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Standing up for student success!



⚡ PEA Flashpoints ⚡

Bargaining Session #6: Thursday, 11/16/23

IMPASSE!

Your PEA Bargaining Team met with representatives from District management today for the sixth time. After exchanging proposals but *still* not receiving a salary offer we had no choice but to declare **IMPASSE**. We will keep you informed of the impasse/mediation process as it unfolds.

It is more important than ever for every PEA member to wear your shirts and attend those meetings. Inform your colleagues of the status of negotiations and to remain updated on future actions.

When we show up, we win!

Accepted language

PEA Proposals

Article 7: Leaves

- **Tentative Agreement!** See attached.

Article 11: Safety Conditions

- Students who are possibly under the influence pose a safety concern that requires a process with administration.

Article 27: Special Education (NEW!)

- Define components of special education.
- Clarify mild/moderate and moderate/severe assignments for Special Day Class (SDC) teachers.
- Cap preschool SDC classes, Resource Specialist Program (RSP) teachers' caseloads, and SDC caseloads.
- Give RSP and SDC teachers more time to complete paperwork and to collaborate with Gen Ed teachers.
- Ensure equity in special education teacher workload across a site.

PUSD Responses

Article 7: Leaves

- **Tentative agreement!** See attached.

Article 9: Transfer and Reassignment Procedures

- Will not use seniority as a priority to grant transfers and reassignments.
- Requests for transfer remain active until transfer is filled or until June 30 of that school year.
- Known vacancies for the following school year emailed to tenured unit members as soon as they become available and to all members by March 15.

Article 11: Safety Conditions

- If a student commits a physical threat in the classroom, the teacher may request the student be immediately removed.

LABOR NEGOTIATION PROCESS

