

*This email is going to all PFT Members*

Dear PFT Members,

Teacher Check Out Day is upon us, and summer break is within reach! I hope you get some well-deserved time to rest and relax, and that you can spend quality time with those you love. Here is the latest news you can use from PFT.

In Solidarity,  
Kelly

## **A Few of the Things We Collectively Accomplished This Year:**

### **Keep Your Keys!**

Teachers will be able to keep their keys for the summer to organize, prepare, etc. if desired. Sites will receive info on any time periods where areas will be inaccessible due to maintenance and safety issues. If you see our custodians and/or Facilities, Maintenance and Operations workers, please allow them to accomplish their work & thank them for maintaining and improving our campuses! Some sites are having major projects that could pose safety risks, like roofing. As a result, these sites will have more limited access. Please see joint communication from PFT & PUSD on Tuesday, June 10 for further details on campus access.

### **More expansive contract language and enhanced flexibility in our leave**

Effective July 1, 2025, we now can access up to five (5) days of Personal Necessity leave (drawing from accrued sick leave) for personal business, at our discretion. As teacher professionals, we have the right to decide and define the appropriate use of this leave. This is similar to Personal Time Off (PTO) in other professions, which has been a longstanding Member request.

- Our research on 15 other districts in our region (that the IBPS team uses for comparison) showed that 10 districts have leave that is similar to our new personal necessity leave days for personal business. However, most of them have fewer days than eight, which is our new combined total of personal necessity leave days for personal business and Compelling Reasons days. In addition, the majority of districts place restrictions on their use. Some examples of restrictions in other districts include: permission from administration must be sought and granted, between 24 hours and two days' notice is required, only three days can be used out of seven consecutively, a limit is placed on the specific number of unit members allowed to access the leave on a given day at a school or in the district, and/or the leave can only be used on specific days of the week. **The new Personal Necessity leave days for personal business option for PFT members does not contain ANY of these restrictions. We are trusted as professionals to make decisions about how and when to use these days.**
  - These five days of Personal Necessity leave for personal business (drawing from accrued sick leave) may be combined with our three (3) annual Compelling Reasons days (not drawn from accrued sick leave and fully paid) if desired for a **total of eight days. They can be used**

**consecutively or nonconsecutively.** Please note that Compelling Reasons days do have some restrictions: “Repeated use of this leave by a unit member for the purpose of extending holidays or vacation is not permitted. Use of this leave upon the beginning or conclusion of the teacher and student school years, is subject to review by the Associate Superintendent, Personnel Support Services.” (The reference here to holidays or vacation means school holidays or vacations).

- **Bereavement:** We get five fully paid days of bereavement (not drawn from accrued sick leave) for immediate family members, as defined in the bargaining agreement. (It used to be three days for in state, or five days for out of state or travel in excess of 300 miles one way). Assembly Bill 1949 mandates that up to five days of bereavement leave be provided to employees, **but the law only requires unpaid days. All five of ours are paid!** Additionally, Aunt and uncle are also now included in the definition of immediate family.

- **Graduation:** We now have more expansive language regarding the two days under Personal Necessity for graduation. We now can access these days to attend *any* graduation *or a promotion* and for *anyone*, not just a family member. As in the past, these two days are drawn from accrued sick leave, and to access these days, Compelling Reasons leave must be exhausted. Prior to this TA, these two days were only available for graduation of a family member from a four-year college or university. In the past, to attend a promotion, we had to access the Family-School Participation Act, which also comes out of personal necessity/sick leave, but was limited to eight hours per month.

### **Maintenance of salaries and class sizes, despite a significant budgetary shortfall**

### **No increases in out-of-pocket Health and Welfare premium costs for the basic medical package for teachers and families for the 2025 insurance year.**

This means, despite rising insurance costs and higher district contributions year after year, PFT Members have had no increases in the basic plan cost for at least 18 years running!

### **Good News Regarding Layoffs**

- PFT was successful in reaching agreement with the district to cancel the layoff hearings and rescind the layoff notices of two unit members. Through the union’s preparation work for the hearings and bargaining, PFT discovered discrepancies with their seniority dates. PFT views this as a great victory, as it demonstrates the union upholding the legal rights of its members and the union protecting bargaining unit positions from being eliminated!
- Layoffs of three preschool teachers, 5.6 teachers with Mild to Moderate credentials, and one teacher with an Early Childhood Special Education credential

have been rescinded. This is great news! This occurred because of resignations and retirements, and enough enrollment coming in to necessitate these positions.

- **Another win!** PFT was able to negotiate a priority placement process for employee returns. This means teachers returning from layoffs have been offered a choice of vacant positions, rather than being assigned by the district to an open position within their credential area.

### **Supporting teachers with the Impacts and Effects of Layoffs**

- PFT supported EL Coordinators at the secondary level with concerns about workload changes caused by the elimination of EL IAs.
- Advocated based on Secondary Ed Specialists' concern about workload changes due to the elimination of Office Assistants (OA) who supported them. All OA IIs will be returning (layoff notices have been rescinded).

### **Transfer**

- Priority transfer placement for all permanent and probationary teachers being involuntarily transferred due to lack of enrollment at their school sites.
- Priority placement was also negotiated for teachers returning from layoff.

### **Examples of Direct Support for School Sites & Individual Teachers**

- Advocated for countless individual teachers who contacted PFT for support with contractual issues.
- Worked to ensure teacher voice in curricular issues through regular meetings with Learning Support Services (LSS).
- Supported teachers experiencing significant student behavior issues.
- Supported teachers in cases of Special Education IA vacancies, in partnership with our classified union, PSEA.
- Promoted teacher voice by supporting the establishment of a Unit Building Committee (UBC) at numerous sites. This structure fosters open communication and proactive problem solving with colleagues and the site principal.

### **Greater Support for Early Childhood and Primary Grade Classrooms**

- To assist with significant student behavior support needs occurring in preschool, TK, and K, two Teachers on Special Assignment (TOSA)s and two Behavior Intervention Techs (BIT)s will continue to be available for support. The more we support students with behavior in the early grades, the more success we hope to see as students continue through the grades.
- PFT and PUSD have committed to strengthening the preschool co-teaching model and to increasing the level of both gen ed and special ed teacher voice in program development.
- The current continuum of services and programs for students qualifying for special education will be maintained. This includes Structured Supports classes at TK. Elimination of these classes may have, over time, impacted the availability of

this program offering at other grade levels. Additional support for TK/K Structured Support classes is also being discussed in response to needs expressed by teachers.

### **Catastrophic Leave Bank**

- Thanks to those who donated to the Catastrophic Leave Bank! If you donated, you are a member of the Bank. If you experience a catastrophic illness, you are eligible to request up to 50 workdays of catastrophic leave at full salary. (All other leave options must be exhausted prior to accessing catastrophic leave). I've attached the MOU on catastrophic leave if you'd like to read more details.
- This school year, donations by PFT unit members totaled 4401.23 hours, or 628.74 days, which can support about 12 people experiencing a catastrophic illness.
- We currently have 7,866.52 total hours or 1,123.78 days in the Bank. This means up to 22.48 members can be supported should they experience a catastrophic illness at the max of 50 days each.

### **Educational Leader Feedback Survey**

- 27 sites reached the 50% survey completion threshold needed to have Educational Leader Feedback (ELF) results shared with the site principal. PFT Reps from sites who reached the threshold met with the principal to discuss patterns and trends and to talk about next steps to continue to grow as a site.

**And much more. Together, as educators and PFT Members, we are strong!**

**HAVE A HAPPY AND MUCH-DESERVED SUMMER!!**

**In Solidarity,  
Kelly**

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