

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

ARTICLE VI

Compensation and Benefits

A. ~~2024-2025 Classified Salary~~ 2025-2026 Classified Salary

~~Salary Schedule Increase: The 2024-2025 Classified Salary Schedules shall reflect a four percent (4%) increase over the 2023-2024 Employee Salary Schedules, effective July 1, 2024, as of date. Additionally, a one-time off-schedule payment of \$2,000, prorated for a maximum of 1.0 FTE, will be given to unit members in paid status as of November 15, 2024. A restructured Classified Salary schedule will include a new Step 6 (F). Employees on Step 5 (E) who have completed one year of service at that step by July 1, 2024, will advance to Step 6 (F) on that date. Going forward, employees on Step 5 (E) will advance to the next step after completing one year of service on their anniversary date.~~

Salary Schedule Increase: The 2025-2026 Classified Salary Schedules shall reflect an ~~eleven percent (11%) two-nine four (4%) a seven (7%) percent (2%) (9%) four-percent (4%) five percent (5%)~~ increase over the 2024-2025 Employee Salary Schedules, retroactive to July 1, 2025. ~~A restructured Classified Salary schedule will include 4 new steps of Step 7 (G), Step 8 (H), Step 9 (I), and Step 10 (J). Employees on Step 6 (F) who have completed one year of service at that step by July 1, 2025, will advance to Step 7 (G) on that date. Employees on Step 7 (G) who have completed one year of service at that step by July 1, 2026, will advance to Step 8 (H) on that date. Going forward, employees will advance to the next step after completing one year of service on their anniversary date.~~

~~A restructured Classified Salary schedule will include three (3) new steps of Step 7 (G), Step 8 (H), and Step 9 (I). Employees on Step 6 (F) who have completed one year of service at that step by July 1, 2025, will advance to Step 7 (G) on that date. Employees on Step 7 (G) who have completed one year of service at that step by July 1, 2026, will advance to Step 8 (H) on that date. Going forward, employees will advance to the next step after completing one year of service on their anniversary date. A restructured Classified Salary schedule will include three (3) new steps of Step 7 (G), Step 8 (H), and Step 9 (I). Employees on Step 6 (F) who have completed one year of service at that step by July 1, 2025, will advance to Step 7 (G)~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~on that date. Employees on Step 7 (G) who have completed one year of service at that step by July 1, 2026, will advance to Step 8 (H) on that date. Going forward, employees will advance to the next step after completing one year of service on their anniversary date. A restructured Classified Salary schedule will include one (1) new step of Step 7 (G). Employees on Step 6 (F) who have completed one year of service at that step by July 1, 2025, will advance to Step 7 (G) on that date.~~

~~A restructured Classified Salary schedule will include one (1) new step of Step 7 (G). Employees on Step 6 (F) who have completed one year of service at that step by July 1, 2025, will advance to Step 7 (G) on that date.~~

~~A restructured Classified Salary schedule will include one (1) new step of Step 7 (G). Employees on Step 6 (F) who have completed one year of service at that step by July 1, 2025, will advance to Step 7 (G) on that date (July 1st, 2025).~~

For Classified hourly and substitute timesheet work, this increase shall be effective prospectively ~~retroactively~~ ~~prospectively~~ ~~retroactively~~ ~~prospectively~~ ~~retroactively~~ ~~prospectively~~ ~~retroactively~~ ~~prospectively~~ ~~retroactively~~ for work performed beginning ~~July 1, 2025.~~ ~~July 1, 2025~~ with the first day of the month following ratification by both parties. ~~with the first day of the month following ratification by both parties~~ ~~with the first day of the month following ratification by both parties.~~ ~~July 1, 2025.~~ ~~July 1, 2025~~ with the first day of the month following ratification by both parties. ~~with the first day of the month following ratification by both parties and Board approval.~~ July 1, 2025. To be paid in September 2026.

1. CSEA Chapter 301 to PAUSD = 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. **CSEA to PAUSD 4/9/26**
6. PAUSD to CSEA 4/23/26
7. **CSEA to PAUSD 5/6/26**
8. **PAUSD to CSEA 5/7/26**
9. **CSEA to PAUSD 5/11/26**
10. **PAUSD to CSEA 5/19/26**
11. **CSEA to PAUSD 5/21/26**
12. **PAUSD to CSEA 5/21/26**
13. **CSEA to PAUSD 5/26/26 11:26 AM**
14. **PAUSD to CSEA 5/26/26 12:26 PM**
15. **CSEA to PAUSD 5/27/26 2:05 PM**
16. **PAUSD to CSEA 5/27/26 2:57 PM**
17. **CSEA to PAUSD 5/27/26 4:45 PM**

