

August 21, 2026

This email is going to all PFT Members

Dear PFT Members,

Welcome Back! I hope you enjoyed your summer break. Below is the quick version of this PFT Update. Here is the version with all the details.

We are more than 1600 Members strong, and it takes all of us working together to improve our professional lives. Make this the year you get to know your rights: Access your PFT Contract! Your elected PFT Site Reps are your first point of contact when you can't find the answer in your contract or when you have questions or concerns. If your matter requires additional support, your Site Rep will refer you to the Vice President for your level, or to PFT staff as needed. Please use *non-PUSD email* to communicate on union issues for privacy. PUSD emails are subject to public records requests.

(NOTE: The email address kellogan in the powayusd.com email system is NOT the PFT President. Union-related inquiries to this email address cannot be answered. To ensure everyone gets the support they need, direct union-related questions to your PFT Site Rep before contacting your PFT Vice President, PFT Staff, or the PFT President).

2026-2027 Agreement Reminders

- 4% salary increase on your first paycheck
- Another 1.5% to be applied as of Jan. 1
- See salary schedules here.
- Current employees as of July 1: \$760 one-time payment per full time equivalent, payable by Sept. 30th
- No employee contribution increases for health plan year 2027. The scheduled increase has been postponed to Jan. 1, 2028.
- Up to 15 consecutive days of paid Pregnancy Disability leave after the day of delivery, without any loss of accrued sick leave.
 - o Effective Jan 1, 2027, a new law will provide up to 14 weeks (more details to come on this law).
- See attachment to email for full 2026-27 Agreement between PUSD & PFT.

What are Personal Business Leave Days & Compelling Reasons Leave Days?

PFT unit members get five Personal Business (PB) Days, which come out of your accrued sick leave. Your three Compelling Reasons (CR) Days do *not* come out of your sick leave. They are, "use them or lose them," each year. Personal Business Days, together with the Compelling Reasons (CR) Days, are discretionary days that allow you to take up to 8 days off per year at full salary.

- READ the information in the detailed version of this update or in your contract BEFORE accessing Compelling Reasons Days.

2026-2027 Mandated Training Requirements

District must provide time within the workday for teachers to do mandated trainings

- After the district kickoff event on Tuesday, August 11, teachers should have been given the rest of the workday to complete these trainings.
- o If this did not occur, please contact your PFT Site Rep/s for support.

Anthem/Scripps Negotiation Update

Unfortunately, the contract between Anthem and Scripps is set to terminate on October 1, 2026. They are still in negotiations but have yet to come to an agreement.

- See detailed version of this communication and/or reach out to the PUSD Benefits Department should you have further questions.

It's a School Board Election Year!

The PFT Executive Board has offered Friendly Incumbent Endorsements to:

- PUSD School Board (Area C): Heather Plotzke
- PUSD School Board (Area D): Michelle O'Connor-Ratcliffe
- Palomar College Governing Board (Area 1; RB & 4S Ranch): Judy Patacsil

Open Seats

PFT has not yet issued endorsements for the following contested seats:

- PUSD School Board (Trustee Area B)
- Palomar College Governing Board (Trustee Area 5)

Process

- Candidates fill out questionnaire; are interviewed by the Executive Board. Candidates for PUSD School Board also attend a candidate forum at the Sept 9 Rep Council meeting.
- The Executive Board makes an endorsement decision using questionnaire responses, interview notes, and Site Rep feedback.

In Solidarity,
Kelly

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