

# Bargaining Update

*Pittsburg Unified School District*



**November 30, 2022**

With the Winter break approaching in a few weeks, we completed our third bargaining session on November 30<sup>th</sup> with PEA for the 2022-2023 contract reopeners.

In the Wednesday 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 and PEA exchanged counterproposals on salary during the session reflecting movement by each side. The parties also exchanged counterproposals on health benefits. The District's health benefits proposal would cover 91% of the premium cost based on the 2023 benchmark Kaiser rate. The District's salary proposal of 6%, retroactive to July 1, 2022, combined with the health benefits proposal equates to a proposed increase of 6.56%, the same as the COLA increase in the LCFE base grant funding for the 2022-2023 school year.

The District and PEA are also close to a tentative agreement on contract language that would remove the 12-year service credit cap for new hires going forward and provide a process for teachers previously hired to have their step adjusted effective July 1, 2023. The District and PEA are hopeful this collaboration will help recruit and retain Pittsburg teachers.

The parties also exchanged proposals in Article 6, Hours, that includes bargaining around a more definitive end time to staff meetings that occur every other Wednesday. More bargaining on this and related provisions in Article 6 will occur in the next session. Additionally, the parties exchanged proposals in Article Safety, including language to facilitate important mandated and safety training required of District employees.

The parties will resume bargaining on Wednesday, December 7, 2022.