

Bargaining Update

MARCH 2024



Dear PEA,

We know it's been a long time since you've received a bargaining update. We declared impasse and began the mediation process in November. Because we are in mediation, we are unable to discuss specific proposals.

As you head off to your much-deserved spring break, we would like to present this information about the process, the facts behind bargaining, and what to expect when we come back from break.

Bargaining alone can't accomplish the best for you and your students without your support and participation.

In Solidarity,
Your PEA Bargaining Team

East Bay Associations

Local Chapter	Management Offers (outside of mediation)	Where they are in their bargaining process
Antioch EA	6.5%	Impasse/Mediation
Byron Teachers Association	4%	Bargaining for 23/24
CCCSEA	4%	Impasse/Mediation
Clayton Valley Classified	4% on, 4% off	Impasse/Mediation
Clayton Valley EA	4% on, 4% off	Fact Finding
Dublin	6%	Settlement Ratified
John Swett	7.07%	Impasse/Mediation
Lafayette	13%	Settled
Martinez	3%	Fact Finding
Moraga	7.5%	Settled
Mount Diablo EA	9%	Settled for 24/25
Oakley	6%	Settled
Orinda	6%	Settled
Piedmont	9.2% (over 3 years)	Impasse/Mediation
Pittsburg EA	0%	Impasse/Mediation
Pleasanton	10%	Settlement Ratified
Richmond	0%	Impasse/Mediation
San Lorenzo	6%	Bargaining
San Ramon	6%	Settled

Facts about COLA

It is the cost-of-living adjustment based on the Consumer Price Index (CPI); it is **not** a raise!

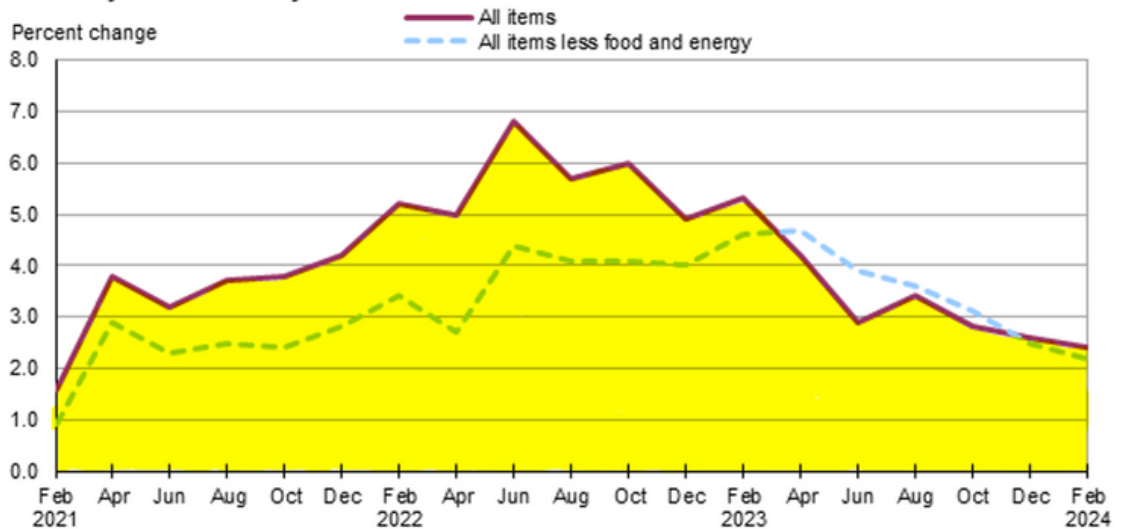
COLA

COLA	Estimated COLA (at Governor's Budget)	Statutory COLA (at May Revision)	Funded COLA (at Budget Act)
FY 2024–25	0.76%	TBD May 2024	TBD June 2024
FY 2023–24	8.13%	8.22%	8.22%
FY 2022–23	5.33%	6.56%	6.56% ¹
FY 2021–22	1.50%	1.70%	2.70% ²

[CA Dept. of Education \(CDE\) Information on COLA](#)

Remember: we feel the effects of **cumulation** of the inflation increases, i.e. the **area** under the curve, shown on the right.

