PITTSBURG EDUCATION ASSOCIATION

Bargaining Update Town Hall

2026–2027 school year: how bargaining works and where we are

11.4.26· 4-5:30PM · PEA 159 E. 4th Street Pittsburg

How bargaining works

1 · Proposals are sunshined

Each side presents its initial proposals at a public meeting.

2 · Public comment

The community and members can respond before talks begin.

3 · Bargaining at the table

Teams trade proposals and counters, article by article.

4 · Tentative agreements

Articles both sides agree on are signed off as TAs.

5 · If talks stall

Impasse can lead to mediation and fact-finding.

6 · Ratification

PEA members vote, then the Board of Education approves.

Your PEA bargaining team

Who is at the table

- **Team members:** Jean Maguire PHS, Sydney Bader Stoneman Amber Tennant Stoneman, Felicia Hill LME, Nora Ceballos LME Brain Wajdowicz PHS, Dr. Pamela Sewell RMJHS, Erick Valenzuela BDHS/PAEC, James Stephen HVJHS, Laura Grans Heights, Mary “Micaela” Gomez-WC.
- **PEA President:** Celia Medina-Owens
- **CTA Primary Contact Staff:** Rosemary Louissaint

How the team works with members

- **Listens:** site reps and members bring concerns/suggestions to the team. Starting in the Spring of 2025-2026 PEA listening sessions, site representatives report back to eboard, bargaining survey and that helped determine the articles that were sun shined in May of 2026.
- **Proposes:** the team turns member priorities into written proposals within our legal and bargaining power.
- **Reports back:** updates follow each bargaining session via weekly newsletter. If needed we will send a stand alone bargaining update.
- **Ratifies:** members vote on any tentative agreement

Where we are now

May 19, 2026

PEA presents conceptual proposals for the successor to the contract ending June 30, 2026.

Sept 23, 2026

The District publishes its 2026–29 sunshine proposal.

Oct 26, 2026

PEA and the District exchange written proposals at the table.

Next

CTA RRC Concord
November 9th 8AM

All proposals are initial. Nothing is agreed until both sides sign a tentative agreement.

Proposals are living documents

link to proposals (draft)

PEA proposals

May 19: improve language and conditions in

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

Oct 26: Proposal #1

Article 12 Employee Benefits: status quo.

New Article 27: International DACA/TPS Educators (next slide).

Also: carry forward all side letters, MOUs and arbitration decisions, with date updates.

District proposals

Sept 23 sunshine: articles it may change

- Art. 1 Agreement (term up to three years)
- Art. 6 Hours and Art. 16 Work Year
- Art. 7 Leaves (AB 126 pregnancy disability)
- Art. 10 Teacher Evaluation
- Art. 11 Safety
- Art. 12 Benefits and Art. 13 Salary
- Art. 17 Summer School and Art. 18 Preschool

Oct 26: written proposals

Appendix A: updates the Education Code text on suspension and expulsion (EC 48900, 48910).

Article 11 Safety: edits to 11.1.2, 11.1.14, 11.3.5, 11.7 and 11.8, covering suspension from class, access to student violent-acts information, and meeting conduct. Asks whether to renumber after the missing 11.2. **REMOVES EMOTIONAL SAFETY LANGUAGE**

Article 18 Preschool: marked edits, including 18.1 and 18.5.2.
Incorrectly includes Children's Center Program in attempts to embed Head Start Prek Program

PEA proposal: Article 27

H-1B international educators (27.2–27.7)

- Ethical recruitment and no recruitment fees
- Relocation stipend of at least $1,500
- District pays 100% of H-1B costs
- Paid orientation and a mentor teacher
- No separation of married educators in year one

DACA/TPS educators (27.8)

- Equal treatment and confidentiality
- Written notice 180 days before authorization expires
- Up to two paid release days per renewal
- Unpaid leave with seniority if authorization lapses
- Enforced through the Article 4 grievance procedure

Questions and answers

What does “sunshining” mean?

Each side presents its initial proposals publicly before bargaining begins.

Is anything agreed yet?

No. Proposals are initial. Nothing is agreed until both sides sign a tentative agreement.

What is PEA proposing on benefits?

Status quo for Article 12, in PEA Proposal #1 on Oct 26.

What if the sides cannot agree?

Impasse can lead to mediation and fact-finding. Members vote on any tentative agreement.

Have a question? [How to ask: mic, cards, or president@peateachers.org]

Stay informed and involved

- Read updates at **peateachers.org/bargaining OR check your personal email**
- Attend: zoom bargaining update meeting on Monday November 9th at 4PM link will be sent in newsletter
- Ask questions: president@peateachers.org or (925) 914-5450
- Visit: PEA office, 159 East 4th Street, Pittsburg

Questions and discussion

GET INVOLVED !

- Wear your PEA Swag on Wednesday's
- Wear your swag or button on bargaining dates

Questions and discussion