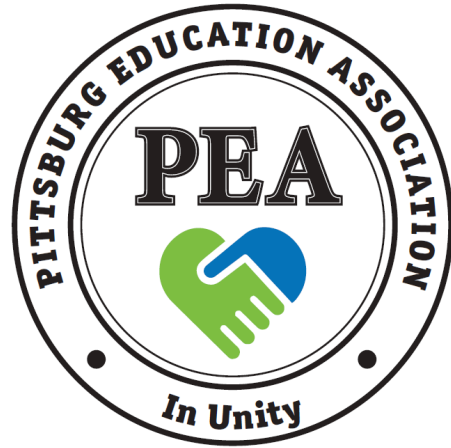


PEA - PUSD TENTATIVE AGREEMENT 2025-2026



Link to Tentative Agreement documents

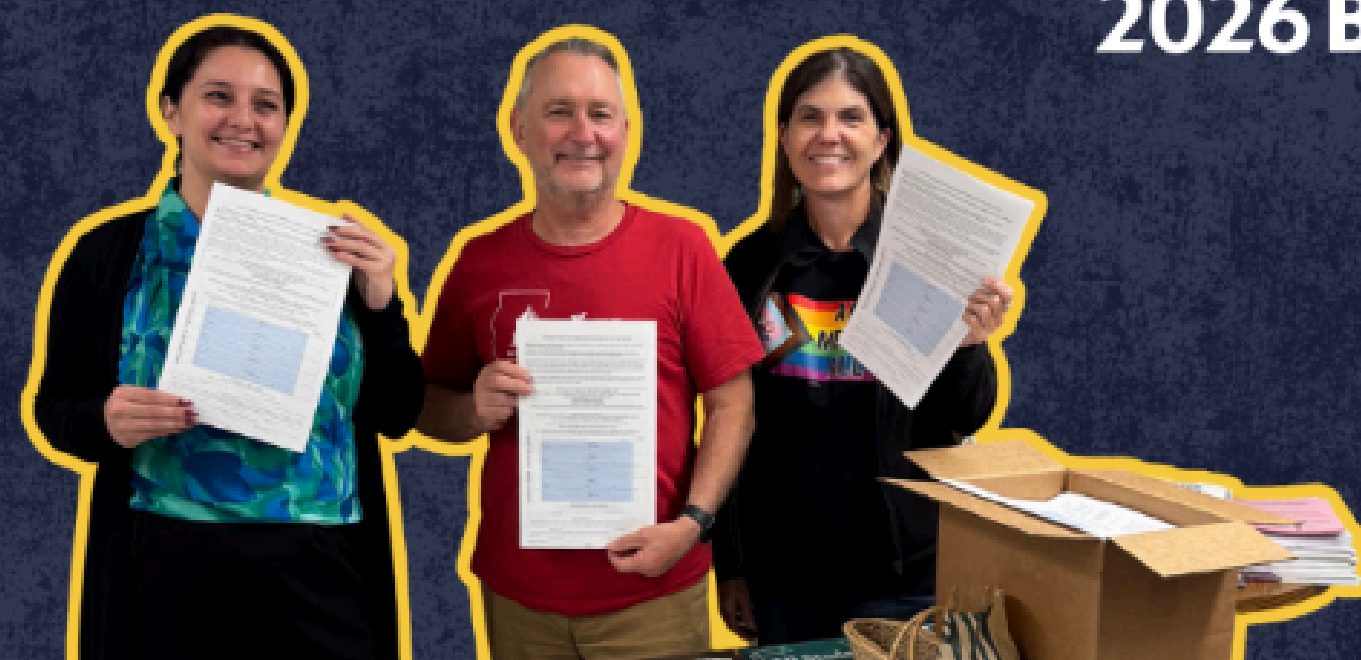
https://drive.google.com/file/d/1UQA7NPZlBF1dYc27Mmyv8tgUMzeEVuWe/view?usp=drive_link



