



## e-Bulletin

*(This email is going to all PFT unit members on non-PUSD email)*

Dear Colleagues,  
Here is a brief update from PFT.  
Kelly

### **Fiscal Update**

#### **Supplemental Early Retirement Plan (SERP)**

- School Board voted 3/2 to support the SERP, with Trustees O'Connor-Ratcliff, Patel, and Zane voting yes
- If you are interested, be sure to attend the SERP and STRS informational meetings (see attached for dates, locations, and times). We need 90 teachers to take the SERP in order for it to move forward!

#### **PFT's "Sunshine" Proposal for 2018-19 was on January Board Agenda**

- Current three-year agreement expires June 30, 2018 so we're opening all contract articles for negotiations. We will be seeking a new multi-year agreement

#### **Governor's January State Budget Proposal**

- Governor Brown's proposal includes full funding of the Local Control Funding Formula (LCFF) and additional one-time funds. The target date for full funding of the LCFF was 2021, so it is projected to be funded ahead of schedule due to increases in state revenues
- The budget may be modified in the May Revision, and a final budget will be signed in June

#### **PUSD Budget**

- If the funding proposed in the January State Budget remains in the signed State Budget in June, the PUSD Associate Superintendent of Business Support Services is projecting we will no longer need to face budget cuts next year (2018-19). However, we are still projected to deficit spend by about 16 million this year (2017-18). This amount will need to be covered by one-time funds the district has reserved for economic uncertainty (no budget cuts are projected for this year, 2017-18).
- The inequitable funding via the LCFF continues to cause districts with demographics like ours to struggle to keep up with rising costs, such as increased contributions for STRS and PERS

## **Negotiations**

- The IBPS Team continues to use our interest-based model that includes transparency with the PUSD budget and data driven formulas to determine if funding is available for the PFT unit
- The joint Finance Subcommittee is meeting this Friday and the following Monday in preparation for our upcoming negotiations. This team is working to agree on calculations that are a part of our “fair share” formula. This includes agreeing on the new and ongoing funding for PUSD for 2017-18, determining PFT’s “fair share” percentage, and deducting increased costs for our unit year over year (such as STRS increases, increased costs as teachers move over and down on the salary schedule, insurance increases, etc.). If there are funds left in our “fair share” amount, this is the money available for fiscal negotiations.
- Interest Based Problem Solving (IBPS) Meetings
- All day sessions are scheduled for January 31, Feb. 1, March 1 & March 12

## **Other Items**

### **FCMAT Planning Day/Special Education Advisory Committee (SEAC) Meeting**

- The next SEAC meeting is all day tomorrow, January 24, to continue to review how PUSD is providing supports to students receiving special education services and to identify opportunities to strengthen and improve our programs. This advisory committee is comprised of union leadership, parents, teachers (special and general education, at all levels), instructional assistants, program specialists, related service providers, principals, and district leadership. Broad participation in this work is jointly valued and input from stakeholders will be sought during the process. We will update you soon on the progress of the committee.

### **Teacher Professional Learning and Effectiveness System (TPLES) Update**

- Please see attached for results from the Fall TPLES Feedback Survey from teachers and administrators, as well as a clarification on the difference between the traditional and alternative evaluation formats under TPLES

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**POWAY SCHOOL DISTRICT**  
*is offering*  
**SUPPLEMENTAL EMPLOYEE RETIREMENT PLAN (SERP)**  
**FOR ELIGIBLE CERTIFICATED NON-MANAGEMENT EMPLOYEES OF THE DISTRICT**

The Poway School District is pleased to announce that the Board of Trustees has approved the offering of a **Supplemental Employee Retirement Plan (SERP)**. This program will provide eligible employees with a monthly income supplement to their regular CalSTRS / CalPERS retirement benefits or other retirement income.

