

# Tentative Settlement Agreement

## Term of the Agreement: 2013-14 through 2014-15

The PFT/PUSD IBPS Fiscal Group has worked together throughout the year monitoring the District budget beginning with the 2012-13 true-up process. In that process, we took a look back to see if the expenditures for teachers for the 2007-08 year (the last year before the state budget cuts) were on target.

From the 2012-13 true-up, we continued to look at the District budgeting process for 2013-14 year as the Budget Assumptions and First Interim Budget reports were issued. These reports are snapshots of the financial conditions of the District at two points during the fiscal year to make assumptions about PFT expenditures and total unrestricted revenue.

Your PFT members of the IBPS team, Candy Smiley, Kelly Logan, Joe McEachron and Greg Strachan are proud to announce that we have reached a tentative agreement for the 2013-14 and 2014-15 school years (*with reopeners for wages, Health and Welfare and any other sections either party requests in 2014-15, Section V of this agreement*). The IBPS members feel that the agreement strikes a very good balance between supporting both people and program. Your IBPS team urges you to support this agreement when teachers vote to ratify on March 11 and 12, 2014.

### I. Agreements in place for 2013-14:

1. Step 25 as of July 1, 2013.
2. Maintenance of out-of-pocket expenses for the 2014 Health and Welfare calendar year (January – December 2014)

### II. Details of the agreement are as follows:

#### **PART A:**

1. 1% across-the-board salary increase retroactive to July 1, 2013. (All teacher salary schedules including Adult Ed., ROP, and Preschool)
2. 1% across-the-board salary increase beginning January 1, 2014. (All teacher salary schedules including Adult Ed., ROP, and Preschool)
3. 1.5% increase to the TLC Prime column (from 1.5% to 3%) beginning January 1, 2014

#### **PART B:**

4. A one-time payment for all PFT unit members (teachers, librarians, nurses, ROP, Adult Ed., preschool and impact teachers) upon ratification of this agreement. See Section III 1.
5. 1% across-the-board salary increase beginning 2014-15 with the addition of two non-student days to the certificated work year, from 186-work days to 188-work days. (All unit members currently on the certificated salary schedules 186-day work year.) See Section III 2.
6. Section VI of this agreement provides the opportunity to reopen further fiscal negotiations regarding any additional on-going dollars in 2014-15.

### III. Upon ratification of this agreement:

1. The PFT/PUSD Memorandum of Understanding (MOU) "One-time PFT Funds" provides all PFT unit members (teachers, librarians, nurses, ROP, Adult Ed., preschool and impact teachers) a one-time payment. The one-time payment is calculated based on the unit member's contract percentage. See PFT/PUSD MOU "One-time PFT Funds" attachment A.
2. Based on the District's budget assumptions for the 2014-15 school year that will include new on-going unrestricted dollars, two non-student days will be added to the classroom teachers' work year (from 186-days to 188-days). The two additional non-student days result in another 1% salary increase across all the certificated salary schedules. See Salary Schedule I comparison of the current 2013-14 186-day work year to the proposed 188-day teacher work year. (If this agreement is ratified, there will be a change in the 2013-14 salary schedule to reflect a 1% across the Board retroactive to July 1, 2013, 0.5% in January 1, 2014, and Step 25. The 2014-15 salary schedule will reflect an additional 1.5% for a total compensation increase of 3%. Unit members

on TLC Prime will receive a total compensation increase of 4.5%) see "Salary Schedule 2014-15 188 day work year" attachment B

A Memorandum of Understanding describing the two days for 2014-15 school year will be scheduled for August 14 and 15, 2014. These two days will be district directed and include time for teachers to learn new district software programs and professional learning opportunities around Common Core. In subsequent years, the PFT and District will jointly agree on a recommendation to the District Calendar Committee on placement of these two days. Annually, the PFT and District will make a decision on whether the two days will be fully district directed and/or site directed.

**IV. Class size Reduction:**

1. The PFT and District agree to commit one million dollars to high school class size reduction for the 2014-15 school year.
2. The PFT and District agree to calculate the cost to further reduce middle school class sizes. Based on new on-going dollars for the 2014-15 school year, the PFT and District will make a decision by May 1, 2014 or sooner.
3. A Memorandum of Understanding will be developed for a joint, TK-5 Study Group around the topic of class size reduction for the 2015-16 school year. A facilities analysis will be done concurrently with the work of the TK-5 Study Group.