Recognition Payment One Time Off Schedule Payment: Employees who worked during the 2025-26 fiscal year shall receive an off-salary schedule recognition payment of \$3,000; ~~\$4,800~~ prorated based on FTE with eligibility capped at maximum of 1.0 FTE. ~~\$4,000 of \$4,500 of \$5,000 prorated based on FTE with the eligibility capped at maximum of prorated based on FTE with the eligibility capped at maximum of 1.0 FTE. To be eligible the prorated based on FTE with the eligibility capped at maximum of 1.0 FTE. To be eligible the unit member must be employed eligible, the unit member must have been employed during the fiscal year 2025-2026 as of the date the Tentative Agreement is approved by the Board and have been employed during the fiscal year 2025-26. prorated based on FTE, with eligibility capped at a maximum of 1.0 FTE. To be eligible, the unit member must have been employed during the 2025-2026 fiscal year. and must be employed as of the date the Tentative Agreement is approved by the Board, and remain employed through the completion of the 2025-26 school year, or retire during the 2025-26 fiscal year prior to the payment date.~~

B. 2026-2027 Classified Salary

Salary Schedule Increase: The 2026-2027 Classified Salary Schedules shall reflect an ~~eight percent (8%) two percent (2%) six percent (6%) three percent (3%) a five (5%) a three percent (3%) four percent (4%) five percent (5%) three percent (3%)~~ increase over the 2025-2026 Employee Salary Schedules, effective July 1, 2026.
(3.2%) FTE capped
three point two percent

JCH
7/8/26

A restructured Classified Salary Schedule shall include a new Step 7 (G). Employees who are on Step 6 (F) as of July 1, 2025, shall advance to Step 7 (G) effective July 1, 2026.

~~If property taxes increase beyond three percent (3%), the salary schedule shall reflect the same percentage increase retroactive to July 1, 2026. If property taxes increase beyond three percent (3%), the salary schedule shall reflect the same percentage increase retroactive to July 1, 2026.~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~A restructured Classified Salary schedule will include one (1) new step of Step 8 (H). Employees on Step 7 (G) who have completed one year of service at that step by July 1, 2026, will advance to Step 8 (H) on that date.~~

~~Compensation for Classified hourly and substitutes timesheet work shall be increased by three percent (3%), ~~five (5%) percent (3%)~~ **four percent (4%)** ~~five percent (5%)~~ **three percent (3%)** effective July 1, 2026. ~~If property taxes increase beyond three percent (3%), the compensation for hourly and substitute timesheet work shall reflect the same percentage increase retroactive to July 1, 2026. If property taxes increase beyond three percent (3%), the compensation for hourly and substitute timesheet work shall reflect the same percentage increase retroactive to July 1, 2026.~~~~

Contingency Formula: In addition to the salary increase set forth in Section B (2026–2027 Classified Salary Schedule Increase), unit members shall receive an additional ongoing salary schedule increase, retroactive to July 1, 2026, subject to the following conditions:

a. Upon finalization of the 2026–2027 property tax revenues by the County Assessor in August 2027, if the final total property tax revenue growth exceeds five percent (5%), eighty percent (80%) of the revenue generated above the five percent (5%) threshold shall be allocated to the CSEA 2026–2027 Classified Salary Schedule in the form of an ongoing salary schedule increase. The District shall retain the remaining twenty percent (20%).

b. Any additional salary schedule increase provided pursuant to this section shall be retroactive to July 1, 2026, and shall apply to all unit members who were employed by the District during the 2026–2027 school year. ~~and who remain employed through the end of the 2026–2027 school year or retire during the 2026–2027.~~ **or retire during the 2025–26 fiscal year prior to the payment date.**

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

Recognition Payment One Time Off Schedule Payment: Employees who work during 2026-27 fiscal year will be paid a one-time ~~off-schedule \$4500~~ of \$5,000 payment ~~prorated based on FTE with eligibility capped at maximum of 1.0 FTE. To be eligible, the employee must be in paid status during the 2026-27 fiscal year as of January 4, 2027. as of December 1, 2026. prorated based on FTE with eligibility capped at maximum of 1.0 FTE. To be eligible, the employee must be in paid status in paid status as of December 1, 2026.~~ Payment will be made in December 2026. Employees hired after December 1, 2026 will be paid in May 2027. shall receive an off-salary schedule recognition payment of \$3,000, \$4,800 prorated based on FTE with eligibility capped at maximum of 1.0 FTE. \$4,000 — ~~prorated based on FTE with eligibility capped at a maximum of 1.0 FTE.~~ To be eligible, the employee must be in paid status ~~in paid status~~ as of December 1, 2026. The payment will be processed ~~and paid in~~ at the end of December 2026. ~~The payment will be processed and paid in January 2027. Payment will be on January 10, 2027.~~ **To be eligible, the employee must be a permanent employee in paid status during the 2026-27 fiscal year. as of January 4, 2027.** The payment will be processed and paid in January 2027. ~~For employees hired after the January pay period, payment will be made in May 2027. For employees hired after the January pay period, payment will be made in May 2027. For employees who become permanent after the January pay period, payment will be made in May 2027.~~

