



This email is going to all PFT Members

At this festive time of year, we'd like to take a moment to thank you for all you do! You work tirelessly every day, making the lives of students better. You stand together with us in PFT, ensuring teachers have competitive salaries, affordable health and welfare packages, and a voice at the table in teaching and learning issues. You do a lot, so it's no wonder you're feeling tired! I hope you have a restful and rejuvenating break, filled with good times with loved ones. Below are the Top 3 things to know this month. You should also receive a Bargaining Survey (won't be due until Jan 17) as well as a Special Education Newsletter tomorrow.

In Unity,
Kelly

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

1. Is your November paycheck correct?

Your October pay warrant reflected the .5% salary increase that was effective 7-1-2018. Your November pay warrant should reflect the 1% salary increase that is effective as of 7-1-2019. January will have the final 1.5% increase. (All retro pay will be included on one pay warrant, in January or February). To verify that you have received your pay increase, please check your October pay warrant to see how much your current regular earnings were for the month. Multiply that number by 1.01. The new number should match your current regular earnings for November.

An example for a teacher on 10-pay in cell D-15.

D-15 annual	10-pay in October	Multiply by 1.01 for 10-pay in November	D-15 with 1%
\$80,247	\$8,024.70	\$8,104.95	\$81,049

An example for a teacher on 11-pay in cell D-15.

D-15 annual	11-pay in October	Multiply by 1.01 for 11-pay in November	D-15 with 1%
\$80,247	\$7,295.18	\$7,368.13	\$81,049

An example for a teacher on 12-pay in cell D-15.

D-15 annual	12-pay in October	Multiply by 1.01 for 12-pay in November	D-15 with 1%
\$80,247	\$6,687.25	\$6,754.12	\$81,049

2. Measure P for Safety, Security, and Success: General Obligation (GO) Bond: PUSD does not receive funding from the state for facility improvements and long-term repairs. The passage of Measure P would generate \$448 million for PUSD facilities as well as an additional \$90 million in matching funds from the state. To pass, this measure needs 55% of the votes cast in March 2020. It's been over a decade since PUSD's last bond measure (SDUSD has passed three different bonds since then). 62% of our schools will be in "poor" condition by the year 2023 if nothing is done. PFT regularly receives many calls about facilities' needs. The district has prioritized projects and it is tackling them ASAP, but public-school funding remains a challenge. CA is ranked 39th out of 50 states in per pupil funding. If we don't pass a bond, it will create ongoing budget problems

because more and more funds will have to be diverted to fix facilities instead of other priorities (this includes student programs, class sizes, competitive teacher salaries to attract and retain the best teachers, affordable health and welfare benefits, etc.). Measure P would cost the typical homeowner less than \$200 per year (\$33.90 for each \$100K of property assessed value). This is not a capital appreciation bond. The repayment ratio will be less than 2:1 (currently 1.5:1). Please share this info with your friends, neighbors, and colleagues to help us better maintain PUSD facilities and enhance safety and security.

3. Catastrophic Leave Drive Totals: The catastrophic leave drive was a huge success thanks to you! When the drive began, we had 171 hours or about 24 days in the bank. After all donations have been tallied, we have a total of 1,331 total hours or about **190 days** in the bank. 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. Thank you for your generosity!

NOTE: PSEA has not settled their contract. Please let your PSEA colleagues know we appreciate all they do, and we support them in getting a fair settlement.

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