



PITTSBURG EDUCATION ASSOCIATION

est. 1949

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PROPOSED CONCEPTUAL BARGAINING PROPOSALS
BETWEEN THE
PITTSBURG EDUCATION ASSOCIATION/CTA/NEA
AND THE PITTSBURG UNIFIED SCHOOL DISTRICT
FOR THE CONTRACT ENDING JUNE 30, 2026
May 19, 2026

1. All previously agreed to side letters, memoranda of agreement, memoranda of understanding, letters of understanding, joint proposals of agreements and understandings and any and all agreements between the parties of any kind, shall be incorporated in any successor agreement as written and agreed unless superseded by subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.
2. Decisions of binding arbitrations that have district-wide impact shall be reduced to writing and incorporated within articles (provisions) of the Successor Agreement.
3. Necessary date changes shall be made to give full force of implementation to any article of the Prior Agreement or other agreement or memoranda of any kind, agreed to by the parties.

The Association proposes to improve language and working conditions in the following articles:

Article 6: Hours of Employment

Article 4: Grievances

Article 7: Leaves

Article 8: Class Size

Article 9: Transfer and Reassignment

Article 10: Teacher Evaluation Procedure, Appendix C: Evaluation Forms

Article 11: Safety Conditions

Article 13: Salary

Article 17: Summer School

Article 18: Preschool Program

Article 23: Peer Assistance Program

Article 25: Employee Right/Due Process

New Article: International Teachers, DACA, TPS, VISA Educators

PEA is committed to a collaborative bargaining process that prioritizes student learning conditions by improving the professional lives of those who educate them. We look forward to "sunshining" these proposals and beginning our work toward a fair and equitable agreement.

Sincerely,

The Pittsburg Education Association (PEA) Bargaining Team