



PEA Flashpoints

WE ARE AT IMPASSE

Once again PUSD has come to the bargaining table with nothing substantial. They refuse to give us any offers on salary and have very few counters on our other proposals. They are not bargaining in good faith. We cannot keep this cycle going. All members need to be prepared to take action and organize. PEA will be doing a virtual Town Hall and a strike vote on January 13 at 5:00pm. Come and talk about why we are doing this vote, what it means and what we can do to prevent this. We need to show PUSD that this is not acceptable!

We ask that you:

- Please show up to the board meeting at 4:45 tomorrow to speak on one of these issues: safety, salary or retaining benefits.
- Continue wearing your PEA shirts on Wednesday. Reps please take a picture and send to Celia with a number of how many folks are wearing their shirts.
- During the week of January 12, all sites will be asked to pass out parent flyers before or after school. Flyers will be provided.

If we don't unite, we can't ignite - all in or NOTHING changes

Our full proposals are available on our website: peateachers.org/bargaining, or you can access them here: <http://bit.ly/3WsY45P>

PEA Proposals

PUSD Response

Article 6: Hours of Employment (6.2 Preparation and Planning)

- Protect prep! No requirement to attend ANY meetings during preparation time.

Article 6: Hours of Employment (6.2 Preparation and Planning)

Will take back to superintendent. Different sites handle differently.

Article 8: Class Size

- Focus is on maintaining class size caps
- Eliminate contradicting practices including overage compensation
- "Caseload" and "class size" caps are synonymous and not separate numbers
- Initial assessments to be assigned equally among unit members
- Initial assessments will be included in caseload/class size maximum
- Evenly distribute the number of resource student assignments across the district

Article 8: Class Size

No response regarding caseload vs. class size

No response was given to questions regarding outside contractor cost to administer initials.

AB560 requires district to look at Initials across the district. Most times case managers receive cases from their home school, but at times they may cross to other sites to best balance.

Article 11: Safety Conditions

Declined to use specific language for today's issues, as issues change.

Article 12: Employee Benefits

No Change

Article 13: Salary

No response

Article 11: Safety Conditions

- Provide safe, sanitary working conditions
- Protection from physical or emotional violence, sexual harassment
- Ed Code 48910 suspension right of educator
- Educators shall not be docked sick days for injuries covered by Worker's Compensation
- Stronger support in the administration of student discipline
- CPI training provided for all members
- Admin govern the tone and conduct of parent/caregivers in meetings and other interactions

Article 12: Employee Benefits

- Fully paid Standard Disability salary protection plan

Article 13: Salary

- 7% salary increase, effective 7/1/25