Pittsburg Unified School District

2026-2029 Sunshine Proposal for Successor Agreement

With the Pittsburg Education Association

September 23, 2026

The Pittsburg Unified School District ("District) provides the following sunshine of successor agreement articles for the 2026-29 school year under the 2026-29 collective bargaining agreement with the Pittsburg Education Association ("Association") as required by Section 3540 et seq. of the Government Code. These initial sunshine proposals are based on the Board's goals and District initiatives focused on increasing student achievement, maintaining fiscal responsibility, and promoting safety for all students and staff during the 2026-29 school year and beyond

Article 1 Agreement

The District will propose an appropriate term consistent with the EERA, which may be up to three years.

Article 6 Hours of Employment

The District may propose changes pertaining to professional obligations, consistent with Board Goal 3, Outstanding Staff.

Article 7 Leaves

The District will propose language to reference AB 126 Paid Pregnancy Disability law and may propose changes, if necessary, to align with current state laws and education codes.

Article 10 Teacher Evaluation

The District may propose changes to ensure consistency and clarity around evaluation practices, consistent with Board Goal 1, Student Achievement and Board Goal 2, Powerful Instruction.

Article 11 Safety

The District may propose changes to ensure workplace safety for staff and students consistent with Board Goal 4, Quality Learning Environment and the Equity Statement's commitment to equitable access and opportunity for all scholars.

Article 16 Work Year

The District may propose changes to work year consistent with Board Goal 1, Student Achievement.

Article 17 Summer School

The District may propose changes to summer school and extended learning opportunities consistent with Board Goal 1, Student Achievement and the Equity Statement's commitment to equitable access and opportunity for all scholars.

Article 18 Preschool Program

The District may propose changes regarding early childhood program structure, consistent with Board Goal 1, Student Achievement and the Equity Statement's commitment to equitable access and opportunity for all scholars.

Article 12 Employee Benefits

The District may propose changes to employee benefit contribution language to recruit and retain a competitive workforce and maintain District fiscal solvency.

Article 13 Salary

The District may propose changes to employee salaries to maintain competitive total compensation and to recruit and retain a competitive workforce to work with Pittsburg students and maintain District fiscal solvency.