

Tentative Agreement
Between the
Poway Unified School District and Poway Federation of Teachers
2022-2023 & 2023-24

The Poway Federation of Teachers (PFT) and the Poway Unified School District (PUSD) have tentatively agreed to the following:

1. Effective July 1, 2023, on Certificated Teacher Salary Schedules I-IV (including the Librarian & Resource Nurse Salary Schedules), Step 2 shall be increased by 3.5% and Step 3 shall be increased by 2%. A Step 26 shall be added, which will be 3.5% higher than Step 25.
2. Effective July 1, 2023, on the CTE/Adult Ed/ROP Salary Schedule, Step 1 shall be increased by 3.5% and Step 2 shall be increased by 2%. A Step 16 shall be added, which will be 3.5% higher than Step 15.
3. Effective July 1, 2023, on the Preschool Teacher Salary Schedule, Step 1 shall be increased by 3%, Step 2 shall be increased by 1.5%, and Step 3 shall be increased by 1%. A Step 26 shall be added, which will be 3.5% higher than Step 25.
4. Effective July 1, 2023, on the Speech & Language Pathologist Salary Schedule, Step 1 shall be increased by 3.5%, Step 2 shall be increased by 1%, and Step 3 shall be increased by 1%. A Step 26 shall be added, which will be 3.5% higher than Step 25.
5. A 5% ongoing salary increase, effective July 1, 2023, shall be applied to all PFT salary schedules including Adult Ed, ROP, CTE, Preschool, Librarian, Resource Nurse, and Speech Language Pathologist salary schedules.
6. Effective July 1, 2023, the bargaining Agreement between PUSD and PFT, *Section XI, Wages, Initial Placement for Teachers New to the District*, shall be modified so that the maximum entry level for newly hired unit members will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them. This applies to Resource Nurses, Librarians, and Speech & Language Pathologists in addition to teachers.
7. Effective July 1, 2023, the intern teacher step, Step 1 of Salary Schedules I-IV, shall be eliminated. Initial placement for intern credential teachers shall be the same as all other teachers newly hired to the district based on years of experience as outlined in the bargaining Agreement between PUSD and PFT, *Section XI, Wages, Initial Placement for Teachers New to the District*, and as modified in item 6 above.

Current employees, who were initially placed on Step 1 as interns in 2017-18 or later, shall receive the differential between the salary they earned, and the salary they would have earned if they had been placed on the salary schedule in the same manner as other teachers new to the District based on years of experience as outlined in the bargaining Agreement between PUSD and PFT, *Section XI, Wages, Initial Placement for Teachers New to the District*. This differential pay applies only to the years the eligible employees served in intern status in 2017-18 or later.

8. Health & Welfare: Maintenance of out-of-pocket expenses for dependent coverage for calendar year 2023. The parties agree to continue to use the base District contribution calculation outlined in the bargaining Agreement between PUSD and PFT, *Section III, Health and Welfare Benefits*. Additionally, the parties agree to jointly explore different Health and Welfare models.
9. *Section V, Transfer Policy*, of the bargaining Agreement between PUSD and PFT, shall be revised as reflected in Attachment #1.
10. Effective July 1, 2023, the bargaining Agreement between PUSD and PFT, *Section XI, Wages, Daily Rate Base*, "Sixth-grade camp (\$25 per overnight stay)," shall be modified to read Sixth-grade camp (compensation equivalent to twice the B2 hourly rate per overnight stay).
11. Effective July 1, 2023, the bargaining Agreement between PUSD and PFT, *Section VIII – Hours of Employment, High School Supervision*, shall be modified so that teachers performing those duties defined as "paid" per this section shall be paid at the rate equivalent to one hour at the B2 rate.
12. This agreement concludes negotiations for the 2022-23 school year and extends the current three-year contract by three years, thereby extending its expiration date to June 30, 2026.
13. The parties agree to meet and determine whether other bargaining priorities will be negotiated by the Interest Based Problem Solving (IBPS) team for the 2023-24 school year if the final 2023-24 State Budget results in increased revenues to the District.
14. The parties commit to continue to use the IBPS process as outlined in the bargaining Agreement between PUSD and PFT, *Section II, Duration of Agreement*.

For the Federation



Kelly Logan, PFT President

3/14/2023
Date

For the District



James Jimenez, Associate Superintendent
Personnel Support Services

3/14/2023
Date