

Today's Top 3: October News You Can Use from Your Site PFT Rep

1. Updated Info on Accessing Personal Necessity Leave for School Enrollment – Reminder: Last school year, PFT was able to negotiate the use of Personal Necessity Leave for School Enrollment. Full time unit members may access up to 14 hours (or the amount proportional to their contracted percentage) of Personal Necessity Leave to find, enroll, or re-enroll a family member in a preschool/childcare center, College, University, or other post-secondary institution. Personal Necessity leave comes out of your accrued sick leave. Prior to negotiating this benefit, Compelling Reasons (CR) Leave was the only option available. If CR Leave days were exhausted, requesting an unpaid leave was the only legitimate option.

2. TA Payment Update

	Pay Date	Amount of Retro Owed as Each Increase is Applied	Changes to Retro Payment Structure (Due to direction from SDCOE)
Salary Schedule Increase .5% Eff 7/1/2018	October 31, 2019	District will still owe retro of .5% for last year (2018-19) and will still owe .5% retro for July, August, and September of 2019. (July and August apply only if you are paid during those months).	All retro pay will be included on one pay warrant, in January or February. This pay warrant will combine your regular salary and the retro salary owed. (To place retro pay on a separate pay warrant would be an added cost for the district). Retro pay will be listed on 3 separate lines. July 1 is the beginning of the PUSD fiscal year. <ul style="list-style-type: none"> .5% from 7-1-18 to 6-30-19 (for last year) 1.5% from 7-1-19 to 9-30-19 (.5% plus 1% for July, Aug, Sept.) 1% from 10-1-19 to 10-31-19 (1% for Oct.)
Salary Schedule Increase 1.0% Eff 7/1/2019	November 27, 2019	District will still owe retro of 1% for July, August, September, and October of 2019. (July and August apply only if you are paid during those months).	
Salary Schedule Increase 1.5% Eff 1/1/2020	January 31, 2020	No retro for the 1.5% applied in January because it is being paid on time.	

3. Sped IA subs – Many employees subbing for PUSD Instructional Assistants (IAs) have teaching credentials. For several years, they have been paid at a higher rate than classified employees for doing the same job (subbing for an IA). This has resulted in two main issues:

- IA sub jobs are classified positions, not certificated positions. Paying credentialed teachers a higher rate to do a classified job disadvantages classified members and likely keeps them from getting these jobs (which they are entitled to).
- There are questions about whether this is the most efficient and effective method to mitigate the IA sub shortage. Approximately \$500,000 is being spent to maintain this differential pay model—money that could be saved or repurposed if enough qualified IAs were available to fill these jobs.

The district communicated an Oct. 31 goal to phase out the differentiated pay model, and to begin paying all qualified personnel the same rate to sub in an IA position. In our Special Education Labor Relations Meeting on October 8, PSEA, PFT, and PUSD talked about a high level of teacher concern that we will not have enough classified employees, or certificated employees willing to work for the lesser rate, to fill the IA sub jobs. The district reiterated their commitment to work together on this problem and to do everything possible to ensure there will be staff available to successfully make this change. The district is engaged in the following recruitment strategies: job fairs (September: 24 IAs hired for 6-hour positions; Oct 16: seeking to fill 20 6-hour IA positions), posting fliers at local colleges (Mesa, Miramar, SDSU), offering and continuing to offer a class on becoming an IA through Adult Ed with reimbursement, looking into advertising in Peach Jar (fliers go to parents through this), and a recruitment and qualifying process Oct. 17 to generate additional candidates. The district will communicate next steps with PFT and with stakeholders around October 18th.