

This email is going to all PFT Members

Dear PFT Members,

Below are some important updates from the PFT. Please see your Site PFT Representative/s for details. I hope you have a restful break filled with good times with family and friends!

In Solidarity,

Kelly

Top Three from PFT December 2024

1) Presentations to the PFT Rep Council on December 18 on PUSD Budget & Facilities (see links to presentations below)

PUSD First Interim Budget (*Greg Magnuson, Interim Associate Superintendent of BSS & Rheia Alschbach, Director of Capital Planning*)

- Budget solutions decided upon last year (2023-24) and implemented for this year (2024-25) are projected to save about \$11.3 million.
- PUSD is seeking additional ongoing budget solutions of about \$15 million for the 2025-2026 school year.
- Enrollment is now about 500 students lower (K-12) than what was projected in the Adopted Budget. Poway Unified is projecting declining enrollment over the 2025-2026 and 2026-2027 years as well, which is consistent with statewide trends. Declining enrollment has a significant, negative fiscal impact on the budget.
- Upcoming steps in the budget development process: Governor's 2025-2026 budget proposal in January, PUSD 2024-2025 Second Interim Financial Report in March, and the Governor's "May Revision" to the January budget proposal.
 - PFT staff will attend the School Services of CA Governor's Budget Workshop on January 22 in Anaheim, in preparation for negotiations with the district.
 - Look for a bargaining survey in January. Your voice matters!

PUSD Facilities Update: Condition, Funding Sources, and Plans Forward (*Ruben Arras, Director of Facilities, Maintenance and Operations & Rheia Alschbach, Director of Capital Planning*)

- Various facilities, maintenance, and capital projects are taking place across the district.
- There are several current and future home development projects going on within district boundaries. While this is projected to bring additional students to PUSD, the long-term projections show decreased student enrollment districtwide.
- An analysis of district facilities using the "Facility Condition Index" shows that many of our schools are aging and will require upgrades in the medium to long term.
- Despite many facilities needs across the district, the annual budget allocation for deferred maintenance is only \$1 million annually.
- Plans forward:
 - Leasing surplus properties?
 - Bond?

Presentation Links:

-Budget Presentation

-Capital Planning Presentation (see attached)

-Facilities Presentation

2) Delegates to California Federation of Teachers (CFT) Convention

- March 14-16, 2025, at Westin San Diego Gaslamp Quarter (Specific schedule TBD, but typically Friday and Saturday 10:00-5:00 & Sunday 10:00-1:00).
- PFT is sending 3 delegates.
- Please see email sent by Patrick Keough on December 16 via non-PUSD email for details, as well as the "Delegate Information Sheet" and an "Application for Nomination." Submit your application via email (pkeough@powayteachers.org) by Monday, January 13th, 2025.
- Applicants will be announced to the Rep Council on Wed, 1/15. Nominations by petition are due Mon, 2/10.

- Voting will take place at the February 12th Representative Council meeting (open to all Members).
- If selected, you will go to the convention on Friday, Saturday, and Sunday (March 14-16, 2025). You will attend various breakout sessions and cast votes on Resolutions and other CFT initiatives and report back to the Rep Council at the April 9th Rep Council meeting.

3) **Catastrophic Leave Drive**

- PFT is discussing potential exceptions to MOU with the district to expand eligibility based on numerous Member requests.
- One exception has been agreed upon so far, which has expanded eligibility to 22 unit members previously ineligible. It has been communicated to those now eligible by Karen Kupetsky via PUSD email. These unit members will have approximately a month to choose whether to donate.
- Here is an excerpt from the email that went to newly eligible unit members that explains the rationale for this exception:

Why was I previously ineligible to donate?

To donate and join the Catastrophic Leave Bank in this cycle, a unit member:

1. *Must have at least 4 days of sick leave accumulated as of June 30, 2024.*
2. *Must donate a minimum of 1 day.*
3. *May not donate more than 25% of their accumulated sick leave in any one school year.*

You were previously ineligible to donate and participate in the recent catastrophic leave drive because you did not meet criteria three above at the time of the recent drive. If you were to donate one day of your accrued leave, you would have been donating MORE than 25% of your current accrued leave time.

Despite your accrued leave balance being low, we would like you to have the opportunity to donate and join the Catastrophic Leave Bank if desired. Therefore, PFT and PUSD have agreed to make an exception to the MOU, so you are now eligible to donate. That said, it is important to understand that if all your accrued leave is exhausted, you could end up losing pay for future absences. For example, if you are sick, but you have no accrued sick leave, you will be absent due to your illness, but you will be in "differential pay status." This means \$158 will be deducted from your salary for each day you are out due to illness. (Note: the amount deducted from the salary of an employee in differential pay status will change when the salary schedule changes). Please consider this as you contemplate whether to donate a day and join the Bank.

- PFT will continue to discuss other possible exceptions with the district and will provide further updates ASAP. The full MOU is attached for your review if you have questions.

Kelly Logan
PFT President
13475 Danielson Street, Suite 190
Poway, CA 92064
(858) 674-2800