Contingency Formula: ~~In addition to the salary increase set forth in Section B (2026–2027 Classified Salary Schedule Increase), unit members shall receive an additional ongoing salary schedule increase, retroactive to July 1, 2026, subject to the following conditions:~~

- a. ~~Upon finalization of the 2026–2027 property tax revenues by the County Assessor in August 2027, if the final total property tax revenue growth exceeds five percent (5%), eighty percent (80%) of the revenue generated above the five percent (5%) threshold shall be allocated for to the employee compensation, with the District retaining the remaining twenty percent (20%). The employee compensation amount shall be distributed on a prorated basis by bargaining unit in the form of an ongoing salary schedule increase.~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~b. Any additional salary schedule increase provided pursuant to this section shall be retroactive to July 1, 2026, and shall apply to all unit members who were employed by the District during the 2026-2027 school year and who continue employment with the District during the 2027-2028 school year.~~

C. Longevity

After completion of seven (7) years of service, unit members shall be eligible on their individual anniversary date for a longevity increment. A second (2nd) longevity increase shall be added after completion of (10) years of service, a third (3rd) longevity increase (15) years, a fourth (4th) longevity increase after twenty (20) years, and a fifth (5th) longevity increase after twenty-five (25) years, and a sixth (6th) longevity increase after thirty (30) years. A year of service shall be defined as being in a paid status for the annual number of required workdays for each particular classification.

In future years, the longevity increments will increase by the same percentage as any negotiated salary schedule increase.

All employees on contract who work less than full-time shall be eligible for the stipend on a pro- rata basis.

D. Benefits

~~For school year 2025-2026 and benefit plan year 2026:~~ Employees must work twenty (20) hours or more per week to be eligible for dental, life, health, and vision insurance coverage. The District's contribution for employees working at least 20 hours per week but less than 40 hours per week shall be prorated based upon a full-time assignment ~~hours per week shall be prorated based upon a full-time assignment~~ (defined as a 40 hour per week assignment).

~~For school year 2026-2027 and benefit plan year 2027: The District's contribution for employees working at least 20 hours per week but less than 30 hours per week shall be prorated based upon a full-time assignment. The full-time assignment for medical benefits shall be defined as all bargaining unit members working at least 30 hours per week.~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~Employees must work twenty (20) hours or more per week to be eligible for dental, life, health, and vision insurance coverage. The District's contribution for employees working at least 20 hours per week but less than 30 hours per week shall be prorated based upon a full-time assignment. The full-time assignment for medical benefits shall be defined as all bargaining unit members working at least 30 hours per week.~~

~~Employees must work twenty (20) hours or more per week to be eligible for dental, life, health, and vision insurance coverage. The District's contribution for employees working at least 20 hours per week but less than 40 ~~30~~ 40 hours per week shall be prorated based upon a full-time assignment (defined as a 40 ~~30~~ 40 hour per week assignment).~~

~~For the calendar years 2027 and 2028 only, the District's contribution to the cost of medical insurance benefits provided in this collective bargaining agreement will be ninety percent (90%) of the premium cost for the employee + 1 and employee + family plans.~~

~~For the calendar years 2027 and 2028 only, the District's contribution to the cost of medical insurance benefits provided in this collective bargaining agreement will be ninety percent (90%) of the premium cost for the employee + 1 and employee + family plans.~~

~~For the calendar years 2027 and 2028 only, the District's contribution to the cost of medical insurance benefits provided in this collective bargaining agreement will be ninety percent (90%) of the premium cost for the employee + 1 and employee + family plans.~~

~~The District shall assume and pay for the full cost of health (medical) insurance benefits for the full-time employee only plans, prorated for part-time employees who work at least half-time (defined as a 20 hour per week assignment).~~

~~The District shall assume and pay 90% of the premium cost of medical insurance benefits for the employee + 1 and employee + family plans.~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~The ninety percent (90%) contribution amount will be calculated for each employee +1 and employee + family plan based on the employee's contracted FTE assignment. Employees working at least .50 FTE assignment hours per week but less than 1.0 FTE assignment shall be prorated based upon a full-time 1.0 FTE assignment. The employee will contribute the remaining ten percent (10%) cost amount not covered by the District.~~

~~In January of 2028, the District and CSEA agree to negotiate medical insurance benefits contribution amounts to premium costs for both employees and the District. If an agreement is not reached by June 1, 2028, the District will contribute eighty percent (80%) of the cost of medical insurance benefits and employees will contribute twenty (20%) for the coverage calendar year of 2029.~~

~~In January of 2028, the District and PAEA agree to negotiate medical insurance benefits contribution amounts to premium costs for both employees and the District. If an agreement is not reached by June 1, 2028, the District will contribute eighty percent (80%) of the cost of medical insurance benefits and employees will contribute twenty (20%) for the coverage calendar year of 2029.~~

