

## DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5

Paso Robles Joint Unified School District

Name of Bargaining Unit:

Certificated PRPE

Classified \_\_\_\_\_

The proposed agreement covers the period beginning 7/1/2017 and ending 6/30/2019  
 and will be acted upon by the Governing Board at its meeting on : 11/14/2017  
(Date)

### A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year	Year 2	Year 3
1. <b>Salary Schedule - Unrestricted</b>	\$20,846,908			
Restricted - Encroachment - Special Education	\$4,743,926	\$511,817	\$383,863	\$0
Defunded positions savings 17-18 and beyond		(\$512,000)	(\$384,000)	
- Increase (Decrease)	\$ 26,102,650	0.0%	0.00%	0.0%
2. <b>Step and Column</b>				
- Increase (Decrease) Due to movement plus any changes due to settlement		\$0	\$0	\$0
		0.0%	0.0%	0.0%
3. <b>Other Compensation</b>				
Continuance of 3 additional inservice days - Categorically Funded		0.0%	0.0%	0.0%
4. <b>Statutory Benefits</b>				
- Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.				
Gross Wages		\$ 110,128	\$ 89,697	\$ -
Stipends and Other		\$ (111,000)	\$ (90,000)	\$ -
	\$2,843,246	\$ -	\$ -	\$ -
		0.0%	0.0%	0.0%
5. <b>Health/Welfare Benefits</b>				
-Increase (Decrease)		\$0	\$0	\$0
		0.0%	0.0%	0.0%
6. <b>Total Compensation</b>				
Increase (Decrease) (Total Lines 1 - 5)	\$ 28,945,897	(\$1,056)	(\$440)	\$0
		0.0%	0.0%	0.0%
7. <b>Total Number of Represented Employees</b>	340.70	340.70	340.70	340.70
8. <b>Total Compensation Cost for Average Employee</b>				
-Increase (Decrease)	\$84,960	(\$3)	(\$1)*	\$0
		0.0%	0.0%	0.0%

Please include comments and explanations as necessary

**B. Proposed Negotiated Changes in Non-Compensation Items**

**C. What are the specific impacts on instructional and support programs to accommodate the settlement?**

Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.  
Minimal impact of student educational program as most reductions are Management positions.

**D. What contingency language is included in the proposed agreement?**

None

**E. Source of Funding for Proposed Agreement**

1. Current Year

Year 1 frozen positions/accounts in the amount of \$928,782 has been defunded  
In Year 2 additional positions/accounts in the amount of \$921,793 is being reduced

2. How will the ongoing cost of the proposed agreement be funded in future years?

Reductions made are ongoing. Net zero effect - salaries and benefits costs offset with salary and benefit red

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

Reductions made are ongoing. Net zero effect - salaries and benefits costs offset with salary and benefit red

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$70,494,121
b. State Standard Minimum Reserve Percentage for this District	3.0%
c. State Standard Minimum Reserve Amount for this District (Line a times Line b)	\$2,114,824
d. (Line c OR \$50,000 whichever is greater)	\$2,114,824

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economics Uncertainties	\$2,114,824
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$3,984,320
c. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$545,384
d. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$0
e. Article XIII-B Fund (J-241) - Budgeted Designated for Economic Uncertainties	\$0
f. Article XIII-B Fund (J-241) - Budgeted Unappropriated Amount	\$0
g. Total District Budgeted Unrestricted Reserves	\$6,644,528

3. Do unrestricted reserves meet the state standard minimum reserve amount?(Yes or No)

Yes

**G. Certification Number 1. - District's Ability to Meet the Costs of Collective Bargaining Agreement**

This disclosure document is signed by the District Superintendent and Chief Business Official at the time of public disclosure

In accordance with the requirement of Government Code Section 3547.5, the Superintendent and Chief Business Official of Paso Robles Joint Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Paso Robles Public Educators Bargaining Unit, during the term of the agreement from July 1, 2014 to June 30, 2015.

