
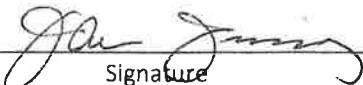


Tentative Settlement Agreement
Poway Federation of Teachers and Poway Unified School District
2018-19 and 2019-20

The Poway Federation of Teachers and the Poway Unified School District have tentatively agreed to a settlement covering the 2018-19 and 2019-20 school years as detailed below:

1. .5% retroactive, ongoing salary increase effective July 1, 2018 on all teacher salary schedules including Adult Ed., ROP, CTE, and Preschool, and Speech and Language Pathologists on Certificated Salary Schedule I.
2. 1% ongoing salary increase effective July 1, 2019 on all teacher salary schedules including Adult Ed., ROP, CTE, and Preschool. The new Speech and Language Pathologist (SLP) Salary Schedule described in item 4 is not subject to this increase.
3. 1.5% ongoing salary increase effective January 1, 2020 on all teacher salary schedules including Adult Ed., ROP, CTE, and Preschool. The new Speech and Language Pathologist (SLP) Salary Schedule described in item 4 is not subject to this increase.
4. Addition of a newly agreed upon and separate Speech and Language Pathologist (SLP) Salary Schedule beginning July 1, 2019 (Attachment 1). This new SLP Salary Schedule is not subject to the salary increases indicated in items 2-3 above.
5. Ongoing reduction of one work day (the FLEX TIME professional growth day) beginning in the 2019-20 school year (from 188 days to 187 days) with no change in salary.
6. Ongoing reduction of one work day (the August professional growth day) beginning in the 2020-21 school year (from 187 days to 186 days) with no change in salary.
7. PFT cell enhancement of \$14,166.94 for the 2019 Health and Welfare out-of-pocket expenses for dependent coverage.
8. PFT/PUSD IBPS Team agrees to jointly explore alternative Health and Welfare models beginning in the fall of 2019.
9. PFT/PUSD IBPS Team further agrees to the following:
 - Salary Placement of PUSD Preschool Unit Members That are Hired into the TK-12 Setting MOU
 - Renewal of PUSD Elementary Level Resource Specialist Teachers MOU
 - Oak Valley Middle School (OVMS) Specialized Academic Instruction (SAI) Voluntary Pilot for 2019-20 MOU
 - No increases nor reductions in class size for 2019-20
10. This agreement concludes negotiations for the 2018-19 and 2019-20 school years with a contract expiration of June 30, 2020. The parties commit to be trained and continue to use the IBPS process as outlined in the PFT Contract, Section II, Duration of Agreement with a goal to begin using IBPS immediately following the Governor's proposed budget in January 2020 for a 2020-21 successor agreement.

For the Federation	 Signature	<u>8/13/19</u> Date
For the District	 Signature	<u>8/13/19</u> Date

Certificated Salary Schedule I

188 day Work Year Effective July 1, 2018

Range	B	B'	C	C'	D	D'	E	E'
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
Intern	\$48,223	\$49,669	\$49,260	\$50,738	\$50,296	\$51,805	\$51,333	\$52,873
2	\$48,223	\$49,669	\$49,260	\$50,738	\$50,296	\$51,805	\$51,333	\$52,873
3	\$49,518	\$51,003	\$50,685	\$52,206	\$52,111	\$53,675	\$53,537	\$55,143
4	\$53,800	\$55,414	\$56,040	\$57,721	\$57,893	\$59,630	\$58,626	\$60,385
5	\$55,273	\$56,931	\$58,974	\$60,744	\$61,601	\$63,449	\$65,658	\$67,628
6	\$57,280	\$58,999	\$61,021	\$62,852	\$63,633	\$65,542	\$68,131	\$70,175
7	\$58,765	\$60,528	\$62,511	\$64,387	\$65,117	\$67,070	\$69,987	\$72,087
8			\$64,026	\$65,947	\$66,991	\$69,000	\$71,864	\$74,020
9			\$65,506	\$67,471	\$68,509	\$70,564	\$73,736	\$75,948
10			\$67,588	\$69,615	\$70,604	\$72,723	\$76,281	\$78,569
11					\$76,540	\$78,836	\$85,184	\$87,740
12					\$76,540	\$78,836	\$85,184	\$87,740
13					\$76,540	\$78,836	\$85,184	\$87,740
14					\$76,540	\$78,836	\$85,184	\$87,740
15					\$79,848	\$82,243	\$88,666	\$91,326
16					\$79,848	\$82,243	\$88,666	\$91,326
17					\$79,848	\$82,243	\$88,666	\$91,326
18					\$79,848	\$82,243	\$88,666	\$91,326
19					\$81,627	\$84,076	\$90,441	\$93,154
20					\$81,627	\$84,076	\$90,441	\$93,154
21					\$81,627	\$84,076	\$90,441	\$93,154
22					\$81,627	\$84,076	\$90,441	\$93,154
23					\$85,750	\$88,323	\$98,373	\$101,324
24					\$85,750	\$88,323	\$98,373	\$101,324
25					\$88,409	\$91,061	\$101,422	\$104,465

Teacher Hourly @ B-2 Rate \$36.64

Special Daily Rate @ B-2 \$256.50

** Stipend Base @ 75% of B-2 Salary \$ 36,167

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$36,167) or \$4,232.

Certificated Salary Schedule I

188 day Work Year Effective July 1, 2018 with .5% raise

Range	B	B'	C	C'	D	D'	E	E'
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
Intern	\$48,464	\$49,918	\$49,506	\$50,991	\$50,547	\$52,064	\$51,590	\$53,138
2	\$48,464	\$49,918	\$49,506	\$50,991	\$50,547	\$52,064	\$51,590	\$53,138
3	\$49,765	\$51,258	\$50,939	\$52,467	\$52,372	\$53,943	\$53,804	\$55,418
4	\$54,069	\$55,691	\$56,320	\$58,009	\$58,183	\$59,928	\$58,919	\$60,686
5	\$55,550	\$57,216	\$59,269	\$61,047	\$61,909	\$63,766	\$65,986	\$67,966
6	\$57,567	\$59,294	\$61,326	\$63,166	\$63,951	\$65,869	\$68,472	\$70,526
7	\$59,059	\$60,831	\$62,824	\$64,709	\$65,442	\$67,405	\$70,337	\$72,447
8			\$64,346	\$66,277	\$67,326	\$69,345	\$72,224	\$74,390
9			\$65,833	\$67,808	\$68,851	\$70,917	\$74,105	\$76,328
10			\$67,926	\$69,963	\$70,957	\$73,086	\$76,662	\$78,962
11					\$76,923	\$79,230	\$85,610	\$88,178
12					\$76,923	\$79,230	\$85,610	\$88,178
13					\$76,923	\$79,230	\$85,610	\$88,178
14					\$76,923	\$79,230	\$85,610	\$88,178
15					\$80,247	\$82,654	\$89,109	\$91,782
16					\$80,247	\$82,654	\$89,109	\$91,782
17					\$80,247	\$82,654	\$89,109	\$91,782
18					\$80,247	\$82,654	\$89,109	\$91,782
19					\$82,035	\$84,496	\$90,893	\$93,619
20					\$82,035	\$84,496	\$90,893	\$93,619
21					\$82,035	\$84,496	\$90,893	\$93,619
22					\$82,035	\$84,496	\$90,893	\$93,619
23					\$86,179	\$88,764	\$98,864	\$101,830
24					\$86,179	\$88,764	\$98,864	\$101,830
25					\$88,851	\$91,516	\$101,930	\$104,987

Teacher Hourly @ B-2 Rate \$36.83

Special Daily Rate @ B-2 \$257.79

** Stipend Base @ 75% of B-2 Salary \$ 36,348

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$36,348) or \$4,253.