~~In January of 2028, the District and CSEA agree to negotiate medical insurance benefits contribution amounts to premium costs for both employees and the District. If an agreement is not reached by June 1, 2028, the District will contribute eighty percent (80%) of the cost of medical insurance benefits and employees will contribute twenty (20%) for the coverage calendar year of 2029.~~

~~The District shall assume and pay for the full cost of health (medical) insurance benefits for the full-time employee only plans, prorated for part-time employees who work at least half-time (defined as a 20-hour per week assignment).~~

~~For the calendar years 2027 and 2028 only, the District's contribution to the cost of medical~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~insurance benefits for dependent plans (employee plus one or employee plus family). For the calendar years 2027 and 2028 only, The District's contribution to the cost of medical insurance benefits provided in this collective bargaining agreement for dependent plans (employee plus one or employee plus family) shall be ninety percent (90%) of the premium cost for the employee for the employee +1 and employee + family plans. The employee shall contribute the remaining ten percent (10%) premium cost amount not covered by the District.~~

~~The ninety percent (90%) contribution amount will be calculated for each employee +1 and employee + family plan based on the employee's contracted FTE assignment. Employees working at least 20 hours per week but less than 40 hours per week shall be prorated based upon a full-time assignment. The employee will contribute the remaining ten percent (10%) cost amount not covered by the District.~~

~~In January of 2028, the District and CSEA agree to negotiate medical insurance benefits contribution amounts to premium costs for both employees and the District. If an agreement is not reached by September 1, 2028, the District will contribute eighty percent (80%) of the cost of medical insurance benefits and employees will contribute twenty (20%) for the coverage calendar year of 2029.~~

~~The ninety percent (90%) contribution amount will be calculated for each employee +1 and employee + family plan based on the employee's contracted FTE assignment. Employees working at least 20 hours per week but less than 40 hours per week shall be prorated based upon a full-time assignment. The employee will contribute the remaining ten percent (10%) cost amount not covered by the District.~~

~~In January of 2028, the District and CSEA agree to negotiate medical insurance benefits contribution amounts to premium costs for both employees and the District. If an agreement is not reached by September 1, 2028, the District will contribute eighty percent (80%) of the cost of medical insurance benefits and employees will contribute twenty (20%) for the coverage calendar year of 2029.~~

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

~~provided in this collective bargaining agreement will be ninety percent (90%) of the premium cost for the employee only. The ninety percent (90%) contribution amount will be calculated for each employee based on their contracted assigned number of hours per week. Employees working at least 20 hours per week but less than 40 hours per week shall be prorated based upon a full-time assignment. The employee will contribute the remaining ten percent (10%) of the premium cost for dependent plans amount not covered by the District.~~

~~In January of 2028, the District and CSEA agree to negotiate medical insurance benefits contribution amounts to premium costs for both employees and the District. If an agreement is not reached by September 1, 2028, the District will contribute eighty percent (80%) of the cost of medical insurance benefits and employees will contribute twenty (20%) for the coverage calendar year of 2029.~~

~~Effective plan year 2026-2027, the District's contribution for employees working at least 20 hours per week but less than 30 hours per week shall be prorated based upon a full-time assignment. The full-time assignment for medical benefits shall be defined as all bargaining unit members working at least 30 hours per week.~~

~~**The District's contribution toward the cost of medical insurance benefits for Employee Only plans shall be one hundred percent (100%) for full-time employees. Part-time employees working at least .50 FTE assignment hours per week but less than 1.0 FTE assignment shall be prorated based upon a full-time 1.0 FTE assignment.**~~

~~**For the fiscal year 2026-2027 only, For the fiscal year 2026-2027 only, For school years 2025-26 and benefit plan year 2026, and school year 2026-27 and benefit plan year 2027, The District's contribution toward the cost of medical insurance benefits for dependent coverage plans (Employee +1 and Employee + Family) shall be ninety percent (90%) of the premium cost. Employees enrolled in Employee +1 or Employee + Family coverage shall pay the remaining ten percent (10%) of the premium cost not covered by the District.**~~

The ninety percent (90%) contribution amount will be calculated for each employee +1

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

and employee + family plan based on the employee's contracted FTE assignment. Employees working at least .50 FTE assignment hours per week but less than 1.0 FTE assignment shall be prorated based upon a full-time 1.0 FTE assignment. ~~The employee will contribute the remaining ten percent (10%) cost amount not covered by the District.~~ The employee will contribute the remaining ten percent (10%) cost amount not covered by the District.

An employee may not purchase medical coverage that exceeds their salary. The District's maximum obligation to pay premiums for eligible part-time employees shall be a pro-ration of the District's contribution for the plan and coverage selected by the employee.

1. Retirement and Workers Compensation

The District will pay the additional employer costs in these two areas for the duration of the contract.