The budget revisions necessary to meet the cost of the agreement in each year of its term are as follows:

**Budget Adjustment Category:**

**Budget Adjustment Increase (Decrease)**

_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____

N/A  (No budget revisions necessary)

\_\_\_\_\_  
District Superintendent  
(signature)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Business Official  
(signature)

\_\_\_\_\_  
Date

**H. Certification Number 2 - Certification of Superintendent and Board**

This disclosure document is signed by the District Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and G.C. 3547.5.

\_\_\_\_\_  
District Superintendent  
(signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on \_\_\_\_\_, took action to approve the proposed Agreement with the \_\_\_\_\_ Bargaining Unit.

\_\_\_\_\_  
President, Governing Board  
(signature)

\_\_\_\_\_  
Date

17-18

Combined Unrestricted/Restricted		
Revenues	Adopted	Revised
LCFF Rev	60,775,839.00	59,811,320.00
Federal Rev	3,353,272.00	3,353,272.00
Other State	3,639,262.00	3,639,262.00
Other Local	3,298,474.23	3,298,474.23
Other Financing Sources	80,000.00	80,000.00
<b>Total Revenues</b>	<b>71,146,847.23</b>	<b>70,182,328.23</b>
Expenditures		
Certificated Salaries	31,767,597.20	31,844,928.25
Classified Salaries	12,169,276.44	11,948,682.93
Benefits	16,761,280.61	16,303,473.31
Books Supplies	2,486,704.00	2,485,704.00
Services and other oper	6,551,972.00	6,266,972.00
Capital Outlay	27,810.00	27,810.00
Other Outgo - exc indir	834,486.00	834,486.00
Other outgo - Indir	(105,005.00)	(105,005.00)
	<b>70,494,121.25</b>	<b>69,587,051.49</b>
Net Balance Rev/expenditures	652,725.98	595,276.74

18-19

Combined Unrestricted/Restricted		
Revenues	1st Interim	Difference
LCFF Rev	62,859,446.00	
Federal Rev	3,353,272.00	
Other State	2,639,262.00	
Other Local	3,270,511.00	
Other Financing Sources	80,000.00	
<b>Total Revenues</b>	<b>72,202,491.00</b>	
Expenditures		
Certificated Salaries	33,026,685.03	
Classified Salaries	11,910,027.90	
Benefits	17,341,631.84	
Books Supplies	2,475,658.36	
Services and other oper	6,355,752.28	
Capital Outlay	-	
Other Outgo - exc indir	834,486.00	
Other outgo - Indir	(126,389.00)	
	<b>71,817,852.41</b>	
Net Balance Rev/expenditures	384,638.59	

19-20

Combined Unrestricted/Restricted		
Revenues	1st Interim	Difference
LCFF Rev	65,626,217.00	
Federal Rev	3,353,272.00	
Other State	2,639,262.00	
Other Local	3,270,511.00	
Other Financing Sources	80,000.00	
<b>Total Revenues</b>	<b>74,969,262.00</b>	
Expenditures		
Certificated Salaries	34,072,147.98	
Classified Salaries	12,156,665.53	
Benefits	18,814,515.23	
Books Supplies	2,488,986.00	
Services and other oper	6,438,123.07	
Capital Outlay	-	
Other Outgo - exc indir	834,486.00	
Other outgo - Indir	(126,389.00)	
	<b>74,678,534.81</b>	
Net Balance Rev/expenditures	290,727.19	

2017-18 budget projections

17-18

Unrestricted			
Revenues	Adopted	Revised	Difference
LCFF Rev	58,697,423.00	57,732,904.00	964,519.00
Federal Rev	-	-	-
Other State	1,958,080.00	1,958,080.00	-
Other Local	2,040,707.00	2,040,707.00	-
OFS - Transfers in	80,000.00	80,000.00	-
Other Financing Sources - Contrib	(8,865,635.00)	(8,961,517.83)	95,882.83
<b>Total Revenues</b>	<b>53,910,575.00</b>	<b>52,850,173.17</b>	<b>1,060,401.83</b>
<b>Expenditures</b>			
Certificated Salaries	25,906,439.60	25,944,272.77	(37,833.17)
Classified Salaries	8,370,276.44	8,105,721.07	264,555.37
Benefits	13,171,322.98	12,701,092.59	470,230.39
Books Supplies	1,947,718.00	1,926,718.00	21,000.00
Services and other oper	4,030,708.00	3,745,708.00	285,000.00
Capital Outlay	-	-	-
Other Outgo - exc indir	10,000.00	10,000.00	-
Other outgo - Indir	(178,616.00)	(178,616.00)	-
<b>Total Expenditures</b>	<b>52,257,849.02</b>	<b>52,254,896.43</b>	<b>2,952.59</b>
Net Difference	652,725.98	595,276.74	57,449.24