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Pre School Hourly Salary Schedule Effective July 2018

Retro to July 1, 2018 with .5% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 32.19	\$ 33.15	\$ 32.85	\$ 33.84	\$ 33.49	\$ 34.49	\$ 34.17	\$ 35.20
2	\$ 32.85	\$ 33.84	\$ 33.49	\$ 34.49	\$ 34.17	\$ 35.20	\$ 34.85	\$ 35.90
3	\$ 33.49	\$ 34.49	\$ 34.17	\$ 35.20	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60
4	\$ 34.17	\$ 35.20	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60	\$ 36.25	\$ 37.34
5	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60	\$ 36.25	\$ 37.34	\$ 36.99	\$ 38.10
6	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60	\$ 36.25	\$ 37.34	\$ 36.99	\$ 38.10
7	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60	\$ 36.25	\$ 37.34	\$ 36.99	\$ 38.10
8	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60	\$ 36.25	\$ 37.34	\$ 36.99	\$ 38.10
9	\$ 34.85	\$ 35.90	\$ 35.54	\$ 36.60	\$ 36.25	\$ 37.34	\$ 36.99	\$ 38.10
10	\$ 36.59	\$ 37.69	\$ 37.34	\$ 38.45	\$ 38.07	\$ 39.22	\$ 38.83	\$ 40.00
11	\$ 36.59	\$ 37.69	\$ 37.34	\$ 38.45	\$ 38.07	\$ 39.22	\$ 38.83	\$ 40.00
12	\$ 36.59	\$ 37.69	\$ 37.34	\$ 38.45	\$ 38.07	\$ 39.22	\$ 38.83	\$ 40.00
13	\$ 36.59	\$ 37.69	\$ 37.34	\$ 38.45	\$ 38.07	\$ 39.22	\$ 38.83	\$ 40.00
14	\$ 36.59	\$ 37.69	\$ 37.34	\$ 38.45	\$ 38.07	\$ 39.22	\$ 38.83	\$ 40.00
15	\$ 38.42	\$ 39.58	\$ 39.20	\$ 40.37	\$ 39.97	\$ 41.16	\$ 40.77	\$ 42.00
16	\$ 38.42	\$ 39.58	\$ 39.20	\$ 40.37	\$ 39.97	\$ 41.16	\$ 40.77	\$ 42.00
17	\$ 38.42	\$ 39.58	\$ 39.20	\$ 40.37	\$ 39.97	\$ 41.16	\$ 40.77	\$ 42.00
18	\$ 38.42	\$ 39.58	\$ 39.20	\$ 40.37	\$ 39.97	\$ 41.16	\$ 40.77	\$ 42.00
19	\$ 38.42	\$ 39.58	\$ 39.20	\$ 40.37	\$ 39.97	\$ 41.16	\$ 40.77	\$ 42.00
20	\$ 40.35	\$ 41.56	\$ 41.15	\$ 42.39	\$ 41.97	\$ 43.23	\$ 42.82	\$ 44.11

Pre School Annual, 10 Month, 188 Day Salary Schedule Effective July 2018

Retro to July 1, 2018 with .5% increase

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 42,362.24	\$ 43,631.91	\$ 43,235.14	\$ 44,531.27	\$ 44,068.37	\$ 45,390.95	\$ 44,967.72	\$ 46,316.75
2	\$ 43,235.14	\$ 44,531.27	\$ 44,068.37	\$ 45,390.95	\$ 44,967.72	\$ 46,316.75	\$ 45,867.07	\$ 47,242.56
3	\$ 44,068.37	\$ 45,390.95	\$ 44,967.72	\$ 46,316.75	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36
4	\$ 44,967.72	\$ 46,316.75	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36	\$ 47,705.46	\$ 49,133.85
5	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36	\$ 47,705.46	\$ 49,133.85	\$ 48,684.17	\$ 50,139.01
6	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36	\$ 47,705.46	\$ 49,133.85	\$ 48,684.17	\$ 50,139.01
7	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36	\$ 47,705.46	\$ 49,133.85	\$ 48,684.17	\$ 50,139.01
8	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36	\$ 47,705.46	\$ 49,133.85	\$ 48,684.17	\$ 50,139.01
9	\$ 45,867.07	\$ 47,242.56	\$ 46,766.43	\$ 48,168.36	\$ 47,705.46	\$ 49,133.85	\$ 48,684.17	\$ 50,139.01
10	\$ 48,155.14	\$ 49,596.75	\$ 49,133.85	\$ 50,601.91	\$ 50,099.33	\$ 51,607.07	\$ 51,104.49	\$ 52,638.68
11	\$ 48,155.14	\$ 49,596.75	\$ 49,133.85	\$ 50,601.91	\$ 50,099.33	\$ 51,607.07	\$ 51,104.49	\$ 52,638.68
12	\$ 48,155.14	\$ 49,596.75	\$ 49,133.85	\$ 50,601.91	\$ 50,099.33	\$ 51,607.07	\$ 51,104.49	\$ 52,638.68
13	\$ 48,155.14	\$ 49,596.75	\$ 49,133.85	\$ 50,601.91	\$ 50,099.33	\$ 51,607.07	\$ 51,104.49	\$ 52,638.68
14	\$ 48,155.14	\$ 49,596.75	\$ 49,133.85	\$ 50,601.91	\$ 50,099.33	\$ 51,607.07	\$ 51,104.49	\$ 52,638.68
15	\$ 50,562.23	\$ 52,083.20	\$ 51,580.62	\$ 53,128.04	\$ 52,599.01	\$ 54,172.88	\$ 53,657.07	\$ 55,270.62

16	\$ 50,562.23	\$ 52,083.20	\$ 51,580.62	\$ 53,128.04	\$ 52,599.01	\$ 54,172.88	\$ 53,657.07	\$ 55,270.62
17	\$ 50,562.23	\$ 52,083.20	\$ 51,580.62	\$ 53,128.04	\$ 52,599.01	\$ 54,172.88	\$ 53,657.07	\$ 55,270.62
18	\$ 50,562.23	\$ 52,083.20	\$ 51,580.62	\$ 53,128.04	\$ 52,599.01	\$ 54,172.88	\$ 53,657.07	\$ 55,270.62
19	\$ 50,562.23	\$ 52,083.20	\$ 51,580.62	\$ 53,128.04	\$ 52,599.01	\$ 54,172.88	\$ 53,657.07	\$ 55,270.62
20	\$ 53,101.59	\$ 54,688.68	\$ 54,159.65	\$ 55,786.42	\$ 55,230.94	\$ 56,884.17	\$ 56,355.13	\$ 58,048.04