2. Unemployment Insurance

The District will pay the cost of this item for the duration of the contract.

3. Life Insurance

The District shall provide life insurance coverage for active employees and shall pay the premium for each active employee who qualifies for full benefit coverage. The District shall pay the pro-rated premiums for active employees who work more than fifty percent (50%) but less than one hundred percent (100%), as specified in Section **C D** of this article.

4. Medical, Dental, and Vision Insurance

- a. The District and CSEA are committed to providing unit members with cost-effective health insurance coverage with plan choices and family coverage. Therefore, they each hereby instruct their appointed representatives to the Joint Benefits Committee to explore all options including but not limited to:
 1. Changing carriers

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

2. Changing coverage levels
3. Changing rate structures
4. Changing eligibility requirements

To achieve our joint goal, the Committee shall make every reasonable effort, depending upon obtaining information from the benefits consultants, to issue its recommendations to the parties no later than September 10 of each school year. Within two weeks of receiving a recommendation from the Joint Committee, the District and CSEA shall meet to negotiate this Article.

- b. For plan year 2026: The District shall contribute up to the amount listed per month toward the cost of the selected medical, dental, vision and life benefit plan for each full-time unit member. (far right column) and prorated contributions for part-time members (far left column for 50% and progressing upward in FTE).

Active Employee Plan	District Monthly Contribution (12 per year)	Employee Monthly Contribution (12 per year)	Total Monthly Premium Rate for 2024
Kaiser			
Employee	\$ 918.92	\$0	\$ 918.92
Employee + 1	\$1,653.82	\$ 184.00	\$1,837.82
Employee + Family	\$2,340.52	\$ 260.00	\$2,600.52
Sutter Health Plus			
Employee	\$1,031.50	\$0	\$1,031.50
Employee + 1	\$1,857.40	\$ 206.00	\$2,063.40
Employee + Family	\$2,628.40	\$ 292.00	\$2,920.40
Delta Dental			
PPO Plan	\$ 107.46	\$0	\$ 107.46
Premier Plan	\$ 128.55	\$0	\$ 128.55

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

VSP			
Vision Plan	\$ 17.56	\$0	\$ 17.56
VOYA Life Ins			
Life Insurance up to age 64 (\$100,000)	\$ 14.00	\$0	\$ 14.00
Life Insurance age 65 to 69 (\$65,000)	\$ 9.10	\$0	\$ 9.10
Life Insurance age 70 and over (\$50,000)	\$ 7.00	\$0	\$ 7.00
Dependent Cost	\$.24	\$0	\$.24

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

Active Employee Plan	District Monthly Contribution (12 per year)	Employee Monthly Contribution (12 per year)	Total Monthly Premium Rate for 2026
Kaiser			
Employee	\$1,128.25	\$0	\$1,128.25
Employee + 1	\$2,030.50	\$ 226.00	\$2,256.50
Employee + Family	\$2,872.94	\$ 320.00	\$3,192.94
Sutter Health Plus			
Employee	\$1,448.90	\$0	\$1,448.90
Employee + 1	\$2,607.90	\$ 290.00	\$2,897.90
Employee + Family	\$3,690.70	\$ 410.00	\$4,100.70
Delta Dental			
PPO Plan	\$ 114.64	\$0	\$ 114.64
Premier Plan	\$ 137.14	\$0	\$ 137.14
VSP			
Vision Plan	\$ 17.56	\$0	\$ 17.56
METLIFE Life Ins			
Life Insurance up to age 64 (\$100,000)	\$ 13.00	\$0	\$ 13.00
Life Insurance age 65 to 69 (\$65,000)	\$ 8.45	\$0	\$ 8.45
Life Insurance age 70 and over (\$50,000)	\$ 6.50	\$0	\$ 6.50
Dependent Cost	\$.34	\$0	\$.34

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

	District Contribution	Employee working 50%	Employee working 60%	Employee working 75%	Employee working 80%	Employee working 81%	Employee working 88%	Employee working 94%	Employee working 100%
Monthly Employee Contribution									
Kaiser									
Employee only	1,128.25	564.13	451.30	282.06	225.65	214.37	135.39	67.70	-
Employee + one	2,030.50	1,241.25	1,038.20	733.63	632.10	611.80	469.66	347.83	226.00
Employee + family	2,872.94	1,756.47	1,469.18	1,038.24	894.59	865.86	664.75	492.38	320.00
Sutter Health Plus									
Employee only	1,448.90	724.45	579.56	362.23	289.78	275.29	173.87	86.93	-
Employee + one	2,607.90	1,593.95	1,333.16	941.98	811.58	785.50	602.95	446.47	290.00
Employee + family	3,690.70	2,255.35	1,886.28	1,332.68	1,148.14	1,111.23	852.88	631.44	410.00
Dental									
Delta PPO-composite rate	114.64	57.32	45.86	28.66		21.78	13.76	6.88	-
Delta Premier-composite rate*	137.14	68.57	54.86	34.29	27.43	26.06	16.46	8.23	-
Vision									
Vision Service Plan-composite rate	17.56	8.78	7.02	4.39	3.51	3.34	2.11	1.05	-
MetLife Group Life Insurance									