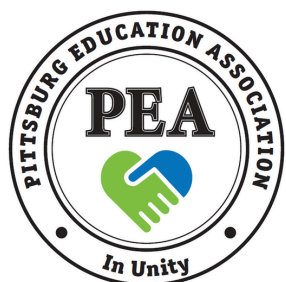
EXTEND PROP. 55

**PROTECT
SCHOOL
FUNDING**

**JOIN EDUCATORS
STATEWIDE TO COLLECT
SIGNATURES TO PUT A
PERMANENT EXTENSION
OF PROP. 55 ON THE
2026 BALLOT**



Extend Prop. 55 to Protect Public School Funding

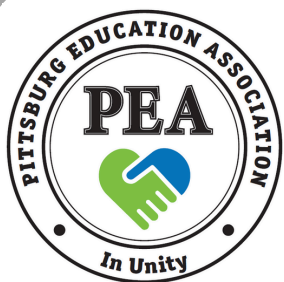


THE CALIFORNIA CHILDREN'S EDUCATION AND HEALTH CARE PROTECTION ACT OF 2026
AKA
PROP 55 **EXTENSION**

WHAT'S AT STAKE?

\$16,248,849 M

AMOUNT OF ANNUAL FUNDING PITTSBURG USD WILL LOSE WITHOUT PROP. 55 EXTENSION



THE CALIFORNIA CHILDREN'S EDUCATION AND HEALTH CARE PROTECTION ACT OF 2026

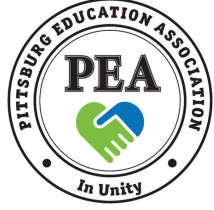
AKA

PROP 55 EXTENSION

WHAT SIGNING MEANS

- »»» Signing does not raise taxes**
- »»» Signing puts the question on the ballot**
- »»» Signing gives voters a choice to protect education funding**

ONE-LINE ASK: "WILL YOU SIGN TO HELP PUT THE PROP 55 EXTENSION ON THE BALLOT AND PROTECT FUNDING FOR OUR SCHOOLS AND STUDENTS?"

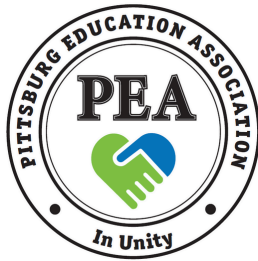


THANK YOU, PEA MEMBERS!

FOR:

- Being a member!
- Wearing solidarity colors (teal attire)!
- Displaying PEA-related signs in classroom and personal space!
- Attending RALLIES!
- Reading your emails, texts, and keeping in touch!
- Flooding the board members' inboxes with our collective messages!
- Passing out flyers!
- Talking to family members, caregivers, and community members!
- Attending your 10-minute meetings!
- Following on social media and liking post or sharing
- Checking PEA website

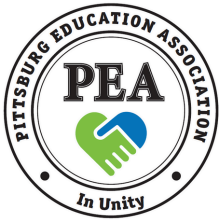




ARTICLES SUNSHINED JUNE 2025

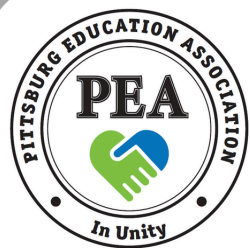
This year, all articles are available to sunshine (open) because it was the start of a successor agreement (2025-2026).

- Article 6: Hours of Employment
- Article 8: Class Size
- Article 11: Safety Conditions
- Article 12: Employee Benefits
- Article 13: Salary
- MOU: De-escalation Training



BARGAINING HAS REACHED A TENTATIVE AGREEMENT! WHAT DOES THIS MEAN?

Your PEA Bargaining Team and PUSD Management have agreed on changes in contract language in the articles that were sunshined (opened) in June. Upon having a town hall with PEA general membership, PEA members will vote between Wednesday 1/28 at 7:30pm and Wednesday 2/4 at 7:30pm. Results will be released no later than Thursday 2/5 at noon. If ratified, the PUSD Board approves the contract and then the County Office of Education approves the contract after proof that PUSD can cover the cost. **Then we get the retro check within 45 business days.**



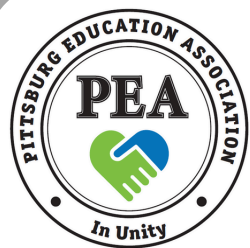
ARTICLE #13 SALARY

FY 2025-2026:

**Two and three tenths (2.3%) ongoing salary increase,
effective July 1, 2025.**

Increases shall apply to all rates and schedules.

