



Pacifica School District

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Preparing Students for an Evolving World

www.pacificasd.org

MEMORANDUM

Integrated Services and Human Resources

Meeting of

04/01/15

TO: Wendy S. Tukloff, Ed.D., Superintendent
For Board of Trustees

FROM: Ray Avila, Associate Superintendent

SUBJECT: Tentative Agreement Between PSD and LSEA for 3 year contract (2014-2017)

Recommendation:

It is recommended that the Board approve the Tentative Agreement between the Pacifica School District and the Laguna Salada Education Association (LSEA), dated March 25th, 2015.

Rationale:

The District appreciates all of our certificated staff and recognizes their support of the District, including sacrifices employees have made in recent years to help the District cope with the state economic crisis.

Following discussions, the parties signed the following Tentative Agreement which will close negotiations through the 2016-2017 school year:

- Salary
 - o 14-15, 3% salary increase effective January 2015
 - o 15-16, 4% salary increase effective January 2016
 - o 16-17, 2.5% salary increase effective July 2016
- Health Benefits
 - o Remain as is until 2016-2017
 - o Beginning July 2016, there will be a Tiered Kaiser cap and 50% of remaining premium will be covered for higher plans
 - o Beginning 2017-2018, there is a formula tying the reduction in the remaining premium paid by the district to salary increases
- Other
 - o Retirees – removed the 65 years of age requirement, benefits will now be provided for 10 years or until age 75, whichever is sooner regardless of age of retirement
 - o New employees have only Tiered Kaiser beginning July 2015
 - o There are some other minor pieces – A step was added to the end of the salary schedule and some in between the bigger gaps, and the structure of benefits for part time employees was changed beginning in July 2016

The agreement with LSEA was ratified by the membership group on March 27th, 2015.

We look forward to working with our labor partners through future negotiations processes.