



PAEA Accomplishments

Here are just some of the things PAEA has accomplished over the years for members:

- **Salary Raises**
 - 40% increase since the 2012-13 school year
 - Averaging 3.6% a year
- Significantly reducing member Health Benefits monthly contributions
- Pay/Units for New Teacher Orientation before the school year starts
- Keeping **class sizes** in Elementary schools low
- Reducing the Kindergarten class size and putting 14 hours a week of aide time in the contract
- Bargained an additional paid teacher workday for work we were already doing for free
- Increased the number of **compensated parent teacher conference days** K-6
- Bargained language that allowed elementary teachers to hold staff meetings on early release Wednesdays to have more parity with middle and high school
- Strengthened Transfer language so that every teacher that puts in for a transfer will have a conversation with that administrator(s) at the site(s) they want to transfer to before the district hires from outside PAUSD
- Bargained paternity leave before the new law came into effect.
- The new Maternity/Paternity leave law was brought to the California senate by a San Jose teacher and was supported by CTA State Council and was passed
- Made sure principals were giving teachers (especially K- 3) the correct amount of **prep time** and put stronger language in the contract to support that
- Bargained Student Support Team & Co-Teaching language (new to the contract in 2015/16)
- Created a **Primary Medical Provider stipend** for a member at a school site that volunteers to be trained and administer medication to students
- Added a stipend for teachers who write over 10 recommendations for students
- Brought in the CTA Unconscious Bias training in for all employees
- Created BIPOC and Social Justice committees