Pre School Annual, 11 Month, 222 Day Salary Schedule Effective July 2018

Retro to July 1, 2018 with .5% increase

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 50,023.49	\$ 51,522.79	\$ 51,054.26	\$ 52,584.80	\$ 52,038.18	\$ 53,599.95	\$ 53,100.18	\$ 54,693.19
2	\$ 51,054.26	\$ 52,584.80	\$ 52,038.18	\$ 53,599.95	\$ 53,100.18	\$ 54,693.19	\$ 54,162.18	\$ 55,786.42
3	\$ 52,038.18	\$ 53,599.95	\$ 53,100.18	\$ 54,693.19	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66
4	\$ 53,100.18	\$ 54,693.19	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66	\$ 56,333.04	\$ 58,019.76
5	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66	\$ 56,333.04	\$ 58,019.76	\$ 57,488.75	\$ 59,206.70
6	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66	\$ 56,333.04	\$ 58,019.76	\$ 57,488.75	\$ 59,206.70
7	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66	\$ 56,333.04	\$ 58,019.76	\$ 57,488.75	\$ 59,206.70
8	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66	\$ 56,333.04	\$ 58,019.76	\$ 57,488.75	\$ 59,206.70
9	\$ 54,162.18	\$ 55,786.42	\$ 55,224.19	\$ 56,879.66	\$ 56,333.04	\$ 58,019.76	\$ 57,488.75	\$ 59,206.70
10	\$ 56,864.05	\$ 58,566.38	\$ 58,019.76	\$ 59,753.32	\$ 59,159.85	\$ 60,940.27	\$ 60,346.79	\$ 62,158.45
11	\$ 56,864.05	\$ 58,566.38	\$ 58,019.76	\$ 59,753.32	\$ 59,159.85	\$ 60,940.27	\$ 60,346.79	\$ 62,158.45
12	\$ 56,864.05	\$ 58,566.38	\$ 58,019.76	\$ 59,753.32	\$ 59,159.85	\$ 60,940.27	\$ 60,346.79	\$ 62,158.45
13	\$ 56,864.05	\$ 58,566.38	\$ 58,019.76	\$ 59,753.32	\$ 59,159.85	\$ 60,940.27	\$ 60,346.79	\$ 62,158.45
14	\$ 56,864.05	\$ 58,566.38	\$ 58,019.76	\$ 59,753.32	\$ 59,159.85	\$ 60,940.27	\$ 60,346.79	\$ 62,158.45
15	\$ 59,706.47	\$ 61,502.50	\$ 60,909.03	\$ 62,736.30	\$ 62,111.59	\$ 63,970.10	\$ 63,361.01	\$ 65,266.37
16	\$ 59,706.47	\$ 61,502.50	\$ 60,909.03	\$ 62,736.30	\$ 62,111.59	\$ 63,970.10	\$ 63,361.01	\$ 65,266.37
17	\$ 59,706.47	\$ 61,502.50	\$ 60,909.03	\$ 62,736.30	\$ 62,111.59	\$ 63,970.10	\$ 63,361.01	\$ 65,266.37
18	\$ 59,706.47	\$ 61,502.50	\$ 60,909.03	\$ 62,736.30	\$ 62,111.59	\$ 63,970.10	\$ 63,361.01	\$ 65,266.37
19	\$ 59,706.47	\$ 61,502.50	\$ 60,909.03	\$ 62,736.30	\$ 62,111.59	\$ 63,970.10	\$ 63,361.01	\$ 65,266.37
20	\$ 62,705.07	\$ 64,579.19	\$ 63,954.48	\$ 65,875.46	\$ 65,219.52	\$ 67,171.73	\$ 66,547.02	\$ 68,546.09

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Adult Ed
and CTE

	Retro w/.5%
	July 1, 2018
Step 1	\$ 36.82
Step 2	\$ 38.66
Step 3	\$ 40.59
Step 4	\$ 42.62
Step 5	\$ 44.75
Step 6	\$ 44.75
Step 7	\$ 44.75
Step 8	\$ 44.75
Step 9	\$ 44.75
Step 10	\$ 45.87
Step 11	\$ 45.87
Step 12	\$ 45.87
Step 13	\$ 45.87
Step 14	\$ 45.87
Step 15	\$ 47.01

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Certificated Salary Schedule I

187 day Work Year Effective July 1, 2019 with additional 1% raise

Range	B	B'	C	C'	D	D'	E	E'
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
Intern	\$48,948	\$50,417	\$50,001	\$51,501	\$51,053	\$52,585	\$52,106	\$53,669
2	\$48,948	\$50,417	\$50,001	\$51,501	\$51,053	\$52,585	\$52,106	\$53,669
3	\$50,263	\$51,771	\$51,448	\$52,991	\$52,896	\$54,483	\$54,342	\$55,973
4	\$54,610	\$56,248	\$56,883	\$58,590	\$58,765	\$60,528	\$59,508	\$61,293
5	\$56,105	\$57,788	\$59,862	\$61,658	\$62,528	\$64,404	\$66,646	\$68,646
6	\$58,143	\$59,887	\$61,939	\$63,798	\$64,590	\$66,528	\$69,157	\$71,231
7	\$59,650	\$61,439	\$63,452	\$65,356	\$66,097	\$68,080	\$71,040	\$73,172
8			\$64,990	\$66,939	\$67,999	\$70,039	\$72,946	\$75,134
9			\$66,492	\$68,486	\$69,540	\$71,626	\$74,846	\$77,091
10			\$68,605	\$70,663	\$71,667	\$73,817	\$77,429	\$79,752
11					\$77,692	\$80,023	\$86,466	\$89,060
12					\$77,692	\$80,023	\$86,466	\$89,060
13					\$77,692	\$80,023	\$86,466	\$89,060
14					\$77,692	\$80,023	\$86,466	\$89,060
15					\$81,049	\$83,481	\$90,000	\$92,700
16					\$81,049	\$83,481	\$90,000	\$92,700
17					\$81,049	\$83,481	\$90,000	\$92,700
18					\$81,049	\$83,481	\$90,000	\$92,700
19					\$82,855	\$85,341	\$91,802	\$94,556
20					\$82,855	\$85,341	\$91,802	\$94,556
21					\$82,855	\$85,341	\$91,802	\$94,556
22					\$82,855	\$85,341	\$91,802	\$94,556
23					\$87,041	\$89,652	\$99,853	\$102,849
24					\$87,041	\$89,652	\$99,853	\$102,849
25					\$89,739	\$92,431	\$102,949	\$106,037

Teacher Hourly @ B-2 Rate \$37.39

Special Daily Rate @ B-2 \$261.76

** Stipend Base @ 75% of B-2 Salary \$ 36,711

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$36,711) or \$4,295.

