

Placer Association of Certificated Educators (CTA/NEA)

Initial Bargaining Proposal for Sunshine

2025-2026 Successor Negotiations

10/2/25

TO: Superintendent, Garbolino-Mojica

RE: PACE Sunshine Letter for 2025-2026 Successor Negotiations

The Placer Association of Certificated Educators (Association) hereby submits the following initial proposal for successor negotiations with the Placer County Office of Education (District) for the 2025-2026 school year. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, existing contract language shall remain in full effect.

The Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiation process. While all Articles in the Collective Bargaining Agreement are open for negotiations, the Association intends to focus on the language listed below. Unless otherwise indicated, proposals are in conceptual format.

Article I - Agreement

- Update to propose a new three-year term, in effect from July 1, 2025, to June 30, 2028.

Article II - Recognition

- Review and amend the current language to better clarify existing unit member recognition per current PCOE practice and broaden as needed to include other certificated/credentialed teaching positions that are not specifically excluded due to serving in a managerial, supervisory, or confidential position as defined under the EERA.

Article III - Definitions

- Add new language to clarify that the term “Association” means specifically the Placer Association of Certificated Educators/CTA/NEA.

Article IV - Negotiation Procedures

- Clarify and/or amend language regarding the parties’ bargaining teams.

Article VII - Association Rights

- Amend language regarding association release time.

Article VIII - Grievance Procedure

- Amend and add language to change Advisory Arbitration to Binding Arbitration.

Article IX - Work Hours and Work Year

- Review and include language to address prep time for unit members, scheduling of work year calendar, and calendar change language. Include language for Reduced Work Year to provide an alternative to early retirement.

Article XI - Leaves

- Amend language related to personal necessity, personal discretionary, maternity/paternity, adoptive parent leave, and sick leave.

Article XII - Health and Welfare Benefits

- Increase all district contribution caps to provide educators better access to high-quality healthcare options that will improve overall health and well-being, and subsequently job performance.

Article XIII - Salaries (and all relevant appendices)

- Increase wages to address impacts of inflation and better attract and retain the highest quality educators for student success and consistent operational flow that allows for organizational growth.

Article XIV - Advancement on the Salary Schedule

- Review and amend Salary advancement language.

Article XV - Retirement

- Update and amend language.

Article XVI - Safety

- Review and update safety language.

Article XVII - Evaluation Procedures

- Review and update evaluation language and evaluation forms as necessary.

Article XXII - Class Size/Caseload

- Review, update, and add additional language regarding class size and caseload size to ensure a safe, manageable and reasonable workload.

Article XXII - Duration and Reopeners

- Review and update language.

The Association also proposes to review contract articles, side letters of agreements, and memorandums of understanding that may have become obsolete, need updated, eliminated or incorporated in the collective bargaining agreement.

Sincerely,


Kim Duer

Kim Duer, PACE President

CC: Jessica Dinis, Bargaining Chair, PACE

Jon Halvorsen, CTA Staff

Brian Swank, Executive Director of Human Resources, PCOE

Roger VanPutten, Superintendent of Business Services, PCOE

Susan Connolly-Fox, Assistant Superintendent of Student Services, PCOE