

August 22, 2024

Dear PFT Members,

Hope you've had a great first week back! See below to be "in the know" as we dive into the 2024-25 school year.

Reminder: Highlights from the 2024-25 PUSD/PFT Settlement Agreement, Effective July 1, 2024

- The Agreement preserves current salaries and current staffing ratios and class sizes.
- It modifies Compelling Reasons Leave, so that the third day is at full pay rather than at differential pay (meaning you no longer lose \$158.49 on Day 3)
- It extends the evaluation cycle for teachers with 10 or more years of PUSD experience from 3 years to 5 years.
- The Agreement allows teachers on the TLC prime salary column to remain there for a period of 4 years rather than 3 years before needing 40 new TLC points.
- It extends the expiration of TLC points from 5 years to 6 years.
- Health & Welfare
 - o Considering current economic conditions, it avoids any increases in out-of-pocket amounts for health and welfare coverage for both the 2025 and 2026 insurance Plan Years. The agreement does not include any increases in out-of-pocket amounts for health and welfare coverage until insurance Plan Year 2027, and the amount of increase for 2027 has also been mitigated.

For full details, please see the attached Agreement and Q & A.

2024-25 Staffing & Class Sizes

Please see the attached Class Size MOU from 2023-24 for details on class sizes. PFT & PUSD are in the process of signing a new MOU, but there will be no major changes, as the Settlement Agreement for 2024-25 indicates, "Maintenance of current class sizes, including staffing ratios, elementary class size caps and secondary class size targets."

Class Size Review at all Levels

Learning Support Services (LSS) is working directly with site principals to monitor class sizes and to determine any needed adjustments. The PFT/PUSD Joint Staffing Team is also regularly reviewing class sizes by teacher, content area, and school to identify any areas of concern. Please contact the PFT if needed for specific unresolved concerns by calling (858) 674-2800.

Mandated Trainings

It has been shared with the PFT that the trainings and due dates are the same as last year, but due to new legislation, there may be additions sometime this year. We will be

meeting with the district to hear details on any changes to the mandated trainings and to see how they can be further minimized and streamlined.

Remember, time must be provided during the workday for these trainings. Each employee must log in and complete their own training. However, working in a group and discussing the questions and answers is allowable.

EmpiRx Update (*Please see attached for greater details on this topic. Also, if you are covered through Kaiser, you do not use EmpiRx and this section does not apply to you*).
May/June 2024

A satisfaction survey went out to EmpiRx subscribers in all PUSD units.

- 376 active employees and retirees responded out of 2,021 total enrollments
- Top reported concerns: Denials and the prior authorization process, lack of prior authorization status notifications, mail order processing issues/errors, slow mail order shipping, no auto refill available, and customer service inconsistencies.

EmpiRx reported they would roll out a new platform with improvements, based on concerns in the survey results, August 1.

June 2024

After going out to bid for a new potential prescription drug carrier, analyzing the bids, and using a third-party reviewer, Keenan reported out the pros and cons of switching to the top contender, Express Scripts Insurance (ESI).

Pros

- Change in formulary could result in a lesser copay for some members.
- There may be other pharmacy opportunities.
- There may be more automated processes.

Cons

- There will be member disruption.
- Change in formulary list would negatively impact some (.1 positive and .6 negative rating for formulary change).
- Those who have gone through step therapy or prior authorization may go through changes or be asked to do it again.
- ESI requires subscribers to receive a call from them each month to have specialty meds sent. They will not allow specialty meds to be given in a 90-day supply.
- Ralph's pharmacies are not in-network for ESI.

The joint PUSD/PSEA/APSM/PFT committee discussed whether to switch to ESI. Since the cons outweigh the pros at this time, the committee was in consensus to renew

EmpiRx for one year (2025) and to re-evaluate in late January/early February. Next steps: assess EmpiRx improvements and get bids from a greater number of carriers.

Looking Ahead: 2024-25 is a PUSD School Board election year & a Catastrophic Leave Drive year

We will share more information on these topics soon. Please let us know if you have questions or need support. We wish you a wonderful school year!

In Solidarity,
Kelly