

This email is going to all PFT Members

Dear PFT Members,

The end of the school year is upon us, and summer break is within reach! I hope you get some well-deserved time to rest and relax, and that you can spend quality time with family and friends. Here is the latest news you can use from PFT.

In Unity,

Kelly

A Few of the Things We Collectively Accomplished This Year

- Compensation Increases effective 7/1/2023
 - 5% across the board salary increase for 2023-24
 - Additional cumulative salary enhancement of 5.5% on the first 2 steps of the salary schedule
 - Addition of Step 26, which is a 3.5% increase over Step 25
 - 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
- Health & Welfare
 - No increases in out-of-pocket Health and Welfare premium costs for the base medical package for teachers and families for the 2023 insurance year. This means, despite rising insurance costs and higher district contributions year after year, PFT Members have had no cost increases for the base plan cost for at least 16 years running!
- Transfer
 - Priority transfer placement was achieved for all permanent and probationary teachers being involuntarily transferred due to lack of enrollment at their school sites.
- Initial Salary Schedule Placement for Teachers New to PUSD
 - 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
- Intern Credential Teachers
 - 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.
- Examples of Direct Support for School Sites & Individual Teachers
 - Supported sites experiencing sub shortages
 - Advocated for teachers, individually and system-wide, in regular meetings with Personnel Support Services (PSS) and with the Special Education Department
 - Worked to ensure teacher voice in curricular issues through regular meetings with Learning Support Services (LSS)
 - Supported teachers experiencing IA vacancies in partnership with our classified union, PSEA
 - Represented teacher voice in facilitating site level consensus conversations around inclusive practices
 - Promoted teacher voice by supporting the establishment of a Unit Building Committee (UBC) at numerous sites. This structure fosters open communication and proactive problem solving with colleagues and the site principal.
- EmpiRx issues
 - Worked with Keenan to establish a liaison to provide greater assistance to teachers experiencing complex issues with their prescriptions.
 - Administered a survey May 2023 and based on the continued concerns identified in the survey, PFT is advocating to go out to bid to explore other Rx providers.
- Catastrophic Leave Bank
 - This school year, the Bank has provided catastrophic leave without loss of pay for up to 50 days for members experiencing a catastrophic illness or injury (for self or family member) when all their other leave options were exhausted.
- PUSD School Board Members
 - Endorsed three candidates (Couvrette, O'Connor-Ratcliff, and Plotzke). All three were elected and their voting record demonstrates support for teachers and students.
- Joint PUSD/PFT Committee on Behavior Support, Safety, and Security

- District personnel presented at multiple PFT Rep Council meetings. Information was provided on supporting students with chronic absenteeism, building a culture & climate of belonging to support student behavior, and safety/security measures taken by PUSD.
- Site teams will be working to involve staff in strengthening systems for 2023-24. Each site should have or should be working toward having a consistent system in place to support student behavior. Staff should have clarity regarding this system and who to turn to when significant behaviors occur.
- High School Bell Schedules
 - Formed a joint PUSD/PFT committee to examine high school bell schedules, with a goal of ending school earlier than 3:45 and shortening instructional minutes for sites with significant overages.
 - Interim solutions to reduce instructional minutes include the option to start school at 8:40 or 8:45 and/or to build additional minimum days into the calendar. Leadership Teams should submit any agreed upon requests to transportation for final approval.
 - The joint committee working on this issue met last week and will meet again in June to continue to seek long-term solutions to end school earlier than 3:45.
- Educational Leader Feedback (ELF) Surveys
 - Thirty-two sites reached the 50% survey completion threshold needed to have ELF survey results shared with the site principal. PFT Reps from sites who reached the threshold met with the principal to discuss patterns, trends, and next steps for sitewide improvement.
- Continued joint PUSD/PFT committees to get teacher voice at the table on district initiatives.
 - Special Education Preschool Work Group
 - Middle School Redesign Committee
 - Student Teaching Program Committee

And much more. Together, as educators and PFT Members, we are strong! Don't forget, as a PFT Member, you have access to AFT PLUS, including discounted insurance, legal fees, travel (including Southwest Airlines) and more! Click [here](#) for step-by-step instructions on how to access these benefits. When it asks for your Local union number, it is **02357. When they send you the confirmation email, it will likely go to spam so **check your spam folder**.**

HAPPY SUMMER!!

In Solidarity,
Kelly