**V. Memoranda of Understandings with the 2013-14 - 2014-15 Agreement:**

- PFT/PUSD "One-time PFT Funds" MOU, attachment A

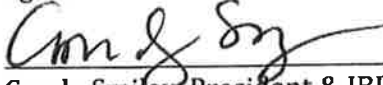
**VI. Reopeners for Wages, Health and Welfare and any other sections either party requests.**

- Fiscal section of the agreement will be reopened in November 2014, (using the PFT/PUSD True-up process) or at any time there is a change in funding which has a significant fiscal impact, either positively or negatively, upon the District.
- The PFT and District agree to continue the existing method of calculating the district's contribution to health and welfare, based upon formula of annual automatic average for benefits.

**VII. Ratification:**


We will hold a ratification vote for this agreement on Tuesday and Wednesday, the 11<sup>th</sup> and 12<sup>th</sup> of March. If ratified, the agreement will go to the School Board for approval Monday, March 17, 2014.

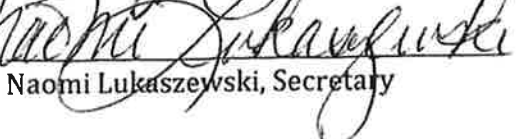
The members of your IBPS team and your PFT Executive Board urge your ratification of this agreement.


  
Candy Smiley, President & IBPS Member

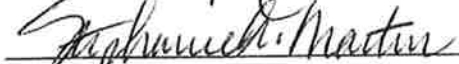
  
Kelly Logan, Director & IBPS Member

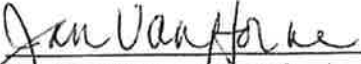
  
Joe McEachron, Director & IBPS Member

  
Greg Strachan, MS VP & IBPS Member

  
Naomi Lukaszewski, Secretary

  
Peter Califano, HS VP

  
Stephanie Martin, Elementary VP

  
Jan Van Horne, Special Ed VP

  
Patrick Keogh, Treasurer

# Attachment A


## Memorandum of Understanding Between the Poway Unified School District and the Poway Federation of Teachers


### One Time Funds 2013-14

- 1) The PFT OPEB (Other Post-retirement Employee Benefits) account is used to pay health and welfare benefits for eligible teachers from the time of STRS/PERS retirement from the District until age 65. The IBPS team understands the importance of fully funding anticipated employee retirement accounts. In 2012-13 and 2013-14, the PFT OPEB account was overfunded. The PFT/PUSD IBPS team determined that the overfunded amount would be distributed to members of the bargaining unit as a one-time financial payment.
- 2) Active PFT unit members, with a hire date on or before January 1, 2014 are eligible to receive a one-time payment. One time payments are calculated in the following manner:
  - Teachers on Salary Schedules I, II, III, IV will be paid using the percentage of contract below.
  - Pre-school teachers will be paid using the percentage of contract below.
  - Full time (35 hrs./wk) hourly ROP and Adult Ed teachers will be paid \$700.00 (80% of contract or more).
  - Hourly Impact teachers, ROP and Adult Ed teachers, who work less than full-time, will receive \$200.00.
  - Teachers on un-paid leave of absence as of January 1, 2014 and substitute teachers are not eligible for the one time payment.
- 3) Eligible unit members will receive a one-time cash payment using the chart below.
- 4) Unit members have until June 13, 2014 to bring forward any questions and/or disagreements with their individual payment. PFT and PUSD agree to jointly resolve any conflicts that arise as a result of this MOU by June 30, 2014.

#### PFT Unit Members One Time Money

All Teachers on Salary Schedule I, II, III, IV, Preschool teachers, and Full Time Adult Ed and ROP teachers			
% of Contract			\$\$ Per Teacher
80%		of contract or more	\$ 700
60%	to	79.99%	\$ 560
40%	to	59.99%	\$ 420
20%	to	39.99%	\$ 280
1%	to	19.99%	\$ 140
Hourly, not full time, PFT Unit Members (Adult Ed, ROP, Impact)			
Hourly Unit Members			\$ 200

  
 For the District - Malliga Tholandi  
 Associate Superintendent  
 February 13, 2014  
 Date

