

PIEDMONT UNIFIED SCHOOL DISTRICT

MEMORANDUM

TO: Board of Education

FROM: Randall Booker, Superintendent
Song Chin-Bendib, Assistant Superintendent, Business Services

DATE: November 8, 2017

RE: **CONDUCT SECOND PUBLIC HEARING FOR 2018-19 CONTRACT
OPENERS BETWEEN THE DISTRICT AND THE ASSOCIATION OF
PIEDMONT TEACHERS (APT)**

I. SUPPORT INFORMATION

The 2017-20 Collective Bargaining agreement between the District and the Association of Piedmont Teachers includes the provisions for negotiations for the 2018-19 school year to automatically reopen:

- Article XV – Benefits
- Article XIV – Retirement/Disability Benefits
- Article XVI – Salaries

In addition the process allows for up to two articles of choice by APT and up to two articles of choice by the District. The District and Association have agreed to jointly open:

- Article X – Leaves
- Article XXI – Committees
- Article XVIII – Employee Evaluations
- Appendix H – Professional Learning (Community) Plans

APT has requested to open:

- Article VI – Hours and Professional Responsibilities

The contract is on the District website and the community is invited to provide feedback to the District during the first and second public hearings.

The process requires that the articles to be reopened are “sunshined” for the purpose of providing the public with an opportunity to provide comment prior to the Board approval of the articles to be considered. Once an article is identified as “open” by either party and is “sunshined,” the negotiations process begins.

The specifics of the negotiation discussions are confidential until such time as they are brought to the Association and Board of Education for approval. We have a history of using the Interest-Based Bargaining (IBB) process in Piedmont for at least the past sixteen years. The process focus is on interests, not people

or positions. It is collaborative and seeks solutions that meet mutual interests when possible.

This evening is the second and final Public Hearing for the reopeners. Approval by the Board of Education of the identified articles to be reopened signals the start of the negotiations process, which is confidential. The negotiations team includes: Gabriel Kessler, APT President and teacher at PMS; Ashley English, Counselor at PHS; Amy Savage, Resource Specialist at PMS; Nancy Roscelli, teacher at Havens; Ryan Fletcher, principal at PMS; Carol Cramer, principal at Wildwood; Cheryl Wozniak, Director of Curriculum and Instruction; Randall Booker, Superintendent.

Any person wishing to provide information concerning the articles to be reopened may communicate with members of the Board of Education and the Superintendent via email, phone or in writing.

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II. **RECOMMENDATION: ACTION**

Second Public Hearings on the proposed articles to be opened for the 2018-19 negotiations between APT and the District:

- Article VI – Hours and Professional Responsibilities
- Article XV – Benefits
- Article XIV – Retirement/Disability Benefits
- Article XVI – Salaries
- Article X – Leaves
- Article XXI – Committees
- Article XVIII – Employee Evaluations
- Appendix H – Professional Learning (Community) Plans

The Association of Piedmont Teachers Contract can be viewed on the District website at:

[Agreement Between The Governing Board and The Piedmont Certificated Employee Organization 2017-20](#)