

Tentative Agreement
Between the
Point Arena School District
And
California School Employees Association and its South Coast Ch. 343

May 19, 2026

The Parties agree to the following:

- Article 7: Insurance Coverage (see attached)
 - Update language
 - The parties agree to increase the H&W cap from \$18,010 to \$19,740.
- Article 8: Holidays (see attached)
 - Add Christmas Eve for 10 and 12 month employees
 - Add New Year's Eve for 12 month employees
 - Define holiday language as follows: 10 month employees will receive 11 holidays and 12 month employees will receive 14 holidays.
- Article 23: Artificial Intelligence and Automation Protections (see attached)
 - Add new language to the CBA to cover AI in the district

The parties agree to a 3% compensation increase to the classified salary schedule starting with the 26/27 school year.


~~The parties agree to add 5 steps to the classified salary schedule.~~



The parties agree to change the Administrative Assistant I work calendar from 181 days to 192 days.


The parties agree to add Graduate Degree Recognition, previously approved by CSEA, the classified salary schedule. "A teacher who has a Master's Degree shall receive the negotiated amount added to their basic salary rate. A teacher who has a Doctorate shall receive the negotiated amount added to their basic salary rate, and an additional \$500 for an additional Master's or Doctoral degree (maximum of \$1500 or \$2500).


Shasta Rasmusen, Chapter President

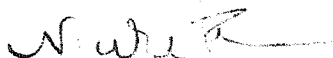

Warren Galletti, Superintendent


Mariyah Ortega, Negotiator


Dunnell Daleuski, District Negotiator


Mia Ritchie, Negotiator


Ann Sanchez, Negotiator



Tentative Agreement

CSEA Proposal #1

Date: 5/19/26 Time: ____

ARTICLE 7 INSURANCE COVERAGE

7.1 EMPLOYEE AND DEPENDENT INSURANCE COVERAGE: The district shall offer health insurance for full-time employees and their dependents for twelve (12) months per year pursuant to the health insurance plan. Effective July 1, 2026, ~~increase~~ the District annual contribution to health/welfare benefits for eligible unit members shall be ~~by \$1000.00 making new cap \$18,010.00~~ \$19,740.00 per year, prorated for employees who are less than .85 FTE. This cap constitutes the total District-paid portion of the medical benefits package, which includes medical, dental and vision coverage. Any medical benefit expenses beyond \$19,740.00 ~~14,120~~ are the responsibility of the employee.

~~7.1.1 For eligible insured who are employees as of July 1, 2013, an increase in the medical benefits cap to \$14,120 (an increase of \$500 over current cap), prorated for employees who are less than .85 FTE, per Staywell language. This cap constitutes the total District-paid portion of the medical benefits package, which includes medical, dental and vision coverage. Any medical benefit expenses beyond \$14,120 are the responsibility of the employee. The \$500 increase in District-paid medical benefits eliminates the side fund account that used to pay a portion of the deductibles, but increases the District contribution toward the premiums by \$500. Employees are responsible to pay all deductibles.~~

~~Effective July 1, 2019, increase the annual District contribution toward health/welfare benefits for eligible unit members by \$475.00 to \$15,800.~~

~~Effective July 1, 2020, the District's annual contribution to health/welfare benefits for eligible unit members by \$205.00 to \$16,005.00 per year.~~

~~Effective July 1, 2021, increase the District annual contribution to health/welfare benefits cap by \$235 to \$16,240.00 for eligible unit members.~~

~~Effective July 1, 2022, increase the District annual contribution to health/welfare benefits for eligible unit members by \$235.00 making new cap \$16,475.00 per year.~~

~~Effective July 1, 2024, increase the District annual contribution to health/welfare benefits for eligible unit members by \$235.00 making new cap \$17,1010.00 per year.~~

7.1.2 The District's total annual obligation for health and welfare benefits shall be limited to the current negotiated agreement.

7.1.3 An employee on any Board approved leave without pay, shall have the option to continue to receive employee benefit coverage for the period of the leave upon a month to-month reimbursement by the employee to the District at the group rate. The District will make no contribution towards employee health/vision or dental insurance programs for an employee on Board approved leave of absence without pay.

7.1.4 For the duration of this Agreement, should an employee's employment terminate, he/she shall be entitled to continue the coverage under the available health/vision and dental plans for a period of three months at his/her own expense.