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, February 2021–February 2024



Source: U.S. Bureau of Labor Statistics.

¹ Governor Newsom Signs 2022-23 Budget

June 30, 2022

Elizabeth Esquivel & Andrea Ball

Local Control Funding Formula

Final Budget: Provides the statutory cost-of-living adjustment (COLA) of 6.56% and an additional 6.28% to district LCFF, totaling \$9 billion increase to school district and charter school LCFF funding, including a 13% base to the formula.



The 6.28% augmentation was additional **revenue** for the District for that year.

What to expect after the break

- Passing fliers out to parents and community members so that they can stay informed
- Showing up to Board Meetings - and delivering Janet her Letter of No Confidence
- Day of the Teacher
(Don't forget to vote on venue!)

Overview: Proposals Exchanged

Date	PEA	Management
Aug 25	Proposed Article 6: Hours of Employment	
Sept 21	Proposed Article 13: Salary	
Oct 18	Proposed Article 7: Leaves Proposed Article 9: Transfer and Reassignment Procedures Proposed Article 11: Safety Conditions	Countered Article 7: Leaves
Oct 26	Countered Article 7: Leaves	Countered Article 6: Hours of Employment Countered Article 9: Transfer and Reassignment Procedures
Nov 6	Countered Article 9: Transfers and Reassignment Procedures	Countered Article 7: Leaves Countered Article 11: Safety Conditions
Nov 16	Proposed Article 27: Special Education Countered Article 7: Leaves Countered Article 11: Safety Conditions Declared impasse	Countered Article 9: Transfer and Reassignment Procedures Countered Article 7: Leaves Countered Article 11: Safety Conditions

Where we left off

These are the points of contention just before mediation.

Article 6: Hours of Employment

- No pay for 504s, IEPs, SSTs during prep.
- Elementary coverage not equitable.

Article 7: Leaves

- Increasing number of consecutive sick days without a doctor's note.

Article 9: Transfers and Reassignments

- Seniority is not prioritized for transfers.

Article 13: Salary

- 0%. Management had made no salary offer.

Proposed Article 27: Special Education

- Cap the caseloads for Education Specialists.
- Carve out time for case management and assessment paperwork.

