



Bargaining Update

October 17, 2022

It is the Bargaining Team's position that teachers have been historically underpaid in PUSD. Our Bargaining Team's objective is to rectify this condition. At the beginning of this bargaining period, the district's initial offer was a 5% increase in salary with a \$50 increase to the benefits package.

The APT Executive Board did not accept this offer because Phyllis Peters from CTA shared that the state was making a significant contribution of 6.56% and then an additional 6.28%. In light of the state's information, our Bargaining Team presented an initial proposal of 10% on salary schedule with an increase of \$300 for singles and \$600 for families for health benefits. In addition, our team asked for a one-time payment of \$6,000 per member. The district maintains that this would make them insolvent. The district and APT have exchanged counter proposals. At the heart of the disagreement is the budget numbers the district is working with and the numbers that the Bargaining Team believes are a more accurate representation of the district's financial position.

Currently, the district has proposed a 6.5% salary increase, \$75 a month in the district's health insurance contribution, and no money off schedule. The district made this counter proposal in response to APT's counter offer of 10% on salary, \$300 for singles/\$600 for families in health insurance contributions, and \$5,950 in off schedule monies. The last bargaining session ended with an agreement to further analyze the district's budget looking for opportunities to better make the compensation package for teachers more competitive.

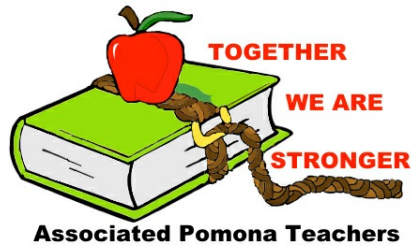
The district recognized the need to increase the salary of nurses by over 9% to retain qualified members. The district also recognized the urgent shortage of paraprofessionals, and the difficulty they have had in being competitive in hiring them, and is seeking to hire an outside firm, in the amount of \$3.5 million, to solve that self-inflicted crisis. However, we have not seen the same urgency by the district to retain teachers.

Respectfully submitted by the bargaining team,

Timi King, Chair
Yolanda Gardner Horn
Rosalinda Keeler

Rita Torres
Donovan MacLeod

APT Bargaining Team members are Timi King (Bargaining Chair), Yolanda Gardner-Horn, Rita Torres, Donovan MacLeod, and Rosalinda Keeler. APT President Wei-Tsu Loh and CTA Staff Phyllis Peters served as our consultants.



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