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Pre School Hourly Salary Schedule Effective July 2019

with additional 1% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 32.69	\$ 33.67	\$ 33.36	\$ 34.36	\$ 34.00	\$ 35.02	\$ 34.70	\$ 35.74
2	\$ 33.36	\$ 34.36	\$ 34.00	\$ 35.02	\$ 34.70	\$ 35.74	\$ 35.39	\$ 36.45
3	\$ 34.00	\$ 35.02	\$ 34.70	\$ 35.74	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17
4	\$ 34.70	\$ 35.74	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17	\$ 36.81	\$ 37.91
5	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17	\$ 36.81	\$ 37.91	\$ 37.56	\$ 38.69
6	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17	\$ 36.81	\$ 37.91	\$ 37.56	\$ 38.69
7	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17	\$ 36.81	\$ 37.91	\$ 37.56	\$ 38.69
8	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17	\$ 36.81	\$ 37.91	\$ 37.56	\$ 38.69
9	\$ 35.39	\$ 36.45	\$ 36.08	\$ 37.17	\$ 36.81	\$ 37.91	\$ 37.56	\$ 38.69
10	\$ 37.16	\$ 38.27	\$ 37.91	\$ 39.04	\$ 38.66	\$ 39.82	\$ 39.43	\$ 40.62
11	\$ 37.16	\$ 38.27	\$ 37.91	\$ 39.04	\$ 38.66	\$ 39.82	\$ 39.43	\$ 40.62
12	\$ 37.16	\$ 38.27	\$ 37.91	\$ 39.04	\$ 38.66	\$ 39.82	\$ 39.43	\$ 40.62
13	\$ 37.16	\$ 38.27	\$ 37.91	\$ 39.04	\$ 38.66	\$ 39.82	\$ 39.43	\$ 40.62
14	\$ 37.16	\$ 38.27	\$ 37.91	\$ 39.04	\$ 38.66	\$ 39.82	\$ 39.43	\$ 40.62
15	\$ 39.01	\$ 40.19	\$ 39.80	\$ 40.99	\$ 40.58	\$ 41.80	\$ 41.40	\$ 42.65
16	\$ 39.01	\$ 40.19	\$ 39.80	\$ 40.99	\$ 40.58	\$ 41.80	\$ 41.40	\$ 42.65
17	\$ 39.01	\$ 40.19	\$ 39.80	\$ 40.99	\$ 40.58	\$ 41.80	\$ 41.40	\$ 42.65
18	\$ 39.01	\$ 40.19	\$ 39.80	\$ 40.99	\$ 40.58	\$ 41.80	\$ 41.40	\$ 42.65
19	\$ 39.01	\$ 40.19	\$ 39.80	\$ 40.99	\$ 40.58	\$ 41.80	\$ 41.40	\$ 42.65
20	\$ 40.97	\$ 42.20	\$ 41.79	\$ 43.04	\$ 42.62	\$ 43.89	\$ 43.48	\$ 44.79

Pre School Annual, 10 Month, 187 Day Salary Schedule Effective July 2019

with additional 1% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 42,785.86	\$ 44,068.23	\$ 43,667.49	\$ 44,976.58	\$ 44,509.05	\$ 45,844.86	\$ 45,417.40	\$ 46,779.92
2	\$ 43,667.49	\$ 44,976.58	\$ 44,509.05	\$ 45,844.86	\$ 45,417.40	\$ 46,779.92	\$ 46,325.75	\$ 47,714.98
3	\$ 44,509.05	\$ 45,844.86	\$ 45,417.40	\$ 46,779.92	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05
4	\$ 45,417.40	\$ 46,779.92	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05	\$ 48,182.52	\$ 49,625.19
5	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05	\$ 48,182.52	\$ 49,625.19	\$ 49,171.01	\$ 50,640.40
6	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05	\$ 48,182.52	\$ 49,625.19	\$ 49,171.01	\$ 50,640.40
7	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05	\$ 48,182.52	\$ 49,625.19	\$ 49,171.01	\$ 50,640.40
8	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05	\$ 48,182.52	\$ 49,625.19	\$ 49,171.01	\$ 50,640.40
9	\$ 46,325.75	\$ 47,714.98	\$ 47,234.09	\$ 48,650.05	\$ 48,182.52	\$ 49,625.19	\$ 49,171.01	\$ 50,640.40
10	\$ 48,636.69	\$ 50,092.72	\$ 49,625.19	\$ 51,107.93	\$ 50,600.32	\$ 52,123.14	\$ 51,615.54	\$ 53,165.07
11	\$ 48,636.69	\$ 50,092.72	\$ 49,625.19	\$ 51,107.93	\$ 50,600.32	\$ 52,123.14	\$ 51,615.54	\$ 53,165.07
12	\$ 48,636.69	\$ 50,092.72	\$ 49,625.19	\$ 51,107.93	\$ 50,600.32	\$ 52,123.14	\$ 51,615.54	\$ 53,165.07
13	\$ 48,636.69	\$ 50,092.72	\$ 49,625.19	\$ 51,107.93	\$ 50,600.32	\$ 52,123.14	\$ 51,615.54	\$ 53,165.07
14	\$ 48,636.69	\$ 50,092.72	\$ 49,625.19	\$ 51,107.93	\$ 50,600.32	\$ 52,123.14	\$ 51,615.54	\$ 53,165.07

15	\$ 51,067.86	\$ 52,604.03	\$ 52,096.43	\$ 53,659.32	\$ 53,125.00	\$ 54,714.61	\$ 54,193.64	\$ 55,823.32
16	\$ 51,067.86	\$ 52,604.03	\$ 52,096.43	\$ 53,659.32	\$ 53,125.00	\$ 54,714.61	\$ 54,193.64	\$ 55,823.32
17	\$ 51,067.86	\$ 52,604.03	\$ 52,096.43	\$ 53,659.32	\$ 53,125.00	\$ 54,714.61	\$ 54,193.64	\$ 55,823.32
18	\$ 51,067.86	\$ 52,604.03	\$ 52,096.43	\$ 53,659.32	\$ 53,125.00	\$ 54,714.61	\$ 54,193.64	\$ 55,823.32
19	\$ 51,067.86	\$ 52,604.03	\$ 52,096.43	\$ 53,659.32	\$ 53,125.00	\$ 54,714.61	\$ 54,193.64	\$ 55,823.32
20	\$ 53,632.60	\$ 55,235.57	\$ 54,701.25	\$ 56,344.29	\$ 55,783.25	\$ 57,453.01	\$ 56,918.69	\$ 58,628.52