  
 For the Federation  
 02-13-2014  
 Date

## Attachment B

This is the **CURRENT** 2013 - 2014 Salary Schedule I

186 day Work Year

Range	B	B'	C	C'	D	D'	E	E'
Step	BA & 15 units or less	TLC	BA & 30 Units	TLC	BA & 45 or MA	TLC	BA & 60 include MA	TLC
1	0	0	0	0	0	0	0	0
2	\$42,804	\$43,446	\$43,724	\$44,381	\$44,644	\$45,314	\$45,565	\$46,247
3	\$43,953	\$44,612	\$44,990	\$45,665	\$46,256	\$46,950	\$47,521	\$48,232
4	\$47,754	\$48,470	\$49,742	\$50,486	\$51,388	\$52,158	\$52,038	\$52,819
5	\$49,062	\$49,798	\$52,347	\$53,132	\$54,679	\$55,498	\$58,280	\$59,154
6	\$50,844	\$51,607	\$54,164	\$54,976	\$56,482	\$57,329	\$60,475	\$61,383
7	\$52,162	\$52,944	\$55,487	\$56,320	\$57,799	\$58,668	\$62,123	\$63,056
8			\$56,831	\$57,685	\$59,463	\$60,355	\$63,789	\$64,745
9			\$58,145	\$59,016	\$60,810	\$61,723	\$65,450	\$66,432
10			\$59,993	\$60,893	\$62,670	\$63,611	\$67,709	\$68,725
11					\$67,939	\$68,957	\$75,612	\$76,745
12					\$67,939	\$68,957	\$75,612	\$76,745
13					\$67,939	\$68,957	\$75,612	\$76,745
14					\$67,939	\$68,957	\$75,612	\$76,745
15					\$70,875	\$71,938	\$78,702	\$79,882
16					\$70,875	\$71,938	\$78,702	\$79,882
17					\$70,875	\$71,938	\$78,702	\$79,882
18					\$70,875	\$71,938	\$78,702	\$79,882
19					\$72,454	\$73,540	\$80,278	\$81,482
20					\$72,454	\$73,540	\$80,278	\$81,482
21					\$72,454	\$73,540	\$80,278	\$81,482
22					\$72,454	\$73,540	\$80,278	\$81,482
23					\$76,114	\$77,256	\$87,318	\$88,627
24					\$76,114	\$77,256	\$87,318	\$88,627
25					\$78,474	\$79,651	\$90,025	\$91,374

# Attachment B

## Tentative Agreement

**188** day Work Year Effective July 1, 2014

+1% (Starting in July of 2013, paid retroactively) plus,  
 +1% (Starting in January of 2014, paid retroactively) and  
 +1.5% on Prime (TLC) Columns (Starting in January of 2014, paid retroactively), plus  
 +1% (2 additional work days = an approximately 1% Salary Increase)

Range	B	B'	C	C'	D	D'	E	E'
Step	BA & 15 units or less	TLC	BA & 30 Units	TLC	BA & 45 or MA	TLC	BA & 60 include MA	TLC
1	0	0	0	0	0	0	0	0
2	\$44,134	\$45,458	\$45,082	\$46,435	\$46,031	\$47,412	\$46,981	\$48,390
3	\$45,319	\$46,678	\$46,388	\$47,779	\$47,693	\$49,124	\$48,997	\$50,467
4	\$49,238	\$50,715	\$51,287	\$52,826	\$52,985	\$54,574	\$53,655	\$55,264
5	\$50,586	\$52,104	\$53,973	\$55,593	\$56,378	\$58,069	\$60,091	\$61,893
6	\$52,424	\$53,996	\$55,847	\$57,522	\$58,237	\$59,984	\$62,354	\$64,225
7	\$53,783	\$55,396	\$57,211	\$58,927	\$59,595	\$61,383	\$64,053	\$65,975
8			\$58,597	\$60,355	\$61,310	\$63,150	\$65,771	\$67,744
9			\$59,951	\$61,750	\$62,699	\$64,580	\$67,483	\$69,508
10			\$61,857	\$63,713	\$64,617	\$66,556	\$69,813	\$71,907
11					\$70,050	\$72,151	\$77,961	\$80,300
12					\$70,050	\$72,151	\$77,961	\$80,300
13					\$70,050	\$72,151	\$77,961	\$80,300
14					\$70,050	\$72,151	\$77,961	\$80,300
15					\$73,077	\$75,269	\$81,147	\$83,582
16					\$73,077	\$75,269	\$81,147	\$83,582
17					\$73,077	\$75,269	\$81,147	\$83,582
18					\$73,077	\$75,269	\$81,147	\$83,582
19					\$74,705	\$76,946	\$82,772	\$85,255
20					\$74,705	\$76,946	\$82,772	\$85,255
21					\$74,705	\$76,946	\$82,772	\$85,255
22					\$74,705	\$76,946	\$82,772	\$85,255
23					\$78,479	\$80,833	\$90,031	\$92,732
24					\$78,479	\$80,833	\$90,031	\$92,732
25					\$80,912	\$83,339	\$92,822	\$95,607