**All forms of benefits are annuities that will be purchased from an insurance company. The cost of each annuity is the same, and equals 80% of my annual salary for the current school year.**

The SERP is a voluntary plan for employees who meet all Eligibility Guidelines including but not limited to:

1. Employee must be a certificated teacher of the District, and paid on the regular certificated salary schedules I, II, III, IV, preschool, or CTE/Adult Ed; and
2. Employee must have at least ten (10) years of STRS/PERS creditable District Service as a bargaining unit member in Poway Unified School District, as of June 30, 2018; and are at least age 55 and resign from the District effective June 30, 2018; or
3. Employee must have thirty (30) years of STRS/PERS creditable service with at least twenty (20) years of certificated service in Poway Unified School District as of June 30, 2018; and are at least age 50 and resign from the District effective June 30, 2018. (Employee shall provide documentation from STRS/PERS of 30 years creditable service.)
4. Provide no additional STRS/PERS creditable service, based on the regular certificated salary schedule, to the District after June 30, 2018; and
5. Employee must submit SERP Application and a Letter of Resignation to the District no later than 4:00 p.m. on Friday, March 16, 2018.
6. A minimum of ninety (90) eligible employees from certificated salary schedules I, II, III and IV must submit their properly executed Letters of Resignation and SERP Application by 4:00 p.m. on March 16, 2018, in order for the Plan to be implemented.
7. If the number of eligible employees from certificated salary schedules I, II, III and IV submitting a SERP Application and Letter of Resignation is at least ninety (90), the plan will be effective and resignations and applications of these employees will be binding, and cannot be rescinded after March 16, 2018.
8. If a level of ninety (90) participants from certificated salary schedules I, II, III, and IV is not attained, the District and the Federation will review the actual data of the participants and will notify eligible employees of the continuation or withdrawal of the plan by Monday, March 26, 2018. If the District withdraws the Plan, all submitted resignations would become null and void.

On behalf of the District, Keenan Financial Services is the Contract Administrator. These Plans have given eligible employees the opportunity to retire early with a monthly benefit in addition to their CalSTRS / CalPERS retirement plan. Keenan Financial Services will provide group orientation meetings plus individual counseling sessions.

**Keenan**  
*Financial Services*

*Innovative Solutions. Enduring Principles.*

Lic #0451271 | [www.keenan.com/fs](http://www.keenan.com/fs) | 2355 Crenshaw Blvd., Suite 200, Torrance, CA 90501  
PHONE: (310) 212-0363 Ext 3671 | FAX: (310) 533-1329 | Toll Free in CA: (800) 444-9995

Attendance at these meetings is strongly encouraged. The meetings are designed to provide an overview of the Plan and to answer your questions.

**GROUP SERP MEETINGS will be held on January 23-25, 2018**

Date	Time	Community Room District Office	Rancho Bernardo High School - MPR	Sites
1/23 – Tues	4:00pm-5:30pm	X		ABES CVES CHES CSES DCES DSES GRES HRES LPES MDES MRES MCES PRES PVES PMES RHES
1/24 – Wed.	4:00pm-5:30pm		X	AHS DNHS MCHS PHS RBHS WVHS Other unit members: including but not limited to Nurses, Alternative Programs, SPED, Itinerants, TOSAs, etc.
1/25 – Thurs.	4:00pm-5:30pm	X		SCES SRES SDES SHES TBES TBKES VES WWES WGES D39 BHMS BMMS MBMS MVMS OVMS TPMS

**You may attend any of the group meetings, but for group size reasons, please try to attend per the chart above.** It is recommended that you bring any person, who might be instrumental in your decision-making process, to the individual SERP and STRS meetings. The retirement specialists will provide you with an individual estimate of your SERP or STRS benefits and answer any additional questions you may have about the plan or the enrollment process.

