

**Initial Proposal for Negotiations  
From Poway Federation of Teachers  
To  
Poway Unified School District  
2025-26**

December 5, 2024

**TO:** Board of Education  
**FROM:** Poway Federation of Teachers  
**SUBJECT:** Proposal for Contract Negotiations 2025-2026

Please consider this proposal the Federation's notice to the PUSD Board of Education for 2025-2026 contract negotiations. This proposal includes 2025-2026 Reopeners to the current three-year bargaining agreement, which expires June 30, 2026.

**Section IV – Leave of Absence Policy**

Continue the work of the PUSD/PFT Labor Relations Team to clarify parameters for General Leave and to include a one-time opportunity to access this leave for personal reasons.

Allow access to a portion of Personal Necessity Leave for discretionary use.

Expand maternity leave.

Update language for teacher substitute differential pay.

**Section VII – Class Size and Staffing**

Continue the work of the PFT/PUSD Staffing Sub-committee to strategically reduce district-wide class sizes to benefit student learning.

Ensure inclusive practices are supported with appropriate staffing levels, class sizes, and other conditions to ensure success for each student.

Continue to develop a high-quality student teaching program in partnership with local universities to attract and retain the best teaching candidates in PUSD.

**Section VIII – Hours of Employment**

Continue the work of the joint Special Education Steering Team to explore ways to address the teacher shortage, including, but not limited to teachers with specialized credentials.

Ensure the roles and responsibilities of both special and general educators can be reasonably achieved during the professional workday in an inclusive practices model.

### **Section IX – Safety Conditions of Employment**

Continue the work of the PUSD/PFT to ensure safe working conditions for educators and classroom environments that are conducive to learning for all students.

### **Section X – Evaluation**

In collaboration with the Labor Relations team, update and modify the evaluation process to align with the current Teacher Professional Learning and Effectiveness System (TPLES) evaluation and professional growth program.

### **Section XI – Wages**

Continue with both parties meeting regularly throughout the year, using Interest Based Problem Solving (IBPS), to discuss the budget, the Governor's proposals on the budget, and the May Revision to reach joint understanding of how the state budget will translate into resources in PUSD. The Federation wishes to work with our District to identify and make recommendations to the Board of Education regarding compensation for our members.

Establish criteria to use to review stipends for extra assignments and make modifications as needed.