

Dear PAEA Members,

We are writing to update you on the status of PAEA-PAUSD 2023/2024 [contract](#) negotiations.

From the beginning, our team has centered students in every and all proposals, and we will continue to do so. As we advocate for changes, we are centered on ensuring that all of our agreements will lead to the retention and recruitment of the best educators our students deserve. The articles being negotiated are Compensation and Benefits (Article VI & Appendix H), Working Conditions (Article XIII), Class Size (Article IX), and Evaluations (Article X). Below are brief updates on the articles:

Compensation and Benefits (Article VI & Appendix H): In January, PAEA presented this proposal for compensation:

- 23-24: 6% on-schedule increase, part 1 of PAEA's restructuring plan, and a 2% off-schedule bonus for members who don't immediately benefit from this restructuring
- 24-25: 5% on-schedule increase, part 2 of PAEA's restructuring plan, and a 1% off-schedule bonus

Yesterday, the District countered with this proposal:

- 23-24: 3% on-schedule increase, their original offer was 2%
- 24-25: 2% on-schedule increase with a restructuring which would affect some members, especially new teachers

At the end of the communication, you can find a summary of all proposals and counter-proposals so far on compensation.

We are definitely disappointed with the lack of movement from PAUSD and, therefore lack of investment they are placing in students. We have looked at the PAUSD budget, and they have plenty of new revenue and old revenue that could go into investing in our educators and our students.

Working Conditions (Article XIII): PAEA presented a proposal for this article.

- Teacher safety and student safety is one of our main priorities. We added a section for teachers to get additional leave if a student was to physically attack them. We asked for 3 additional days for teachers who have been assaulted or injured by a student in order to recover physically and emotionally from the injuries they sustained. The District was not sure how to define assault or battery and did not provide a good response on this issue.

- We also asked for a process to address violent physical outbursts in class. We proposed language to make a timeline permanent in the contract for addressing student behavior and providing support for students and teachers in a timely manner.
- We brought forward language to ensure compensation of teachers who supervise students during lunch.
- PAEA proposed making a permanent limitation on how many hours members need to stay after school for certain meetings (IEP, 504, etc.).

Class Size (Article IX): PAUSD responded to our class size proposal. While we are getting closer to an acceptable language on class sizes, PAUSD struck out all of our language on Special Education caseloads and provided no counter language.

- Assistant Superintendent Lana Conaway gave a presentation on special education which discussed a new plan. Although we appreciate her time and PAUSD efforts, this early-stage plan does not yet meet the true needs of students and staff.
- Our core mission is to help our members meet the diverse needs of our students. Having it enshrined in our contract the way forward.

Evaluations (Article X): We have reached a tentative agreement on this article.

All proposals and counters can be found on our website on the [2023-24 Negotiations Tab](#). A condensed update is on the homepage of our website as well.

Our next negotiation session is tentatively planned for March 1. **Please wear your PAEA shirt on this day** and continue to stay engaged! We will be asking members to start participating on actions in order for the Board and staff to hear our concerns with the process and lack of movement from PAUSD in our priorities

Thank you for everything you do. If you have questions, please contact your site rep or email us.

In Solidarity,
 Your PAEA Negotiations Team
www.paeacta.org

This is a summary of all the compensation proposals and counterproposals:

PAEA Proposals		District Counterproposals	
Oct. 2023	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 8% on-schedule ○ Restructured salary schedule 	Jan. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 2% on-schedule, 1% off schedule ○ Minor salary schedule changes

			<ul style="list-style-type: none"> ● 24-25: <ul style="list-style-type: none"> ○ 2% on-schedule, 1% off schedule
Jan. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 6% on-schedule, 2% off schedule* ○ Restructured salary schedule, part 1 ● 24-25: <ul style="list-style-type: none"> ○ 5% on-schedule, 1% off schedule ○ Restructured salary schedule, part 2 	Feb. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 3% on-schedule ● 24-25: <ul style="list-style-type: none"> ○ 2% on-schedule, 1% off schedule ○ Minor salary schedule changes
Mar. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 6% on-schedule ● 24-25: <ul style="list-style-type: none"> ○ 5% on-schedule, 2% off schedule* ○ Restructured salary schedule (reduce to 19 steps) 		

*For members who don't immediately benefit from the restructured schedule