18-19

Unrestricted			
Revenues	Revised	Difference	
LCFF Rev	60,781,030.00	3,048,126.00	(57,732,904.00)
Federal Rev	-	-	-
Other State	958,080.00	(1,000,000.00)	41,920.00
Other Local	2,040,707.00	-	2,040,707.00
Other Financing Sources	80,000.00	-	80,000.00
Other Financing Sources	(9,576,092.59)	(614,574.76)	(8,961,517.83)
<b>Total Revenues</b>	<b>54,283,724.41</b>	<b>1,433,551.24</b>	<b>53,850,173.17</b>
<b>Expenditures</b>			
Certificated Salaries	26,939,444.87	995,172.10	(25,944,272.77)
Classified Salaries	7,958,114.64	(147,606.43)	8,105,721.07
Benefits	13,470,790.95	769,698.36	12,701,092.59
Books Supplies	1,936,672.36	9,954.36	1,926,718.00
Services and other oper	3,784,063.00	38,355.00	3,745,708.00
Capital Outlay	-	-	-
Other Outgo - exc indir	10,000.00	-	10,000.00
Other outgo - Indir	(200,000.00)	(21,384.00)	(178,616.00)
<b>Total Expenditures</b>	<b>53,899,085.82</b>	<b>1,644,189.39</b>	<b>52,254,896.43</b>
Net Difference	384,638.59	(210,638.15)	595,276.74

19-20

Unrestricted			
Revenues	Revised	Difference	
LCFF Rev	63,547,801.00	-	(60,781,030.00)
Federal Rev	-	-	-
Other State	958,080.00	-	958,080.00
Other Local	2,040,707.00	-	2,040,707.00
Other Financing Sources	80,000.00	-	80,000.00
Other Financing Sources	(10,118,307.49)	-	(8,961,517.83)
<b>Total Revenues</b>	<b>56,508,280.51</b>	<b>56,508,280.51</b>	<b>53,850,173.17</b>
<b>Expenditures</b>			
Certificated Salaries	27,865,736.24	-	(26,939,444.87)
Classified Salaries	8,127,252.67	-	7,958,114.64
Benefits	14,649,564.41	-	13,470,790.95
Books Supplies	1,950,000.00	-	1,936,672.36
Services and other oper	3,815,000.00	-	3,784,063.00
Capital Outlay	-	-	-
Other Outgo - exc indir	10,000.00	-	10,000.00
Other outgo - Indir	(200,000.00)	-	(200,000.00)
<b>Total Expenditures</b>	<b>55,217,553.32</b>	<b>55,217,553.32</b>	<b>52,254,896.43</b>
Net Difference	290,727.19	-	384,638.59

17-18

Restricted			
Revenues	Adopted	Revised	Difference
LCFF Rev	2,078,416.00	2,078,416.00	-
Federal Rev	3,353,272.00	3,353,272.00	-
Other State	1,681,182.00	1,681,182.00	-
Other Local	1,257,767.23	1,257,767.23	-
Other Financing Sources	8,865,635.00	8,961,517.83	(95,882.83)
<b>Total Revenues</b>	<b>17,236,272.23</b>	<b>17,332,155.06</b>	<b>95,882.83</b>
<b>Expenditures</b>			
Certificated Salaries	5,861,157.60	5,900,655.48	(38,497.88)
Classified Salaries	3,799,000.00	3,842,961.86	(43,961.86)
Benefits	3,589,957.63	3,602,380.72	(12,423.09)
Books Supplies	538,986.00	538,986.00	-
Services and other oper	2,521,264.00	2,521,264.00	-
Capital Outlay	27,810.00	27,810.00	-
Other Outgo - exc indir	824,486.00	824,486.00	-
Other outgo - Indir	73,611.00	73,611.00	-
<b>Total Expenditures</b>	<b>17,236,272.23</b>	<b>17,332,155.06</b>	<b>95,882.83</b>
Net Difference	-	-	-

