

# Bargaining Update

Pittsburg Unified School District



April 10, 2024

## PUSD Bargaining Update

We look forward to our mediation session tomorrow with PEA. Here are a few updates:

**COLA:** Due to the decline in our Average Daily Attendance and the LCFF formula, our District's actual increase is 4.92%, not 8.22%.

The dollar amount for LCFF from the State in 2022-2023 = \$145,035,981.

The dollar amount in our LCFF funds from the State for 2023-2024 = \$152,164,769.

Again, this is only a **4.92%** increase in new LCCF dollars to our school district.

### Salary:

The District did **not** offer 0 percent to PEA. Rather, the District communicated to PEA - and all of you- that we would not have the compensation offer until closer to the first interim budget. Instead of receiving an offer from the District, PEA decided to go to Impasse; even though the District wanted to continue to bargain. You can see that communication here:

[November 16, 2023 Bargaining Update](#)

As a reminder, once we are in mediation, we are limited in the info we can share.

Our budget reduction plan is based on a 3% salary increase. You can see the plan here

[PUSD Budget Reduction Plan](#)

### Benefits:

The District committed to 100% benefits at all levels during the 2022-2023 bargaining session. It was a positive agreement and something the District knows was important to our employees. At that time, the PEA team acknowledged the movement and also acknowledged the impact the increased benefits has on the overall salary increases. The cost of the benefit increase that started in January is equivalent to approximately 1.70 percent of a salary increase for PEA.

### Community Schools:

The District was one of the first to apply for and receive the initial Community Schools grant funding many years ago, and we established some of the first community school programs in the entire eastbay. We are excited about our current application and the opportunity to expand this effort. Our existing Community Schools have been meeting with their advisory committees, composed of a variety of certificated and classified staff, parents, community partners, and scholars. We should know in May if we receive the grant. Grant funds must be spent on the specific purposes identified in the grant.

### Special Education:

The District has made great positive movement in our services for students with disabilities over the years and has been recognized for doing so, including being invited to present at various venues. The District also recently received news from the State that it is no longer under State monitoring for significant disproportionality. We were designated significantly disproportionate for overidentification of African American scholars in Emotional Disturbance (ED) and Other Health Impaired (OHI). Last year we dropped the OHI designation and we recently were notified by the State that we have dropped the ED designation. This is great news and we are committed to continuing our work and to following Ed Code.

### **Our Commitment and History**

**PUSD has consistently been in the top third of the County for total compensation since 2014-2015.** Annually, School Services publishes a Salary and Benefit Report on teacher salaries throughout the state, which shows our district in comparison with other districts in our county, region, state, and districts that are comparable to us in California. The recently released report, based on salary and benefits for the 2022-2023 school year, shows that PUSD comes in 2nd for beginning teachers, 3rd for teachers in their 10th year, 6th at the highest step in the salary schedule, and 3rd in total contributions for medical benefits. In addition, when comparing all districts in our county for total salary increases over the last 10 years, PUSD comes in 2nd with **40% in salary increases over the last 10 years.**

We continue to use this total compensation guidepost and update it as neighboring districts settle. Districts have settled at a variety of percentages over the years, so a large increase one year may be because there was a small increase the prior years.

Here are where some other districts have settled for 2023-2024:

**Dublin: 6% over two years 4 ½ percent retro to July, '23 and 1 1/2 percent starting May 1st.**

**Byron: TA for 5% for a two year contract**

**Agreements over two years are extremely beneficial and would be welcomed by the district, because it allows the teams to focus their time and energy on educating District scholars.**

San Ramon: 6%

Antioch Unified: TA for 7% and an agreement to pay full benefits for 2 years

Brentwood: Bargaining now for 2023-2024

Mt Diablo: 2.5% for 23-24, 9% for 2024-2025 and an agreement to pay full benefits for 2 years

Liberty: 7% retro July 1, 1% Jan 1 for 2023-2024 (5.2% for 22-23)

Acalanes: Bargaining now for 2023-2024

We have maintained a fiscally responsible district and, to date, we have not had to do the massive layoffs that have impacted others or had to face State monitoring of our budgets. We are committed to maintain our appreciation for our teachers and staff through offering the best total compensation we can while maintaining necessary services for our scholars and maintaining our fiscal stability. By using the top third in total compensation as a guide throughout the years, we have been able to remain competitive and remain fiscally responsible.

The District looks forward to our negotiation session tomorrow in hopes that **we can reach an agreement tomorrow through the mediation process.**