

Dear PFT Members,

Here are a few important updates:

### **Endorsement of Candidates for PUSD School Board**

- Area B - Incumbent candidate Ginger Couvrette
- Area D - Incumbent candidate Michelle O'Connor-Ratcliff
- Area C – Heather Plotzke (Zane is NOT running)
  - Endorsement was based on a PFT Executive Board interview, a completed questionnaire, and feedback from the PFT Rep Council after a candidate forum.
- Ask your Site Rep which area your school site is in. They can give you a sign to put in front of the sunshade in your car while at work or in the community.
- If you live in Poway Unified, here is a [link](#) you can use to see your Trustee Area. We have yard signs for Area D: O'Connor-Ratcliff and Area C: Heather Plotzke.

### **Sub Pay & Differential Pay for Teacher Absences**

- Sub pay is not negotiated by PFT. PUSD raised the rate of pay for subs in 2020-21 and again in 2021-22 to attract and retain substitutes. Per CA Ed Code, some teacher leaves involve differential pay (full salary less the sub cost). The district did not charge teachers the new sub rates last year, but they are charging them this year if you access leave that involves differential pay.
- The sub rate of pay is \$180 daily M-F and is \$200 daily M-F beginning on day 21. Deductions for teachers accessing leave that results in differential pay (Extended Sick Leave, 3<sup>rd</sup> Compelling Reasons Day, Child Bonding Leave) will reflect these rates.
- This deduction is considerably larger than the former rates and will greatly impact teachers accessing differential pay. PFT is working to try to negotiate a lesser deduction and will keep you posted.

### **Mandatory Trainings**

- PUSD has agreed that time within the workday should be provided for mandated trainings
- Staff should work together to decide on when time will be provided: staff meeting, professional growth day, time banking, Xploration time, professional time, etc.
- PFT is working with PSS to research requirements and to see if there are ways to streamline or eliminate any trainings, as there are so very many!

### **Interest Based Problem Solving (IBPS)**

#### **IBPS/Negotiations for 2022-23**

- So far, our unit received a 5% ongoing salary increase for this school year. The PFT negotiating team continues to meet to determine whether other bargaining priorities of Membership can be negotiated for 2022-23 (see attached).
- The Associate Superintendent of Business Support Services, Ron Little, presented on the PUSD budget to our PFT Site Rep Council on September 21 (presentation attached).

- Currently, there is about \$2.5 million in unbudgeted new and ongoing money for 2022-23. A 1% ongoing salary increase for all units costs more than this amount (about \$3.2 million).
- Budget estimates will become actuals as the school year progresses, which could result in additional funds becoming available. We will continue to monitor the budget to see if we can achieve additional bargaining priorities.

In Unity,  
Kelly

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