



## e-Bulletin

*This email is going to all PFT Members*

Dear PFT Members,

Welcome Back! See below to be “in the know” as we kick off the 2023-24 school year.

### **Reminder: Highlights from the 2023-24 PUSD/PFT Agreement**

#### Compensation increases

- Salary increases will be reflected on your first pay warrant
  - o 5% across the board salary increase
  - o Additional cumulative salary enhancement of 5.5% on the first 2 steps of the salary schedule
  - o Addition of Step 26, which is a 3.5% increase over Step 25
- Initial Salary Schedule Placement for Teachers New to PUSD
  - o New teachers will be credited for up to 10 years of prior teaching experience on the salary schedule, with max placement on Step 11 rather than Step 10. Step 11 pays significantly more than Step 10, helping us attract experienced teachers from outside PUSD.
- Intern Credential Teachers
  - o Prior to this year’s agreement, teachers working as interns were not given salary schedule credit for teaching experience under another credential.
    - Now, interns will receive salary schedule credit for prior teaching experience. Those interns hired in 2017-18 or later also received back pay for the salary they would have received had they been given credit for their prior years of teaching experience.
- Increased the rate for teachers who volunteer to stay overnight at sixth grade camp from \$25 to over \$90 (per overnight stay)
- More than doubled the rate for high school supervisions that are designated as paid supervisions

#### **2023-24 Staffing & Class Sizes**

Class Size Reduction: Due to the increases in both ongoing and one-time revenues in the state budget for 2023-24, we reached agreement to continue the class size reductions that were made beginning in 2021-22 with one-time funds.

- The staffing ratio at grades 4 and 5 was reduced to 29:1 with a cap of 31 (rather than 31:1 with a cap of 33).

- Additional FTEs were provided at secondary sites to allow the creation of additional sections to bring down class sizes where possible (with a focus on collaborative classes that sometimes cause other sections to be much larger).

### High School

- 31:1 staffing ratio with a target of 36-38 for core classes (all English, all Math, all Science, all Social Science, & all World Language)
- 9th grade English 1-2, Integrated Math I, II, III, Biology, and Chemistry: Target of 35
- PE: Target is 50-55
- Collab and Co-taught Classes at high school should be smaller than the target when possible (30-35).

All secondary core classes should meet the targets (though targets are not hard caps) and numbers should include any students accessing the course as part of a collaboration or inclusive practices model.

Any high school core classes above the target of 38 need to have justification and a consultation with the teacher.

### Middle School

- 6th-8<sup>th</sup> grades: 29:1 staffing ratio with a target of 34 for core classes (all Language Arts & Social Studies, all Math, all Science, all Spanish except exploratory)
- PE: Target is 50-55
- Collab and Co-taught Classes at middle school should be smaller than the target when possible (30-34).

All secondary core classes should meet the targets (though targets are not hard caps) and numbers should include any students accessing the course as part of a collaboration or inclusive practices model.

Any middle school core classes above the target of 34 need to have justification and a consultation with the affected teacher.

### Elementary

- At TK, the district-wide class size ratio is 24:1. TK class size is capped at 24 with an adult to student ratio of 12:1. At K-1, the district-wide class size ratio is 24.5:1 with a maximum class size of 26.
  - At 2-3, the district-wide class size ratio is 25.5:1 with a maximum class size of 26.
  - At 4-5, the district-wide class size ratio is 29:1 with a maximum class size of 31.
- All elementary class sizes should include any students accessing the class as part of a collaboration or inclusive practices model.

In general education, caps in TK-5 are considered “hard caps” because they are tied to state funding legislation. In a typical year, elementary classes exceed the cap by one student on a rare and exceptional basis only. Please contact PFT if you are being asked to go over the cap.

### Preschool

A 1:12 adult to student ratio must be maintained in all licensed classrooms, with a 1:8 ratio maintained by PUSD preschools whenever possible during the instructional portion of the day. The only exception to this is during nap time, which can be a 1:24 ratio if all children are on their mat, and other staff are readily available and on campus.

### **Class Size Review at all Levels**

Learning Support Services (LSS) is working directly with site principals to monitor class sizes and to determine any needed adjustments. The PFT/PUSD Joint Staffing Team is also regularly reviewing class sizes by teacher, content, and school to identify any areas of concern. Please contact PFT if needed for specific unresolved concerns by calling (858) 674-2800.

### **Mandated Trainings**

PFT has been pushing to minimize and streamline these required trainings as much as possible. In collaboration with the district, here are this year’s wins:

- Human Trafficking: reduced from 60 minutes to 15 minutes.
- Sexual Harassment: now required every other year (instead of every year).
  - o This will require manual tracking. Everyone will get it this year. Due to tracking logistics, if you don’t take it this year, you’ll need to take it the next two years in a row. So, over the course of three years, everyone takes it twice. (Completion notifications will go out this year to principals).
- Suicide Prevention: reduced from 39 to 30 minutes.
- Integrated Pest Management (IPM) training (to use disinfecting wipes): no longer required unless you choose to use something other than approved wipes which must be Ethyl/Ethanol alcohol-based and contain at least 60% ethanol.
- Delayed due dates on second set of trainings: December 1 instead of November 9.

Remember, time must be provided during the workday for these trainings. Each employee must log in and complete their own training. However, working in a group and discussing the questions and answers is allowable.

### **EmpiRx Update**

Over the last couple of years, PFT received numerous member concerns about this prescription drug plan, which were confirmed in a PFT survey administered at the end of

last school year. These concerns were brought forward at recent PUSD Insurance Committee meetings, which EmpiRx representatives attended. PFT advocated for non-renewal of this company's contract with PUSD (which expires in January 2024) based on the level of member concerns. EmpiRx expressed a commitment to improvement. Since neither APSM nor PSEA had expressed significant concerns (and did not survey their members), the Insurance Committee is allowing EmpiRx to implement improvements. Once members experience the improvements, the Insurance Committee plans to design and administer a survey to all EmpiRx members to decide on next steps. EmpiRx members will receive more information on the proposed program enhancements soon.

### **High School Late Dismissal Concerns**

PFT continues to seek a way to allow high schools to release students from school earlier than 3:45.

- June 1 Meeting with PFT, LSS, & Transportation
  - o Two options were reviewed. Costs to implement were 4 mil (to start all high schools at 8:30) and 2 mil (to start two schools at 8:30).
- June 28 Meeting with PUSD Superintendent, PFT, LSS, & Transportation
  - o Agreement to inform secondary staff of the current issues and survey them this fall to gauge support for a proposed 2024-25 schedule that would allow an earlier release. This would result in an adjustment to instructional minutes within a school schedule for both middle and high schools, so it is important to gather input.
- Interim measures for this school year shared with sites in June
  - o If sites have enough instructional minutes, they can build in minimum days. Release time on these days must be 1:15 per transportation. (Be sure to check with transportation to ensure they can accommodate, but they very likely can).
  - o Start school at 8:40 or 8:45 if the site has enough instructional minutes. This reduces the bell schedule/time with students but does not help end school earlier.
  - o Lobby for changes to AB/SB 328.

Please let us know if you have questions or need support. We wish you a wonderful school year!

In Solidarity,

Kelly

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