18-19

Restricted			
Revenues	1st Interim	Difference	
LCFF Rev	2,078,416.00	-	(2,078,416.00)
Federal Rev	3,353,272.00	-	3,353,272.00
Other State	1,681,182.00	-	1,681,182.00
Other Local	1,229,804.00	-	1,257,767.23
Other Financing Sources	9,576,092.59	-	8,961,517.83
<b>Total Revenues</b>	<b>17,918,766.59</b>	<b>17,918,766.59</b>	<b>17,236,272.23</b>
<b>Expenditures</b>			
Certificated Salaries	6,087,240.16	-	(5,861,157.60)
Classified Salaries	3,951,913.26	-	3,799,000.00
Benefits	3,870,840.89	-	3,589,957.63
Books Supplies	538,986.00	-	538,986.00
Services and other oper	2,571,689.28	-	2,521,264.00
Capital Outlay	-	-	27,810.00
Other Outgo - exc indir	824,486.00	-	824,486.00
Other outgo - Indir	73,611.00	-	73,611.00
<b>Total Expenditures</b>	<b>17,918,766.59</b>	<b>17,918,766.59</b>	<b>17,236,272.23</b>
Net Difference	-	-	-

19-20

Restricted			
Revenues	1st Interim	Difference	
LCFF Rev	2,078,416.00	-	(2,078,416.00)
Federal Rev	3,353,272.00	-	3,353,272.00
Other State	1,681,182.00	-	1,681,182.00
Other Local	1,229,804.00	-	1,229,804.00
Other Financing Sources	10,118,307.49	-	10,118,307.49
<b>Total Revenues</b>	<b>18,460,981.49</b>	<b>18,460,981.49</b>	<b>17,918,766.59</b>
<b>Expenditures</b>			
Certificated Salaries	6,206,411.74	-	(6,087,240.16)
Classified Salaries	4,029,412.86	-	3,951,913.26
Benefits	4,164,950.82	-	3,870,840.89
Books Supplies	538,986.00	-	538,986.00
Services and other oper	2,623,123.07	-	2,571,689.28
Capital Outlay	-	-	-
Other Outgo - exc indir	824,486.00	-	824,486.00
Other outgo - Indir	73,611.00	-	73,611.00
<b>Total Expenditures</b>	<b>18,460,981.49</b>	<b>18,460,981.49</b>	<b>17,918,766.59</b>
Net Difference	-	-	-

12/18  
 TA cost breakdown 17-18

**PRPE Non Management Certificated**

Unrestricted	\$ 20,846,907.64
Special Ed - Encroachment	\$ 4,743,926.06
	<b>\$ 25,590,833.70</b>
2% benefits	\$ 511,816.67
benefits	\$ 110,127.59
<b>17-18 PRPE TA 2% raise</b>	<b>\$ 621,944.26</b>

3 additional inservice days  
 100% Categorical Funding \$ -

Stipends \$ 29,952.00

Longevity step 0.75% \$ 28,925.25

PRPE 17-18  
 \$ 680,821.51

**CSEA Non Management Classified**

Unrestricted	\$ 6,889,019.53
Special Ed - Encroachment	\$ 2,169,655.00
	<b>\$ 9,058,674.53</b>
2% benefits	\$ 181,173.49
benefits	\$ 52,210.58
<b>17-18 CSEA TA 2% raise</b>	<b>\$ 233,384.07</b>

