

ANNOUNCEMENT OF TENTATIVE AGREEMENT

The Palo Alto Unified School District (District) and the California School Employees Association (CSEA) have reached tentative agreement on the compensation and benefits portion of their collective bargaining contract (Article VI).

The agreement provides members of the CSEA with a 1% raise retroactive to July 1, 2005 and, by formula, a percentage of the property tax revenue above 5.5% to a maximum salary increase for 2005-06 of 3.5% (inclusive of the 1% mentioned above). In addition, the agreement provides for the District to increase its contribution to benefits by 19.3% to an average maximum of \$9,792 per employee per year (\$8207 for 2004-05). This amount will cover the full cost of medical, dental, vision and life insurance for all CSEA members enrolled in Kaiser HMO and Blue Cross HMO employee, employee + one dependent, and employee + family plans. The Blue Cross PPO plan will continue to be available with employee contributions required for the amount above the Blue Cross HMO plans.

Employees in the management, confidential/supervisory, psychologist, and classified manager groups will also receive the same compensation and benefits as agree to with CSEA.

The Palo Alto Educators Association (PAEA) and the District are continuing to discuss details of their collective bargaining agreement. PAEA has received the same compensation and benefits offer as the other PAUSD employees.