

**Frequently Asked Questions (FAQ)
PFT and PUSD Tentative Settlement Agreement (TA)
2018-2019 & 2019-2020**

For this TA to be implemented, it must be ratified by a majority of PFT Members who vote by secret ballot on September 3 & 4. If ratified by PFT Members, it must then go to the PUSD School Board for a vote on Sept. 12, 2019.

Are we getting a raise if this TA is ratified by PFT Members and the PUSD School Board?

Yes! For the 2018-2019 school year, there is a .5% ongoing increase retroactive to July 1, 2018 on all teacher salary schedules including Adult Ed, ROP, CTE, Preschool, and Speech and Language Pathologists (SLPs). This increase is ongoing and will be part of the 2019-2020 school year salaries.

For the 2019-2020 school year, there is a 1% ongoing increase effective July 1, 2019 on all teacher salary schedules including Adult Ed, ROP, CTE, and Preschool. This means there will be a 1.5% total increase in compensation over last year (.5% effective July 1, 2018 + 1% effective July 1, 2019).

Effective January 1, 2020, there will be an additional 1.5% ongoing increase on all teacher salary schedules including Adult Ed, ROP, CTE, and Preschool. This means that the total will be a 3% increase in compensation over last year.

The 2018-19 school year is over, and the 2019-20 school year has already begun. If this agreement is ratified by teachers and the PUSD School Board, when will I receive the money owed to me?

This timeline is subject to change and we will keep you posted as more information becomes available.

Short answer:

	Pay Date	Retro Pay Date	Notes
Salary Schedule Increase .5% Eff 7/1/2018	October 31, 2019	January 2020	Retro 7/1/18 thru 9/30/19
Salary Schedule Increase 1.0% Eff 7/1/2019	November 27, 2019	Feb or March 2020	Retro 7/1/19 thru 10/31/19
Salary Schedule Increase 1.5% Eff 1/1/2020	January 31, 2020	N/A	

Detailed answer:

PFT Members will vote on the TA on September 3 & 4. If approved by PFT Members, the PUSD School Board Members will vote on the TA on September 12. If the TA is ratified, Payroll will need to calculate each individual salary schedule separately as a result of the .5% increase, the 1% increase, and the 1.5% increase. They will also need to calculate the retroactive amount owed. To ensure proper retirement credit and accuracy, each increase will be calculated separately and applied to separate payroll runs. There is a county “payroll cutoff” date, which is typically in the first week of each month. Each change in salary calculated by Payroll must be submitted to the county three weeks prior to this payroll cutoff date. As a result, we anticipate:

- The .5% salary increase to be reflected on the October pay warrant.
- The additional 1% to be reflected on the November pay warrant.
- The additional 1.5% to be reflected in the January pay warrant.

Processing of the .5% retro payment will begin after issuance of the October pay warrant reflecting the .5%.

- The .5% retro amount will include the 2018-19 school year as well as July, August, and September of 2019-20.

Processing of the 1% retro payment will begin after issuance of the November pay warrant reflecting the 1%.

- The 1% retro amount will include July, August, September, and October of 2019-20 that were paid at .5%.

We are working with the district to explore possible ways to expedite the retro payment(s). We anticipate the retro payments being included in your regular pay warrant rather than as a separate check. There will be a line item indicating this as retro or extra pay.

I was a PUSD employee in the PFT bargaining unit who worked in 2018-19, but I retired, resigned, or was on a temporary contract and was not re-employed for 2019-20. Am I eligible for the .5% retroactive increase for 2018-19?

Yes. Payments will be placed in the employee’s last direct deposit account on file or mailed to the last known address if direct deposit is not active. These payments will take time to calculate and submit to STRS for proper reporting.

If our work year is being reduced from 188 to 187 days this year and from 187 to 186 next year, aren't we going to have reduction in pay?

No. These are not furlough days. The number of days you are required to report to work will be reduced but your salary will not be impacted. This means your per diem (the amount you make per day) will increase. Each reduction of a workday is equivalent to .53% of salary. So, reducing the workday by two days is similar to a 1% "raise." This is calculated by dividing 1 by the number of workdays (188), which equals .0053 or .53 percent per day.

Will having a reduction in the number of days we work negatively affect our retirement?

No. In fact, it can be helpful to your retirement. When you use the STRS calculator and enter your sick leave, it asks how many days you work in a year. Since the number of days you work is decreasing, it takes less time to get a year of sick leave applied to your retirement.

Which days are being removed from the teacher work year?

For 2019-20, the Flex Time Day is being eliminated. For 2020-21, the August Professional Growth day will also be eliminated. This means in 2020-21, the official report date for teachers will be two days before the student start date, rather than three days before.

What if I already completed my 2019-20 Flex Time Day in summer 2019? (After July 1, 2019)

If your principal pre-approved your Flex Time plan, you will be paid teacher hourly for the time you completed. Similarly, if you engaged in a District provided learning opportunity which provided Flex Time as an option, you will be paid teacher hourly for your work. Our draft calculations show teacher hourly at \$37.39 effective July 1, 2019 after the raises are applied.

Do the percentage increases apply to work I did during 2018-19 or 2019-20 at the teacher hourly rate, the Special Daily Rate, and/or stipend rate?

Yes. Your compensation will be also be adjusted by the percentages specified in the TA (if ratified) for this work. Teacher hourly rate is based on B-2 on Salary Schedule I and is currently \$36.64. The Special Daily Rate is also based on B-2 on Salary Schedule I and is currently \$256.50. The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213) and is calculated at 75% of B-2 on Salary Schedule I. For example, the head Softball Coach on Step 1 (first year) receives .117 times the Stipend Base of \$36,167, or \$4,232. Please see draft salary schedules emailed to all members for draft calculations of increases to these amounts. If ratified by teachers and by the Board on September 12, it will take time for Payroll to make these calculations and submit them to the county for payment.

I taught summer school or ESY over the summer. Will the raises apply?

Per the PFT Bargaining Agreement, Summer School Teaching is paid at 2/3 the daily rate of the preceding year for a full assignment. This means if you taught Summer School in 2019, the .5% increase for 2018-19 will apply if the TA is ratified.

Why doesn't the 1% ongoing increase effective July 1, 2019 and the 1.5% ongoing increase effective January 1, 2020 apply to Speech and Language Pathologists (SLPs)?

PFT and PUSD have negotiated a separate salary schedule for the SLPs to bring them into alignment with compensation for SLPs in other districts. PUSD SLPs were paid significantly less than SLPs in neighboring and similarly funded districts. This new schedule remedies this discrepancy so that we can attract and retain high quality SLPs. Future ongoing salary increases negotiated for PFT unit members on all salary schedules (after 2019-20) will apply to the SLP salary schedule.

We have other Salary Schedules. Do the increases apply to those as well?

Yes. They apply to the teacher leadership Salary Schedules I-IV. We did not provide copies for all the schedules because we have a small number of teachers on them and did not want to send out a confusing amount of paperwork. For example, a PPAP Consultant is on Salary Schedule IV.