PITTSBURG EDUCATION ASSOCIATION
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PROPOSED CONCEPTUAL BARGAINING PROPOSALS
BETWEEN THE
PITTSBURG EDUCATION ASSOCIATION/CTA/NEA
AND THE PITTSBURG UNIFIED SCHOOL DISTRICT
FOR THE CONTRACT ENDING JUNE 30,2026
May 19, 2026

1. All previously agreed to side letters, memoranda of agreement, memoranda of understanding, letters of understanding, joint proposals of agreements and understandings and any and all agreements between the parties of any kind, shall be incorporated in any successor agreement as written and agreed unless superseded by subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.
2. Decisions of binding arbitrations that have district-wide impact shall be reduced to writing and incorporated within articles (provisions) of the Successor Agreement.
3. Necessary date changes shall be made to give full force of implementation to any article of the Prior Agreement or other agreement or memoranda of any kind, agreed to by the parties.

The Association proposes to improve language and working conditions in the following: articles:

Article 6: Hours of Employment
Article 4: Grievances
Article 7: Leaves
Article 8: Class Size
Article 9: Transfer and Reassignment
Article 10: Teacher Evaluation Procedure, Appendix C: Evaluation Forms
Article 11: Safety Conditions
Article 13: Salary
Article 17: Summer School
Article 18: Preschool Program
Article 23: Peer Assistance Program
Article 25: Employee Right/Due Process
New Article: International Teachers, DACA,TPS, VISA Educators

PEA is committed to a collaborative bargaining process that prioritizes student learning conditions by improving the professional lives of those who educate them. We look forward to "sunshining" these proposals and beginning our work toward a fair and equitable agreement.

Sincerely,

The Pittsburg Education Association (PEA) Bargaining Team