

Top three from PFT

January 2024

Please see your site rep for details

Differential Pay Agreement

Great News!! Effective February 1, 2024, instead of paying \$205 per day (and \$225 per day starting on day 11), the amount deducted for teachers in differential pay status will be \$158 per day (with no additional increase on day 11 and beyond).

Here are some examples of what this means:

- If a teacher runs out of paid sick leave but remains medically unable to work, they enter differential pay status. If they are in differential pay status for a whole month/20 workdays, they will now have **\$1,140 less** deducted from their salary as opposed to the amount that would have been deducted under the new sub rates.
 - o If a teacher is in differential pay status for a second month/20 days, the teacher will pay **\$1,340 less** per month, and a teacher who is out at this rate for the entire 100 workdays of extended sick leave will pay **\$6,500 less** than they would have paid under the new sub rates.
- Teachers in differential pay status are paid their full salary less the cost of a sub. Differential pay occurs, per CA Ed Code, when a teacher accesses leave options such as:
 - o Extended sick
 - o Child bonding
 - o Third compelling reasons day
 - o Five additional days of personal necessity for illness or surgery of an immediate family member when all accrued sick leave has been exhausted.
- This differential pay deduction of \$158 per day could change as salary increases are negotiated, but per this agreement, the amount deducted for differential pay will remain half the daily rate of the lowest cell on teacher salary schedule I (currently B2).
- NOTE: If a teacher has been on an approved leave of absence through Dec 31, 2023 AND this absence resulted in differential pay, the teacher has been "grandfathered in" at the "old" sub rates (\$180 per day and \$200 per day on day 21 and beyond) through January 31. They would have received a letter from PUSD via US mail informing them if they are in this group.

Bargaining Survey

- PFT is developing a Bargaining Survey to identify membership priorities for negotiations.
- The January budget proposal does not look strong for 2024-25.

- Things may or may not improve at the May Revision and June adoption, but regardless, it's important to so for us to know the priorities of membership when we begin negotiating for 2024-25 and beyond.
- Please consult with your site rep to generate a list of priorities.
- For example, do members want us to try to:
 - o Gain more discretion over the use of our sick time (similar to personal time off (PTO))?
 - o Negotiate specific ways to support the success of all students as we implement inclusive practices?
 - o Increase the number of behavior specialists?
 - o Increase support for interns to fill high need teaching positions like special education?
- Your ideas will be used to help us create better multiple-choice questions for the survey, which in turn will give us better data about member interests.

Educational Leader Feedback (ELF) Survey

- PFT to send out ELF surveys to sites Wednesday, Jan 31. This is a survey PFT Members fill out to provide the site principal with constructive feedback, so it can be used as a data source in goal setting.
 - o Teachers are evaluated using the Teacher Professional Learning & Effectiveness System (TPLES), which is growth-oriented rather than punitive. The principal evaluation system mirrors this growth-oriented mindset.
 - o Any issues throughout the year should be managed in an ongoing manner through a site UBC and/or with the support of your site PFT rep/s or PFT staff. This allows for continued growth and ensures any issues are brought forward and problem solved in the moment and over time.
- Survey closes Wednesday Feb 28.
 - At least 50% of PFT Members at your site must complete the survey for the results to be provided to your principal and to be viewed by your PFT site rep and LSS.
 - Please see your site rep if you have questions regarding the process around the ELF.