward salary schedule movement. A day is six (6) hours of staff development, excluding lunches and breaks.

11.16.3.1.1: Of these three (3) days, pay shall only be credited for the first day after completing six (6) hours of training. The offerings/activities for these six (6) hours shall be approved by the District.

- Each unit member who completes the six (6) hours shall receive Three Hundred Dollars (\$300.00).

11.16.3.1.2: The other two (2) days may be completed in increments of one (1) hour at a time. The offerings/activities for these hours shall be approved by the District.

- Each unit member who participates in the hourly staff development shall receive the professional hourly rate for each hour completed.

11.16.3.1.3: A total of 18 hours may be earned by attending three (3) complete voluntary staff development days.

11.16.3.1.4: All hours beyond the first six (6) hours of voluntary staff development, which are completed during the course of the school year may be turned in at any time on the District form. Hours may be submitted for compensation in blocks of six (6) except for hours submitted at the end of the school year. All hours shall be submitted no later than June 30 of the year in which they were completed.

11.17: WASC Coordinator Compensation

11.17.1: During the WASC visitation years and the year prior to the visit, the District will provide High School WASC Coordinators with the equivalent of one release periods per school for the duration of each school year.

11.17.2: During the Mid-Cycle Progress Report WASC year the District will provide hourly pay by administration.

11.18: District Nurses will work 190 days each year. The additional five (5) days are for the purpose of preparing student health documents, plans and communication for the start of the school year. Nurses will be paid at their per diem rate for the additional five (5) days of work.





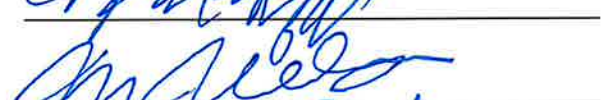

Exhibit A-1

FOOTNOTES:


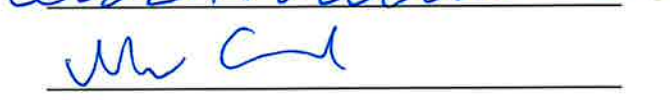

- (1) Masters stipend ~~\$750~~ \$1,000
- (2) Doctorate stipend ~~\$750~~ \$1,000
- (3) National Board Certification ~~\$750~~ \$1,000
- (4) Professional Hourly rate = 0.067568% of (Column 1, Step1)
Per Diem Hourly Rate is defined as follows:
 - A) Daily rate of pay is the member's annual salary divided by the member's work calendar
 - B) Hourly rate of pay is the daily rate of pay divided by 6.5 hours.
- (5) Certificated unit members are granted up to and including fifteen years of credit for previous professional experience.
(5a) Existing members who provide the District with verification of having had outside experience will be advanced on the salary schedule so as to reflect that experience (per Article 11.3.1).
- (6) Standard - Possess a BA/BS or higher degree and a California Teaching Credential.
- (7) 185-day work year
- (8) Stipend for Head Counselor @ Comprehensive High Schools \$3,000
- (9) Stipend for Head Counselor @ Middle Schools - \$1,500
- (10) ~~BCLAD Stipend \$500~~ Dual Language Immersion Teacher with BCLAD certification \$5,555
- (11) Reading Specialist \$300
- (12) Stipend for Lead Nurse - 10% and 10 additional work days at per diem rate
- (13) Stipend for Licensed Nurses \$1,500 and 5 additional work days at per diem rate
- (14) Stipend for Social Worker \$1,500
- (15) Speech Language Pathologist \$1,000 bonus per FTE effective with the first pay warrant of the employee's second year of employment with the District.
- (16) Special Ed Stipend (Resource, SDC, Program Specialists, Deaf and Hard of Hearing, AT Specialists) ~~\$1500~~ \$5,000

