

# Bargaining Update

*Pittsburg Unified School District*



**November 16, 2023**

## **Pittsburg Unified School District Bargaining Update:**

PUSD and PEA held their 6th bargaining session yesterday, Nov 16th. The sessions continue to be productive and collaborative and we are making progress on a number of language areas.

The District is committed to continue bargaining in good faith with PEA and has scheduled days for continued bargaining. PEA stated they are declaring impasse since the District did not give a salary offer during yesterday's session. An impasse involves bringing in a third party appointed by State Mediation and Conciliation to help reach an agreement. The District believes we are not at an impasse. The District had already communicated the timeline we have for being able to determine a fair and fiscally responsible offer in previous sessions with PEA.

## **Why isn't the District ready with a salary offer now?**

Even though the State's budget changes each year, School Districts have to submit 3-year budgets for approval. The District's current 3-year budget shows a deficit in the 3rd year (2025-2026). Our budget gets submitted to the County Office of Education for approval. The next time we submit our budget is in December, called the 1<sup>st</sup> Interim.

The main factor hurting our multi-year budget is the ADA. School Districts are funded based on Average Daily Attendance (ADA). The ADA is based on prior year's ADA (the grace period the State gave during distance learning is over). Before the pandemic, PUSD had an ADA of approximately 95%. Since returning from distance learning, our ADA has been much lower, with last year's ADA being 89.5%. Our 3-year budget currently reflects this lower ADA. We are confident our ADA will increase, but we need to see it get higher for this first semester before we can responsibly calculate our budget over the 3 years. Currently we are at approximately 92% ADA. We are now able to submit our 1<sup>st</sup> Interim with the increased ADA calculation.

Another factor which makes budgeting more complex than in prior years is the various one-time funds. These funds expire soon and we have to include that in the budgeting process.

We did budget for the increase in maintaining the full health benefits when the rates increase in January, which is equal to approximately 1.8% of a salary increase, along with our overall step and column increases and benefits, including retirement contributions we have to make.

## **Our Commitment and History**

PUSD has been in the top third of the County for total compensation since 2014. We have also maintained a fiscally responsible district and have not had to do the massive layoffs that have

impacted others or faced State monitoring of our budgets. We are committed to maintain our appreciation for our teachers and staff through offering the best compensation we can while maintaining necessary services for our scholars and maintaining our fiscal stability. While we understand it is frustrating and disappointing to not have a salary offer right away, we need this time to be able to make an offer that we can support. We will have the information we need in a few short weeks, so we hope we are able to continue the bargaining process.