

**Tentative Agreement Between the
Poway Unified School District and Poway Federation of Teachers
2022-23 & 2023-24**

Questions & Answers

Q: Are PFT unit members getting an ongoing salary increase for the 2023-24 school year?

A: Yes! PFT unit members are getting a 5% ongoing salary increase for the 2023-24 school year effective July 1, 2023. This is in addition to the 5% ongoing salary increase we received for the 2022-23 school year that was effective July 1, 2022.

Q: Are there additional salary increases targeting specific cells on the PFT unit members' salary schedules for the 2023-24 school year? Will these targeted increases benefit me? If so, when?

A: Yes!

- PUSD & PFT have agreed to target the end of the salary schedules by adding an additional experience step, which is 3.5% higher than the final step currently on each salary schedule. This will benefit every teacher who finishes their career in PUSD by increasing the money they will earn in retirement each and every month post-retirement.
- To attract and retain high quality teachers, the beginning steps of all PFT unit member salary schedules have also been increased by a cumulative total of 5.5%. If you are on one of these cells as a newer teacher, you will also benefit.
 - Even though the targeted increases at the beginning steps of the schedules constitute a cumulative total of 5.5%, why are the percentage increases on some of the beginning steps different?
 - There are many different salary schedules for members of the PFT unit, and the increases between experience credit cells vary from schedule to schedule. Some creativity needed to be employed to ensure no one made less money year over year as increases were applied.
- These targeted salary increases are in addition to the 5% across-the-board increase that all unit members will receive effective July 1, 2023.

Q: When will I see my pay depending on which pay plan I'm on?

A: If the agreement is ratified, you will see the increase on your first paycheck of the 2023-24 school year based upon your selected Pay Plan Option:

- You will receive your salary increase on your Sept. 30, 2023 pay warrant (if you are paid 10 times per year, Sept. – June OR if you are paid 12 times per year, Sept. - August).
- You will receive your salary increase on your August 31, 2023 pay warrant (if you are paid 11 times per year, Aug. – June).

Q: Why don't we just get the COLA percentage as a salary increase each year?

A: School districts have “roll forward costs,” that increase each year such as transportation, utilities, health and welfare, unfunded state mandates, and salary step and column costs as teachers move across and down on the salary schedule. These “roll forward costs” are funded by the money generated by the COLA. Enrollment decreases also negatively impact the amount of funding we receive via the COLA. Unfortunately, we have lost about 1,000 students in PUSD over the last couple of years since the COVID pandemic occurred. Similarly, attendance rates impact how the COLA is used to fund school districts. PUSD's average daily attendance rates have dropped from about 97% to about 95%, which has further decreased our funding. If the ADA projections for next school year come to fruition, PUSD will experience a \$9.4 million loss in ongoing revenue because of this lower ADA.

Here is some info taken from a May 2022 School Services of CA article that further explains the COLA: “...application of the funded COLA does not automatically result in new revenues for local educational agencies (LEAs). The funded COLA, simply stated, increases the funding per unit of measurement. It is not a pot of gold at the end of the rainbow. The largest, and most significant, funding source for most LEAs are the revenues generated through the Local Control Funding Formula. The primary unit that is measured is average daily attendance (ADA), or more commonly referred to as attendance. The application of the current statutory COLA increases the funding per unit of attendance. However, if attendance is down year-over-year, which is pervasive statewide amidst the drastic decline in enrollment, the number of units used to calculate funding may also decline.”

The “... COLA, or growth in funding per unit, is intended to cover all the costs associated with educating children. This includes, but is not limited to, the cost of staffing, instructional materials, utilities, and supplemental services for children. It's critically important to recognize this component, especially as LEAs grapple with levels of inflation that match a 40-year high. The cost of doing business for the employer and the employee are going up, and it's the new ongoing revenues generated by the funded COLA that are used to cover these costs.”

Q: Will my Health and Welfare out-of-pocket premium costs or co-payments go up this calendar year (2023)?

A: No. Out-of-pocket premium costs and co-payments will remain the same for calendar year 2023 for all PFT unit members. Health Benefits for calendar year 2024 will be subject to future negotiations.

Q: How many years of qualifying previous teaching experience will now be accepted when a teacher is hired in PUSD?

A: If this Agreement is ratified, a maximum of ten years of qualifying previous experience will be accepted, with placement on the salary schedule at step 11. Currently, a maximum of nine years of experience are accepted, with placement on the salary schedule at step 10. This change will help us attract and retain veteran teachers.

Q: Why is the initial placement of interns on the salary schedule being modified? Why has step 1/the intern step been eliminated on salary schedules I-IV?

A: Interns are hired in high need areas when fully credentialed teachers are not available. PUSD/PFT started a joint support program for special education intern teachers in 2017-18. We have discovered that some interns hired since the program began had previous qualifying teaching experience in other districts. However, the initial agreement for this program placed them on the first step of the salary schedule and did not give them credit for previous teaching experience for which their training qualified them. (Interns are the only teachers who are currently placed on step 1). This agreement will rectify this situation going forward and will also compensate current PUSD teachers who were previously impacted, so that their salary at the time they were working as an intern reflects what they would have earned had experience credit been given.

Q: Why are we voting on a change to the teacher transfer process?

A: Since 2010-11, PFT has been working with Personnel Support Services (PSS) on improving the teacher transfer process outlined in the bargaining agreement. The process was revisited annually since 2010-11 by a joint PFT and PSS team and was improved over time based on feedback from teachers experiencing the process. Your elected PFT Site Reps also provided input over the years. For the last several years, the same process has been in place and operating successfully, so we believe it is ready to be incorporated into the contract.

Q: If this agreement is ratified, teachers who volunteer to stay overnight at Sixth Grade Camp will be compensated an amount equivalent to twice the B2 hourly rate per overnight stay. How is this calculated?

A: If you take the annual amount in the Salary Schedule I, B2 cell (B column for education and step 2 for experience credit), divide it by 186 workdays, and then divide it by a 7-hour workday, you get the B2 hourly rate. A teacher who stays overnight at Sixth Grade Camp will be paid twice this rate per overnight stay. Example: the B2 hourly rate as of July 1, 2023 will be \$45.28 so a teacher would be paid \$90.56 per overnight stay at camp. This is not an hourly rate but rather a set amount per overnight stay. It is tied to hourly compensation on the B2 cell on Salary

Schedule I to ensure automatic increases over time. As across-the-board salary increases occur, the B2 rate will also increase. Compensation prior to this agreement was \$25 per overnight stay at Sixth Grade Camp.

Q: If this agreement is ratified, high school teachers who perform “paid” supervision duties, as outlined in the bargaining agreement, will be compensated an amount equivalent to one hour at the B2 rate. How is this amount calculated?

A: If you take the annual amount in the Salary Schedule I, B2 cell (B column for education and step 2 for experience credit), divide it by 186 workdays, and then divide it by a 7-hour workday, you get the B2 hourly rate. A teacher who performs a “paid” supervision at the high school level, as outlined in the bargaining agreement, will be compensated an amount equivalent to one hour at the B2 rate. Example: the B2 hourly rate as of July 1, 2023 will be \$45.28 so a teacher would be paid \$45.28 per “paid” supervision. This is not an hourly rate but rather a set amount per “paid” supervision. It is tied to hourly compensation on the B2 cell on Salary Schedule I to ensure automatic increases over time. As across-the-board salary increases occur, the B2 rate will also increase. Compensation prior to this agreement was \$20 per “paid” supervision at the high school level.