

Bargaining Update

Pittsburg Unified School District



March 30, 2021

On Monday, March 29, 2021, the Pittsburg Unified School District (District) and Pittsburg Education Association (PEA) bargaining teams completed their 5th bargaining session on a successor contract. The parties made good progress. To try and expedite resolution of the successor contract negotiations, the District made its best compensation offer totaling 3.27% ongoing, comprised of 3.0% salary ongoing increase retroactive to July 1, 2020, and an increase to the District's contribution for health benefits that equates to 90% of the benchmark Kaiser medical insurance premium rates for PEA members. The District's health benefit package would remain one of the most generous among Contra Costa County school districts, and the salary increase will keep District teachers in the top third in Contra Costa County for total compensation. The parties will meet again on April 14, 2021 with hopes to reach an agreement on salary and benefits.

While progress was made in this area, unfortunately, limited progress was made on bargaining the In-Person Direct Services MOU around the impacts and effects. The purpose of the MOU is to provide certain in-person direct services critical to special education students during the last seven weeks of school. The District offered the return optional for the first two weeks after Spring Recess for Adapted PE, Behavior Specialists, Psychologists, and Speech Therapists. PEA countered with a \$2,500 stipend to be paid for the unit members to return to provide these services in-person. Classroom instruction for these students will remain virtual under the Board's recent decision, which underscores the importance of providing direct non-classroom services to these students, such as hearing impaired, speech services and other non-classroom services. Unfortunately, these students have been without these services on an in-person basis for over a year. The District understands how essential these services are to our special education students.

Negotiations over an MOU for a possible special summer school rate for this summer only were not concluded. Teachers working in-person this summer will earn a minimum of \$46.98 per hour (Intervention Hourly Rate of Pay), plus any additional amount PEA and the District may agree upon. The District will post all summer school positions soon and may be posted prior to reaching an agreement.

The parties will meet again on April 14, 2021. As a reminder, all of our [Bargaining Updates](#) are posted on the District's website.