Pre School Annual, 11 Month, 221 Day Salary Schedule Effective July 2019
with additional 1% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 50,565.11	\$ 52,080.64	\$ 51,607.04	\$ 53,154.14	\$ 52,601.60	\$ 54,180.28	\$ 53,675.11	\$ 55,285.36
2	\$ 51,607.04	\$ 53,154.14	\$ 52,601.60	\$ 54,180.28	\$ 53,675.11	\$ 55,285.36	\$ 54,748.61	\$ 56,390.43
3	\$ 52,601.60	\$ 54,180.28	\$ 53,675.11	\$ 55,285.36	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51
4	\$ 53,675.11	\$ 55,285.36	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51	\$ 56,942.97	\$ 58,647.95
5	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51	\$ 56,942.97	\$ 58,647.95	\$ 58,111.20	\$ 59,847.74
6	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51	\$ 56,942.97	\$ 58,647.95	\$ 58,111.20	\$ 59,847.74
7	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51	\$ 56,942.97	\$ 58,647.95	\$ 58,111.20	\$ 59,847.74
8	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51	\$ 56,942.97	\$ 58,647.95	\$ 58,111.20	\$ 59,847.74
9	\$ 54,748.61	\$ 56,390.43	\$ 55,822.11	\$ 57,495.51	\$ 56,942.97	\$ 58,647.95	\$ 58,111.20	\$ 59,847.74
10	\$ 57,479.72	\$ 59,200.48	\$ 58,647.95	\$ 60,400.28	\$ 59,800.38	\$ 61,600.08	\$ 61,000.18	\$ 62,831.45
11	\$ 57,479.72	\$ 59,200.48	\$ 58,647.95	\$ 60,400.28	\$ 59,800.38	\$ 61,600.08	\$ 61,000.18	\$ 62,831.45
12	\$ 57,479.72	\$ 59,200.48	\$ 58,647.95	\$ 60,400.28	\$ 59,800.38	\$ 61,600.08	\$ 61,000.18	\$ 62,831.45
13	\$ 57,479.72	\$ 59,200.48	\$ 58,647.95	\$ 60,400.28	\$ 59,800.38	\$ 61,600.08	\$ 61,000.18	\$ 62,831.45
14	\$ 57,479.72	\$ 59,200.48	\$ 58,647.95	\$ 60,400.28	\$ 59,800.38	\$ 61,600.08	\$ 61,000.18	\$ 62,831.45
15	\$ 60,352.92	\$ 62,168.40	\$ 61,568.50	\$ 63,415.56	\$ 62,784.09	\$ 64,662.72	\$ 64,047.03	\$ 65,973.02
16	\$ 60,352.92	\$ 62,168.40	\$ 61,568.50	\$ 63,415.56	\$ 62,784.09	\$ 64,662.72	\$ 64,047.03	\$ 65,973.02
17	\$ 60,352.92	\$ 62,168.40	\$ 61,568.50	\$ 63,415.56	\$ 62,784.09	\$ 64,662.72	\$ 64,047.03	\$ 65,973.02
18	\$ 60,352.92	\$ 62,168.40	\$ 61,568.50	\$ 63,415.56	\$ 62,784.09	\$ 64,662.72	\$ 64,047.03	\$ 65,973.02
19	\$ 60,352.92	\$ 62,168.40	\$ 61,568.50	\$ 63,415.56	\$ 62,784.09	\$ 64,662.72	\$ 64,047.03	\$ 65,973.02
20	\$ 63,383.99	\$ 65,278.40	\$ 64,646.93	\$ 66,588.70	\$ 65,925.66	\$ 67,899.01	\$ 67,267.54	\$ 69,288.25

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Adult Ed
and CTE

with
additional 1%

	July 1, 2019
Step 1	\$ 37.19
Step 2	\$ 39.05
Step 3	\$ 41.00
Step 4	\$ 43.05
Step 5	\$ 45.20
Step 6	\$ 45.20
Step 7	\$ 45.20
Step 8	\$ 45.20
Step 9	\$ 45.20
Step 10	\$ 46.33
Step 11	\$ 46.33
Step 12	\$ 46.33
Step 13	\$ 46.33
Step 14	\$ 46.33
Step 15	\$ 47.48

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Certificated Salary Schedule I

187 day Work Year Effective January 1, 2020 with additional 1.5% raise

Range	B	B'	C	C'	D	D'	E	E'
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
Intern	\$49,683	\$51,173	\$50,751	\$52,274	\$51,819	\$53,373	\$52,887	\$54,474
2	\$49,683	\$51,173	\$50,751	\$52,274	\$51,819	\$53,373	\$52,887	\$54,474
3	\$51,017	\$52,548	\$52,220	\$53,786	\$53,689	\$55,300	\$55,158	\$56,812
4	\$55,429	\$57,092	\$57,736	\$59,468	\$59,646	\$61,436	\$60,401	\$62,213
5	\$56,947	\$58,655	\$60,760	\$62,583	\$63,466	\$65,370	\$67,646	\$69,675
6	\$59,015	\$60,785	\$62,868	\$64,755	\$65,559	\$67,526	\$70,194	\$72,300
7	\$60,545	\$62,361	\$64,404	\$66,336	\$67,088	\$69,101	\$72,106	\$74,269
8			\$65,965	\$67,943	\$69,019	\$71,089	\$74,040	\$76,261
9			\$67,489	\$69,514	\$70,583	\$72,700	\$75,969	\$78,248
10			\$69,634	\$71,723	\$72,742	\$74,924	\$78,590	\$80,948
11					\$78,857	\$81,223	\$87,763	\$90,396
12					\$78,857	\$81,223	\$87,763	\$90,396
13					\$78,857	\$81,223	\$87,763	\$90,396
14					\$78,857	\$81,223	\$87,763	\$90,396
15					\$82,265	\$84,733	\$91,350	\$94,091
16					\$82,265	\$84,733	\$91,350	\$94,091
17					\$82,265	\$84,733	\$91,350	\$94,091
18					\$82,265	\$84,733	\$91,350	\$94,091
19					\$84,098	\$86,621	\$93,179	\$95,974
20					\$84,098	\$86,621	\$93,179	\$95,974
21					\$84,098	\$86,621	\$93,179	\$95,974
22					\$84,098	\$86,621	\$93,179	\$95,974
23					\$88,346	\$90,997	\$101,351	\$104,391
24					\$88,346	\$90,997	\$101,351	\$104,391
25					\$91,085	\$93,818	\$104,493	\$107,628

Teacher Hourly @ B-2 Rate \$37.95

Special Daily Rate @ B-2 \$265.68

** Stipend Base @ 75% of B-2 Salary \$ 37,262

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$37,262) or \$4,360.

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Pre School Hourly Salary Schedule Effective January 1, 2020
with additional 1.5% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 33.18	\$ 34.17	\$ 33.86	\$ 34.87	\$ 34.51	\$ 35.55	\$ 35.22	\$ 36.27
2	\$ 33.86	\$ 34.87	\$ 34.51	\$ 35.55	\$ 35.22	\$ 36.27	\$ 35.92	\$ 37.00
3	\$ 34.51	\$ 35.55	\$ 35.22	\$ 36.27	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72
4	\$ 35.22	\$ 36.27	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72	\$ 37.36	\$ 38.48
5	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72	\$ 37.36	\$ 38.48	\$ 38.13	\$ 39.27
6	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72	\$ 37.36	\$ 38.48	\$ 38.13	\$ 39.27
7	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72	\$ 37.36	\$ 38.48	\$ 38.13	\$ 39.27
8	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72	\$ 37.36	\$ 38.48	\$ 38.13	\$ 39.27
9	\$ 35.92	\$ 37.00	\$ 36.63	\$ 37.72	\$ 37.36	\$ 38.48	\$ 38.13	\$ 39.27
10	\$ 37.71	\$ 38.84	\$ 38.48	\$ 39.63	\$ 39.24	\$ 40.42	\$ 40.02	\$ 41.22
11	\$ 37.71	\$ 38.84	\$ 38.48	\$ 39.63	\$ 39.24	\$ 40.42	\$ 40.02	\$ 41.22
12	\$ 37.71	\$ 38.84	\$ 38.48	\$ 39.63	\$ 39.24	\$ 40.42	\$ 40.02	\$ 41.22
13	\$ 37.71	\$ 38.84	\$ 38.48	\$ 39.63	\$ 39.24	\$ 40.42	\$ 40.02	\$ 41.22
14	\$ 37.71	\$ 38.84	\$ 38.48	\$ 39.63	\$ 39.24	\$ 40.42	\$ 40.02	\$ 41.22
15	\$ 39.60	\$ 40.79	\$ 40.40	\$ 41.61	\$ 41.19	\$ 42.43	\$ 42.02	\$ 43.29
16	\$ 39.60	\$ 40.79	\$ 40.40	\$ 41.61	\$ 41.19	\$ 42.43	\$ 42.02	\$ 43.29
17	\$ 39.60	\$ 40.79	\$ 40.40	\$ 41.61	\$ 41.19	\$ 42.43	\$ 42.02	\$ 43.29
18	\$ 39.60	\$ 40.79	\$ 40.40	\$ 41.61	\$ 41.19	\$ 42.43	\$ 42.02	\$ 43.29
19	\$ 39.60	\$ 40.79	\$ 40.40	\$ 41.61	\$ 41.19	\$ 42.43	\$ 42.02	\$ 43.29
20	\$ 41.59	\$ 42.83	\$ 42.42	\$ 43.69	\$ 43.25	\$ 44.55	\$ 44.13	\$ 45.46

