

January 17, 2024

Dear PFT Members,

PUSD and PFT are happy to announce an agreement that will ease the burden for teachers accessing leave in differential pay status. Effective February 1, 2024, instead of paying \$205 per day (and \$225 per day starting on day 11), the amount deducted for teachers in differential pay status will be **\$158 per day** (with no additional increase on day 11 and beyond)!

Teachers in differential pay status are paid their full salary less the cost of a sub. Differential pay occurs, per CA Ed Code, when a teacher accesses leave options such as extended sick, child bonding, or the third compelling reasons day. For example, a teacher who runs out of accrued sick leave, but remains medically unable to work, can access extended sick leave for up to 100 workdays at differential pay. Similarly, a teacher who becomes a parent can access child bonding leave for up to 12 weeks. If accrued sick leave has been exhausted, the teacher can remain home with their child for the remainder of the 12 weeks at differential pay.

This differential pay deduction of \$158 per day could change as salary increases are negotiated, but per this agreement, the amount deducted for differential pay will remain half the daily rate of the lowest cell on teacher salary schedule I (currently B2).

NOTE: If you are a teacher who has been on an approved leave of absence through Dec 31, 2023 AND this absence resulted in differential pay, you have been "grandfathered in" at the "old" sub rates (\$180 per day and \$200 per day on day 21 and beyond) through January 31. You would have received a letter from PUSD via US mail informing you of this if you are in this group.

In Partnership,
James Jimenez, *Associate Superintendent, PSS*
Kelly Logan, *President, PFT*