

Bargaining Update

Pittsburg Unified School District



January 23, 2023

PEA and District bargaining teams completed their sixth bargaining session on January 23, 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 and PEA exchanged counterproposals on salary during the session reflecting movement by each side. At the end of the session, the District's salary proposal was an **8.25% salary increase retroactive to July 1, 2022. COLA for 2022-2023 is 6.56%.**

The parties also exchanged counterproposals on health benefits. The District's proposed another increase to health benefits which would pay the equivalent of 93.48% of the premium cost of medical benefits of unit members based on January 1, 2023, Kaiser benchmark rate. This would cover the recent increase in out of pocket costs to unit members, which means upon ratification, **unit members will not be incurring any additional cost for medial premium than they were paying prior to the increase.**

The District and PEA are close to a tentative agreement on contract language that would 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.** The District and PEA are hopeful this collaboration will help recruit and retain Pittsburg teachers. The parties also exchanged proposals in Article 6, Hours, which includes bargaining a **definitive end time for the staff meetings** that occur every other Wednesday. In addition, the District increased its proposal to **\$2100 to provide a stipend for all SDC teachers** and agreed to an increase of **\$476 dollars to the annual department chair stipends.**

The cost of the District's proposed 8.25% 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, and the cost of providing prior year service credit, **equates to a proposed total compensation increase of over 9.25% ongoing,** even though the COLA for this year is only **6.56%.** In other words, the District's proposal for ongoing increases already exceeds the increased ongoing revenue received for this year.

The parties are scheduled to resume bargaining on Tuesday, January 24, 2023. **We are prepared to settle the contract tomorrow and hope that this is the end result of our session tomorrow.**