- (17) Special Education Specialists (Speech Language Pathologists, Mental Health Clinicians, Behavior Specialists) \$1,500 \$5,000
- (18) EL Liaison \$800
- (19) GATE Liaison \$800
- (20) TUPE Coordinator \$3000
- (21) MS Head Coach \$750 (effective 7/1/2021)
- (22) MS Assistant Coach \$375 (effective 7/1/2021)
- (23) MS Athletic Director \$1,500 (effective 7/1/2021)
- (24) MS Yearbook \$ 1,500 (effective 7/1/2021)
- (25) MS Cheer Coach \$1,000 (effective 7/1/2021)
- (26) MS Leadership Teacher \$1,500 (effective 7/1/2021)
- (27) MS ASB Advisor \$1,000 (effective 7/1/2021)
- (28) PBIS Coordinator \$800
- (29) MS Drama Production Director \$1,500 (when there is a production after school hours)
- (30) MS Music/Choir Teacher : Per Diem hourly rate for evening/weekend performances (maximum 30 hours/employee) \$1,000 (Full -Time music Teacher)
- (31) Stipend for Certificated employee participating in Elementary School Outdoor Education overnight supervision: \$225 per night

On Behalf of the Association of
Pleasanton Teachers:







Kathleen Chubb, CTA

On Behalf of the District:

Dated March 11, 2024

ARTICLE 20

CALENDAR

20.1: Work Year

The work year for bargaining unit members, unless otherwise provided in this Agreement, shall be one hundred eighty-five (185) days.

20.1.1: There shall be one hundred eighty (180) student instruction days.

20.1.2: There shall be two (2) non-instructional work days for all full-year unit members except summer school and adult education. One (1) work day is PK-12 (typically the day before the first day of school). One (1) work day is at grades PK-5 (for conferences), at grades 6-12 (a work day).

20.1.3: There shall be three (3) mandatory staff development days for all full-year unit members except summer school and adult education. A staff development day shall not fall on the last day of the instructional calendar year.

20.1.4: The placement of the days set forth in paragraphs 20.1.2 and 20.1.3 shall be subject to bargaining.

20.2: Minimum Days at PK-8

Each school year shall include two (2) teacher/student minimum days for PK-8 teachers. These shall be the last student day before winter recess, and the last student day of the year.

20.2.1: An additional three (3) minimum days for PK-5 will be scheduled around primary trimester reporting periods for the purpose of assessment, grading, and report cards.

20.3: Mandatory Staff Development Days

~~20.3.1: If a unit member is unable to attend any of the three (3) mandatory staff development days due to a bona fide need, he/she will be afforded the opportunity to attend a make-up session on the date(s) established by the District for this purpose. No leave is available on these days nor shall any unit member's leave balance (e.g. sick leave, bereavement, etc.) be charged if they are unable to attend. See paragraph 20.3.2 below.~~

~~20.3.1.1: A unit member may use the committee established by Section 11.10 to review a denial of a request to make up a missed mandatory staff development day.~~

~~20.3.1.2: If a unit member has missed a mandatory staff development day due to a bona fide need, and he/she cannot make up the day (and could not have made it up), he/she may request to be exempted from the "dock" requirement in paragraph 20.3.2. A denial may~~

~~_____ be appealed to the Section 11.10 committee.~~

~~20.3.2: A unit member who fails to attend any of the three (3) mandatory staff development days, and who fails to make up that day as set forth in section 20.3.1, shall be “docked” 1/185th of his/her annual salary for each day. The “dock” shall be taken from the employee’s last regular check for the school year.~~

~~20.3.3: To receive pay for the day, a unit member must complete six (6) hours of staff development training, excluding lunches and breaks. As required by Education Code sections 44579-44579.4, a mandatory staff development day is composed of six (6) hours.~~

~~20.3.4: A unit member shall not be required to make up a missed staff development day if he/she was required to render other District service on the staff development day. This shall only apply if the other service was pre-approved by the District and cannot be scheduled on a date other than that of the mandatory staff development.~~

20.3.1: A staff development day is six (6) hours of staff development training, excluding lunches and breaks. As required by Education Code sections 44579-44579.4, a mandatory staff development day is composed of six (6) hours.

20.3.2: With the exception of statutory leaves, a unit member who does not attend any of the three (3) mandatory staff development days shall be “docked” 1/185th of their annual salary for each day. The “dock” shall be taken from the employee’s last regular check for the school year. The absence will be reported directly to the Director of Human Resources. Prior to a mandatory staff development day, Human Resources will inform all unit members by email of this process.

20.3.3: Unit members that work less than 1.0 FTE have the option of attending Professional Development Days for their per diem hourly wage if the day is not already part of their contractual calendar/work day.

