Pittsburg Unified School District
**Negotiations Update: Bargaining Session 1 with the Pittsburg Educators Association (PEA)
October 26, 2026
Dear Pittsburg Community,

On October 26, Pittsburg Unified School District and the Pittsburg Educators Association (PEA) held their first bargaining session for the successor agreement. The day set a collaborative tone and laid the groundwork for the sessions ahead.

The Superintendent and the PEA President participated in the opening sessions with welcoming remarks. Both pointed to the areas where our District and PEA share interests, including supporting our educators and the students they serve. Members of both teams introduced themselves, and welcomed the new members joining the bargaining table this year.

Our District and PEA teams created the session agenda together. They also developed and agreed on Ground Rules and Agreements that will guide how the teams work together, communicate and make decisions throughout negotiations.

Our District walked through its sunshine proposal, which was presented at the September 23, 2026 Board meeting. Team members explained the interests behind each article the District has sunshined.

What is a "sunshine" proposal? California's public school employers and employee unions must "sunshine" their initial bargaining proposals before negotiations can begin. Each side's opening proposals are presented at a public Board meeting, and the community has a chance to review them and comment. This process brings transparency to public-sector bargaining. Community members can see which contract articles will be negotiated before the teams sit down at the table.

Both teams exchanged initial proposals and will review each other's proposals before the next session.

Our District is committed to bargaining in good faith, maintaining open communication and reaching an agreement that supports our educators and serves the students of Pittsburg Unified. Our next bargaining session is scheduled for November 6, 2026. We will share updates after each session.

Sincerely,
Kristen M. Ugrin

Kristen Ugrin
Assistant Superintendent of Human Resources and Lead Negotiator
Pittsburg Unified School District