3 additional inservice days  
 100% Categorical Funding \$ -

CSEA 17-18  
 \$ 233,384.07

**Total negotiated 2017-18 cost of 2%**  
**\$ 855,328.33**

Unrestricted GF impact \$ 58,877.25

\$ 914,205.58

**Management/Confidential**

<b>Certificated</b>	
Unrestricted	\$ 1,949,388.65
Special Ed - Encroachment	\$ 290,968.00
	<b>\$ 2,240,356.65</b>
2% benefits	\$ 44,807.13
benefits	\$ 9,641.15
<b>17-18 Cert Management Me Too 2% raise</b>	<b>\$ 54,448.28</b>

No 3 additional days

\$ -

**Management/Confidential**

<b>Classified</b>	
Unrestricted	\$ 836,712.00
Maintenance	\$ 3,161.00
Special Ed - Encroachment	\$ 25,277.00
	<b>\$ 865,150.00</b>
2% benefits	\$ 17,303.00
benefits	\$ 4,986.38
<b>17-18 Class Management Me Too 2% raise</b>	<b>\$ 22,289.38</b>

Management \$ 76,737.66

2% Total all \$ 932,066.00

3 Inservice Days \$ -

Other \$ 58,877.25

\$ 990,943.25

2017-18 Unrestricted GF Impact

18/19

TA cost breakdown 18-19

PRPE Non Management Certificated

Unrestricted	\$ 20,846,907.64
Special Ed - Encroachment	\$ 4,743,926.06
	\$ 25,590,833.70

1.5% \$ 383,862.51	
benefits \$ 89,697.15	
<b>18-19 PRPE TA 1.5% raise \$ 473,559.66</b>	

CSEA Non Management Classified

Unrestricted	\$ 6,889,019.53
Special Ed - Encroachment	\$ 2,169,655.00
	\$ 9,058,674.53

1.5% \$ 135,880.12	
benefits \$ 42,648.69	
<b>18-19 CSEA TA 2% raise \$ 178,528.81</b>	

Total negotiated 2018-19 cost of 1.5% \$ 652,088.46

Management/Confidential

Certificated	
Unrestricted	\$ 1,949,388.65
Special Ed - Encroachment	\$ 290,968.00
	\$ 2,240,356.65

1.5% \$ 33,605.35	
benefits \$ 7,852.56	
<b>18-19 Cert Management Me Too 1.5% raise \$ 41,457.91</b>	

Management/Confidential

Classified	
Unrestricted	\$ 836,712.00
Maintenance	\$ 3,161.00
Special Ed - Encroachment	\$ 25,277.00
	\$ 865,150.00

1.5% \$ 12,977.25	
benefits \$ 4,073.17	
<b>18-19 Class Management Me Too 1.5% raise \$ 17,050.42</b>	

Management \$ 58,508.33

1.5% Total all \$ 710,596.79

\$ 769,474.04

2018-19 Unrestricted GF Impact

Stipends \$ 29,952.00

Longevity step 0.75% \$ 28,925.25

PRPE 18-19 \$ 532,436.90

3 additional inservice days  
100% Categorical Funding \$ -

3 additional inservice days  
100% Categorical Funding \$ -

CSEA 18-19 \$ 178,528.81

Unrestricted GF impact \$ 58,877.25

Unrestricted GF impact \$ -

PRPE / CSEA combined \$ 710,965.71

No 3 additional days \$ -

Other \$ 58,877.25

3 Inservice Days \$ -



**PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT**  
**PRPE/ PRJUSD Tentative Agreement**

September 26, 2017

James Lynett

PRPE Executive Representative

RE: 2017/2018 Contract Negotiations Tentative Agreement Article 12,13,and 14

Dear Mr. Lynett,

The District hereby submits the following Tentative Agreement for negotiations with Paso Robles Public Educators of the 2017-2018 Bargaining Agreement:

***Article 12- Safety***

- 1) We will continue to create uniform protocols for PBIS at elementary and secondary as we continue the implementation of PBIS. District agrees that clear discipline procedures and PBIS protocol will be clearly delivered by December 1, 2017**
- 2) Teachers will have the ability to access the district data base in their classrooms for the Pre-Referral Intervention Tab to document concerns and assist in supporting the student, after they receive training on its function and confidentiality to protect the students right and agree in writing. Training will be provided by December 1, 2017.**