**INDIVIDUAL SERP COUNSELING MEETINGS will be held from 7:00a.m. – 6:00p.m. as follows:**

**January 29–31, 2018 at the Poway Federation of Teachers (PFT) Office**  
**11031 Via Frontera, Suite A, San Diego, CA 92127**

**February 1-2, 2018 and February 5-9, 2018 at the District Office**  
**Exact rooms will be shown when you sign up.**

**SET YOUR APPOINTMENT for an INDIVIDUAL SERP COUNSELING MEETING at:**  
[www.powayserp.appointy.com](http://www.powayserp.appointy.com)

**GROUP STRS WORKSHOP will be held February 5, 6, 8 and 9 at the PFT office at 4:00 – 6:00 p.m.**  
**Please email [kwusthoff@planmembersec.com](mailto:kwusthoff@planmembersec.com) to reserve your space**

**Keenan**  
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It is recommended that you bring any person, who might be instrumental in your decision-making process, to the individual counseling meeting. The enrollment counselor will provide you with an individual estimate of your SERP benefits and answer any additional questions that you may have about the plan or the enrollment process.

Because the SERP is a voluntary plan, attending an informational group meeting and an individual counseling session does not obligate you to participate in the plan. If you meet the eligibility guidelines noted above, please plan to attend the group meeting to receive important information about this unique opportunity. If you have any questions, you may contact Senior Technical Analyst, Charlotte Murray at Keenan Financial Services at (800) 444-9995, ext. 3613.

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# Teacher Professional Learning and Effectiveness System

Before leaving for winter break, 38 Administrators and 248 Teachers responded to the Fall TPLES Feedback survey. *The TPLES Advisory Board is grateful for their responses as it will help us address questions and consider revisions, additions or modification options as appropriate.* We will be reading through all survey results and comments at our January meeting.

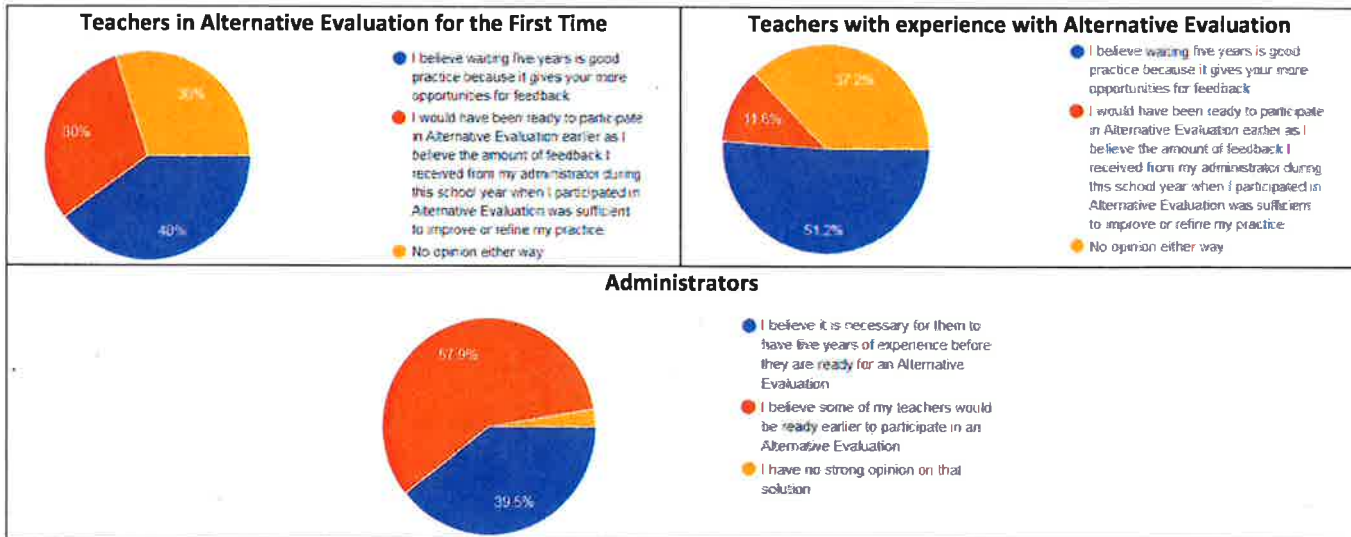
The survey results positively indicate that both Administrators and Teachers:

- utilize online resources such as MyConnect and guidelines or processes found in the handbook
- collaborate with their peers who are also going through the process
- appreciate the email reminders and updates.

