

1a. PAUSD to PAEA 10/22/25 (10:25, revised at 3:30pm)

1b: PAEA to PAUSD 11/5/25

1c: PAUSD to PAEA 12/9/25

1d: PAEA to PAUSD 12/9/25 2:30 pm

1e: PAUSD to PAEA 1/15/26

1f: PAEA to PAUSD 2/2/26

ARTICLE VII

Hours

A. Working Hours

1. All unit members shall be ~~physically present at their assigned work location and physically present at their assigned work location or campus and physically present at their assigned work location or campus and~~ available to students and other staff members ~~15 minutes~~ ~~15 minutes~~ **before opening** at the start of the instructional day and ~~15 minutes~~ ~~15 minutes~~ **after** at the end of the instructional day. ~~the closing of school each day.~~ **before opening and after the closing of school each day.**

~~2. Adjunct duties, outside the instructional day are also required, as agreed and/or~~

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Adjunct Duties:

~~These duties support the broader educational program, school community, and student well-being, and may include, but are not limited to, the following:~~

- ~~Athletic events (e.g., supervision, ticket sales, crowd control)~~
- ~~School dances~~
- ~~PTA sponsored events~~
- ~~Promotion and graduation ceremonies~~
- ~~Student performances (e.g., concerts, plays, recitals)~~
- ~~Fundraising events~~
- ~~Staff meetings or professional development outside contract time~~

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232. General education teachers assigned to two or more sites, ~~in~~ on the same day, shall not be assigned any extra pupil supervision. General education teachers assigned to two or more sites, in the same week, may be assigned extra pupil supervision in an amount not to exceed that for unit members assigned to one site in the week. Special Education teachers assigned to two or more sites shall not be assigned any extra pupil supervision.

343. ~~At all times possible, s~~Site and District administration shall provide staff with three (3) days' advance notice of meetings not calendared at the beginning of the year.

454. Mandated staff development programs shall be scheduled on shortened teaching days, as part of regular department meetings or when released time is provided for those unit members involved.

565. Grades ~~TK-5~~66 teachers (~~including TK-6 SDC teachers~~) and TK teachers working more than 80% FTE shall be given up to four days of released time per year for the purpose of conducting bi-annual Fall and Spring parent conferences or a stipend equal to four days at the daily rate specified in Appendix H, for conducting parent conferences outside the school day. Elementary (~~TK-5~~) ~~Resource Specialist Special Education, and~~ Elementary ELL, Reading Specialists, and Speech/Language teachers shall be given up to four days of released time per year, or a stipend equal to a maximum of four days at the daily rate specified in Appendix H, for the purpose of attending and participating in bi-annual Fall and Spring parent conferences beyond the federal and state mandated meetings (e.g. IEP meetings). ~~Transitional Kindergarten Kindergarten (TK) teachers working up to, and including, 80% FTE shall be given up to three days of release time, or the equivalent stipend, for the aforementioned duties.~~

676. A. Meeting time for Elementary Teachers

1. ~~As determined by the principal, Ee~~Elementary teachers will not be required to attend more than ~~four (4) three (3)~~ four (4) hours of mandatory staff meetings, ~~an average of four (4) hours per month calculated over a period of two months for such meetings~~ outside the regular work day, per month.

OR

2. Elementary sites may jointly determine to schedule staff meetings, leadership team meetings, staff development and staff collaboration activities on restructured days, which may occur on any regular day, including Wednesdays.
3. ~~Before the end of the school year, T~~the principal and the teaching staff/leadership team at each elementary school site will jointly determine an annual schedule of mandatory staff meetings with specified start and end times ~~for the subsequent school year~~. This schedule may include, but not be limited to, site, grade level, cluster, department, and faculty meetings.

B. Meeting Time for Secondary Teachers

1. Faculty and department meetings will be scheduled on restructured days, which may occur on any regular school day.
2. ~~Before the end of the school year, T~~the principal and the leadership team at each secondary site will jointly determine an annual schedule of mandatory staff meetings ~~with specified start and end times for the subsequent school year. within the restructured days.~~

C. Part-time teachers shall be required to attend site meetings proportionate to their regular percentage FTE assignment.

~~7. School counselors shall not be required to attend after-school events (e.g., parent nights, guidance nights, and college fairs). If they do attend any at their supervisor's request, they will be compensated at the Appendix H Hourly Teaching rate. School counselors who work 50% or more may choose to receive release time in lieu of hourly compensation. They will be granted one earned comp day of release time for every 270 minutes worked at these after-school events. This comp day/release time may be utilized in units of no less than the unit member's workday.~~

8. Mandatory meetings of staff will be run in an efficient manner. The PAEA site representative, after discussion with the principal, may ask for the Superintendent or designee's assistance in the event that the meeting practice at the site is inefficient.

