

Tentative Agreement for 2016-17 and 2017-18: Questions and Answers

Q: Where is the salary increase for 2016-17?

A: This is a combined settlement for 2016-17 and 2017-18. The district is projecting a ten-million-dollar structural deficit this year, and last year was even more lean than this year (COLA was 0% for 2016-17). Increased costs for things like STRS contributions are outpacing increased on-going revenue from the state and have been for a couple of years now. The ongoing salary increase in this agreement doesn't start until July 1, 2018, but the one-time payment of 3% will be paid this summer. The state has been giving the district one-time money rather than increasing on-going revenue for several years now, when state revenues end up better than projections. Therefore, a one-time payment is affordable to the district, despite things being lean in terms of on-going revenue.

Q: If the Tentative Agreement is ratified by PFT Rep Council, teachers, and the PUSD School Board, when will I get my one-time payment?

A: Finance and Payroll need time to calculate the amount owed to each employee. Please see the Tentative Agreement for payment timelines. For some employees, the amount they've made this year will need to be calculated after the last work day, which then determines the amount of their payment. This will take longer than calculating the one-time payment for someone on Salary Schedule I, for example, because their salary for the year is fixed.

Q: How would the Tentative Agreement impact those taking the SERP?

A: Since there are one-dollars in this settlement, all currently active bargaining unit members hired on or before Feb. 1, 2018, including those taking the SERP, will receive their portion of these dollars. The one-time funds do not impact the SERP annuity. The on-going money in this settlement does not begin until next year due to fiscal constraints (district projecting 10 million deficit this year). Since those taking the SERP will not be working for PUSD next year, they will not receive the on-going funds.

Q: What is the Other Post-Retirement Employee Benefit (OPEB) account and how is 1% of our one-time payment coming from this account?

A: The Other Post Employment Benefit (OPEB) account provides health and welfare benefits to teachers in our district with ten years or more of benefited eligible service in PUSD, from the time of STRS/PERS retirement until they qualify for Medicare at age 65. When this benefit was negotiated, the PFT unit contributed on-going money from our "fair share" to this account. This was done to ensure it is funded to a level that can provide this benefit to members when they qualify to access it. Currently, our unit has slightly more money in this account than is needed to provide the benefit. Therefore, we are using the equivalent of 1% in one-time dollars from this account to fund a one-time payment to our members.

Q: Do teachers who are paid hourly, such as Impact Teachers, receive the 3% one-time payment and the 2.5% salary increase next year?

A: Yes. All teachers currently in the PFT bargaining unit (hired on or before Feb. 1, 2018) will receive the one-time payment. For hourly teachers, it will be calculated on their annualized salary once the school year is complete. Teachers paid hourly will also have a 2.5% ongoing increase next year, because the hourly rate is tied to the B2 cell on Salary Schedule I.

Q: Will there be an increase to the Stipend Base?

A: As of July 1, 2016, the Stipend Base was negotiated to be 75% of a teacher on Salary Schedule 1, B2. Any change to Salary Schedule 1, such as the 2.5% increase starting July 1, 2018, initiates the same change to the Stipend Base.