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Standing up for student success!



⚡ PEA Flashpoints ⚡

Bargaining Session #4: Thurs, 10/26/23

Today, your PEA Bargaining Team met with Management at the District Office. We brought in Michell Redfoot to discuss Special Education issues with Angelica Thomas, the District's Director of Special Education. This conversation was productive, and should result in some proposed new contract language soon. We presented our language on Community Schools, and await their response. Proposals on leaves and hours were exchanged, but **still** no offer from the district on **salary**. We are back at the table again on Monday, November 6.

Accepted language
Unresolved language

PEA Proposals

Article 7: Leaves

- Increase the days of sick leave requiring a doctor's note to increase from 3 to 5 days
- Change out-of-state travel for bereavement to travel greater than 300 miles
- Add a policy to appeal the rejection of bereavement leave
- Include a child lost to miscarriage or stillbirth to bereavement and personal necessity
- Added failed adoption, failed surrogacy, and unsuccessful assisted reproduction to personal necessity leave.

PUSD Responses

Article 6: Hours of Employment

- Adjunct hours earned prior to the first day of instruction is worth 2 points.
- Adult Ed teachers to receive prorated prep time based on weekly teaching time.
- Declined everything else proposed by PEA.

Article 9: Transfer and Reassignment Procedures

- Vacancies should include part-time positions to transfer to.
- Compensation for mileage for moving between school sites.
- Will not use seniority as a priority to grant transfers and reassignments.

PEA Proposals

Community Schools MOU

- Proposed a Community Schools Steering Committee and site-based Community Schools Committees composed of primarily family/community members, classified staff, and certificated staff.
- Proposed a \$6,000 stipend **and** a reduction for adjunct duty for certificated educators on the site-based Community Schools Committees.
- Proposed that the Community Schools Coordinator be a certificated educator.

PUSD Responses

Article 11: Safety Conditions

- Discussed but not returned.