Pre School Annual, 10 Month, 187 Day Salary Schedule Effective January 1, 2020
with additional 1.5% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 43,427.65	\$ 44,729.26	\$ 44,322.50	\$ 45,651.23	\$ 45,176.68	\$ 46,532.53	\$ 46,098.66	\$ 47,481.62
2	\$ 44,322.50	\$ 45,651.23	\$ 45,176.68	\$ 46,532.53	\$ 46,098.66	\$ 47,481.62	\$ 47,020.63	\$ 48,430.71
3	\$ 45,176.68	\$ 46,532.53	\$ 46,098.66	\$ 47,481.62	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80
4	\$ 46,098.66	\$ 47,481.62	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80	\$ 48,905.25	\$ 50,369.56
5	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80	\$ 48,905.25	\$ 50,369.56	\$ 49,908.58	\$ 51,400.00
6	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80	\$ 48,905.25	\$ 50,369.56	\$ 49,908.58	\$ 51,400.00
7	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80	\$ 48,905.25	\$ 50,369.56	\$ 49,908.58	\$ 51,400.00
8	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80	\$ 48,905.25	\$ 50,369.56	\$ 49,908.58	\$ 51,400.00
9	\$ 47,020.63	\$ 48,430.71	\$ 47,942.60	\$ 49,379.80	\$ 48,905.25	\$ 50,369.56	\$ 49,908.58	\$ 51,400.00
10	\$ 49,366.24	\$ 50,844.11	\$ 50,369.56	\$ 51,874.55	\$ 51,359.33	\$ 52,904.99	\$ 52,389.77	\$ 53,962.55
11	\$ 49,366.24	\$ 50,844.11	\$ 50,369.56	\$ 51,874.55	\$ 51,359.33	\$ 52,904.99	\$ 52,389.77	\$ 53,962.55
12	\$ 49,366.24	\$ 50,844.11	\$ 50,369.56	\$ 51,874.55	\$ 51,359.33	\$ 52,904.99	\$ 52,389.77	\$ 53,962.55
13	\$ 49,366.24	\$ 50,844.11	\$ 50,369.56	\$ 51,874.55	\$ 51,359.33	\$ 52,904.99	\$ 52,389.77	\$ 53,962.55
14	\$ 49,366.24	\$ 50,844.11	\$ 50,369.56	\$ 51,874.55	\$ 51,359.33	\$ 52,904.99	\$ 52,389.77	\$ 53,962.55

15	\$ 51,833.87	\$ 53,393.09	\$ 52,877.87	\$ 54,464.21	\$ 53,921.87	\$ 55,535.32	\$ 55,006.55	\$ 56,660.67
16	\$ 51,833.87	\$ 53,393.09	\$ 52,877.87	\$ 54,464.21	\$ 53,921.87	\$ 55,535.32	\$ 55,006.55	\$ 56,660.67
17	\$ 51,833.87	\$ 53,393.09	\$ 52,877.87	\$ 54,464.21	\$ 53,921.87	\$ 55,535.32	\$ 55,006.55	\$ 56,660.67
18	\$ 51,833.87	\$ 53,393.09	\$ 52,877.87	\$ 54,464.21	\$ 53,921.87	\$ 55,535.32	\$ 55,006.55	\$ 56,660.67
19	\$ 51,833.87	\$ 53,393.09	\$ 52,877.87	\$ 54,464.21	\$ 53,921.87	\$ 55,535.32	\$ 55,006.55	\$ 56,660.67
20	\$ 54,437.09	\$ 56,064.10	\$ 55,521.77	\$ 57,189.45	\$ 56,620.00	\$ 58,314.80	\$ 57,772.47	\$ 59,507.94

Pre School Annual, 11 Month, 221 Day Salary Schedule Effective January 1, 2020
with additional 1.5% increase

NOTE: Prime Col: A', B', C', and D' = +3% of non Prime Cols

	A(10)	A(15)'	B(20)	B(25)'	C(30)	C(35)'	D(40)	D(45)'
	AA or CD Permit	TLC (+3%)	AA +30 Units CD Permit	TLC (+3%)	BA CD Permit	TLC (+3%)	BA + 15 CD Permit	TLC (+3%)
Step								
1	\$ 51,323.58	\$ 52,861.85	\$ 52,381.14	\$ 53,951.45	\$ 53,390.63	\$ 54,992.99	\$ 54,480.23	\$ 56,114.64
2	\$ 52,381.14	\$ 53,951.45	\$ 53,390.63	\$ 54,992.99	\$ 54,480.23	\$ 56,114.64	\$ 55,569.84	\$ 57,236.29
3	\$ 53,390.63	\$ 54,992.99	\$ 54,480.23	\$ 56,114.64	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94
4	\$ 54,480.23	\$ 56,114.64	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94	\$ 57,797.12	\$ 59,527.67
5	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94	\$ 57,797.12	\$ 59,527.67	\$ 58,982.86	\$ 60,745.46
6	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94	\$ 57,797.12	\$ 59,527.67	\$ 58,982.86	\$ 60,745.46
7	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94	\$ 57,797.12	\$ 59,527.67	\$ 58,982.86	\$ 60,745.46
8	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94	\$ 57,797.12	\$ 59,527.67	\$ 58,982.86	\$ 60,745.46
9	\$ 55,569.84	\$ 57,236.29	\$ 56,659.44	\$ 58,357.94	\$ 57,797.12	\$ 59,527.67	\$ 58,982.86	\$ 60,745.46
10	\$ 58,341.92	\$ 60,088.49	\$ 59,527.67	\$ 61,306.29	\$ 60,697.39	\$ 62,524.08	\$ 61,915.18	\$ 63,773.92
11	\$ 58,341.92	\$ 60,088.49	\$ 59,527.67	\$ 61,306.29	\$ 60,697.39	\$ 62,524.08	\$ 61,915.18	\$ 63,773.92
12	\$ 58,341.92	\$ 60,088.49	\$ 59,527.67	\$ 61,306.29	\$ 60,697.39	\$ 62,524.08	\$ 61,915.18	\$ 63,773.92
13	\$ 58,341.92	\$ 60,088.49	\$ 59,527.67	\$ 61,306.29	\$ 60,697.39	\$ 62,524.08	\$ 61,915.18	\$ 63,773.92
14	\$ 58,341.92	\$ 60,088.49	\$ 59,527.67	\$ 61,306.29	\$ 60,697.39	\$ 62,524.08	\$ 61,915.18	\$ 63,773.92
15	\$ 61,258.21	\$ 63,100.93	\$ 62,492.03	\$ 64,366.79	\$ 63,725.85	\$ 65,632.66	\$ 65,007.74	\$ 66,962.62
16	\$ 61,258.21	\$ 63,100.93	\$ 62,492.03	\$ 64,366.79	\$ 63,725.85	\$ 65,632.66	\$ 65,007.74	\$ 66,962.62
17	\$ 61,258.21	\$ 63,100.93	\$ 62,492.03	\$ 64,366.79	\$ 63,725.85	\$ 65,632.66	\$ 65,007.74	\$ 66,962.62
18	\$ 61,258.21	\$ 63,100.93	\$ 62,492.03	\$ 64,366.79	\$ 63,725.85	\$ 65,632.66	\$ 65,007.74	\$ 66,962.62
19	\$ 61,258.21	\$ 63,100.93	\$ 62,492.03	\$ 64,366.79	\$ 63,725.85	\$ 65,632.66	\$ 65,007.74	\$ 66,962.62
20	\$ 64,334.74	\$ 66,257.58	\$ 65,616.63	\$ 67,587.54	\$ 66,914.54	\$ 68,917.49	\$ 68,276.55	\$ 70,327.57