Over 90% of respondents in both the teacher and administrator survey had favorable responses to the following two questions:

- The planning conference felt collaborative
- The discussion of the SLO/PLO helped to bring student learning into an area of focus for the conversation and the work ahead

One of the areas being explored is the option of allowing teachers to participate in the Alternative Evaluation Format of TPLES before the current requirement of 5 years of PUSD experience is met. Teachers and administrators had similar but not exact views on the option. Teachers participating in Alternative Evaluation for the first time felt differently about it than teachers who have participated in Alternative Evaluation in the past.



**Are you being evaluated this year? Spring Observations are just around the corner for those of you in the Traditional Format of TPLES!**

**Don't forget you have options for your spring observations. Video observations can be utilized for self-reflection and then shared with a peer or an administrator for feedback. Peer observations can be conducted in a face to face format as well. These options need to be mutually agreed upon between the teacher being evaluated and the administrator who is serving as the evaluator. If you are interested, please discuss the option with your administrator. Questions? Contact [mmanos@powayusd.com](mailto:mmanos@powayusd.com)**

## ~Questions from the Teachers~

### Traditional and Alternative Format of the TPLES Process

<p><b>I am a veteran teacher and I will be evaluated next year. I will be eligible for the Alternative Format of TPLES. Can you explain the difference between the traditional and alternative format? I haven't participated yet, and I am curious.</b></p>	<p><i>Below is a chart that seeks to highlight the expectations and differences between the two formats. The Alternative Evaluation Format of TPLES was designed to recognize the veteran teacher with effective practice so some components of the Traditional Format are not part of the Alternative process. The Alternative format of TPLES is reserved for high performing, effective teachers with at least 5 years of experience and administrator agreement.</i></p>	
	<p style="text-align: center;"><b>Traditional</b></p> <ul style="list-style-type: none"> <li>• SLO/PLO written by Teacher and Approved by Administrator</li> <li>• At least <b>two (2) formal</b> classroom observations             <ul style="list-style-type: none"> <li>• In the fall – Administrator will observe</li> <li>• In the Spring - peer or administrator by mutual agreement</li> <li>• Video or face-to-face by mutual agreement for observations</li> </ul> </li> <li>• <b>Administrator fills out</b> a Final TPLES Summary (formal evaluation form) on all Domains and Elements of the PUSD Continuum of Teaching Standards</li> </ul>	<p style="text-align: center;"><b>Alternative</b></p> <ul style="list-style-type: none"> <li>• SLO/PLO written by Teacher and Approved by Administrator</li> <li>• <b>No observations</b> required             <ul style="list-style-type: none"> <li>• Teacher can choose to participate in a Peer Observation (video or face to face)</li> </ul> </li> <li style="text-align: center;"><b>OR</b></li> <li>• Teacher can bring artifacts to final evaluation conference that support their SLO/PLO</li> </ul> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>• Final Summary is <b>self-reflection</b> in conference with the administrator directly related to the SLO/PLO selected by the teacher</li> </ul>

#### Interested in Exploring Video in your classroom?

Two TLC's are currently being offered that allow teachers to explore the use of video for self-reflection and/or instruction. Check out the following on the TLC Website:

- 5 Point Video for Professional Learning TLC #1827-01934
- 10 Point Video for Professional Learning and Instruction TLC # 1828-01935

**You do not have to be participating in TPLES to participate in these TLCs.**

*However, if you are participating in TPLES and want to take advantage of the video option for your spring observation, you can enroll in this TLC and count that work toward your TLC requirements!*

