

Tentative Agreement
Between the
Poway Unified School District and Poway Federation of Teachers
2025-2026

In light of the projected state and PUSD budget gaps, the Poway Federation of Teachers (PFT) and the Poway Unified School District (PUSD) have tentatively agreed to a settlement for the 2025-26 school year as detailed below:

1. Maintenance of all teacher salary schedules including Adult Ed., CTE, Preschool, Librarian, Resource Nurse, and Speech and Language Pathologists.
2. Maintenance of current class sizes, including staffing ratios, elementary class size caps and secondary class size targets.
3. *Section IV, Leave of Absence Policy, Personal Necessity Leave* shall be revised as follows:
 - a. Effective July 1, 2025 and annually thereafter:
 - i. **A unit member may use up to five (5) days per school year of accumulated sick leave for personal business. These days may be used at the unit member's discretion.**
 - ii. Death of a member of the immediate family, (mother, father, **aunt, uncle** grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, or any person living in the immediate household of the employee.)
In cases of long established family or personal relationships not listed, personal necessity leave may be granted at the discretion of the Associate Superintendent Personnel Support Services or designee.
 - iii. Upon exhaustion of compelling reasons, up to two additional days of personal necessity leave may be accessed for graduation of a family member from a four-year college or university: **used to participate in or attend a graduation or promotion.**
4. *Section IV, Leave of Absence Policy, Bereavement Leave* shall be revised as follows:
 - a. Effective July 1, 2025 and annually thereafter:
 - i. The District will grant leave of absence, not to exceed ~~three (3) days, or~~ five (5) days ~~if out-of-state travel or travel in excess of 300 miles one way is required,~~ due to the death of any member of the employee's immediate family.

- ii. Members of the immediate family mean the mother, father, aunt, uncle, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the child of the employee or of the spouse of the employee, and the spouse, son-in-law, son, daughter, daughter-in-law, brother or sister of the employee or any person living in the immediate household of the employee.
5. *Section XI, Wages*, of the bargaining Agreement between PUSD and PFT, shall be revised as reflected in Attachment #1.

For the Federation

 5-6-2025
Kelly Logan, PFT President

For the District

 5-6-2025
James Jimenez, Associate Superintendent
Personnel Support Services