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Adult Ed and
CTE with
additional
1.5%

January 1, 2020

Step 1	\$ 37.75
Step 2	\$ 39.63
Step 3	\$ 41.61
Step 4	\$ 43.69
Step 5	\$ 45.88
Step 6	\$ 45.88
Step 7	\$ 45.88
Step 8	\$ 45.88
Step 9	\$ 45.88
Step 10	\$ 47.02
Step 11	\$ 47.02
Step 12	\$ 47.02
Step 13	\$ 47.02
Step 14	\$ 47.02
Step 15	\$ 48.20

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2018-19 and 2019-20
Tentative Settlement Agreement:
Speech and Language Pathologist (SLP)
Salary Schedule Effective 7-1-2019

Range	D	D'	E	E'
Step	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
Intern	\$63,046	\$64,937	\$64,083	\$66,005
2	\$67,296	\$69,315	\$68,333	\$70,383
3	\$67,411	\$69,433	\$68,837	\$70,902
4	\$68,943	\$71,011	\$69,676	\$71,766
5	\$70,101	\$72,204	\$74,158	\$76,383
6	\$71,283	\$73,421	\$75,781	\$78,054
7	\$72,767	\$74,950	\$77,637	\$79,966
8	\$74,641	\$76,880	\$79,514	\$81,899
9	\$76,159	\$78,444	\$81,386	\$83,828
10	\$77,404	\$79,726	\$83,081	\$85,573
11	\$80,790	\$83,163	\$89,434	\$92,066
12	\$80,790	\$83,163	\$89,434	\$92,066
13	\$80,790	\$83,163	\$89,434	\$92,066
14	\$80,790	\$83,163	\$89,434	\$92,066
15	\$84,098	\$86,570	\$92,916	\$95,652
16	\$84,098	\$86,570	\$92,916	\$95,652
17	\$84,098	\$86,570	\$92,916	\$95,652
18	\$84,098	\$86,570	\$92,916	\$95,652
19	\$85,877	\$88,402	\$94,691	\$97,481
20	\$85,877	\$88,402	\$94,691	\$97,481
21	\$85,877	\$88,402	\$94,691	\$97,481
22	\$85,877	\$88,402	\$94,691	\$97,481
23	\$90,850	\$93,576	\$103,473	\$106,577
24	\$90,850	\$93,576	\$103,473	\$106,577
25	\$93,509	\$96,314	\$106,522	\$109,718

Attachment 1

These draft salary schedules have been created by PFT and are unofficial. We believe they are correct, but there is a possibility they may contain errors. We felt you would prefer a draft for immediate review rather than wait for an official schedule, which will take time. PFT will be working with the district to finalize official salary schedules and will provide them ASAP once complete.

Memorandum of Understanding
Between the
Poway Federation of Teachers
And the
Poway Unified School District

**Salary Placement of PUSD Preschool Unit Members Hired into
the TK-12 Setting**

Preschool Teachers hold a CA Preschool Teacher Permit. This Memorandum of Understanding (MOU) refers to teachers who hold a CA Preschool Teacher Permit upon initial hire in P.U.S.D., who are then hired into the TK-12 setting with full authorization to provide service. It also includes Preschool teachers who had a credential qualifying them to teach in TK-12 upon initial hire into the PUSD preschool program.

Currently, preschool, TK, and K teachers must differentiate instruction on the same Continuum of Development. In addition, early childhood unit requirements will be the same for both preschool and TK teachers beginning August 1, 2020. Moreover, the parties mutually value all teachers in PUSD and consider ourselves a preK-12 and Adult Ed school district.

Effective July 1st, 2019 these unit members shall be placed on the certificated salary schedule, with credit given for years of preschool service given within P.U.S.D. based on the chart below. This includes Preschool teachers who earned a credential qualifying them to teach TK-12 after initial hire into the PUSD preschool program. However, no retroactive salary will be granted.

All other terms of Section XI Wages, of the Collective Bargaining Agreement not specifically discussed above continue to apply to the teachers defined in this Memorandum of Understanding.

It is the intent of the PFT and the PUSD to include pertinent language from this MOU in the next PFT/PUSD collective bargaining agreement.

Salary Placement of PUSD Preschool Teachers Hired into the TK-12 Setting After Earning a Qualifying Credential

Less than one (1) year PUSD qualifying preschool experience.

Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.

One (1) year of experience but less than two (2) years PUSD preschool experience.

Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.

Two (2) years of experience but less than three years PUSD preschool experience.

Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.

Three (3) years of experience but less than four (4) years PUSD preschool experience.

Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.

Four (4) years of experience but less than five (5) years PUSD preschool experience.

Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.

Five (5) years of experience but less than six (6) years PUSD preschool experience.

Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.

Six (6) years or more of PUSD preschool experience.

Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.

Seven (7) years or more PUSD preschool experience.

Teachers will be placed on Step 8 of the appropriate column for which their training (units/degrees) qualifies them.

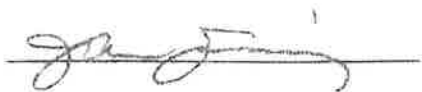
Eight (8) years or more PUSD preschool experience.

Teachers will be placed on Step 9 of the appropriate column for which their training (units/degrees) qualifies them.

Nine (9) years or more PUSD preschool experience.

Teachers will be placed on Step 10 of the appropriate column for which their training (units/degrees) qualifies them.