***Article 13- Class Size***

- 1) TLC (Selpa Language) or moderate severe class shall contain no more than 14 students.**
- 2) Special Education classes at 6-12 will have a class max of 21 students and overage per diem, per 6-8 and 9-12 maximums.**
- 3) The district will make reasonable effort to have equitable classes, balanced by IEP needs, at each grade level classroom by third week of the school year. The district shall have a 6-8 Opportunity Class by 1/28/2018 with clear written criteria developed with teacher input through the discipline committee.**
- 4) Co-taught classes will have a maximum of 40% IEP students in class. Teachers will receive the overage per diem, per 6-8 and 9-12 maximums.**
- 5) Section H: No more than 10% of the total number of TK-5 teachers as combination classes assigned with a \$3000 annual stipend. No teacher will be required to teach a combination class 2 years in a row. First year teachers new to the profession shall not be assigned to a combination class.**

*Article 14- Hours*

- 1) Full time VAPA/PE/Intervention teachers who travel between school sites within the same day will be provided with a preparation period of an average of 40 minutes per travel day and a travel period of not less than 30 minutes on the days they travel.
- 2) VAPA/PE/Intervention teachers are required to attend their home school faculty meetings under this article but will have the flexibility to attend Wednesday collaboration meetings at other schools, subject to principal approval. VAPA/PE teachers shall grade per VAPA/PE Grading Policy.
- 3) VAPA/PE/Intervention teachers will be required to only attend 5 outside of the workday extra assignments at their home schools (or at another school only if the total does not exceed 5 extra duty assignments) just as regular TK-8 classroom teachers are contracted to do. Any additional extra duty assignments more than the required will be compensated through a \$500 stipend aligned to the after school athletic stipend requirements.
- 4) Any teacher not provided with written curriculum comparable with publisher produced materials for regular classroom teachers shall be compensated for curriculum development at the district curriculum rate for the hours necessary to write appropriate curriculum. With administration's prior approval of time and development.
- 5) TK-3 regular classroom teachers will not be required to stay with their assigned students during their daily VAPA/PE classes except when there are two or more classes present and less than two aides available in dance and PE classes (The district will make every reasonable effort to continue to provide two aids for in dance and PE), one teacher from the grade level will be available on a rotational basis. Teachers not at VAPA/PE class will work together collaboratively as a grade level.

The SLP Salary Schedule shall be adjusted in accordance with this agreement.


The PRJUSD/PRPE MOU dated 6/7/16 shall be added to the contract.

TA Agreed on Article 2 Recognition to include TOSAs and Instructional Coaches

TA Agreed on certificated stipend increases from PRJUSD Counter Proposal #1 Dated 6/19/17 at 4:27 pm

TA Agreed on 9/21/2107 for Article 3,4, and 11

*This is a two year agreement.*

  
\_\_\_\_\_  
Frank Panian, CHRO

  
\_\_\_\_\_  
Jim Lynett, Executive PRPE Representative

Brigid C. Woods  
Brigid Woods, PRPE Member

Melanie Lightfoot  
Melanie Lightfoot, PRPE Member

Jenny Martinez  
Jenny Martinez, PRPE Member

Mark Bradford  
Mark Bradford, PRPE Member

PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT

PRPE/ PRJUSD Tentative Agreement

September 20, 2017

James Lynett

PRPE Executive Representative

RE: 2017/2018 Contract Negotiations Tentative Agreement Article 11, 3 and 4

Dear Mr. Lynett,

The District hereby submits the following Tentative Agreement for negotiations with Paso Robles Public Educators of the 2017-2018 Bargaining Agreement:

***This offer is inclusive and contingent on maintaining current practice of class size ratios through the 2019-2020 school year.***

**-Article 11: F. Two week Spring Recess to one week Spring Recess and to adopt the calendar by December 1st. Reduction to spring break will reduce the end of the school year by one week starting in the 2018-2019 school year.**

**-Article 3: Additional Stipend Increases and recognize longevity by adding step 25 column F to include a .75% increase, greater than step 24 column F, effective July 1, 2017.**

**-Article 3: Three professional development days in the 2017-18 and 2018-19 school year at 188 total workdays per year.**

**-Article 3: A 2% salary increase for the 2017-18 school year placed on the salary schedule effective July 1, 2017 and a 1.5% salary increase for the 2018-19 school year placed on the salary schedule effective July 1, 2018.**

TA Agreed on Article 2 Recognition to include TOSAs and Instructional Coaches

TA Agreed on certificated stipend increases from PRJUSD Counter Proposal #1 Dated 6/19/17 at 4:27 p.m.

