PITTSBURG EDUCATION ASSOCIATION · TOWN HALL

Bargaining Update

Reviewing the PEA and PUSD proposals from the 11.6.26 bargaining session

11.10.26 · 5:30–6:30 PM

What was exchanged on 11.6.26

PEA proposals

- Article 4 – Grievances
- Article 6 – Hours of Employment
- Article 7 – Leaves
- Article 11 – Safety Conditions
- Article 13 – Salary

PUSD proposals

- Article 6 – Hours of Employment
- Article 7 – Leaves

Tonight: PEA proposals → PUSD proposals → side-by-side → questions

PEA proposals: Grievances and Salary

Article 4 – Grievances

- Language update only
- “Bargaining unit member(s)” replaces member/employee terms; gender-neutral “their”

Article 13 – Salary

- 6.0% ongoing increase effective July 1, 2026, on all rates and schedules
- Special Day Class / RSP stipend: $2,200 → $4,200

PEA proposals: Article 11 – Safety

Reporting and response

- Active shooter response and violent-acts mandatory online training in the first 30 workdays

Site responsibilities

- Site administrator posts safety rules and flip charts, names a Site Safety Liaison
- Site administrator provides stocked first aid and disaster kits by the first teacher workday
- A walkie-talkie for every member, with written instructions
- PEA may seat up to 3 members on a quarterly district safety committee

Visitors and students

- 48 business hours' notice for classroom visits
- No parent meetings during instructional time; meetings paid at the per-diem pay if directed outside the workday
- Visitors register and get a pass
- No recording without the member's written permission

PEA proposals: Article 7 – Leaves

New: Paid Pregnancy Leave

- Up to 14 weeks, continuous or intermittent, effective 11.6.26 under AB 126
- Full-time and part-time members employed
- No loss of seniority, benefits, or CalSTRS/PERS service credit
- Same job, schedule and hours on return; no added workload for colleagues, no lesson plans etc during paid leave
- Volunteers covering the caseload paid their per-diem hourly rate

Other changes

- “Bargaining unit member” language throughout
- Doctor’s statement after more than 5 consecutive sick days (was 4)
- Sick Leave Bank coordinated with Standard Disability Insurance (75–80%, total not over 100%)
- Bank applications and donations handled through the District’s electronic system
- Remove out of state traveling caveat

PEA Article 6: Workday and Adult Ed

Faculty meetings

- Agenda due during contracted time; no agenda =cancels the meeting
- Past-workday meetings: once a month, 90 minutes max
- “But not limited to” struck from workday duties to emphasis the protected prep period/time
- Kept: outside-workday trainings and meetings voluntary and paid

Sessions and schedules

- Intersession and Saturday: 30-minute duty-free break; plus a continuous 1-hour prep period each session day
- Workday adjustments may not change the workweek length
- Open Hours & Back to School Night dates emailed on the first day back

Adult Education

- Most senior members offered classes in succession; paid breaks
- District PD paid at the non-instructional hourly rate, with mutual agreement of time of member and site admin.
- Current staff get priority; 20-day postings; minimum qualifications only
- Selection order: credential, recent classes, no unsatisfactory ratings, seniority

PEA Article 6: Prep, Duties and Coverage

Prep time

- K/TK: daily consecutive 60-minute prep blocks
- SDC elementary: daily 45-minute prep
- Elementary: 5-minute passing time; lost prep restored the same day
- Adult Ed prep: 2 hrs, 1.5 hrs, or 1 hr by teaching load (was 1 hr, 45 min, 30 min)

Release and duties

- IEP, 504 and SST meetings paid at the Intervention rate, including during prep
- Special ed release days: 2 → 5, not consecutive
- Secondary supervision: uncompensated points 10 → 8
- SDC/CEC teachers give input on elementary supervision

Coverage and follow-up

- Coverage documented and paid by the end of the next pay period
- Certificated staff who are directed to provide full-day class coverage: daily substitute rate on top of regular salary
- Elementary and Junior High Task Forces meet by the second quarter and report to the Board
- Online trainings: 20-school-day deadline stays

PUSD proposals: Articles 7 and 6

Article 7 – Leaves

- Paid Pregnancy Disability Leave: up to 14 weeks, effective 1.1.27, per AB 126 and SB 135
- Doctor’s statement threshold stays at 4 consecutive days
- Association Leave: 10 days or other time requested in writing under State law
- 30 business days’ notice to the District (was 2 days)
- Release time under State law supersedes outstanding MOUs; reimbursement within 45 days of invoice

Article 6 – Hours of Employment

- “But not limited to” added to the teacher workday duties
- Faculty meetings past the workday: no more than every other week, up to 90 minutes past contract hours
- Online mandatory trainings done in the contracted workday, not prep time; 20-school-day deadline removed

Article 6 side by side

Topic	PEA counter	PUSD proposal
“But not limited to” in workday duties	Struck	Added
Faculty meetings past the workday	Once a month, 90 minutes max	Every other week, 90 minutes max
No agenda two workdays ahead	Meeting is cancelled	Meeting proceeds; next one is teacher-driven
Online mandatory trainings	Within the workday, not prep; 20-school-day deadline stays	Within the workday, not prep; 20-school-day deadline removed

Leaves and Salary side by side

Topic	PEA	PUSD
Paid pregnancy leave starts	11.6.26	1.1.27
Leave protections	Seniority, benefits, CalSTRS/PERS, same job, workload	One sentence: up to 14 weeks
Doctor’s note after sick leave	More than 5 days	More than 4 days
Association leave notice	2 days (unchanged)	30 business days
Salary	6.0% on 7.1.26	No proposal in this packet

Questions and discussion

Proposals owed and by whom

PEA	PUSD OWES A LOT OF ARTICLES TO PEA!
• Article 18 Preschool *(information requested was sent by PUSD the day before bargaining at 3PM not given sufficient time to review and counter)*	• Article 6 Hours of Employment • Article 4 Grievances • Article 7 Leaves • Article 11 Safety Conditions • Article 12 Benefits • Article 13 Salary • Article 27 International Teachers, DACA , TPS

Proposals sunshined, not yet presented

PEA	PUSD
• Article 8 class size *(intend to reduce elementary SDC and increase overage for SDC across the board, as well as move RSP MOU initial language into contract and SLP MOU language into contract+ increase overage pay)* • Article 9 Transfer and Reassignment *(more rights to senior members)* • Article 10 Teacher Evaluation *(update teacher evaluation and move member to next cycle w/satisfactory status if deadline missed)* • Article 17 Summer School *(remove point system for PDs and summer school evaluations, include breaks and prep time)* • Article 23 Peer Assistance Program • Article 25 Employee Rights	• Article 1 Agreement • Article 10 Teacher Evaluation • Article 16 Work Year • Article 17 Summer School