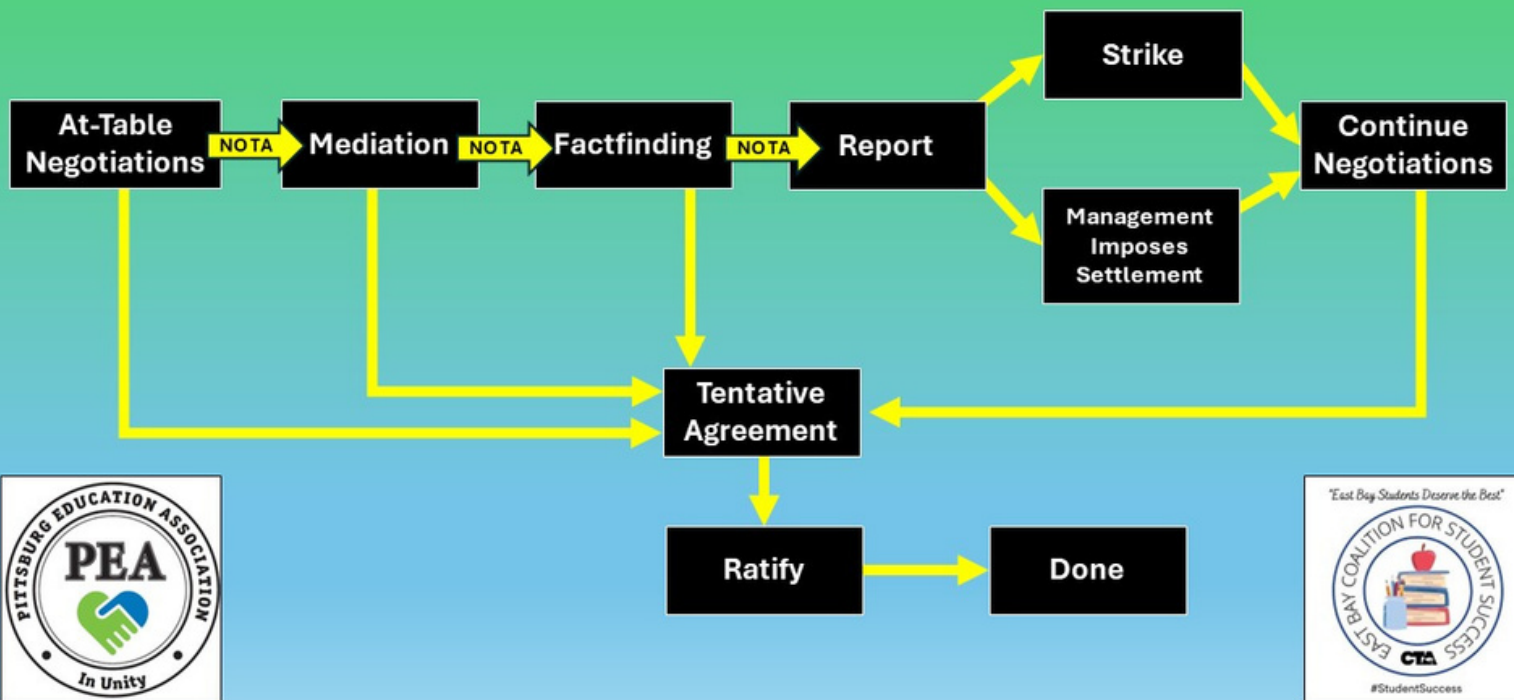
Proposed MOU: Community Schools

- PEA demands to have a say in how grant funding is allocated at the community school sites.

Fact-finding in the Bargaining Process

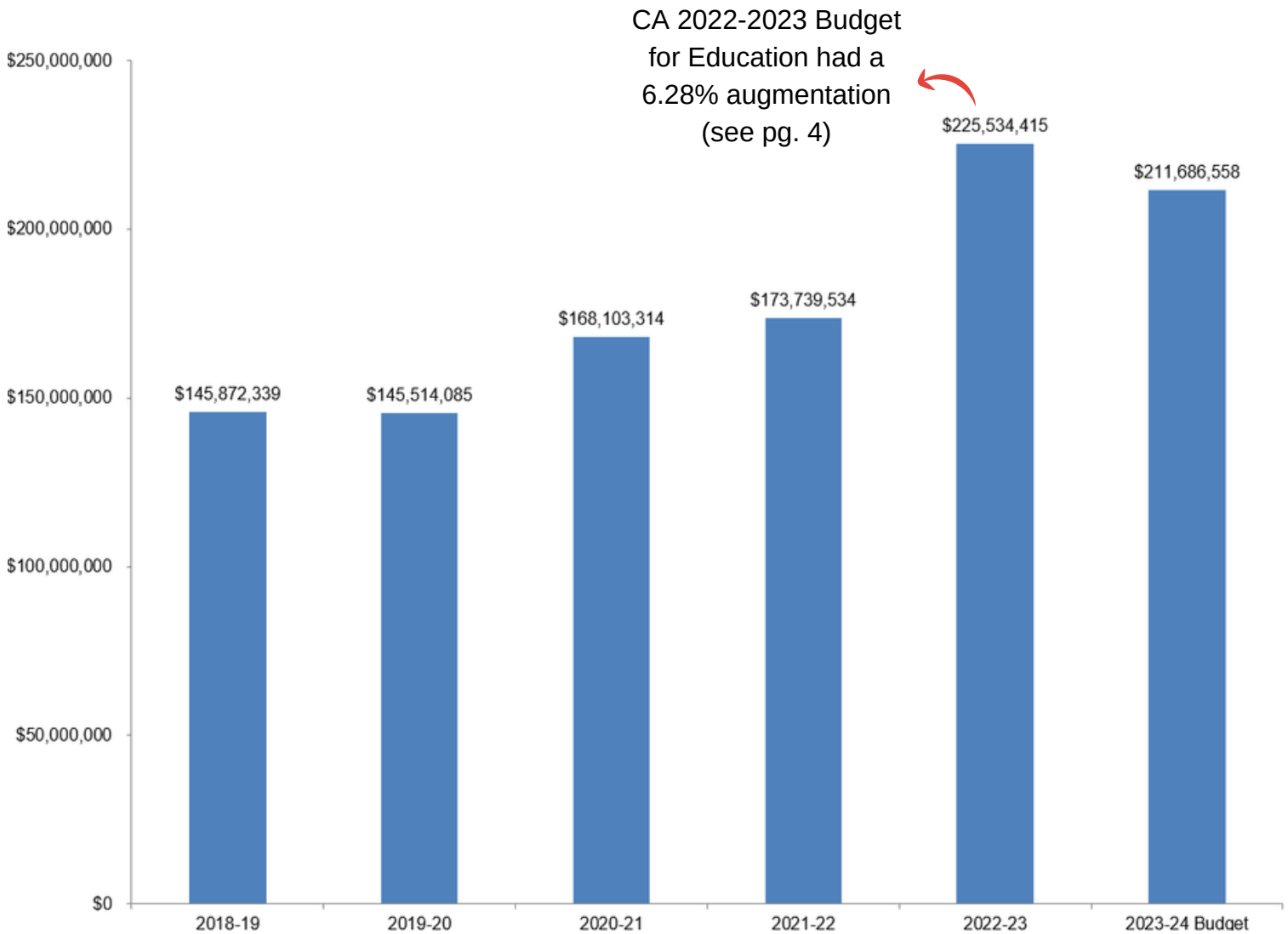
If we do not vote to strike upon fact-finding, the District can legally impose their **last, best, and final** offers prior to mediation. For us, that could mean a **0%** salary increase.