For PUSD



Date: 6/28/19

For PFT



Date: 6/28/19

Memorandum of Understanding
Between
Poway Federation of Teachers (PFT) and Poway Unified School District (PUSD)

**Workload Improvement Plan for PUSD Elementary Level
Resource Specialist Teachers**

RATIONALE

The PUSD/PFT Interest Based Problem Solving Team mutually value all teacher professionals in PUSD, including the elementary level Resource Specialist Program (RSP) Teachers. Noting that we are having difficulty attracting and especially *retaining* elementary RSP Teachers as a district, the IBPS Team reviewed data regarding their current working conditions. Three years of monthly student caseload data for RSP Teachers, as well as a PFT survey, indicated a consistent growth trend over the course of each school year, as well as increased RSP caseloads and workload. This additional time worked is likely due to the following: most IATs and IEPs are conducted before or after school, and RSP teachers provide significant site-wide support with social and behavioral issues. An analysis of this data prompted the IBPS Team to convene a group of stakeholders to study this problem in detail and make recommendations for potential solutions to be implemented beginning in the 2017-18 school year. The IBPS Team agreed on the following the initial steps in a multi-year effort to retain quality elementary level RSP Teachers in PUSD by improving their working conditions.

2019-20 COMMITMENT

1. Effort to Reduce Caseload: Maintain the additional RSP FTEs that were added in 2017-2018 (5.6 additional Resource Specialist Program FTEs), while taking current caseloads into account.
 - a. PUSD will consult with PFT on the distribution of the additional FTE.
2. Trainings for RSP Teachers: RSP Teachers can attend district offered voluntary trainings and receive sub release time OR can be paid the teacher hourly rate for time beyond the contracted work day as part of their X-Ploration Collaboration Time (14 hours if 13 X-Ploration days or 18 hours if 17 X-Ploration days) OR the trainings may be offered on a district professional growth day. These voluntary trainings will be developed based on teacher interest determined by survey results.
3. Trainings for PBIS Site Action Teams
 - a. Positive Behavior Intervention and Support (PBIS) Training: Learning Support Services and Attendance and Discipline will create a district-wide training and support plan for behavior strategies and interventions. Site-based teams will roll-out learning during site professional learning sessions.
 - i. Training goal: Give teachers tools and support to effectively respond to student behaviors.

- ii. Timeline: By June 30, 2020.
- 4. Itinerant RSP Teacher Caseload Support: Teachers who work a .2, .4, .6, or .8 contract at a site will:
 - a. Carry a caseload and will be responsible for the full scope of RSP duties associated with these students, both direct student services and the IEP case management.
 - b. The students on the caseload will be the students with a *minimal amount of services* whenever possible (one-two days per week, once per month, x times per year).
 - c. Share assessment responsibilities for initial IEPs.
 - d. Learning Support Services, Student Support Services, and PFT will meet with the RSP team at each site upon request to define the role and responsibilities of the itinerant and support the assignment of students to caseloads, in a way that reduces the full time RSP teachers load and at the same time, doesn't overload the .2, .4, .6, or .8 RSP teacher.
 - e. Site RSP caseloads will be monitored throughout the year, with the goal of any itinerant movement occurring at natural breaks (November, February and Spring Break).
- 5. Use of Time Banking Days for IEP Meetings: The parties agree that when possible, Time Banking Days may be used once per month to allow for the scheduling of some IEP Meetings during the RSP Teachers' work day.
- 6. Math Student Consumables
 - a. One complete set of Houghton Mifflin consumables, "Homework and Remembering" Volumes I and II, and "Student Activity Book" Volumes I and II for all grade levels, K-5, will continue to be available at each site for RSP teachers to access.
- 7. IAT Meetings: The Special Education Department and Learning Support Services, in conjunction with RSP and SLP Teachers, and Psychologists, will create a plan to modify the bridge between the RtI process and the special education identification process.
 - a. Goals:
 - i. Clearly define and identify roles and responsibilities.
 - 1. RtI TOSA and or RtI PLL
 - ii. Eliminate redundancy of paperwork and revisit the process.

COMMUNICATION PLAN

Learning Support Services, Student Support Services, and PFT will jointly communicate this agreement to RSP Teachers prior to the beginning of the 2019-20 school year.

COMMITMENTS FOR NEXT STEPS

The parties commit to and will jointly create a timeline to accomplish the following:

1. Revise the RSP Job Description
2. Create a student scheduling protocol for special education/general education students
3. Define "consult" for both SLP and RSP
4. Define the systemic practice for writing multi-disciplinary reports
5. Annually, work toward an SAI model which will further reduce RSP caseload sizes

TERM

This Agreement shall be revisited at the end of each school year to refine and revise the elements of the document. At any time, this Agreement may be modified with the mutual agreement of both parties.

For the Federation

Signature



Date

6/28/19

For the District

Signature



Date

6/28/19

Memorandum of Understanding
Between
Poway Federation of Teachers (PFT) and Poway Unified School District (PUSD)

**Oak Valley Middle School (OVMS) Specialized Academic Instruction (SAI)
Voluntary Pilot for 2019-20**

RATIONALE

The Poway Unified School District (PUSD) and the Poway Federation of Teachers (PFT) believe that students with disabilities are general education students first. Every effort will be made to ensure students with disabilities receive their education in the general education setting to the maximum extent possible. Students with disabilities must have access to a broad range of programs, supports and services at the schools they attend.

We believe inclusive classrooms and inclusive practices benefit each and every student. Differentiated instruction, supportive teaching strategies, effective use of resources, and high expectations for all enhances the learning experience for everyone. Our students attending inclusive schools report feeling a stronger sense of belonging and positivity on their campuses. We assert Specialized Academic Instruction (SAI) and Related Services in inclusive settings helps create the conditions and culture that supports world class learning outcomes for all students.

1. During the 2019-20 school year, co-teaching at OVMS is voluntary/optional.
2. Teachers at OVMS who volunteer and are assigned to a co-teaching environment will have a common prep period.
3. Professional Learning: OVMS will continue to have a 5 person (3 gen ed Ts, 2 sped Ts) SAI leadership team that will participate in the PUSD SAI professional learning series, organized by TOSA Megan Gross.
 - a. This learning may include but is not limited to: co-teaching, supporting students with mental health needs, and Universal Design for Learning.
 - b. Teams will have access to 3 full release days for Professional Learning as well as a half day of release time to visit each other's schools (i.e. middle visiting high...), a half day of release time for master scheduling, and a half day of release time for planning for the following year.
 - i. Part of the above release time for professional learning will be used to develop and define the roles and responsibilities of co-teachers at OVMS.
 1. This work will be supported by the SAI TOSA, the site Program Specialist, and/or the Secondary Director of Special Education.
 - c. The OVMS team may wish to rotate involved teachers for training attendance as they did in 2018-19. Co-teacher pairs may wish to attend training together.
 - d. As an SAI cohort school, staff at OVMS will be supported in their work personalizing the student learning experience for students with disabilities

by the SAI TOSA, their Program Specialist, and by the Secondary Director of Special Education. This support may include additional professional learning offered on minimum days, during PLC's, or during site-based professional growth time.

4. Given that a teacher in a co-taught class may be asked to participate in numerous IEP Meetings as compared to his or her colleagues in a traditional environment, additional consideration will be given when placing students with a 504 or with EL needs.

TERM

This Agreement shall expire June 30, 2020. At any time, this Agreement may be modified with the mutual agreement of both parties.

For the Federation

Signature

Kelly Logan

Date

8/15/19

For the District

Signature

[Signature]

Date

August 15, 2019