

Top Three from the PFT Rep Council June 2025

1. Layoff Notices & Employee Rights

- Layoffs of 5.6 teachers with Mild to Moderate credentials and 1 teacher with an Early Childhood Special Education credential have been rescinded. This is great news! This occurred because of resignations and retirements, and enough enrollment coming in to necessitate these positions.
 - Another win! PFT was able to negotiate a priority placement process for employee returns. This means teachers returning from layoff will be offered a choice of vacant positions, rather than being assigned by the district to an open position within their credential area.

2. Kindergarten Introduction Days (KID)

- Zoom meetings with kindergarten teachers took place on Thursday, May 22. LSS, K teachers, and PFT staff were present. Learning Support Services (LSS) informed teachers they are eliminating Kindergarten Introduction Days (KID) effective for next school year. Unfortunately, this is within the district's managerial rights as it is a program change.
- Teacher/PFT rights include bargaining the impacts and effects of this change. PFT met privately with K teachers after LSS shared this information and has summarized teacher concerns. A demand to bargain was created by PFT to document the concerns. It was sent to K teachers for review.
- PFT has submitted the demand to bargain document to the district. Negotiations will occur to bargain impacts and effects. The first session is Tuesday, June 10.
- All impacts and effects may not be known until program implementation next school year. Additional bargaining may be necessary into next year.

3. Aligning Full Non-Student Days Across All Levels to Increase ADA and Support PSEA Professional Growth

At the January 2025 PFT Rep Council, Dave Lemaster, *LSS Executive Director II* and Courtney Davis-Martin, *PSEA President*, presented a request for PFT consideration: Change the current Parent/Teacher Conference MOU to align a non-student day across all levels, to improve Average Daily Attendance (ADA) and to support PSEA professional growth.

At the March Rep Meeting, feedback from PFT Reps representing 27 sites indicated a strong majority felt the option below is workable (26/27), with some sites sharing preferences for particular days of the week and with middle school reiterating the importance of teacher voice in the determination of content of these days.

OPTION: All elementary schools could do one full non-student day and three minimum student days for conferences & all MS could do 5 minimum days for conferences, which would result in one full day for professional growth. The full day for conferences at elementary schools would be aligned with the full professional growth day for middle schools. High schools would also need to align with this same date. Elementary conferences have typically been the week before Thanksgiving to align with progress reports, so this is when the aligned full day would occur for all levels.

LSS and PFT tried to align feeder patterns to see if it would be possible to have different full non-student days by region, to honor site requests to hold the full day of elementary conferences on different days of the week. Unfortunately, based on the data, it is not possible to have different full days by region. It was determined that Monday will need to be the aligned full non-student day.

- Monday was the most frequent full day used for conferences at elementary this year. Preferred days of the week varied. On top of this, multiple elementaries feed our middle and high schools, making it (unfortunately) impossible to accommodate preferences for a specific day of the week.

Therefore, if the PUSD School Board approves, PUSD and PFT will sign a one-year MOU to reflect the option described above. It is anticipated that Monday, November 17 would be the system-wide aligned full day, with elementary schools doing parent teacher conferences on this day, and middle and high schools engaging in professional growth.

Thank you for your flexibility and willingness to honor professional growth for our fellow PSEA members and for supporting the encouragement of attendance to support district funding!

We hope you have a wonderful summer!

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Julie B. Garcia
PFT Secretary