Collective Bargaining Process



“NO TA” = No Tentative Agreement

PUSD Total Revenues 2018-present



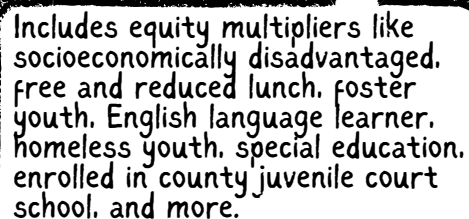
Pittsburg is no longer a district that is poorly funded. Where does this money come from?

LCFF, COLA, and the ADA

A lot of acronyms, we know.

The LCFF is the **local control funding formula (LCFF)** which determines the amount of funding to which each district is entitled. It is based on the **average daily attendance (ADA)** of our total enrollment and other adjustors based on our population's demographics. The **cost-of-living adjustment (COLA)** is also a large factor to adjust the LCFF revenue accordingly.

$$\text{LCFF} = \left[\text{Base Amount} \times \text{ADA} \times \text{COLA} \right] + \left[\text{Other Adjustors} \right]$$



Includes equity multipliers like socioeconomically disadvantaged, free and reduced lunch, foster youth, English language learner, homeless youth, special education, enrolled in county juvenile court school, and more.

Is Pittsburg's enrollment going to decline? Does this affect ADA?



No... and no.

Economic Development

Pittsburg is home to over 74,000 residents, including nearly 35,000 employed residents. By the year 2040, the City's population is projected to grow to over 100,000, and the number of employed residents is expected to grow to nearly 40,000. Though large employers are often celebrated, Pittsburg's economic base consists primarily of firms with less than 100 employees, as opposed to large corporate users.

[City of Pittsburg's Economic Development Plan](#)

Also, CDE won't let a district's LCFF drop too low from prior years.