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

Insurance to age 64	13.00	6.50	5.20	3.25	2.60	2.47	1.56	0.78	-
---------------------	-------	------	------	------	------	------	------	------	---

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

- a. ~~c.~~ Employees who are eligible for ~~fully paid~~ health benefits shall participate in one of the medical programs, plus the dental, vision, and life insurance. ~~Full-time u~~ Unit members qualified in previous sections of this article may opt out of insurance if they provide evidence of coverage. Employees who elect for the employee plus one or family plans shall pay through monthly payroll deductions in advance of the month of coverage the difference in the District monthly contribution and the total cost of the corresponding plan.
- b. ~~d.~~ For eligible employees whose first date of paid service is after January 1, 2010, the District shall provide a PPO dental plan. Eligible employees whose first date of paid service is before January 1, 2010, shall have the choice to remain on the current incentive dental plan or to switch to the PPO dental plan. Once an eligible employee has participated in the PPO dental plan, the employee may not return to the incentive plan. Eligible employees whose first date of paid service is before January 1, 2010, and who resign or are laid off and are rehired within thirty- nine months shall be provided only the PPO plan.
- e. ~~e.~~ No person shall be covered under more than one plan contributed to by the District. An employee with a spouse or partner who is also employed by the District would be covered in the following manner:
- 1) No dependents: (a) each may be covered under employee only coverage or (b) one employee-plus-one coverage policy.
 - 2) One or more dependents: (a) one employee-plus-family coverage policy. Employee contributions: Married or registered partners both benefit eligible and employed by the District may be eligible for an additional District contribution toward the employee contribution for health benefits in the Kaiser or Sutter Health Plus HMO employee-plus-one and the Kaiser or Sutter Health Plus HMO employee- plus-family medical coverage policies. Adding the FTE of the couple and multiplying the portion over 1.0 FTE by the District’s monthly contribution for the Kaiser or Sutter

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

Health Plus HMO employee-only policy shall determine the amount of the additional District contribution toward the employee contribution. If this product equals or exceeds the employee monthly contribution for the chosen Kaiser or Sutter Health Plus HMO policy then the couple will not be required to pay the employee contribution. If this product does not equal or exceed the employee contribution for the chosen HMO policy, then the couple will pay the difference as a monthly payroll deduction. Married or registered partners, where both are benefit eligible part-time employees, may combine their FTE to qualify for the full-time District contribution toward an employee-plus-one or employee-plus-family policy without having the District's contribution prorated.

- d f. Employees eligible for ~~full-time~~ medical coverage who provide proof of comparable medical coverage through a non-District spouse or legal partner may choose to decline District medical benefits and receive \$2,500 in ten (10) equal payments for a full year of non-coverage. Employees who have declined medical benefits and received the non-coverage payment may reenroll in a medical plan during open enrollment or if a qualifying event occurs. It is within the sole discretion of the District to continue this provision for each successive year of this agreement.
- e g. Employees eligible for ~~full-time~~ dental coverage who provide proof of comparable dental coverage through a non-District spouse or legal partner may choose to decline District dental benefits and receive \$300 in ten (10) equal payments for a full year of non-coverage. Employees who have declined dental benefits and received a non-coverage payment may reenroll in the Delta Dental PPO plan during open enrollment or if a qualifying event occurs. It is within the sole discretion of the District to continue this provision for each successive year of this agreement.
- f h. Joint Benefits Committee: The District will form a joint employee-employer benefits Committee, comprised of four (4) appointees each of the CSEA, the District, the PAEA, and one (1) appointee from the Palo Alto Management Association (PAMA). The Committee will consider and make recommendations to the negotiating teams regarding matters related to medical, dental, and vision benefits, including PERS as an

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

alternative provider. Released time will be provided for the committee members.

In the event that the work of the Joint Benefits Committee does not lead to a timely solution to problems created by the impact of health insurance increases, the District and CSEA will work collaboratively together to attempt to avoid adverse impacts on unit members.

