

Tentative Agreement

Article 17: Salaries and Compensation

17.1 Salaries

17.1.1 Effective July 1, 2026 the District shall increase all cells of the 2025-26 certificated salary schedules by three percent (3%).

This increase shall be ongoing and permanently incorporated into the base salary schedule, and it shall be applied uniformly to all certificated bargaining unit members covered by this Agreement. The based salary schedule shall be paid monthly in accordance with a publicly available pay schedule and meets the requirements for creditable compensation.

17.1.2 The District shall provide a one-time special compensation payment to each certificated bargaining unit member equal to three percent (3%) of the 2026-27 based certificated salary applicable to that member. This will be a one-time payment to appear on the August 2026 paycheck. To be eligible for this one-time special compensation payment, employees must be employed on 8/6/26. It will not apply to anyone hired 8/7/26 or later.

This payment is nonrecurring, shall not be incorporated into the salary schedule, and is provided in addition to compensation of the employee's normal annual assignment.

17.4 Additional Methods for Advancement on the Salary Schedule

17.4.6 CTE Equivalent Units: For teachers holding a Designated Subjects Career Technical Education Credential, the District shall recognize industry-related professional growth for salary schedule advancement.

A. Certification Equivalency: Completion of a pre-approved, industry-recognized certification shall be granted unit value equivalent to the contact hours required for said certification (e.g., fifteen (15) hours of instruction equals one (1) semester unit).

B. Industry Work Experience: For the purpose of moving across ranges, verified industry work experience directly related to the teacher's primary assignment may be applied as equivalent units. The conversion rate and maximum allowable units per cycle shall be determined by the methodology established by a September 1, 2026 MOU.

C. Approval Process: All CTE equivalent units must be pre-approved by the Superintendent or designee, consistent with the requirements in Article 17.3.2.

Article 18: Extra Pay Assignments

18.2.5 Range D assignments shall receive a 6% stipend computed by the base salary and includes the following positions:

- xi. JV Head Coach: Tennis (2 Total - 1 Boys and 1 Girls)

Both sides agree to add the language to the contract as previously agreed to in an MOU.

Article 6: Assignments, Transfers, and Reassignments

6.4 Voluntary Transfers and Reassignments

6.4.1 When District management determines an assignment is vacant, all unit members meeting the job specifications, who complete a "Request for Transfer/Reassignment" shall be considered for the position. A list of known vacancies shall be provided to employees on ~~Feb 1st~~ **or before January 10th**.

6.4.2 Members who desire transfer or reassignment for the following school year shall submit a "Request for Transfer/Reassignment" form with the District Office ~~between February 1 and February 28/29~~ **January 11th and January 31st** of each school year. Transfer and reassignment requests submitted during this time period shall be considered for known vacancies declared ~~between February 1st~~ **January 11th** and the first student day of the subsequent school year. Employees hoping to transfer should submit a Request for Transfer/Reassignment form regardless of the current internal vacancy list as not all potential vacancies will be known on ~~February 1st~~ **January 11th**.

6.4.3 Vacancies that occur/remain on or after the first student day shall not be subject to a transfer request from the prior school year. Employees hired into those positions will not be subject to displacement due to transfers requests from the prior year.

6.4.4 A member who requests a transfer or reassignment shall be given good faith consideration. Management's decision shall be based upon the following factors: Appropriate experience, credentialing requirements, bilingual certification and/or waiver, school needs, program needs, recommendations based upon evaluation, and seniority.

6.4.5 All transfer and reassignment requests will remain confidential unless the site administrator needs the information for hiring purposes.

6.4.6 A unit member selected for voluntary transfer will be contacted via Human Resources. Should the notification occur before 4:00pm on May 1st, the transfer shall be irrevocable. Should this occur ~~between May 2nd and 4:00pm on~~ **through June 30th July 31st by 4:00pm**, the unit member may rescind their intention for transfer. The unit member must notify the Human

Resources Department of their intent to rescind the transfer within 24 hours of the date of the notification of transfer. Failure to make contact in this timeframe will result in the placement being confirmed.

6.6 Displacement and Collapsed Classrooms

6.6.2 In the event of displacement due to classroom closure or declining enrollment, probationary teachers shall be displaced in the following order: Probationary 0 (interns/waivers) first, followed by Probationary 1, and then Probationary 2, regardless of hire date.

Accordingly, teachers with a Probationary 0 status shall be subject to displacement prior to any Probationary 1 or Probationary 2 teachers even if the Probationary 0 teacher has an earlier hire date.

6.7 TOSA Transfers or Title Changes

6.7.1 When a Teacher on Special Assignment (TOSA) position becomes vacant or the position title is changed, the position shall be posted and made available for all qualified bargaining unit members to apply.

In the event of extended absences or resignations, the District may temporarily fill the position pending completion of the posting and selection process, when applicable.

Article 8 Hours

8.3 Preparation Period

8.3.2.1 During the school year general education and mild to moderate elementary teachers shall have preparation time when a credentialed support staff is assigned to the class. The prep shall be 45 minutes in length and shall occur once per week. This preparation time shall not be used for meetings. This prep will be covered by a roving teacher. Teachers will not be allotted a preparation period in weeks in which their scheduled day falls on a non-student or a district minimum day. The district will make a good faith effort to rotate prep days to ensure the same teachers are not consistently missing prep during shortened weeks or minimum days. Preps will not be provided during the first two student days (shortened first week of school) to allow prep providers time to plan for implementation.

8.5 Adjunct Duties

Each TK-12 member of the bargaining unit will be responsible for completing at least ten (10) hours of adjunct duties during the contract year.

8.5.1 Adjunct Duties TK-6

8.5.1.1 Each TK-6 member of the bargaining unit will be responsible for completing ten (10) hours of adjunct duties during the contract year

8.5.4 Kindergarten teachers, and teachers with mixed grade levels that include kindergarten students, shall attend kindergarten orientation in lieu of Back to School Night. This orientation shall take place from 3:45pm to 4:45pm prior to the first day of school.

8.6 Counselor Duties Beyond the School Day

8.6.1 Counselors will be responsible for completing 10 hours of after-school service and/or evening events relating specifically to their positions.

8.6.2 Counselors shall be excluded from the adjunct duty requirement in section 8.5 above.

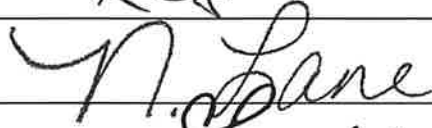
PAT President, Jason McCleery



PAT Chief Negotiator, Richard Jones



PJUSD Chief Negotiator, Nancy Lane



PJUSD Chief Business Officer, Sandra Madera