The remainder of the article shall be at status quo.



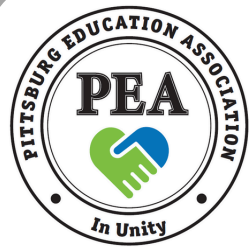
ARTICLE#12 EMPLOYEE BENEFITS



Long Term Disability Insurance: The Standard Insurance Company

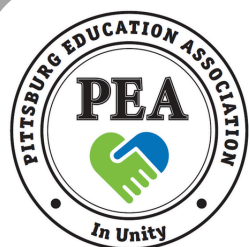
The District will cover the cost of the Standard long-term disability insurance base plan for all full-time unit members.

The remainder of the Article shall be at status quo.



DE-ESCALATION MOU

- Each school site shall receive at least one training session on de-escalation strategies (e.g., CPI training) during the contracted staff meetings as described in Workday - Article 6.1.1. Such training shall be provided between August 2025 - September 30, 2026 and shall be mandatory for all unit members. Certificated staff hired after initial training shall receive training within two months of the employee's start date within the contracted staff meetings as described in Workday - Article 6.1.1.

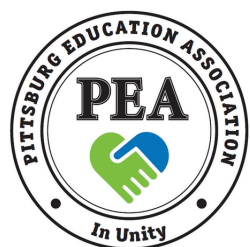


ARTICLE#11 SAFETY CONDITIONS



1

11.1.2 Bargaining unit members who believe they are being required to work under unsafe conditions or to perform tasks, which endanger their health or safety, **(i.e. adequate toilet facilities; appropriate ventilation and filters with routine maintenance; proper disposals of hazardous chemical waste, biohazards, and sharps; climate control within District set climate ranges where such equipment is operational in that workspace; physical and emotional safety, etc)** shall report such conditions to their immediate supervisor. Within three (3) workdays of the report, the District shall investigate and determine if the situation is safe or unsafe. If necessary, the District shall initiate corrective actions within five (5) workdays to provide safe conditions.



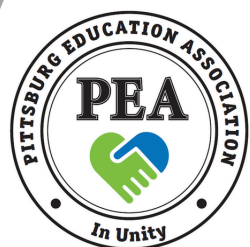
ARTICLE #11 SAFETY CONDITIONS

1

11.1.7 The District's intent is that **each bargaining unit member** shall be provided telecommunications equipment to be available for bargaining unit members when safety issues arise.

11.1.13 When a unit member officially refers a student to the site administration for misbehavior **or actions enumerated in Education Code 48900**, the unit member who wrote the referral shall be **notified in writing** by the site administrator of the action and response given to student within forty-eight hours (48) of the referral.

1.1.1.14 Education Code 48910 gives the educator the right to suspend students from the class for the day of suspension and the following day. As soon as possible, the teacher shall ask the parent guardian of the pupil to attend a parent-teacher conference regarding the suspension. A school administrator shall attend the conference at a mutually agreed upon time if the teacher or the parent or guardian so requests.



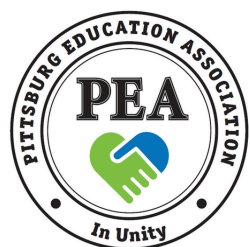
ARTICLE#11 SAFETY CONDITIONS



1 11.3 Assault

11.3.1 Bargaining unit members shall immediately, if possible (otherwise within no more than 24 hours), report to their supervisor or designee any incident of attack, **battery**/assault or menace where they are the victim or a witness. (Definition of Battery: California Penal Code (CPC) 242- A battery is any willful and unlawful use of force or violence upon the person of another.) The supervisor or designee shall report the incident to the appropriate enforcement authority and also inform the Superintendent's office as soon as possible. When a student has committed a physical threat and/or **battery**/assault.....

