

TO: Board of Education  
FROM: Randall Booker, Superintendent  
SUBJECT: **APPROVE CONTRACT AGREEMENT BETWEEN THE DISTRICT AND THE ASSOCIATION OF PIEDMONT TEACHERS (APT) 2016-17**

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I. **SUPPORT INFORMATION**

The collective bargaining process requires that the articles of a contract 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 that they are brought to the Association and Board of Education for approval.

The membership of APT voted on and approved the Tentative Agreement for the changes to the current contract with the District on May 19-23, 2016. The Board is requested to approve the provisions as presented, to be effective July 1, 2016. The District is working closely with the Alameda County Office of Education in their review and approval of the contract agreements and fiscal impact on the District as required by AB1200 regulations.

The terms of the new agreement will be incorporated as part of the District’s 2016-17 Adopted Budget and multi-year projections as presented for approval on June 22, 2016. The 2016-17 Adopted Budget also reflects comparable compensation increases for the other District bargaining groups.

It is a requirement of the collective bargaining process that the public is provided with the terms and fiscal impact prior to the agreement being approved by the Board.

The fiscal impact to the District with the source of funds is as follows:

1. Increase of 1.5% across the salary schedule for all APT members, effective 7/1/2016.  
\$316,583 ongoing  
Source: General Fund
2. Increase of additional teacher-leadership stipends/certifications for qualified APT members, effective 7/1/2016.  
\$51,500 ongoing  
Source: General Fund
  - a. District Content Leadership Teams (Science, Math, and other areas of curriculum focus)
  - b. Career Technical Educational Credential Authorization Stipend
  - c. Integrated Learning Specialist Certification Stipend
  - d. Certificated Google Teacher Certification Stipend
  - e. California Clinical Psychologist License Stipend
  - f. GATE Coordinator Stipend

**Total \$368,083 on-going**

The Tentative Agreement continues the commitment to work on the Certificated Evaluation System. The emphasis on continuous growth, collaboration with peers, assessment systems to measure student progress, and inclusion of parent and student feedback as essential to the

dialogue of evaluation will continue as we hone our practice with the new tools. The District and members of APT will continue to develop language changes to the Evaluation Article and bring any edits back to the Board to present for approval in the Fall of 2016.

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.

The re-openers were “sunshined” on January 13, 2016 and January 26, 2016 to provide the public the opportunity to comment for Board consideration in its direction to District negotiators. The public was afforded the opportunity to provide comment during these public meetings and via email prior to the Board taking action. Closing of the sunshine period and approval of the re-openers by the Board on January 26, 2016 signaled the start of the negotiations process, which from that point forward was confidential.

The following articles were approved for negotiations:

Article VI – Hours and Professional Responsibilities  
Article XV Benefits  
Article XIV Retirement/Disability Benefits  
Article XVI Salaries  
Article XVII Employee Evaluation  
Article XX Class Size

The following contract language edits were also addressed as part of the negotiations process and are presented for approval.

Professional Development Structure:

Flexible Professional Development Structure - click on the following link for details:

<https://goo.gl/zY6bWn>

To support students’ academic and social emotional growth, Piedmont Unified School District promotes the professional learning of all educators. Teaching the 21st century student requires teachers to engage in ongoing learning of their content standards and instructional practices, individually and as part of a *professional learning community (PLC)*.

Teachers are members of several learning communities--in grade levels and departments, as members of school sites, by topics of interest--and collaborate often for a shared purpose. The work of a Professional Learning Community (PLC) is directly related to improving student learning. Both APT and PUSD recognize the importance of teachers working together to address student learning needs and are committed to developing a system that allows teachers to create their own plans for professional growth, either as part of a PLC or, when applicable, individually.

Most PL(C) Plans will be collaborative in design and will reflect a balance between teacher and administrator initiatives. All PL(C) Plans should address the rigor and depth required to teach Common Core State Standards and achieve 21st century student learning goals.

This Flex PD program provides flexibility and choice to our teacher’s professional development activities, rather than the typical structured professional development offered over 3 days during the school year.

New contract language:

Article XX Class Size

“District will make every effort to balance class size with the goal of having an evenly distributed number of students enrolled in like-subject courses/levels (eg. PE, Freshman English, 6th grade Core) within a site.”

“Secondary administrators will provide a preliminary Master Schedule for teachers prior to the end of the previous school year. Teachers will discuss any issues of class size and/or imbalance with the site administrator prior to the beginning of the new school year.”

Throughout the negotiations process, proposals are shared as allowed by the confidential process with the APT Executive Board and the District Board of Education. Tentative agreements are signed by the representatives from APT and the District based on the direction provided.

II. **RECOMMENDATION: REVIEW & ACTION**

Approve the Tentative Agreement between the District and Association of Piedmont Teachers for 2016-17 as presented. All changes are effective July 1, 2016 and will be incorporated into the 2014-17 Collective Bargaining Agreement between the District and the Association of Piedmont Teachers.