

Dear PFT Members,

Welcome Back! Here is some news you can use as you settle into a new school year.

State & PUSD Budget and Negotiations

Good news! The California Federation of Teachers (CFT) and other organizations have been lobbying for an increase to the base funding formula for K-12 public education for many years. The state education budget has been finalized and it contains long-awaited increases to this base funding! 😊 We saw some increases to the base in the Governor's May Revision, which allowed us to negotiate a 5% salary increase for this school year. In the final adopted state budget, the increases were even greater than they were in the May Revision. As a result of these new funds, the district added the school site supports below and we are going back to the negotiating table on September 13, 15, 21 and 22 to determine if additional PFT Member bargaining priorities can be negotiated.

- 8 additional Custodians
- 11.6 additional Counselors
 - Worked to lower the student-counselor ratios at the secondary level
 - Increased counselor availability at the elementary school level by either adding days at the smaller schools or increasing Student Services Assistant (SSA) support at the larger schools.
- 1 hour/per day of Noon Duty support at elementary to support breakfast service
- 6 additional Campus Supervisors (2 at each middle school instead of 1)
- Social Workers at every middle school (were previously only at our 2 largest)
- 3 Certificated Middle School Librarians. Previously, Librarians had a split assignment between two schools. The Middle School Redesign Committee has recommended full time support.
- 2 additional Assistant Principals (Threshold for AP at elementary adjusted from 800 students to 750).
- 3 additional Teaching and Learning Teachers on Special Assignment (TOSAs) for a total of 7. This ensures elementary schools with SDC or more than 2 RSP teachers and over 500 students have support on their campuses.

2022-23 Staffing & Class Sizes

Class Size Reduction: Due to the increases in both ongoing and one-time revenues in the final state budget for 2022-23, we reached agreement to continue the class size reductions that were made last year 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).

Secondary: Currently sites are working to balance classes and adjust to changes in enrollment. Secondary staffing is not a perfect science. For example, student schedules interfere with balancing classes when a few too many students are in one class but there are not enough students to add a section. Class size targets are used for core classes. These are not hard caps, unfortunately, but they are targets. Sites must make a good faith effort to meet the targets. If it is not possible to meet the target, core classes should not be far from the target.

- Middle School uses a staffing ratio of 29:1 (this is not the actual class size due to prep periods and other factors), and a target for each core class period of 34 or fewer (all Language Arts & Social Studies, all Math, all Science).
- High School uses a staffing ratio of 31:1 (this is not actual class size due to prep periods and other factors). The class size target for each class period is 38 (all English, all Math, all Science, all Social Science, & all World Language). 9th grade English, Chemistry, Biology, and Integrated Math I and II have a target of 35.

Elementary: Per recent Universal TK legislation, TK class sizes are capped at 24 with an adult to student ratio of 12:1. In grades K-3, class sizes remain the same as last year with a cap 26. 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 should be maintained in all classrooms, with a 1:8 ratio maintained by PUSD preschools whenever possible during the instructional portion of the day. Please let us know if you are asked to go over these ratios.

Class Size Review at all Levels: The PFT/PUSD Joint Staffing Team will soon be reviewing class sizes by teacher, content, and school this Friday to identify any areas of concern. If you have a specific question or concern, please contact PFT Director, Patrick Keough, at pkeough@powayteachers.org or call 674-2800 so we can follow up.

Safety and Security: Greg Mizel, Assoc. Superintendent of Student Support Services, gave a presentation at the August 11 Board Meeting on Safety and Security. The district is using the Emergency Management Cycle, which is a multi-phase framework, to prepare for, respond to, and recover from disasters. They are working in partnership with law enforcement and the County Office of Ed. There was a comprehensive assessment done in 2018 by Guidepost Solutions of our safety and security systems, policies, and procedures. The district has been working to address gaps identified since that time. Attached is a list of things they've implemented based on the recommendations of this study and their partnerships with experts. The items in blue on the list are new this year.

There are Site Safety Walks that regularly occur, and there will be quarterly community Safety Summits that staff can attend if interested on 9/22, 12/8, 3/2, and 5/18. There will also be a School Site Safety Council at each site that will meet 2-3 times per year to review the site safety plan and to participate in the Site Safety/Vulnerability Walks. (Some sites have already implemented these councils). If you wish to be a part of this council at your site, contact your principal. Here are the links to the [slide show](#) from the Board Meeting and the [video excerpt](#) of the meeting that pertains to safety and security.

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

In Unity,
Kelly