

**TENATIVE AGREEMENT BETWEEN  
PALO ALTO UNIFIED SCHOOL DISTRICT AND  
PALO ALTO EDUCATORS ASSOCIATION**

**October 27, 2021**

**ARTICLE II**

**Term**

This Agreement shall remain in full force and effect from the date it is adopted by the District and the Association through June 30, 2024.

1. The Association shall submit its proposals to modify, amend or terminate specific sections of this Agreement for the successor Agreement no later than May 15<sup>th</sup> of the last year of the agreement.
2. The District shall respond and submit its proposals to modify, amend or terminate specific sections of this Agreement no later than May 15<sup>th</sup> of the last year of the agreement.
3. The parties agree to reopen negotiations on Article VI (Compensation & Benefits) and two other articles of each party's choice for ~~each year of the~~ **second (2022-2023) and third (2023-2024) years of the agreement. PAEA and the District have a signed agreement for Article VI, Compensation and Benefits for the 2021-2022 school year which was board approved on May 25, 2021, and continue to bargain over the remaining articles opened by either party for the 2021-2022 school year.**
  - a. **The parties agree to change the Article VI.C.4.b, Article VI.C.4.b.1, Article VI.C.4.b.2, and Article VI.C.4.b.3 to reflect the increase in the District's health and welfare contribution multiplier for eligible employees.**
4. Upon receipt from the parties hereto of a timely request to modify, amend or terminate specific sections of the Agreement, the other party shall have ten (10) days to respond. Such requests to negotiate shall affect only those sections identified. Exceptions to this shall be in order to adjust any technical flaws or inconsistencies.

FOR PAUSD



11/10/21

Trent Bahadursingh                      Date  
Deputy Superintendent

FOR PAEA



Teri Baldwin                      Date  
PAEA President