

SUMMARY OF PROPOSED CONTRACT UPDATES

(Effective July 1, 2026)

SECTION I - RECOGNITION

Change	Rationale
Paragraph 2 amended to remove reference to ROP teachers and replaced with Career Technical Education (CTE) teachers. All job titles now reflect current naming conventions.	We no longer have a Regional Occupation Program (ROP) and therefore we don't employ ROP teachers. They have been replaced with CTE teachers.

SECTION II - DURATION OF AGREEMENT

Change	Rationale
Dates/Years were updated throughout this section.	Revised contract reflects the duration of the agreement from July 1, 2026 to June 30, 2029. The prior agreement spanned 2023-2026. Also, the final 3 paragraphs regarding annual reopeners for Health and Welfare and Wages, and additional sections, were amended to reflect each of the three years within the current agreement (2026/2027, 2027/2028, and 2028/2029)

SECTION III - HEALTH AND WELFARE BENEFITS

Change	Rationale
Paragraph 1 amended to remove references to specific carriers (i.e. Kaiser, Health Net) to a generic HMO/PPO.	This eliminates the need to update the language in the future, should carriers change.
Paragraph 2 was amended and the portion pertaining to unit members who "opt out" of insurance coverages was moved to the Benefits Opt Out section.	This change organized all of the information pertaining to opting out of benefits into one section.
Half-Time Teachers heading was changed to Part-Time Teachers. Added language to include insurance benefits for teachers sharing a contract. This also allowed for the deletion of the section on shared contracts located on page 5 of the prior contract which excluded those with shared contracts from full coverage.	Additional language provides a more thorough explanation, creating clarity.

<p>Health and Welfare Benefits for Retired Teachers - Added reference to OPEB Funding (Other Post-retirement Employee Benefits) MOU found in Appendix C. Incorporated Health and Welfare language contained in other existing MOUs (i.e. Post 65 Retiree Benefits).</p> <p>Moved wording pertaining to eligibility when securing COBRA coverage after separation.</p>	<p>Including the OPEB MOU in Appendix C allows users to access logistical and financial information associated with the OPEB account and Fund 67. Integrating long-standing MOUs regarding Health and Welfare into the contract results in a more comprehensive resource for end users.</p>
<p>Benefits "Opt-Out" section was updated to include the information from paragraph 2 (Cash to Warrant - \$125 tenthly) referenced above as well as MOUS pertaining to annual opt-out procedures and exempt government-subsidized coverages.</p>	<p>More detailed information regarding Benefits is all in one place.</p>
SECTION IV - LEAVE OF ABSENCE POLICY	
Change	Rationale
<p>Amended heading to Conditions of Unpaid Leave and clarified that unpaid leaves result in an adjusted seniority date.</p>	<p>This practice is aligned with Ed Code and is longstanding practice, but it was not explicitly stated in the contract previously. This addition will help to better inform unit members seeking an unpaid leave.</p>
<p>Added a heading Returning from Leave</p>	<p>The content in this section is unchanged. The language was included in the prior contract under the section Conditions of Leave. The new heading quickly directs the reader to information specific to returning from leave.</p>
<p>Sick Leave section was updated to include information regarding sick leave accrual for unit members who work additional days. It also specifies sick leave entitlements for those working Summer School/Extended School Year (ESY).</p>	<p>More detailed information with examples, helps to delineate entitlements that were previously provided, but not included within the contract.</p>
<p>Extended Sick Leave heading was added.</p>	<p>While the content was included in the prior contract, the heading draws the user's attention to the specific information they need.</p>
<p>Catastrophic Illness Leave heading was added and language from a longstanding</p>	<p>The prior contract did not include information on how to access the leave. Something of</p>

MOU was incorporated into the new contract. This section now includes the parameters under which a unit member may donate excess sick leave to the bank and how to make a leave request. Eligibility terms were amended to include temporary teachers. The minimum balance for participation (1 day) was lowered. The drive is now annual instead of every three years.	this importance should be included. The changes to eligibility and the frequency of the donation drives are more employee-friendly and provide income protection for more employees during periods of hardship.
Personal Necessity Leave was amended to include niece and nephew as members of the immediate family.	Explicitly defining members of immediate family supports fair and accurate implementation of the benefit.
Parental Leave section was amended to reflect information pertaining to Child Bonding Leave and Leave for Reproductive Loss .	While offered under Government Code 12945.2 & Education Code 44977.5, the prior contract did not include any information on Child Bonding Leave. This is a frequently used leave type and should be included within the contract. The Leave for Reproductive Loss is a more recent entitlement granted under Government Code Section 12945.6.
Bereavement Leave was amended to include niece and nephew as members of the immediate family.	Explicitly defining members of immediate family supports fair and accurate implementation of the benefit.
SECTION V - TRANSFER POLICY	
Change	Rationale
The definition of District Seniority under both the Involuntary and Voluntary Transfer Process headings was amended to clarify that unpaid leaves result in an adjusted seniority date.	This practice is aligned with Ed Code and is longstanding practice, but it was not explicitly stated in the contract previously. This addition will help to better inform unit members seeking an unpaid leave.
SECTION VI - GRIEVANCE PROCEDURES	
No changes were made to this section.	
SECTION VII - CLASS SIZE AND STAFFING	
Change	Rationale
This section was rewritten because class sizes in the prior contract reflected 2007-2008 staffing ratios. An economic crisis began around 2009, resulting in significant class size	A recent analysis of class sizes showed many classes with low student enrollment. Increasing class size minimums will help offset the variance in class sizes, fostering