11.3.3 The workers compensation laws with respect to wages and benefits shall cover absence and/or disability arising out of an assault upon a unit member. **Unit member shall be provided with optional counseling support**



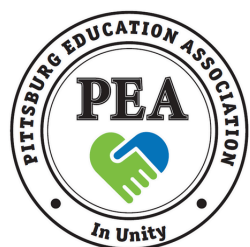
ARTICLE#11 SAFETY CONDITIONS



1

11.7 Facilitating learning is the primary function of the District and its schools. Students must not only master academic content but also develop the behavioral skills necessary for lifelong success. When students fail to follow established rules, policies, and procedures, discipline may be necessary. Discipline should be fair, consistent, equitable, and comply with Education Code 48900 provisions. Educators have the right to:

- a. Be treated respectfully by all persons in the school community
- b. Work in a safe, healthy, and inclusive learning environment.
- c. All unit member rights afforded under the Education code regarding student discipline.



ARTICLE #11 SAFETY CONDITIONS

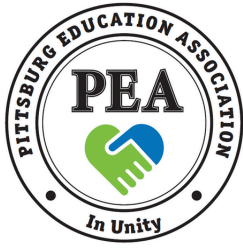


Continued.....

1

If a unit member has concerns regarding the ability to provide a safe learning environment for students, the unit member may request a meeting with the site principal or designated and/or the Special Education Director (if student has an IEP) or designee to discuss concerns. A meeting with the unit member and a representative of the unit member's choice will be scheduled within three (3) workdays to develop a mutually agreed upon solution to the problem. Solutions may include but are not limited to: professional development, training in classroom management and conflict management, additional preparation or collaboration time, support from administrators in the administration of student discipline. Any cost for any of the mutually agreed upon solutions shall be paid by the District.

11.8 For meetings in which administrators are present, they are responsible for governing the tone and conduct of parents/caregivers. Members shall not be required to continue in or other interactions which attendants are showing abusive physical or verbal behavior towards the bargaining unit member.



ARTICLE#8: CLASS SIZE



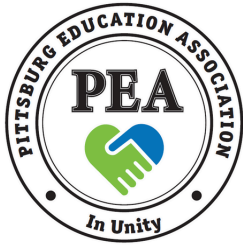
SDC 8.4.3 ~~After the third Monday after school begins,~~ The District shall compensate the SDC teacher member-for any overage.....

- SLP: 8.5.2 Caseload Maximums for Speech and Language Therapist

8.5.2.1 The District shall make every reasonable effort to maintain therecommended caseload of 55 for Speech Language Specialist.The caseload limit for Speech and Language Pathologists is fifty-five (55). and authoriyation to **With the written agreement of the Speech Language Pathologist,** Speech and Language Pathologists, whose caseload exceeds fifty-five (55) shall receive compensation as listed below:

- 56-65 students compensated at 120%
- 66-70 students compensated at 140%
- The student(s) over-55, or over 65, must be enrolled on the Speech Language Pathologist's caseload at least ten (10) school days in the month for the unit member to receive the monthly compensation under this section.If the enrollment is nine (9) school days or fewer, the monthly compensation shall be prorated.Compensation shall be paid for each month in which the Speech Language Pathologist is over fifty-five students. When Speech and Language Pathologists receive a student whose IEP is not yet entered in SEIS, they must enter and submit the IEP into SEIS prior to the last working day of the month in order to receive compensation for any overage in the month.





ARTICLE #8: CLASS SIZE



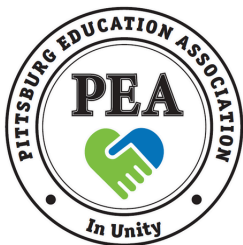
The District shall comply with AB560. In order to best determine the distribution of the additional assessment, in compliance with AB560, PEA and the District shall form a joint working committee comprised of resource teachers appointed by the Association and admin appointed by the District to meet and create a plan for distribution by June 30, 2026, to go into effect for the 2026-2027 school year. This plan shall include first right of refusal to current bargaining unit members and shall be approved by PEA and the District.

