

**Initial Proposal for Negotiations
From Poway Federation of Teachers
To
Poway Unified School District
2021-22**

December 4, 2020

TO: Board of Education
FROM: Poway Federation of Teachers
SUBJECT: Proposal for Contract Negotiations 2021-2022

Please consider this proposal the Federation's notice to the PUSD Board of Education for 2021-2022 contract negotiations. This proposal includes 2021-2022 Reopeners to the current three-year bargaining agreement, which expires June 30, 2023.

Section III – Health and Welfare Benefits

Continue the District's contribution per employee, using the provisions as outlined in Section III – Health and Welfare Benefits.

Consider an Opt-Out provision for Retirees eligible for Health and Welfare Benefits.

Section IV – Leave of Absence Policy

Continue the work of the PUSD/PFT Labor Relations Team to clarify parameters for General Leave and to include a one-time opportunity to access this leave for personal reasons.

Allow access to a portion of Personal Necessity Leave for discretionary use.

Section V – Transfer Policy

Continue the work of the PUSD/PFT Labor Relations Team to refine the current transfer process to allow for transfer opportunities, ensure retention of the most highly qualified temporary contracted teachers, and staff known positions with qualified candidates (internal/external).

Section VII – Class Size and Staffing

Ensure sites implementing Specialized Academic Instruction (SAI) models have appropriate staffing levels, class sizes, and supports.

Section IX – Safety Conditions of Employment

Continue the work of the PUSD/PFT Labor Relations Team to ensure safe working conditions for educators.

Section XI – Wages

Continue with both parties meeting regularly throughout the year, using Interest Based Problem Solving (IBPS), to discuss the budget, the Governor's proposals on the budget, and the May Revision to reach joint understanding of how the state budget will translate into resources in PUSD. The Federation wishes to work with our District to identify and make recommendations to the Board of Education around total compensation for our members.

Establish criteria to use to review stipends for extra assignments and make modifications as needed.