

Tentative Agreement  
Between the  
Poway Unified School District and Poway Federation of Teachers  
2024-2025

In light of the projected state and PUSD budget gaps, the Poway Federation of Teachers (PFT) and the Poway Unified School District (PUSD) have tentatively agreed to a settlement for the 2024-25 school year as detailed below:

1. Maintenance of all teacher salary schedules including Salary Schedules I-IV, Adult Ed., CTE, Preschool, Librarian, Resource Nurse, and Speech and Language Pathologists.
2. Maintenance of current class sizes, including staffing ratios, elementary class size caps and secondary class size targets.
3. Health & Welfare: The parties have agreed to implement a three-year health and welfare model, per the terms described below. An insurance Plan Year runs from January 1 – December 31.
  - a. For insurance Plan Years 2025, 2026, and 2027, the District will continue to pay full coverage for the HMO employee-only plans for medical, dental, and vision.
  - b. For Plan Years 2025 and 2026, total medical, dental, and vision out of pocket (OOP) costs for unit members electing Employee+1 or Family coverage (HMO or PPO) will **not** increase. Additionally, the PPO Employee Only out of pocket (OOP) costs will **not** increase for the 2025 and 2026 Plan Years.
    - i. Fifty percent of the District’s annual Other Post Employment Benefits (OPEB)\* contribution on behalf of PFT will be used to offset the increased cost in insurance premiums in each of these years.
  - c. For Plan Year 2027, 25% of the District’s annual contribution to OPEB on behalf of PFT will be used to offset increases in unit members’ OOP costs. The chart below indicates the actual increases (tenths) to total medical, dental, and vision OOP costs based on plan selection, effective January 1, 2027 through December 31, 2027:

2027 Plan Year (Jan. 1 - Dec. 31)			
Tenths Increase From Current			
Current Including Medical Premium Delta Dental, and Vision			
HMO Plans	Employee	Employee + 1	Family
Kaiser+Delta Dental+Vision	\$ -	\$ 52	\$ 50
Anthem Select (Sharp)+Delta Dental+Vision	\$ -	\$ 93	\$ 105
Anthem Priority Select (Scripps)+Delta Dental+Vision	\$ -	\$ 69	\$ 67
PPO Plan	Employee	Employee + 1	Family
Anthem Blue Cross PPO+Delta Dental+Vision	\$ 172	\$ 364	\$ 494

- d. The parties agree to meet and negotiate the terms of the health and welfare program for insurance Plan Year 2028.


4. *Section IV, Leave of Absence Policy, Compelling Reasons Leave* shall be revised as follows:
  - a. Effective July 1, 2024 and annually thereafter, each member of the unit shall be eligible for a maximum of three (3) days of Compelling Personal Reasons Leave at **full salary**. This leave can be accessed for reasons deemed by the unit member to be of compelling personal importance. This leave does not accrue from year to year.
  - b. Repeated use of this leave by a unit member for the purpose of extending holidays or vacation is not permitted. Use of this leave upon the beginning or conclusion of the teacher and student school years is subject to review by the Associate Superintendent, Personnel Support Services.
  
5. *Section X, Evaluation Procedures*, shall be revised as follows:
  - a. Permanent Teachers with 10 years of PUSD Experience shall be evaluated **every 5 years**, rather than every 3 years. All other terms and conditions of the Teacher Professional Learning and Effectiveness System (TPLES) procedures shall remain in effect.
  
6. The agreed upon provisions of the Teaching and Learning Cooperative (TLC) will remain in place, with the following modifications:
  - a. Once teachers have attained 40 TLC points, as verified by the Professional Learning Advisory Board (PLAB), teachers currently on Columns B, C, D or E of the certificated salary schedules will advance to TLC prime columns B', C', D', E', respectively, for a period of **four years** (rather than 3 years) beginning July 1, 2024. As previously negotiated, these TLC prime columns are 3% higher than the corresponding B, C, D or E column. To remain on these TLC prime columns, teachers must continue to attain 40 TLC points every four years.
  - b. Points shall expire **6 years** after the original effective date (rather than 5 years after the original effective date).
  - c. The parties intend to include this language into the collective bargaining agreement.
  
7. This agreement concludes negotiations for the 2024-25 school year.
  
8. The parties commit to continue to use the IBPS process as outlined in the bargaining Agreement between PUSD and PFT, *Section II, Duration of Agreement*.

\*Other Post Employment Benefits are those health and welfare benefits extended to retirees with 10 years or more of PUSD benefitted eligible service from age of retirement until age 65 pursuant to *Section III, Health and Welfare Benefits for Retired Teachers*, of the collective bargaining agreement.

For the Federation

  
Kelly Logan, PFT President

For the District

  
James Jimenez, Associate Superintendent  
Personnel Support Services