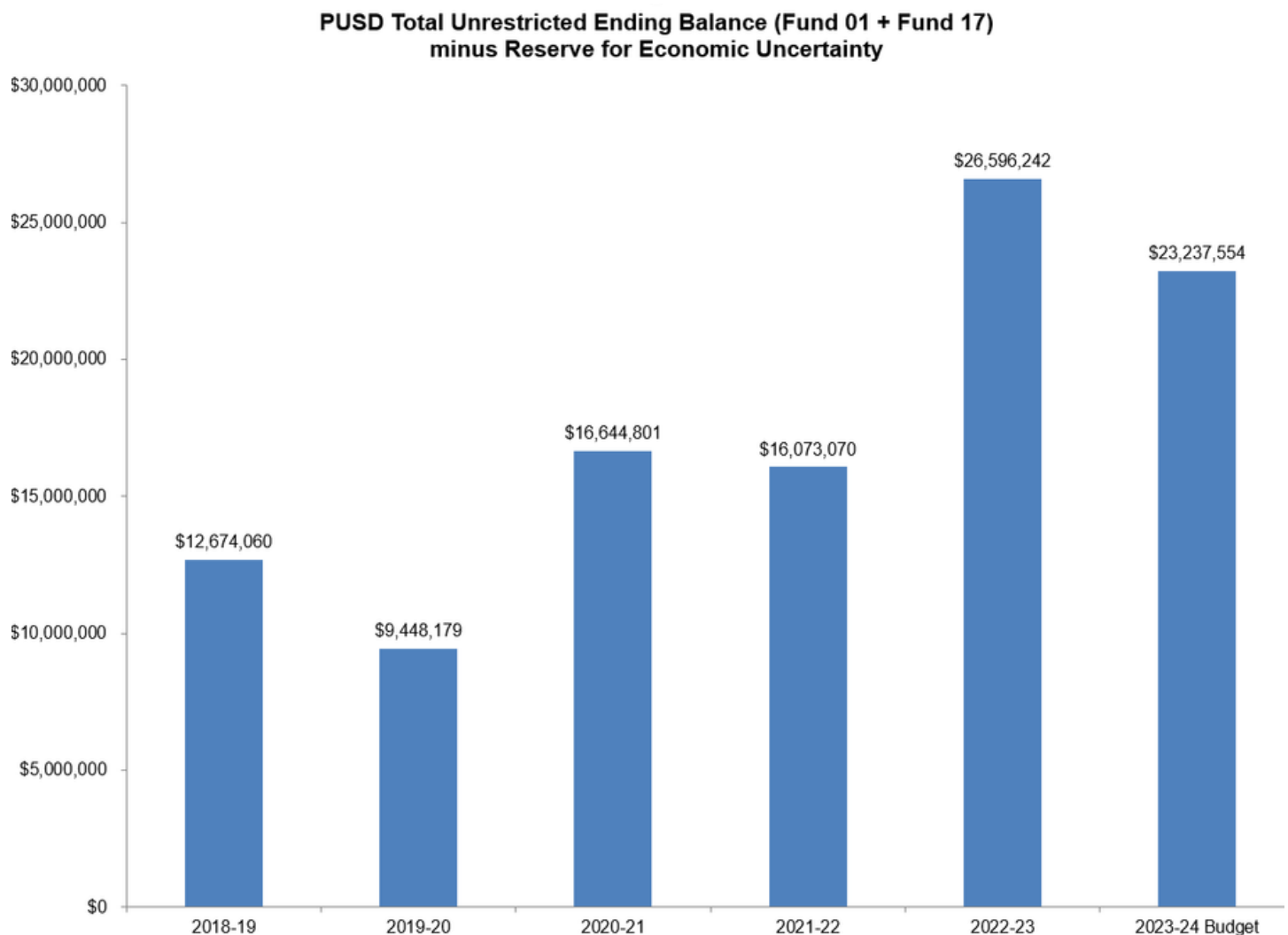
LCFF Grade Span
Base Grant

Uniform base grant for each school district and charter school based on the grade span of pupils, i.e. kindergarten through grade 3 (K-3), grades 4-6, grades 7-8, grades 9-12, multiplied by units of average daily attendance (ADA). Beginning in fiscal year 2022-23, for school districts, funded ADA is equal to the greater of current, prior, or the average of the three most recent prior years' ADA.

[CDE's LCFF Overview](#)

Our LCFF does depend on the ADA, but why does PUSD Management insist on putting the responsibility of getting students to class on our COLA?

High ending balances show that money was not spent the year prior on students.



Why is there deficit budgeting when there is no more deficit funding for PUSD?

PUSD has a higher LCFF for 2023-2024, but wants to budget less of it on educators.

