

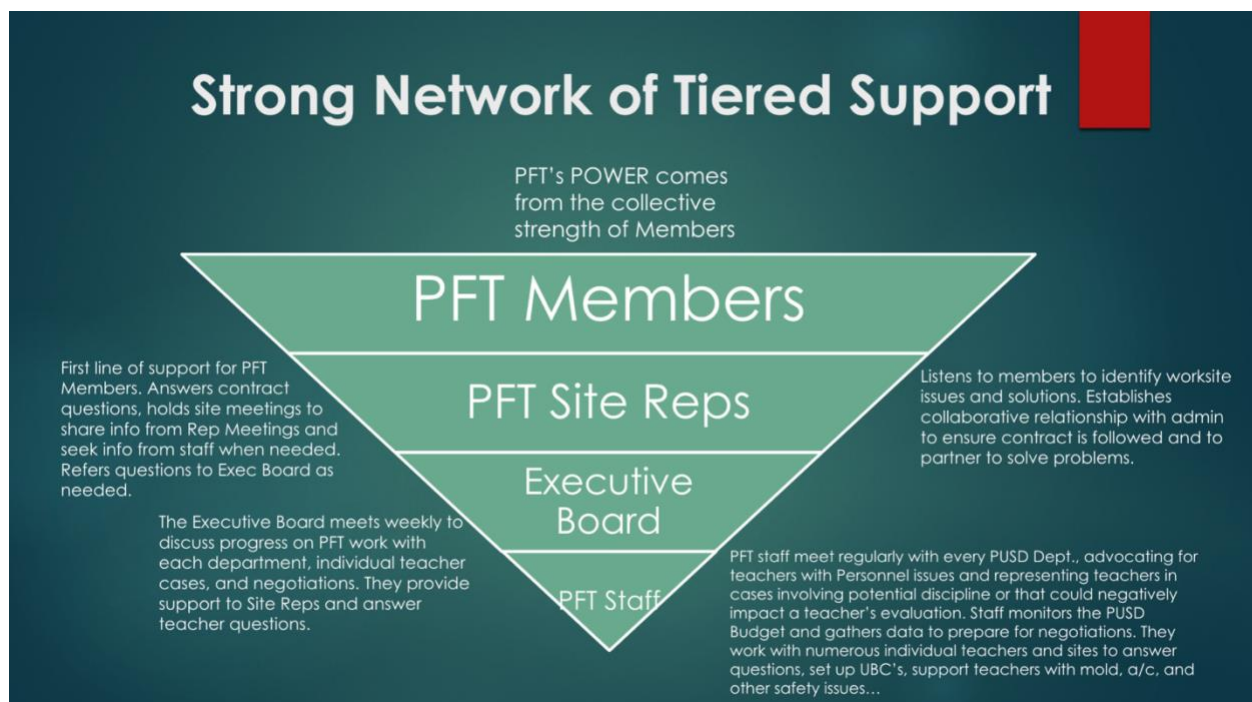
## Top Three from the PFT Rep Council September 2025

### 1. Check your Pay Warrants!

- Be sure to confirm you are being paid correctly. Find your annual compensation by identifying your step (years of experience) and column (education level) on the salary schedule. Salary schedules can be found at [powayteachers.org](http://powayteachers.org). Questions about your step and column can be directed to your personnel tech.
- Any overpayment must be repaid to PUSD per the law, so ensuring you are being paid correctly is essential. If you find yourself in an overpaid situation, you have the right to a reasonable repayment plan.

### 2. Structure of Support for PFT Members

- Having a strong network of tiered support allows us to ensure our 1612 Members receive accurate information in a timely manner. Members should always start with their PFT Rep when they have questions about the contract/bargaining agreement.
- Attached to this email, for your reference, is a full list of PFT contacts. Here is a [link](#) to access your PFT contract on our website.
- PFT Structure of Support:



### 3. Catastrophic Leave Bank MOU

- Updated Balance (Aug. 2025): 7831.52 (Total Hrs.); 1123.7866 (Total Days). This is enough to help about 22 people.
- A new MOU has been signed that expands eligibility to help unit members join the Bank if desired. Highlights of the new MOU:
  - Eligibility: To be eligible to donate and join the Bank, a unit member will need to have only one day of earned sick leave as of October 1. (In the past, four days as of June 30 were necessary).
  - Primary Catastrophic Leave Drive: This is the new name for the drive that occurs at the start of a new 3-year cycle. The drive we had last year is now considered a Primary Catastrophic Leave. Those who donated and joined the Bank last year will remain in the bank for the entire three-year cycle (24-25, 25-26, 26-27).
  - Secondary Catastrophic Leave Drive: In years when there is not a primary drive, a secondary drive will occur, that will allow new hires and those who did not donate in the prior year to donate and join if desired.
  - We will hold a secondary catastrophic leave drive in mid-October 2025 to allow these folks the opportunity to join.
  - We will hold another secondary catastrophic leave drive in mid-October 2026 to allow these folks the opportunity to join.
  - Duration of membership in the Bank: Three years if a unit member donates in year one (during a primary drive), two years if they donate in year two (which is a secondary drive), and one year if they donate in year three (which is a secondary drive).
  - Those that donate in a secondary drive will have another deduction at the beginning of the next three-year cycle (when a new primary drive is held) unless they opt out at the time of the primary drive.
  - Opting out will be offered only at the start of a new cycle (during a primary drive).
  - All temp, probationary and permanent can still participate.
  - Communications have been drafted to ensure those with a low leave balance understand the potential impacts of donating to the Bank. They could end up in differential pay or on unpaid leave if they run out of leave, both of which have significant fiscal implications.
- Attached to this email, for your reference, is the Catastrophic Leave Bank MOU.