

**Placer Association of Certificated Educators (CTA/NEA)
Initial Bargaining Proposal for Sunshine
2026-2027 Reopener Negotiations**

10/15/2026

TO: Superintendent, Garbolino-Mojica

RE: PACE Sunshine Letter for 2026-2027 Reopener Negotiations

The Placer Association of Certificated Educators (Association) hereby submits the following initial proposal for reopener negotiations with the Placer County Office of Education (District) for the 2026-2027 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. The Association intends to focus on the language listed below. Unless otherwise indicated, proposals are in conceptual format.

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.
- Review and update existing stipend list and job descriptions and responsibilities.

Article XV - Retirement

- Propose options for retiree health incentives for unit members retiring from the PCOE prior to age 65.

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, PACE President

CC: Jessica Dinis, Bargaining Chair, PACE
Jon Halvorsen, CTA Staff
Brian Swank, Executive Director of Human Resources, PCOE
Roger Van Putten, Associate Superintendent, Business Services, PCOE
Susan Connolly-Fox, Associate Superintendent, Student Services, PCOE