5. Early Retirement Benefits Program

- a. To be eligible for the Early Retirement Benefits Program, an individual must:
 1. Have a seniority date prior to June 1, 2009
 2. Have an equivalent of ten (10) years of consecutive full-time District service immediately prior to retirement (e.g. ten years of full-time service equals 120 months at 8-hours per day, 180 months at 6 hours per day, 240 months at 4 hours per day) and
 3. Be at least age fifty-five (55).
- b. Employees who are eligible for the Early Retirement Benefits Program shall receive the same District benefits (health, dental, vision, and life) as full-time (1.0 FTE) employees, except that employees receiving pro-rated benefits at the time of retirement shall receive the same level of pro-rated benefits for the early retirees benefit plans under this section.
- c. Employees in the Early Retirement Benefits Program shall make monthly contributions in the same amount as an active full-time employee in the same benefit plans.
- d. Retirees in this program shall receive benefits for five (5) consecutive years or until attaining age sixty-five (65), whichever occurs first. Once electing to participate in the program, a retiree may not return to regular service.
- e. Employees retiring from a full-time (1.0 FTE) position and eligible for the Early Retirement Benefit Program may choose to decline the District medical coverage and receive \$6,000 for each year of eligibility the retiree declines (except as prohibited by law). It is within the sole discretion of the District to continue this provision for each

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

successive year of this agreement. Application to this program shall be made to the Human Resources Office.

E. Professional Growth Program

(See Appendix A, “Professional Growth Program”)

F. In-service and Training Support

A total of \$5,000 will be available annually for funding the in-service and training for the CSEA membership. Any year ending balance shall be rolled over to a maximum of \$2,500.

The in-service and training funds may be used for the following activities:

Tuition and education cost reimbursement pertaining to the employee’s current position.

Release time and/or funding for attending conferences or workshops pertaining to the employee’s current position.

Release time and/or funding for attending CSEA conferences.

Providing programs on staff development day for classified employees.

Pro-growth credit may not be earned when in-service and training funds have been used for the activity.

Requests for funds shall be reviewed and approved by the In-service and Training Review Committee.

The In-service and Training Review Committee shall be formed consisting of four (4) members. CSEA shall appoint two (2) committee members from the bargaining unit. The District shall appoint one (1) committee member in addition to the District’s Administrator of Classified Human Resources. The District’s Administrator of Classified Human Resources shall act as the chair of the committee. Appointment shall be for two years, with each term starting on July 1 and ending on June 30.

G. Maintenance Stipends

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

The maintenance stipend program is designed to fill the need for employees trained in trade areas that may periodically need additional workers to complete priority jobs.

The Manager of Maintenance, Operations & Transportation shall determine if a need exists in a stipend trade area. Once an area of need has been identified, the stipend area shall be posted in the normal manner as other job postings for internal candidates.

Maintenance and Tradespersons, who have declared a career path outside the stipend area of need, and Tradespersons interested in the stipend may apply. Selection priority will be given to eligible employees with the least number of stipends, in order of seniority.

Maintenance personnel will be eligible for a one hundred dollars (\$100.00) per month stipend, to a maximum of three, per each skill level for which the Tradesperson becomes qualified. This program is voluntary.

In addition, the District will provide training through on-the-job experiences, Professional Development, and formalized staff development, adult education, and community college coursework where appropriate. Such training will not be credited for Professional Growth units.

H. Holidays

All employees covered by this Agreement shall be entitled to seventeen (17) paid holidays provided they are in paid status during any portion of the working day immediately preceding or succeeding the holiday. The specific holidays shall be identified prior to July 1 of each fiscal year. Every day appointed by the President or the Governor of this state as a public fast, mourning, Thanksgiving or holiday for which schools are required to be closed, shall be a paid holiday for all employees of the bargaining unit.

I. Salary Placement

1. Anniversary Date

Anniversary Date is the date on which an employee advances on the salary schedule. A bargaining unit member's anniversary date shall be determined as follows:

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

If an employee becomes permanent in a classification between the 1st and the 15th of the month, the anniversary date is the first day of that month. (e.g. if an employee becomes permanent on March 10, the anniversary date is March 1.) If an employee becomes permanent in a classification on or after the 16th of the month, the anniversary date is the first day of the following month. (e.g. if an employee becomes permanent on March 20, the anniversary date is April 1.)

If an employee is initially placed at Step C pursuant to section H.2., the anniversary date shall be determined according to when the employee advances to Step D. If the employee advances to Step D between the 1st and the 15th of the month, the anniversary date is the first day of that month. (e.g. if an employee advances on March 10, the anniversary date is March 1.) If an employee advances to Step D on or after the 16th of the month, the anniversary date is the first day of the following month. (e.g. if an employee advances on March 20, the anniversary date is April 1.)

2. Initial Placement

New classified employees will ordinarily be placed at the first step of the appropriate pay range; however, in the event the new employee possesses extraordinary qualifications for the position through former training and experience, placement at a higher step (up to Step C) may be authorized by the Human Resources Department. Employees started at Step A or B shall advance one step at the completion of the probationary period. Employees started at Step C shall advance one step at the completion of one year of service.

3. Promotional Salary Placement

Regular employees promoted to a higher classification shall receive a salary adjustment to the step on the higher salary range that represents a minimum increase of five percent (5%), provided that such increase shall not exceed the maximum step of the higher salary range for that classification. After completion of the promotional probationary period a new anniversary date will be determined according to Section H.1. above.