7.1.5 When employees separate from the District they have the option to enroll in COBRA for 18 months at their expense.

7.1.6 Any employee working 50% of full time or more (this is length of day) will be eligible to receive benefits on a pro rata basis as per Staywell policy.

7.1.7 All requests for continued coverage by retiring or part-time employees shall be submitted in writing thirty (30) days prior to the end of the fiscal year.

7.1.8 Retired district employees may continue membership in any of the District's group medical and related fringe benefit plans at the retiree's expense. This section is subject to the approval of the insurance carrier.

7.1.9 The parties recognize that health insurance carriers or plans may be changed. In the event of such changes in carriers, the parties agree to meet and negotiate the impact of any such changes and explore possible alternatives to the change. Changes or contemplated changes in dental and vision insurance carriers or plans shall be subject to collective bargaining negotiations, during which the parties agree to discuss the impact of any such change or contemplated change and agree to explore the possible alternatives to the change or contemplated change.

7.2 STATE DISABILITY INSURANCE:

The District agrees to provide a program of disability insurance equal to the State program for all employees, such program to be funded by the employees through payroll deduction. Processing of all aspects of the disability insurance program will be according to current California State law. This program shall provide for a coordination of disability insurance basic benefits and accumulated sick leave to the effect that there shall be deducted from the employee's accumulated sick leave only that portion of a day's leave which, when combined with the disability insurance benefit, equals a regular day's pay, for each day of absence during which the employee is eligible to draw disability insurance benefits.

7.2.1 An employee receiving benefits under this provision shall endorse and promptly deliver to the District all disability insurance basic benefit debit card. The District shall, in turn, issue the employee normal payroll deductions from that portion of the warrant amount in excess of the disability insurance basic benefit amount. At no time is the employee entitled to have more monies than their regular income. Disability benefits will be combined with regular pay and the employee may be requested to endorse benefit card to the District.

7.3 RETIREES BENEFITS:

A bargaining unit employee who was hired prior to September 1, 2004 and has attained age sixty (60) or greater and who has served not less than twenty (20) calendar years with the District, who takes a service or disability retirement with PERS, may choose between one of the following two options:

7.3.1 The employee shall continue to receive District contributions for health insurance until age sixty-five(65). The District's annual contribution shall be the same amount as the employees' last year of service (example: 2013-2014: \$14,120 per FTE).

7.3.2 The employee may take a one-time cash benefit of \$36,000 (prorated per FTE), paid out in three equal annual installments over three years. The first installment will be paid in the next payroll following the date the retirement takes effect, provided the District receives written notice of retirement at least 60 days prior to the date of retirement. The second and third installments will be paid on the payroll date immediately following the anniversary date of retirement. Option 2 is available

only to employees who retire by the last day of the quarter following the quarter in which the employee turns sixty (60) years old.

In the event the retiree receiving this benefit dies prior to receiving the full amount of the benefit he/she has chosen, retiree benefits as described in this article are not transferable to employee's heirs, spouse or domestic partner as defined by the District.

Date Signed 5/19/26

Shasta Rasmusen 5/19/26
Shasta Rasmusen, Chapter President

Warren Galletti 5/19/26
Warren Galletti, Superintendent

Mariyah Ortega 5/19/26
Mariyah Ortega, Negotiator

Dunnell Daleuski
Dunnell Daleuski, District Negotiator

Mia Ritchie 5/19/26
Mia Ritchie, Negotiator

Ann Sanchez 5/19/26
Ann Sanchez, Negotiator

Mariyah Ortega, Negotiator

Nicole Frazer
Nicole Frazer, Labor Relations Representative

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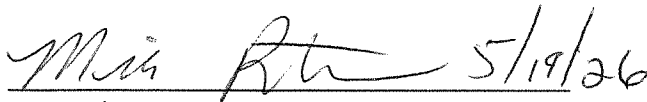
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Ann Sanchez, Negotiator