9. Salary advancement credit will be earned for service on a school site council or as a designated school or grade level representative on a district committee ~~mutually identified as being eligible for salary advancement credit by the Superintendent/designee and President of the Association~~ **mutually identified as being eligible for salary advancement credit by the Superintendent/designee and President of the Association.**

One unit for salary advancement is earned for each 15 hours of actual attendance at school site council or ~~identified~~ committee meetings. ~~If actual attendance is less than 15 hours, the unit member will receive a prorated amount of hours or a prorated amount of the stipend provided in Appendix H.~~ Unit members on column BA+90 will earn the stipend specified in Appendix H in lieu of salary advancement credit provided site council/district committee attendance is a minimum of 15 hours of attendance. ~~In all cases, if actual attendance is less than 15 hours, the unit member will receive a prorated amount of hours or a prorated amount of the stipend provided in Appendix H~~ **(NB: this is current language moved).** ~~On occasion, the Association will provide the stipend.~~ (See Appendix B for details; **NB: Appendix B will change according to changes to this section**)

10. The District, will, consistent with law, notify the Association of any proposed changes to the school day which might have negotiable impact on unit members hours.

B. District-wide Minimum Days

At the beginning of the school year, the District shall furnish each employee a calendar of specific minimum days, ~~identifying those for staff~~. In addition, the Superintendent, or his designee, shall approve all additional minimum days or any departure from the established hours prior to a change in any such schedule at a particular school within the District.

~~Elementary and Secondary teachers~~ Unit members shall be dismissed at the end of the student instructional day on ~~any District-wide minimum day, including~~ the Friday before Labor Day Weekend no matter which week their school holds its Back to School Night. ~~The District-wide minimum day schedule shall be:~~

~~4. Minimum Day Schedule~~

- a)1. Secondary: Follow school site student instructional day schedules for minimum days
- b)2. Elementary: Students are released four (4) hours after the start of the instructional day. ~~at the same time as Wednesday early dismissal~~

C. Working Days

- 1. The work year shall be 187 days ~~which shall include:~~ **be configured as follows:**
 - a. 180 - Student attendance days
 - b. 3 - Staff development days
 - c. 1 - District workday for site and District meetings
 - d. 3 - Teacher directed workdays for preparation, collaboration, and school year completion.
- ~~2. Some part-time unit members' particular work year may not include 180 student attendance days, but all part-time unit members are required to attend the staff development days, district workday and teacher directed workdays mentioned above.~~
- 2. Some part-time unit members' particular work year may not include 180 student attendance days, but all part-time unit members are required to attend the staff development days, district workday and teacher directed workdays mentioned above. ~~and shall be compensated each of those days an amount equal to the difference between their part-time FTE percentage and full-time FTE (100%) multiplied by their per diem salary.~~ and shall be compensated each of those days an amount equal to the difference between their part-time FTE percentage and full-time FTE (100%) multiplied by their per diem salary.
- ~~3.2.~~ If the District requires a unit member to work additional days, said unit member shall be compensated at a daily rate in accordance with the unit member's placement on the salary schedule.
- ~~4.3.3.~~ The work year for unit members appointed by the District to be District Teachers on Special Assignment (DTOSA) shall be 200 days. This work year does not apply to a unit member appointed by a site to be Site Teacher on Special Assignment (STOSA).
- ~~5.4.~~ The work year for secondary school counselors shall be the teacher work-year plus four (4) additional days. The four (4) additional workdays may occur before the first teacher workday and/or after the last teacher workday of the school year. The school principal shall determine the specific workdays, in consultation with the counselor. If the District or school principal requires a unit member to work additional days, said unit member shall be compensated at a daily rate in accordance with ~~his/her~~ their placement on the salary schedule. Three workdays are contingent upon the District's continued ability to receive funding according to Education Code Section 44579.
- ~~6.5.~~ In developing the work school year calendar for the succeeding school years, the parties will use the following process:

- a. By November 1, the ~~negotiating teams~~ designees for PAEA, CSEA, and the District will publicly meet and negotiate over the work calendar.
- b. The tentative agreement will be forwarded to the Board of Education for consideration in a session open to the public.
- c. If the Board does not adopt the tentative agreement, the joint parties will meet and negotiate again, or at the election of PAEA, will meet and negotiate separately on mandatory subjects related to the school calendar.

D. Reduced Workload Program

Requirements unit members must meet to participate in the Reduced Workload Program (Willie Brown Act), referenced in Appendix D-1 “Pre-Retirement Employment and Post-Retirement Programs”, are available in the Certificated Human Resources Office.