increases. As the economy stabilized, the IBPS team jointly committed to reducing class size a little at a time - given the significant expense of such reductions. Until the current revision, MOUs have captured our class sizes. This contract section revision also reflects higher class size minimums.	equity within the master schedule. Reducing the number of smaller sections is more cost effective, which could potentially free up funds for future negotiating priorities, such as lower class size targets or salary increases.
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SECTION VIII - HOURS OF EMPLOYMENT

Change	Rationale
Eliminated the section regarding the proration of health benefits for teachers sharing a contract. Also removed language prohibiting shared contracts at the Kindergarten level.	No longer applicable. Both participants have access to full employee-only coverage while on a shared contract. Since moving to full day Kindergarten, teachers are now eligible to share contracts that were once prohibited under Ed Code.

SECTION IX - SAFETY CONDITIONS

No changes were made to this section.

SECTION X - EVALUATION PROCEDURES

Change	Rationale
This section was rewritten to reflect the Teacher Professional Learning and Effectiveness System (TPLES) , which focuses on continuous professional and student learning.	TPLES was piloted in 2016 and refined over several years and now is an appropriate time to incorporate into the contract.

SECTION XI - WAGES

Change	Rationale
Adding headings within the Column Advancement section to include Education and Teaching and Learning Cooperative .	These headings provide clarity for the user.
Added the heading Teacher Leadership Salary Schedules and an introductory paragraph highlighting the mutual interest of building teacher leadership capacity.	The prior contract did not reference Salary Schedules II, III or IV. This information provides clarity for the user.
Added a Stipends heading and included a list of several stipends and educational reimbursements including TPLES Site Leader, Behavior Specialist, Cooperating Teacher, and Elementary Mandarin	This section is robust and captures information pertaining to stipends we have paid, but that were either not contained in the prior contract or were part of separate MOUs.

Immersion & Dual Language Program stipends.	
Added Differential Pay Rate	It is important for users to know how differential pay is calculated. (Examples: Extended Sick Leave, Child Bonding Leave if Sick Leave is exhausted, the five additional days of Personal Necessity that are available for qualifying reasons when accrued sick leave is exhausted)
SECTION XII - RIGHTS OF THE EXCLUSIVE REPRESENTATIVE	
Change	Rationale
Removed the paragraph on Organizational Security from Section VII - Rights of the Exclusive Representative , which governed union membership and the payment of union dues.	In 2018, the U.S. Supreme Court ruled that public sector unions cannot compel employees to pay agency or fair share fees. Consequently, this section is no longer needed.
SECTION XIII - EARLY RETIREMENT	
No changes were made to this section.	
SECTION XIV - SPECIAL EDUCATION	
Change	Rationale
This is a brand new article that captures Education Code, past practice, and MOUs. The document delineates class size and caseloads for various programs, including Preschool, Elementary and Secondary Special Day Classes (Mild/Moderate Support & Extensive Support) and Resource Specialist Program (RSP)/Specialized Academic Instruction (SAI). It also provides for a 33% ratio of students with Individualized Education Programs (IEPs) relative to class targets in any single middle or high school general education section. Finally, this Section codifies the Special Education Teacher Signing and Retention Bonus and release time for Education Specialists.	It is uncommon for districts of our size not to have a Special Education article in the collective bargaining agreement. This section is intended to memorialize key practices and support for staff who serve students with special needs.
SECTION XV - CONDITIONS OF AGREEMENT	
No changes were made to this section.	
APPENDIX A	

Note: The salary schedules provided are not current, but will be updated upon passage of the TA by Membership & the PUSD School Board.

APPENDIX B

Board Policy/Administrative Procedure for Extra/Co-Curricular Assignments

APPENDIX C

Important Memorandums of Understanding (MOU)s