ARTICLE XVII: ARTIFICIAL INTELLIGENCE (AI) AND AUTOMATION PROTECTIONS

1. **Definition:** "Artificial Intelligence (AI)" includes any software, system, or tool that performs tasks traditionally performed by bargaining unit members, including but not limited to generative AI, machine learning systems, automated decision-making tools, and data analytics platforms.
2. **Mandatory Bargaining:** The District shall not introduce, implement, or expand the use of AI that impacts bargaining unit work, wages, hours, or working conditions without first providing notice and completing negotiations with the Union.
3. **No Displacement / Job Protection**
 - a. AI shall not be used to eliminate, reduce, or displace bargaining unit positions.
 - b. No layoffs, reductions in hours, reassignments, or layoffs-in-lieu-of-attrition shall occur as a result of AI implementation.
 - c. Work historically performed by bargaining unit members shall not be reassigned to AI or non-unit personnel.
4. **Work Preservation:** All duties currently performed by bargaining unit members shall remain bargaining unit work. The District shall not subcontract, privatize, or automate such work through AI without agreement from the Union.
5. **Employee Rights & Protections**
 - a. No employee shall be disciplined or evaluated based on AI-generated data or recommendations without human review.
 - b. Employees shall not be required to use AI tools without training and mutual agreement.
 - c. Use of AI shall not infringe on employee privacy rights or result in increased surveillance.
6. **Training and Compensation**
 - a. Any required use of AI should include paid training during work hours.
 - b. If AI use creates new duties or skills, the Union shall bargain over appropriate compensation.
7. **Data Privacy & Security**
 - a. AI systems should not collect, store, or analyze employee or student data without full transparency and Union review.
 - b. The District shall comply with all applicable privacy laws and negotiate impacts related to data use.
9. **Transparency:** The District shall:
 - a. Disclose all AI tools in use or under consideration, whenever possible
 - b. Provide the Union with advance notice (at least 60-90 days)

c. Share impact assessments upon request

10. Joint AI Committee: A joint labor-management committee shall be established to:

- a. Review proposed AI tools
- b. Monitor impacts on workers

Date Signed: 5/19/2026

Shasta Rasmusen 5/19/26

Shasta Rasmusen, Ch. President

Mia Ritchie 5/19/26

Ann Sanchez, Negotiator

Ann Sanchez

Mia Ritchie, Negotiator

Mariyah Gevas 5/19/26

Mariyah Gevas, Negotiator

Nicole Frazer

Nicole Frazer, Labor Relations Representative

Warren Galetti 5/19/26

Warren Galetti, Superintendent

Dunnell, District Negotiator

Dunnell

Tentative Agreement

8.1 Scheduled Holidays:

The District agrees to provide all employees with the following paid holidays subject to the eligibility requirements as outlined in 8.54. Ten (10) month employees shall receive 11 paid holidays, and twelve (12) month employees shall receive fourteen (14) days.

8.1.1 New Year's Day	1 st day of January
8.1.2 Martin Luther King's Day	3 rd Monday in January
8.1.3 Lincoln's Day	2 nd Monday in February
8.1.4 President's Day	3 rd Monday in February
8.1.5 Memorial Day	Last Monday in May
8.1.6 Juneteenth	June 19 th
8.1.7 Independence Day	July 4 th
8.1.8 Labor Day	1 st Monday in September
8.1.9 Veteran's Day	November 11 th
8.1.10 Thanksgiving Day	(Thursday proclaimed by the President)
8.1.11 Day after Thanksgiving	(Admission Day Alternative)
8.1.12 Christmas Eve	24 th day of December
8.1.13 12 Christmas Day	25 th day of December
8.1.14 New Year's Eve	31 st day of December

8.2 WINTER BREAK HOLIDAY FALLING ON A WEEKDAY ~~TUESDAY, WEDNESDAY, OR THURSDAY:~~

For twelve (12) month employees ~~In addition,~~ when Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day fall on a weekday, ~~Tuesdays, Wednesdays, or Thursdays~~ the preceding or succeeding weekday will be observed. ~~Monday-Tuesday or succeeding Friday shall be a paid holiday for twelve (12) month employees.~~

8.3 WINTER BREAK HOLIDAY FALLING ON A WEEKEND

For 12-month employees when a winter break holiday falls on a Saturday, the preceding or succeeding two non-student days shall be observed. When a winter break holiday falls on a Sunday, the preceding or succeeding two non-student working days shall be observed.

8.4 HOLIDAYS ON SATURDAY OR SUNDAY NOT INCLUDING WINTER BREAK:

When a holiday falls on a Saturday, the preceding workday not a holiday shall be deemed the holiday. When a holiday falls on a Sunday, the following workday shall be deemed to be that holiday.

8.54 HOLIDAY ELIGIBILITY:

Except as otherwise provided in this Article, an employee must be in paid status on the working day immediately preceding or succeeding the holiday to be paid for the holiday. Employees who are not normally assigned to duty during the school holidays of Christmas Day and New Year's Day shall be paid for those holidays provided that they were in a paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period.

Date Signed: 5/19/2026

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