

Tentative Agreements

ARTICLE IV                      Employee Rights

4.5        (b) The President of the Association shall be given written notification of all new educational service employees hired by the District that are part of the Association as provided for in Section 4.7. Additional written notification shall be provided no later than (10) calendar days after Board action of employee (and then annually within 10 days of the beginning of the school year, and then 30 days thereafter on a rolling basis) hire including job classification, hours to be worked, and hourly rate. Changes in employee work hours shall be provided to the Association no later than thirty (30) calendar days of District approval of the changes. Written notification shall be provided of Association members leaving employment with Pana CUSD No. 8 no later than thirty (30) calendar days of the employee's last working day (including notification of the last working day).

4.7        Names and Addresses/New Employees – Names and addresses of newly hired employees shall be provided to the Association within 10 days of hire, and then annually within 10 days of the beginning of the school year, and then 30 days thereafter on a rolling basis after Board action hiring them.

4.13      Payroll Deductions – *New Language Replaces Existing Language*

Dues Deduction

(a) Upon receipt of a written authorization from an employee, the Board shall make payroll deductions for dues, initiation fees, assessments, and other payments for the Association and any authorized increases therein and shall remit such deductions within ten (10) days to the Association at the address designated by the Association.

(b) The Association shall advise the Board of any increases in dues, in writing, at least thirty (30) calendar days prior to its effective date.

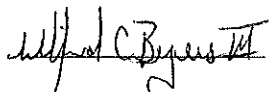
(c) All dues deduction authorizations and/or revocations shall be processed exclusively by the Association, and the Association shall be responsible for informing the Board of all authorized deductions and/or revocations.

(d) The Association shall maintain accurate records of the voluntary deductions which have been authorized by employees and shall give the Board timely notice of any changes in such authorizations, with the understanding that the Board will promptly execute said changes in payroll deductions. The Board will not cease voluntary deductions from a member unless required to do so by law, or so directed by an arbitrator, a court of competent jurisdiction, or upon request of the Association.

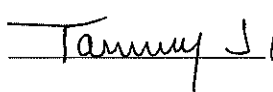
(e) Such authorized deductions shall be made in accordance with the law.

(f) The Association shall indemnify, defend and hold the Board harmless against any claim, demand, suit, cost, expense, or any other form of liability, including attorney's fees and costs arising from or incurred as a result of any act taken or not taken by the Board, its members,

For the Board:

 3/4/2021  
Date

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officers, employees, or representatives in complying with or carrying out the provisions of this section.

7.1(u) – *New Section*

Safety: Under the collective bargaining agreement, the Board and Association are committed to collaborating to ensure a safe and healthy working environment. Both the Board and the Association desire that any unsafe or hazardous condition be remedied in a reasonable manner and in a timely fashion. In the event that a condition which the Association believes is unsafe or hazardous is not timely remedied to its satisfaction at the building level, the Association shall bring the matter to the superintendent.

15.7 Fair Share – *Delete Entire Section*

ARTICLE XV EFFECT OF AGREEMENT

15.8 Term of Agreement

Contract Duration: 3 Years (2021-2022, 2022-2023, 2023-2024)

Salary Proposal: Year 1 (2021-2022)	3.68%
Year 2 (2022-2023)	3.80%
Year 3 (2023-2024)	3.67%

- Freezing all ESP beginning pay for the life of the contract. (The minimum wage will continue to be adjusted on January 1<sup>st</sup> of each year.)

For the Board:

\_\_\_\_\_

Date

For the Association:

Tommy J. Deere 3/4/2021

Date