8.6.1 If at the time of conducting an initial assessment an elementary RSP teacher's caseload is at the maximum of 28 students, they shall be compensated \$400 for completing each required initial assessment.

8.7 Secondary SDC teachers shall not be assigned to complete initial assessments. If the District has a need for a Secondary SDC teacher to complete an initial assessment, and the SDC teacher agrees in writing to complete the initial assessment, the SDC teacher shall be paid \$400.00 per assessment.

8.7.1 Elementary SDC teachers shall not be assigned or asked to complete initials.





ARTICLE#6: HOURS OF EMPLOYMENT

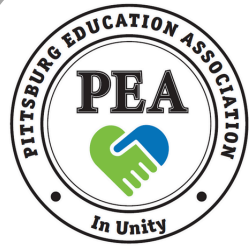


The Association proposed current contract language as the mediation session was not fruitful in securing improvements to protecting out preparation periods. We strongly advice that you exercise your contractual rights to implement articles;

6.3 Preparation and Planning Bargaining unit members shall be paid at the Intervention Hourly Rate for attendance at IEP meetings, 504 meetings, and SST meetings scheduled outside of the unit member's workday.

- Article 18 for Prek teachers (time indicated by school site)
- 6.3.1 (TK/K) This preparation time is set aside for preparation and planning
- 6.3.2 (1st -5th) ...set aside for preparation and planning
- 6.3.3.1 Preparation and Planning: Full-time bargaining unit members teaching junior high school (6-8) shall have one (1) unassigned period per day set aside for preparation and planning.
-
- 6.3.4 High School: Full-time bargaining unit members teaching high school shall have (1) unassigned period per day set aside for preparation and planning.
-
- 6.3.5 Adult Education: Unit members teaching adult education shall receive the amount of preparation time listed below for their classroom teaching hours at their hourly rate of pay. 30-40 hours of teacher per work week = 1 hour prep/week 20-29.5 hours of teaching per work week = 45 minutes prep/week





WHAT IS NEXT?

- Vote on the Tentative Agreement! Will be in your personal inbox from Simply Voting

WHAT IF?



Impass

Either side can declare that talks are deadlocked which leads to mediation

Mediation

A state-appointed mediator tries to get the two sides to reconcile their differences. If unsuccessful, the mediator will send the parties to fact-finding



Fact Finding

A fact-finding panel will issue a report with the recommended terms of settlement, but the parties do not have to agree to it.

If we ratify the Tentative Agreement, we are done if we **DO NOT** ratify we head into fact-finding

NEGOTIATIONS

BOTH SIDES SIT DOWN, WITH A LEGAL OBLIGATION TO BARGAIN IN GOOD FAITH IN ATTEMPT TO REACH AN AGREEMENT.

Sunshining

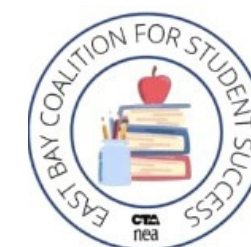
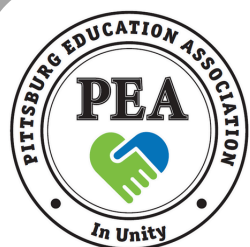
PEA & PUSD PRESENT THE TOPICS THEY INTEND TO BARGAIN

Steps to Negotiations between PEA & PUSD

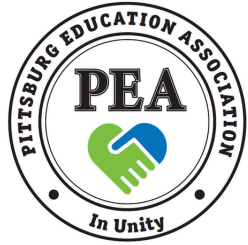
PEA Can Strike!

If no agreement is reached, PUSD can legally and unilaterally impose its last, best, and final proposals. PEA can legally hold a job action, including a strike





QUESTIONS



Questions & Answers?

Q: Where can I find the tentative agreement?

A: Go to PEA Website: Bargaining

Q: How do I vote?

A: Look in your personal email for an email from simply voting.

Q: If I have questions or concerns who do I contact?

A: email: president@peateachers.org