



Today's Top 3: November News You Can Use from Your Site PFT Rep

1. Attendance Reminder: Attendance was a finding again this year in the 2018-19 PUSD Financial Compliance and Program Audit. When attendance is not taken, funding through Average Daily Attendance (ADA) is at risk. Last year, the auditor questioned all the ADA for our district for FY 2017-18, which could have resulted in a penalty of up to 30-million-dollars.

Does your site have a safety net in place in case a teacher forgets to take attendance? If not, your staff should work together with the principal to create one (school office calls or sends an email to teachers as needed, morning announcements end with, "Please take attendance," etc.).

Since this problem has continued this year, the district has begun tracking unsubmitted attendance by employee on a monthly basis. LSS has asked principals to talk with individuals as needed to work together to resolve the problem. Since taking attendance is a professional responsibility, this could result in employee discipline if a pattern persists for an individual teacher. Please make sure your site has supports/reminders in place and call PFT if you need representation.

2. Special Education Instructional Assistant (IA) Vacancies Update: PUSD has a significant number of permanent IA positions that are unfilled. This results in a lack of much needed support for students and for teachers. The district, PSEA, and PFT have been working together to resolve this critical issue, for both the short and long term. There is another Job Fair Nov. 21, with 25 applicants scheduled to attend. It is open to those interested in 2, 3, and 6-hour positions. Special Education Directors have volunteered to attend if the principal of a site in need cannot. PSEA has agreed to provide an additional training session for those hired, since the rise in unfilled positions has added to the burden on staff to train new IAs. They also hope this additional training will set up newly hired IAs for success.

To address the immediate needs, PFT is sending a weekly survey to Special Educators to identify the classrooms most in need. Survey data from the week of Nov. 11 indicates we have multiple teachers with 2 or 3 IA vacancies in one classroom. We are connecting with sites and the district to try to prioritize and expedite hiring and processing of IAs for these classrooms.

Note of clarification: Certificated teachers and retirees of CalSTRS CAN work in classified positions as subs or in permanent positions. There has been confusion on this, but the district has confirmed this is acceptable with both the county and with STRS.

3. Catastrophic Leave Update: Thank you for your donations to the Catastrophic Leave Bank! To date, 1153 hours or about 164 days have been donated. When the drive began, we had 171 hours or about 24 days in the bank. This brings us to a total of 1324 total hours or about **189 days**. Donated hours in the bank are used when a permanent/tenured PFT bargaining unit member, or a member of his or her family, is incapacitated by an illness or injury for an extended period and all other leave options have been exhausted. Nobody plans for something like this to happen, and this is a way for us to protect ourselves and to support one another if this unfortunate circumstance occurs. See your PFT Rep if you have not had the opportunity to donate and would like to before the November 30 deadline.