

# 2007-2008 TENTATIVE SETTLEMENT AGREEMENT

The IBPS Fiscal Group has worked together throughout the year monitoring the District budget beginning with the 2005/06 true up. In that process, we took a look back to see if the expenditures on teachers for the preceding year were within a range that showed a maintenance of effort and that a similar percentage of new dollars to the District continued to be spent on teachers in some form or fashion as has been done in the past.

From the true up, we continued to look at the District budgeting process throughout the year as the First Interim and Second Interim Budget reports were issued. These reports, required by law, are snapshots of the financial condition of the District at two points during the fiscal year.

Our attention next turned in January to the State of California, our primary funding source, as the Governor issued his initial state budget for 2007/08. From this document we began making hypothetical scenarios, our “what ifs,” and watched the state hoping to see an improving economy as we moved into the Governor’s May Revise. In each of the last two years, it has been at this point with the May Revise in hand, that the IBPS Fiscal Group has been able to settle a negotiated agreement and send teachers home with a new salary schedule for the succeeding year.

Your PFT members of the IBPS team Dave Thompson, Sharon Rosenthal, Alex Fousek, Bob Ruark, Karen Wusthoff, Candy Smiley, and Marc Houle are proud to announce once again that a tentative agreement has been reached for the 2007-08 school year. The members feel that the agreement strikes a very good balance between supporting both people and program. We urge you to support this agreement when teachers vote to ratify on June 13 & 14.

## **Details of the agreement are as follows:**

- 3% Across-the-board salary increase effective July 1, 2007. (All teacher salary schedules including Adult Ed., ROP, Preschool, and the base for stipends)
- Hourly rate for teachers to be increased to \$28.00
- \$200,000 allocated on a one-time basis to the reduction of out-of-pocket dependent care expense for the 2008 plan year. The IBPS team is committed to work to find ongoing source of funds as we move into 2009.
- Employees who “opt-out” of health care plan will see an increase of cash-to-warrant. This amount will now be \$1,250 annually. PUSD & PFT agreed to an opt-out provision for eligible retirees, which will provide the same \$1,250 to attainment of age 65.
- Stipend for teachers receiving Ed. D. or Ph. D. will change from \$800 one-time to \$1,000 annually.
- Speech Pathologists to receive \$1,000 annual stipend and be reimbursed up to \$500 annually for certification and license fees beyond their basic credential.
- Special Education IEPs and student testing which cannot be performed during the 188 day contracted year will be compensated at the per diem rate
- An expansion of the ability of unit members to access the COMPELLING REASONS LEAVE section of the contract. Teachers will be able to use a maximum of two days of leave for “compelling personal importance” without the “advance written notice and approval of the principal or supervisor.” Details and wording of this contract provision which will be signed in the form of a two year memorandum of understanding continue to be negotiated and will follow.
- This contract will be effective July 1, 2007 with the duration being extended until June 30, 2009

Once again, your PFT representatives on the IBPS Fiscal Group urge your ratification of this negotiated agreement. Questions regarding details of the agreement may be directed toward your building representative, PFT Directors Candy Smiley or Karen Wusthoff, or PFT President Marc Houle. ([csmiley@powayteachers.org](mailto:csmiley@powayteachers.org) [kwusthoff@powayteachers.org](mailto:kwusthoff@powayteachers.org) [mhoule@powayteachers.org](mailto:mhoule@powayteachers.org) (858) 674-2800)