4. Transfer in Classification

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

Employees transferred within the same classification or to a classification in the same salary range shall not receive a salary adjustment.

5. Voluntary Demotion

Upon voluntary demotion or in lieu of layoff assignment to a lower classification, the salary shall be adjusted to the step on the salary range of the lower position which corresponds most closely to the salary received by the employee, provided such salary does not exceed the present salary or the maximum step of the lower classification.

6. Working Out of Classification

Excluding trainees, a classified employee required to work in a higher classification shall be compensated at the corresponding step in the higher classification. Prior approval for working out of classification shall be obtained from the Administrator of Classified Human Resources.

7. Night Shift Differential

Employees required to work on a regular assignment between 2:00 p.m. and 6:00 a.m. of which not less than four (4) hours are beyond 6:00 p.m. shall receive a differential in their work hours or rate of pay as follows:

FULL-TIME employees regularly assigned to work at least four (4) hours between 6:00 p.m. and 12:00 midnight shall work an eight-hour (8) shift, which includes a paid thirty-(30) minute meal break and shall also be paid a five percent (5%) differential above their regular rate of pay.

Employees regularly assigned to work at least four (4) hours between 12:00 midnight and 6:00 a.m. shall work an eight-hour shift which includes a paid 30-minute meal break and shall be paid a seven and one-half percent (7.5%) differential over their regular rate of pay.

The salary differential for work between 2:00 p.m. and 6:00 a.m. shall be paid for the entire month during which the employee is regularly assigned the shift or IF NOT REGULARLY ASSIGNED TO THE SHIFT for the actual number of work days the

1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM

employee works the shift if less than the entire month.

8. Split Shift Differential

All bargaining unit members holding positions wherein the District has scheduled an unpaid period of one-and-one-half (1½) hours or more in the work day shall be paid a split shift differential of an additional three percent (3%) above his/her regular salary.

9. Mileage

Any classified employee required by the District to use the employee’s vehicle on District business shall be reimbursed at the IRS rate for all miles driven on behalf of the District.

J. Educational Achievement Stipend

~~All bargaining unit members who received an advanced degree shall receive the following annual stipends if they have achieved the noted degree, to be paid monthly.~~

- ~~———— Associates Degree..... \$500~~
- ~~———— Bachelor’s Degree..... \$1,000~~
- ~~———— Master’s Degree..... \$1,500~~
- ~~— Doctorate Degree.....\$2,000~~

~~https://resources.finalsite.net/images/v1717104008/pausdorg/r4v8ge0e5ln1e3szj8z/w/salary_schedule_teachers_202425.pdf~~

~~Annual degree stipends shall be cumulative up to a maximum of \$5,000 for any member with a Doctorate Degree.~~

K. Bilingual Stipend

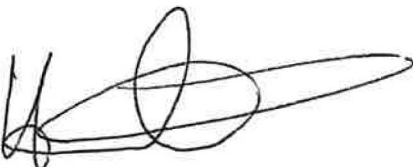
~~The Palo Alto Unified School District acknowledges those who use their bilingual skills to benefit the District and Community. Bilingual Stipends shall be available to those bargaining unit members who are able use their language at the Bilingual~~


1. CSEA Chapter 301 to PAUSD – 12/8/25
2. PAUSD to CSEA 1/22/26
3. CSEA Chapter 301 to PAUSD – 03/04/26
4. PAUSD to CSEA-3/24/26
5. CSEA to PAUSD 4/9/26
6. PAUSD to CSEA 4/23/26
7. CSEA to PAUSD 5/6/26
8. PAUSD to CSEA 5/7/26
9. CSEA to PAUSD 5/11/26
10. PAUSD to CSEA 5/19/26
11. CSEA to PAUSD 5/21/26
12. PAUSD to CSEA 5/21/26
13. CSEA to PAUSD 5/26/26 11:26 AM
14. PAUSD to CSEA 5/26/26 12:26 PM
15. CSEA to PAUSD 5/27/26 2:05 PM
16. PAUSD to CSEA 5/27/26 2:57 PM
17. CSEA to PAUSD 5/27/26 4:45 PM


~~Stipend 1 level and Bilingual Stipend 2 level. The District is offering bilingual stipends to those employees fluent in languages to which there is a proven need within the District. The stipend shall be designated as follows:~~

~~Bilingual I: Ability to use spoken and written language to provide direction and services for the bargaining unit members position. Bilingual I shall be compensated at a flat rate of \$150 per month.~~

~~Bilingual II: Ability to use spoken and written language to translate for purposes of technical documentation, high level meetings (eg. Board Meetings), IEP's, and other documentation. Bilingual II shall be compensated at a flat rate of \$300 per month.~~


 Acting Superintendent
 Herb Espintu
 5/27/26


 CSEA Chapter 301 President
 Herb Steiner
 5/27/26


 Labor Relations Representative
 Juan Carlos Anderson
 5/27/26