The retiree health benefits CAP was established on 07/01/2016 at \$14,520.

Article 12,13, and 14 are agreed in concept and will be finalized by 10/31/2017.

***This is a two year agreement.***

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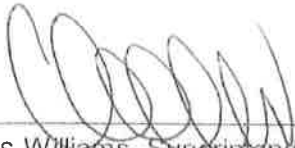
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Chris Williams, Superintendent



Jim Lynett, Executive PRPE Representative



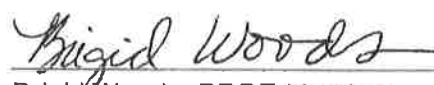
Frank Panian CHRO



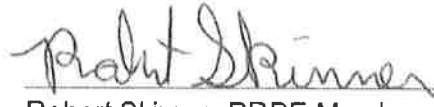
Ken Stevens, CTA



Duane Wolgamott, CBO



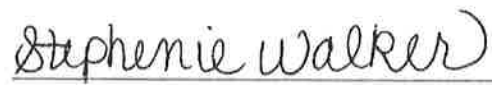
Brigid Woods, PRPE Member



Robert Skinner, PRPE Member



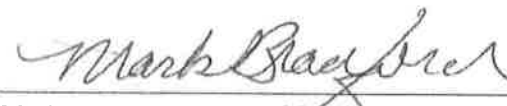
Melanie Lightfoot, PRPE Member



Stephenie Walker, PRPE Member



Jenny Martinez, PRPE Member



Mark Bradford, PRPE Member


TA 220  
5/11/17


**ARTICLE 2. RECOGNITION**

A. The District recognizes PRPE as the Exclusive Representative of the unit composed of the District's regularly employed:

- a) Full-time classroom teachers;
- b) Part-time classroom teachers;
- c) Instructional Coaches;
- d) Teacher on Special Assignments;
- e) Independent study teachers;
- f) Home school teachers;
- g) Adult school teachers;
- h) Librarians;
- i) Counselors;
- j) Speech therapists; and
- k) Non-classified nurses

B. The Parties agree that management, confidential employees, fee based instructors, and substitutes are specifically excluded from this agreement and Article 2 recognition.

  
\_\_\_\_\_  
Frank Panian, CHRO

  
\_\_\_\_\_  
Jim Lynett, PRPE

TA 1420

Negotiated Stipends 9/8/17

Stipends	Old Amount	Negotiated Amount	Impact	No.	Total
Elementary Combo Stipends	\$1,500	\$3,000	\$1,500	7	\$10,500.00
Curriculum Leads	\$500	\$1,000	\$500	18	\$9,000.00
Middle School	\$500	\$500	\$500	4	\$2,000.00
Avid, HS	\$0	\$500	\$500	8	\$4,000.00
Skills USA State Qualifier	\$0	\$500	\$500	5	\$2,500.00
Skills USA National Qualifier	\$0	\$1,000	\$1,000	5	\$5,000.00
Special Olympics	\$0	\$500	\$500	2	\$1,000.00
Stem Night Coordinator	\$0	\$500	\$750	2	\$1,500.00
Increased Elementary Vapa	\$0	\$500	\$500	18	\$9,000.00
Eliminate Teacher Incharge	\$1,326	\$0	-\$1,326	6	-\$7,956.00
Eliminate Flag Advisor	\$1,696	\$0	-\$1,696	2	-\$3,392.00
Eliminate Wasc Coordinator	\$3,200	\$0	-\$3,200	1	-\$3,200.00
<b>TOTAL</b>					<b>\$29,952.00</b>

originally 5 increased to 7