

Bargaining Update

Pittsburg Unified School District



January 24, 2023

PEA and District bargaining teams completed their seventh bargaining session on January 24, 2023.

In today's session, the bargaining teams exchanged proposals on all open articles, which are Article 6 (Workday), Article 11 (Safety), Article 12 (Benefits), and Article 13 (Salary). The District increased its salary proposal to **8.5% retroactive to July 1, 2022. COLA for 2022-2023 is 6.56%**. PEA's salary demand is for 10% retroactive to July 1, 2022.

The District maintained its health benefits proposal from yesterday that would that **unit members will not pay any more for medial premium than they were paying prior to the recent increase**. This proposal covers the equivalent of 93.48% of the premium cost for medical benefits based on the January 2023 Kaiser benchmark rate. PEA reiterated its demand for the District to cover 100% of the medical benefit premium.

The District and PEA have agreed on contract language that will remove the 12-year service credit cap for new hires beginning July 1, 2022, **and provide a process for teachers hired when the cap was in effect to have their salary placement adjusted retroactively to July 1, 2022.**

Today the parties exchanged language for an MOU that would provide an **additional virtual paid day to complete required online trainings** to be piloted in the 2023-2024 school year. This also includes **piloting an end time of 60 minutes after the contracted day for long staff meetings every other week.**

The District maintained its proposal for a **\$2100 stipend for all SDC teachers** and an increase of **\$476 dollars to the annual department chair stipends.**

The cost of the District's proposed 8.5% salary increase, the proposed SDC teacher stipend, department chair stipend, the cost of covering the Kaiser health benefits increase, the increase to the cash-in-lieu, the additional virtual day, and the cost of providing prior year service credit, **equates to a proposed total compensation increase of over 10.25% ongoing**, even though the COLA for this year is only **6.56%**.

The parties are scheduled to resume bargaining on Tuesday, January 31, 2023. Thank you to both teams for their work over the last two days. We look forward to hopefully settling on the 31st.