

**Memorandum of Understanding**  
**Between the**  
**Pittsburg Education Association**  
**And the**  
**Pittsburg Unified School District**  
**2024-2025**

**Mandatory Online Training and Extended Staff Meeting Time**

The Pittsburg Unified School District (District) and the Pittsburg Education Association (PEA); herein known as the “Parties” agree that Mandatory Online Trainings must be completed in a timely manner. The Parties also agree that since Online Trainings have timelines, it is best to complete these online trainings outside of the duty day in order to have uninterrupted time at the start of the school year to meet with staff and prepare for students. To that end, the Parties agree to the following Pilot MOU:

1. For the 2024-2025 School Year only, the District and PEA agree that compliance with Article 6.1.1 shall occur as follows:
  - a. Faculty meetings that extend beyond the contracted workday shall not occur more than once every other week and shall not exceed sixty (60) minutes past the contracted hours.
2. For the 2024-2025 School Year only, the District and PEA agree that compliance with Article 6.5 shall occur as follows:
  - a. All bargaining unit members shall be required to complete the District designated mandated 2024-25 online safety trainings (see below) within 60 calendar days of the start of the school year or the start of the bargaining unit member’s hire date. The bargaining unit member shall complete the required online training outside of their regular work year and/or workday and shall be paid one additional day of pay at the unit member's per diem rate of pay. This additional day of pay shall be given on the next available pay warrant after the member has completed all required trainings.
  - b. Bargaining unit members who are on approved leaves shall not be required to complete trainings until their return to work duty begins. Once returned to work duty, the bargaining unit member shall have 60 calendar days to complete training.
  - c. Online trainings shall be available for members to complete beginning in July 2024.
3. Required Trainings for 2024-25 and time need to complete trainings may include the following courses listed in the table below, and shall not exceed 6 hours and 50 minutes. Courses listed in the table are an example of anticipated required courses, but are subject

to change. If the District is required by State Law or Education Code to complete more required trainings, the bargaining unit and the district shall meet to negotiate the effects, if those new required trainings exceed 6 hours and 50 minutes.

<b>Training Title</b>	<b>Time Needed to Complete Training</b>
Mandated Reporter: Child Abuse and Neglect (California Full Training)	36 minutes
Blood Borne Pathogen Exposure Prevention (California Full)	21 minutes
Boundary Invasion (full)	29 minutes
Cal-OSHA COVID-19 Protection Plan Training (California Full Training)	20 minutes
Making Schools Safe and Inclusive for LGBTQ Students (California Full Training)	36 minutes
Sexual Harassment Prevention for Non-Managers (SB1343 California Full Training)	60 minutes
Title IX Responsible Employee Training (Custom)	21 minutes
Youth Suicide: Awareness, Prevention and Postvention (Full Training)	39 minutes
Cybersecurity Overview (Full Training)	15 minutes
Other District Training	120 minutes
<b>Total Anticipated Time</b>	<b>6 hours and 37 minutes</b>

4. Since this MOU is created to address a bargaining need of both Parties and is only for the 2024-25 school year, the Parties agree to meet by November 2024 to discuss whether to move this MOU to the Collective Bargaining Agreement, renew the MOU for an additional year, or consider other alternatives. Any decisions made by the bargaining parties shall be ratified. If no agreement or decision is made, the parties will revert to current contract language on June 30, 2025.
5. At any time if any Party needs to meet to bargain any issues regarding the MOU in 2024/25, the bargaining Parties shall meet to resolve the issues.
6. This MOU shall sunset on June 30, 2025.

**For the Association:**



**Celia Medina-Owens**  
PEA President

Date: 25/22/2024

**For the District:**



**Nancie Castro**  
Asst. Superintendent

Date: 5/3/24