Instructional Calendar Draft 2024-2025 *(*language below has been added to the 2024-2025 draft calendar)*

*Alternate Teacher Work Day option for PK-5 (11/22/24) and 6-12 (01/07/25) may be taken with prior notice given to HR by the last work day in September. Dates effective for the 2024-2025 school year. Human Resources will inform all unit members by email of this process.

PLEASANTON UNIFIED SCHOOL DISTRICT INSTRUCTIONAL CALENDAR 2024-2025

JULY 2024 0				
M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

AUGUST 2024 17				
M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

SEPTEMBER 2024 20				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

OCTOBER 2024 22				
M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

NOVEMBER 2024 14				
M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

DECEMBER 2024 15				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Important Dates

08/05/2024 - 08/06/2024	Mandatory Staff Development Days
08/07/2024	Teacher Work Day
08/08/2024	First Instructional Day
10/11/2024	PK-12 Student Non-Attendance/Teacher Non-Work Day
10/31/2024	PK-12 Minimum Day
11/01/2024	Mandatory Staff Development Day
11/18/2024	4-5 Minimum Day
11/19/2024 - 11/21/2024	PK-5 Minimum Days/Teacher Conference Days
11/22/2024	PK-5 Student Non-Attendance/Teacher Confer/Work Day
12/18/2024 - 12/20/2024	HS Finals Bell Schedule
12/20/2024	PK-8 Minimum Day
01/07/2025	6-12 Student Non-Attendance/Teacher Work Day
02/21/2025	PK-12 Minimum Day
03/14/2025	PK-12 Student Non-Attendance/Teacher Non-Work Day
04/21/2025	PK-12 Student Non-Attendance/Teacher Non-Work Day
05/23/2025	PK-5 Minimum Day
05/28/2025 - 05/30/2025	HS Finals Bell Schedule
05/30/2025	Last Instructional Day / PK-8 Minimum Day
06/02/2025	Alternate Teacher Work Day*

Federal / State Holidays and School Breaks

07/04/2024	Independence Day
09/02/2024	Labor Day
11/11/2024	Veterans Day
11/25/2024 - 11/29/2024	Thanksgiving Break
12/23/2024 - 01/06/2025	Winter Break
01/20/2025	Martin Luther King Jr. Day
02/10/2025	Lincoln's Birthday
02/17/2025	Presidents' Day
04/07/2025 - 04/11/2025	Spring Break
05/26/2025	Memorial Day
06/19/2025	Juneteenth

Term Dates

PK - 5	
10/31/2024	1st Trimester Ends
02/21/2025	2nd Trimester Ends
05/30/2025	3rd Trimester Ends

6 - 12	
10/08/2024	1st Quarter Ends
12/20/2024	1st Semester Ends
03/18/2025	3rd Quarter Ends
05/30/2025	2nd Semester Ends

Legend

	= Federal / State Holidays
	= No School Days
	= Staff Development Days
	= Teacher Work Days
	= High School Finals
	= Minimum Days (refer to grade level specific dates above)

Instructional Days

July = 0
August = 17
September = 20
October = 22
November = 14
December = 15
January = 17
February = 18
March = 20
April = 16
May = 21
June = 0

PK - 5	
TRIMESTER 1 =	59
TRIMESTER 2 =	59
TRIMESTER 3 =	62
PK - 5 TOTAL =	180

6 - 12	
SEMESTER 1 =	88
SEMESTER 2 =	92
6 - 12 TOTAL =	180

STUDENT INSTRUCTION DAYS = 180

TEACHER WORK DAYS = 185

* Alternate Teacher Work Day option for PK-5 (11/22/24) and 6-12 (01/07/25) may be taken with prior notice given to HR by the last work day in September. Dates effective for the 2024-2025 school year. Human Resources will inform all unit members by email of this process.

JANUARY 2025 17				
M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

FEBRUARY 2025 18				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28







MARCH 2025 20				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

APRIL 2025 16				
M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

MAY 2025 21				
M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

JUNE 2025 0				
M	T	W	TH	F
2*	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

On Behalf of the Association of
Pleasanton Teachers:




Dan G.



Kathleen Cole, CTA

Dated March 11, 2024

On Behalf of the District:

