

T.A. 4-7-26

District Financial Proposal PATU 2026-2027

4-7-26

5% Increase (Combination of 5% to Salary Schedule and Health and Welfare Cap)

Recommendation:


3% Increase to the salary schedule

2% Increase to the Health and Welfare Cap. The Cap is currently \$18,010.00, with a 2% (\$1,730.00) increase to the CAP the CAP will equal **\$19,740.00**

Add 6 steps to the Certificated Salary Schedule from 24 steps to 30 steps and add AB+105

Add 5 steps to the CTE Salary Schedule from 5 steps to 10

For District: 

For PATU: 

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2026-2027 - step & column adjustments - plus 3% - DRAFT**

184 Days

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90	AB+105
1	\$ 52,166	\$ 52,166	\$ 59,122	\$ 60,895	\$ 62,723	\$ 64,604	\$ 66,542	\$ 68,538
2			\$ 60,304	\$ 62,113	\$ 63,977	\$ 65,896	\$ 67,874	\$ 69,910
3			\$ 61,511	\$ 63,356	\$ 65,257	\$ 67,215	\$ 69,230	\$ 71,307
4			\$ 62,740	\$ 64,624	\$ 66,561	\$ 68,559	\$ 70,616	\$ 72,734
5			\$ 63,996	\$ 65,916	\$ 67,893	\$ 69,929	\$ 72,028	\$ 74,189
6			\$ 65,276	\$ 67,234	\$ 69,251	\$ 71,329	\$ 73,468	\$ 75,672
7			\$ 66,582	\$ 68,578	\$ 70,635	\$ 72,755	\$ 74,937	\$ 77,185
8			\$ 67,912	\$ 69,950	\$ 72,049	\$ 74,210	\$ 76,436	\$ 78,729
9			\$ 69,270	\$ 71,350	\$ 73,488	\$ 75,693	\$ 77,964	\$ 80,303
10			\$ 70,656	\$ 72,775	\$ 74,960	\$ 77,208	\$ 79,524	\$ 81,910
11				\$ 74,231	\$ 76,458	\$ 78,752	\$ 81,115	\$ 83,549
12				\$ 75,716	\$ 77,987	\$ 80,327	\$ 82,737	\$ 85,220
13					\$ 79,547	\$ 81,934	\$ 84,391	\$ 86,923
14					\$ 81,138	\$ 83,572	\$ 86,080	\$ 88,662
15	Masters	\$ 1,000.00			\$ 82,760	\$ 85,243	\$ 87,801	\$ 90,435
16	Doctorate	\$ 2,000.00			\$ 84,415	\$ 86,949	\$ 89,557	\$ 92,244
17					\$ 86,104	\$ 88,688	\$ 91,348	\$ 94,089
18					\$ 87,825	\$ 90,462	\$ 93,174	\$ 95,969
19					\$ 89,582	\$ 92,270	\$ 95,038	\$ 97,889
20					\$ 91,374	\$ 94,117	\$ 96,939	\$ 99,847
21					\$ 93,202	\$ 95,998	\$ 98,878	\$ 101,844
22					\$ 95,066	\$ 97,918	\$ 100,855	\$ 103,880
23					\$ 96,967	\$ 99,878	\$ 102,872	\$ 105,958
24					\$ 98,906	\$ 101,874	\$ 104,931	\$ 108,079
25					\$ 100,884	\$ 103,911	\$ 107,029	\$ 110,240
26					\$ 102,901	\$ 105,989	\$ 109,170	\$ 112,445
27					\$ 104,959	\$ 108,109	\$ 111,353	\$ 114,694
28					\$ 107,059	\$ 110,271	\$ 113,580	\$ 116,988
29					\$ 109,200	\$ 112,477	\$ 115,852	\$ 119,328
30					\$ 111,384	\$ 114,726	\$ 118,169	\$ 121,714

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- This salary schedule covers the Technology Director, if the position is held by a Certificated employee
- The time base for each of the above salary values is annually.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
 CTE/ROP Employees
 SALARY SCHEDULE
 2026-2027 - step adjustments - plus 3% - DRAFT**

Step/Column	1 CTE credential	2+ CTE credentials
1	\$ 52,733	\$ 55,370
2	\$ 55,370	\$ 58,138
3	\$ 57,031	\$ 59,883
4	\$ 58,742	\$ 61,679
5	\$ 60,504	\$ 63,529
6	\$ 61,714	\$ 64,800
7	\$ 62,949	\$ 66,096
8	\$ 64,208	\$ 67,418
9	\$ 65,492	\$ 68,766
10	\$ 66,802	\$ 70,142

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- 5% between Steps 1 and 2; 3% between Steps 2-5; 2% between all other Steps
- The time base for each of the above salary values is annually.

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scheduled only when no other suitable alternative exists. A stipend of \$500 per semester will be paid to a teacher assigned to teach a combination class.

16.4.1 In the event that combined classes at Point Arena High School are deemed necessary, a stipend of \$500 per class per semester will be paid to a teacher assigned to teach a combination class. *definition (2 subjects within same class period)*
Ex. Spanish 1 & 2.

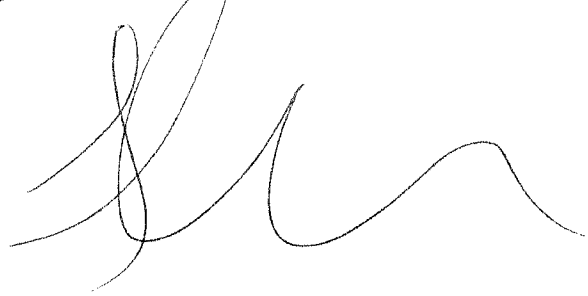
16.4.2 In the event that combined classes at Arena Elementary School are deemed necessary, the following options will be implemented:

16.4.2.1 A stipend of \$1000 per semester

16.4.2.2 A classified staff member will be assigned to work in the affected class for the full school day. *will we have to hire 250 to this language?*

16.5 In the event an Arena Elementary School class size exceeds the guidelines above, then the following options will be discussed, and an option to implement will be agreed upon between the unit member and Site Administrator implemented.

For Dist: 

For PATU: 

~~16.5.1~~ If the official class enrollment goes over the class maximum at any time for 10 consecutive instructional days or more, stipend of \$500 per student per semester for each student beyond the guidelines above ~~on a teacher's roster.~~ This will be paid at the end of each semester, and based on official class enrollment at any time ~~twenty (20) days after the start of the instructional year and fifteen (15) days after the commencement of the second semester.~~

16.5.2 A district paid aide or other support staff member will be assigned to work in the affected class.

~~16.5.3~~ If no other agreement is reached, then the unit member will be paid the above stipend in 16.5.1.

? who will let me know the date to calc the stipend?
- will we have to hire due to this language?

For DIST : *Wart*
 For PATU : *[Signature]*

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ARTICLE 16: CLASS SIZE

16.1 The District shall make every effort to equally distribute students and shall make every effort not to exceed the following class maximums:

Kindergarten	22 students 10:1 Ratio. All classes containing Kindergarten students require a 10:1 ratio.
1-3	22 students
4-5	28 students
6-8	30 Average Class Size
Combination K-6	22 Individual Class Size Maximum
9-12 Core Classes	30 students
9-12 PE	45 students
RSP Mild-moderate or RSP, with OHI, SLD, and/or speech	Caseload of 28
SDC/LH	12:1 Ratio
SDC/SH	10:1 Ratio
Transitional Kindergarten/TK	20 students 10:1 Ratio. All classes containing TK Students require a 10:1 ration.

16.1.1 Chorus and Band classes shall be exempt from the class size maximums identified above.

16.2 The District and Union realize that there are facility and equipment limitations in some instructional areas that require special consideration. Currently the following facilities have teaching/learning situations for specific number of students, which shall be used for

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14.7 Job Sharing

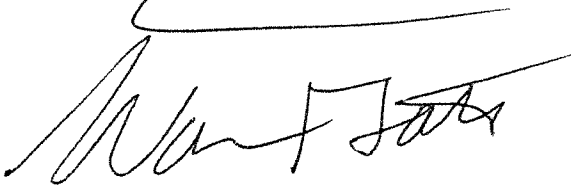
14.7.1 Two permanent unit members are eligible to apply for job share arrangements.

14.7.1.1 When a single unit member requests a job share by the below deadline and is unable to find a second unit member to job share with, the District will post the potential position. This posting does not guarantee the interested unit member will be granted a job share.

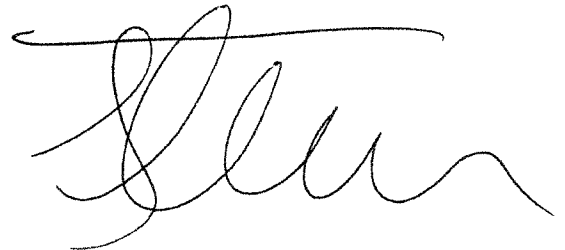
14.7.2 Requests to participate in a job share position shall be submitted by ~~March~~ May 1st of the school year prior to the intended job share.

14.7.4 The district may, after ~~March~~ May 1st, at its sole discretion accept late job share proposals that are judged to be in the best interest of the pupils and programs of the district.

For Dist

A handwritten signature in black ink, appearing to read "Mark J. [unclear]", written below a horizontal line.

For PATU

A handwritten signature in black ink, appearing to read "J. [unclear]", written below a horizontal line.

For visit *Walter*

T.A.

For PATU

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14.3.1 Members of the Association shall be involved in the development of the Bell Schedule and Master Schedule for the following school year, and site teacher leadership shall provide formal input ideally by June 1, no later than July 1.

already T-12

The bell scheduled is defined as the start and end times of the instructional day, as well as other daily scheduled periods, including the start time and end time of class period, lunch, etc. The Master Schedule is defined as the listing of classes offered and at which times, as well as which teachers are assigned to teach each class offering.

14.4 Duties

14.4.1 A new teacher may be required to perform services, including attendance at professional development opportunities or orientation with the site administrator, for up to five (3) days before the first day of required student attendance. Unit members who attend the above days will be compensated at their daily rate.

[Handwritten signature]

14.4.1.1 A "new teacher" is defined for these purposes as a probationary 1, temporary, or long-term substitute teacher. A probationary 2 teacher may be required to attend at District discretion.

14.4.2 A teacher who has been previously employed in the District ("returning teacher") shall be required to perform services in accordance with the adopted calendar. It is expected that the teacher will do those things necessary prior to the opening of school so that on the first day of student attendance the following conditions exist:

14.4.2.1 Classroom will be organized and arranged in an attractive, ready-to-begin manner.

14.4.2.2 Instruction begins on the first day. *preparation*

14.4.2.3 A returning teacher shall be allotted an optional and additional 7.5 hours to use for classroom preparation on days without instruction: either before the start of the school year, during breaks, on weekends, etc. This extra preparation time must be recorded by the teacher on a supplemental form, and shall be compensated at their hourly rate. When completing time sheet this article must be noted.

[Handwritten signature]

14.4.3 The school year may be extended up to five (5) additional work days beyond the District calendar in the event of unforeseen cancellation during the regular school year, to conduct classes to meet State required days of student attendance. A teacher who works beyond their contracted number of days established on the official school calendar, shall be compensated at a daily rate equal to their placement on the salary schedule.

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14.3 Master Schedule

14.3.1 Members of the Association shall be involved in the development of the Bell Schedule and Master Schedule for the following school year, and site teacher leadership shall provide formal input ideally by June 1, no later than July 1. The Bell Schedule is defined as the start and end times of the instructional day, as well as other daily scheduled periods, including the start times and end times of class periods, lunch, etc. The Master Schedule is defined as the listing of classes offered and at which times, as well as which teachers are assigned to teach each class offering.

For DISL

Wan J. Jatts

For PATU

[Signature]

14.3 Master Schedule

14.3.1 Members of the Association shall be involved in the development of the Bell Schedule and Master Schedule for the following school year, and site teacher leadership shall provide formal input ideally by June 1, no later than July 1. The Bell Schedule is defined as the start and end times of the instructional day, as well as other daily scheduled periods, including the start times and end times of class periods, lunch, etc. The Master Schedule is defined as the listing of classes offered and at which times, as well as which teachers are assigned to teach each class offering.

For Dist: *[Signature]*
For PATU: *[Signature]*

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22.3 Personal Necessity

22.3.1 Unit members shall submit notification and request for personal necessity leave to their immediate supervisor at least one (1) week prior to the beginning date of the leave, except where extenuating circumstances make this impossible.

22.3.2 Personal necessity may be used for the following reasons:

22.3.2.1 Death or serious illness of a member of the unit member's immediate family, other relatives or close/important relationships of the employee.

22.3.2.2 An accident involving the person or property of the unit member or unit member's immediate family which requires the unit member's immediate attention.

22.3.2.3 Appearance in any court or before any administrative tribunal as a litigant, party, or witness under subpoena or any order made with jurisdiction.

22.3.2.4 Personal business of a serious nature which the employee cannot disregard and cannot take care of outside of the workday.

22.3.3 "No-Tell" Days" Seven (7) personal necessity days per school year may be taken at the discretion of the unit member who shall not be required to provide verification documentation or explain the underlying reason for the leave but shall provide at least one (1) week advance notice, except where extenuating circumstances make this impossible. ~~However, these days may not be used to extend a holiday and~~ The unit member shall obtain ~~try obtaining~~ a substitute to provide service for the day of absence. If no substitute is obtained, the unit member shall not take the day off.

22.4 Bereavement Leave

22.4.1 A unit member shall be granted leave up to six (6) days of leave for the death of any member of the unit member's immediate family, as defined in AR 4161.2(a), without loss of pay or deduction from other leave benefits found in this Article. Such days need not be taken in consecutive order.

22.5 Jury Duty/Witness Leave

22.5.1 Unit members may be granted leave, without loss of pay, to appear in court as a witness, other than as a litigant, or to respond to an official order from duly authorized government agencies, for reasons not brought about by connivance or misconduct of the employee, or to serve as a juror.

- 22.7.2 The Association shall reimburse the District for all compensation paid the unit member on account of the leave granted in section 22.7.1 above. If a substitute is hired, the Association shall reimburse the District for the substitute's salary.
- 22.7.3 The Association member requesting such leave must notify their immediate supervisor at least two weeks in advance of the leave. In unforeseen circumstances which do not allow for such advance notice, the leave may be taken with the prior approval of the Superintendent, contingent upon the District being able to secure an adequate substitute, if one is appropriate to the duties.
- 22.7.4 All such leave must be taken on a full-day or half-day basis.
- 22.7.5 Such leave may not be utilized to participate or assist in concerted activities in this or other Districts.
- 22.7.6 This leave is fixed at fifteen (15) days per fiscal year and unused leave does not accumulate from year-to-year.
- 22.7.7 Such leave shall be tracked on District leave forms.
- 22.7.8 The Association shall provide a list of officers at the beginning of each school year.

22.8 Donation of Sick Leave

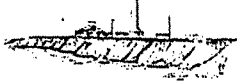
On forms prepared and approved by the District, any unit member may donate up to five (5) days accumulated, unused sick leave days, in full-day increments to a specifically named unit member who has suffered a long-term illness or disability and who has exhausted all fully paid leaves. Donated sick leave day(s) will be prorated from the donor(s) equitably. No unit member may donate more than five (5) days in any school year (July 1 through June 30).

See APPENDIX G for eligibility.

The Association agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind related to any attempt by a unit member to retrieve donated sick leave used by another unit member pursuant to this provision. The Association also agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind which attempts to challenge in any way the legality or enforcement of this provision.

The Association agrees to indemnify and hold harmless the District from any loss or damages arising from the implementation of this provision.

In the event of any grievance, claim or lawsuit challenging the legality or enforcement of this provision, the District may terminate this provision upon written notice to the Association.



SICK LEAVE DONATION FORM

Part I – Donating Employee’s Information

Name:	Date:
Position:	School:
Name of Individual to Receive Donation:	Number of Days/Hours Donated:

Purpose of the District Sick Leave Donation Program: The Sick Leave Donation Program is established to provide a process whereby employees may donate eligible sick leave to other employees whose leave benefits have exhausted but who need to be absent from work for an extended time because they have a long-term illness or disability.

Purpose of the Sick Leave Donation form: To allow a qualifying employee to donate up to five days per year to a specific employee who has experienced a long-term illness or disability.

Eligibility: All certificated employees who have more than 37.5 hours of sick leave.

Accumulated

Part II – General Information

In order for an employee to receive donated sick leave, the Human Resources Office will establish that an employee has met all conditions and that a request for donated leave exists. For this to happen, all of the following conditions must be met:

- The employee illness is a long-term illness or disability and is confirmed in writing by a physician chosen by the employee but subject to reconfirmation by the district physician if necessary.
- The employee has exhausted all forms of paid leave (e.g., sick leave).
- The employee is unable to perform the essential functions of his or her job held at the time of the illness or disability.
- The employee is not on probationary status.
- Pre-approval of Superintendent.

Agreement: I voluntarily agree to donate the number of hours or days of sick leave to the individual as listed in Part I of this form. I understand that once this form is submitted and approved, the leave transfer will be permanent. I understand that if any leave is not used, it will be returned to my leave balance. I understand that this will be credited as leave used for the year.

Part III - Approval

I have reviewed this Sick Leave Donation Form and recommend that it be approved. The employee meets the criteria for donating sick leave and understands the policy.

 Signature of Superintendent

 Date

For office use only: Human Resource Approval: ___ Approved ___ Disapproved with Reason:

22.14 Hazardous Road Conditions

- 22.14.1 Two (2) school closure days will be built into the school calendar. If unused, they will be returned according to the board adopted calendar.
- 22.14.2 On days when conditions require road closure but do not require school closure, the following procedures will be implemented:
 - 22.14.2.1 An employee who is unable to reach their work site, or who must leave early in order to get home due to extremely hazardous and/or impassible road conditions, shall not lose leave and/or compensation.
 - 22.14.2.2 Teachers who remain behind to serve students or are on-site when many staff cannot get to work due to weather or other hazardous conditions, shall receive an additional one-half (1/2) of their daily rate for the day.
 - 22.14.2.3 Any time students are sent home early, an employee may notify their immediate supervisor and leave if their residence is in the same area where the dismissed students live.
 - 22.14.2.4 On days when an employee is not able to get to work for the start of the work day, if conditions change by 11:00 AM on the impacted day, employees are expected to return to work. If they do not return to work then the person is either docked pay for the day or must use applicable leave for the day.

The district will contact employees via phone or *One Call Now* in this situation. If an employee chooses not to return to work, they will be charged personal leave for the hours missed. It is understood that the "hours missed" is the time missed after the start time established at the time of the phone call.

22.15 Travel & Study Leave

- 22.15.1 A leave of absence for travel and study may be granted at the Board's discretion for purposes of travel, study, or related work experiences. A leave for study and travel will normally be approved only if the certificated employee incorporates a plan of study or research in an area related to self-development in order to maintain skills and improve professional competence.
- 22.15.2 To be eligible for this leave, a certificated employee shall have rendered at least eight (8) consecutive years of service to the District.
- ~~22.15.3~~ 22.15.3 The Board of Trustees shall grant no leave for travel and study that exceeds one (1) year.