

May 7, 2025

This email is going to all PFT Members

Dear PFT Members,

As you likely already read in our joint communication, the PUSD/PFT Interest Based Problem Solving Team (IBPS) has reached a Tentative Agreement (TA) for the 2025-26 school year!

Our district continues to face a significant budgetary shortfall, which resulted in about \$12.5 million in budget solutions for this school year, and approximately \$10 million more for next school year. Budget solutions for next year include a district office reorganization (5 departments reduced to 3) and unfortunately, layoffs within each bargaining unit.

These budgetary conditions make negotiating a settlement agreement challenging. Despite the economic environment, the joint IBPS team has reached a tentative agreement that protects and respects employees, as well as class sizes.

Details have been shared with your elected PFT Site Representatives during our monthly Representative Council Meeting today at 4:15 p.m. Your PFT Site Representatives have unanimously ratified the agreement. The Tentative Agreement is attached to this email for your review. We are also developing a Q & A document, which we will send to you ASAP. Please see your Site PFT Rep if you have questions while we are preparing the Q & A document.

The attachments to this email are many pages long. Please take special note of the updated and revised language in the attachment that contains the 2025-26 Tentative Agreement and the *PFT Proposed Contract Language for Section XI Wages* (highlighted in yellow). This language clarifies what has been agreed upon and codified in past Tentative Agreements and Memorandums of Understanding for several years – it does not constitute a new change to practice. That said, the proposed language does differ from the current PFT contract language (also provided in an attachment titled, *PFT Current Contract Language for Section XI Wages*, highlighted in blue).

PFT Members will vote electronically on the Tentative Agreement on Monday, May 19 and Tuesday, May 20. If the TA is ratified by Members, it will go before the PUSD School Board for a vote, likely on June 5 (or possibly June 17). Please direct questions to your Site PFT Rep until we can finalize a Q & A document. We will send it to you just as soon as possible.

In Solidarity,
Kelly