



# ⚡ PEA Flashpoints ⚡

On Thursday, November 6th, your PEA Bargaining Team met for the 2nd time with PUSD Management. The PUSD negotiation team returned Article 6 (6.3), Article 8, and Article 11. There was no response to Article 12 or Article 13 which was given October 28. PEA Bargaining Team returned proposals Article 6 (6.3), Article 8, and Article 11 after caucus. Our full proposals are available on our website: [peateachers.org/bargaining](http://peateachers.org/bargaining), or you can access them here: <http://bit.ly/3WsY45P>. Our next bargaining session will be December 9th.

## PEA Proposals

### **Article 6: Hours of Employment (6.3 Preparation and Planning)**

- Gave rationale for protecting prep time AGAIN!

### **Article 8: Class Size**

- Clarified the use of AB560 and the rate of pay for each initial assessment.

### **Article 11: Safety Conditions**

- Provide safe, sanitary working conditions
- Protection from physical or emotional violence, sexual harassment
- Educators shall not be docked sick days for injuries covered by Worker's Compensation
- Stronger support in the administration of student discipline
- Agreed to provide optional counseling for teacher's experiencing assault or trauma
- Agreed on proposal that admin will govern tone and conduct of parents/caregivers in meetings and other interactions.
- Agreed to MOU for CPI training
- Agreed to include Ed Code 48910 in Article 11 involving a conference with parent/guardian, admin and educator.

### **Article 12: Employee Benefits**

- Fully paid Standard Disability salary protection plan

### **Article 13: Salary**

- 7% salary increase, effective 7/1/25

## PUSD Response

### **Article 6: Hours of Employment (6.3 Preparation and Planning)**

- Keep the status quo (no compensation for prep).

### **Article 8: Class Size**

- Will comply with AB560 but no agreement about pay for initial assessments.

### **Article 11: Safety Conditions**

- Did not agree to language outlining safe working conditions
- Stated that educators were not docked sick days for injuries covered by Worker's Comp.
- Agreed to provide optional counseling for teacher's experiencing assault or trauma
- Agreed on proposal that admin will govern tone and conduct of parents/caregivers in meetings and other interactions.
- Agreed to MOU for CPI training
- Agreed to include Ed Code 48910 in Article 11 involving a conference with parent/guardian, admin and educator.

### **Article 12: Employee Benefits**

- No response

### **Article 13: Salary**

- No response