

*This email applies to all permanent/tenured PFT Members*

*October 19, 2021*

Dear PFT Members,

We really need your input to finalize a new catastrophic leave pilot and start the next Catastrophic Leave Drive. A two-question survey is headed your way tonight from Survey Monkey via an email from PFT Director, Patrick Keough. This survey will close on Friday, October 29 at 4:00 p.m.

TROUBLESHOOTING NOTE: If you are a PFT Member, but do not receive the survey tonight, please check your spam folder. You may need to add SurveyMonkey to your email allow list. If you still do not receive it, you may have opted out of SurveyMonkey. Please opt back in at <https://www.surveymonkey.com/user/email-opt-in/>. If none of this works, please email Becky Kealy, our Office Manager [bkealy@powayteachers.org](mailto:bkealy@powayteachers.org) to make sure we have the proper non-PUSD email address on file for you.

#### RATIONALE FOR CATASTROPHIC LEAVE CHANGES

When we began this school year, we had 40.4 days in the Catastrophic Leave Bank. This is not even enough to grant one teacher up to 50 days of fully paid leave when he or she (or a family member) experiences a catastrophic illness. Catastrophic leave provides fully paid leave after all other leave options have been exhausted. Without it, teachers in this situation will have to take an unpaid leave, which means they earn no salary and must pay the full cost of health benefit premiums. (Insurance costs are supplemented considerably by the district when you are in paid status, but not when you are in unpaid status).

We have had two teachers experience a catastrophic illness since school started and we have only been able to give them a portion of the hours they need. We have 10.1 days remaining in the Bank and two more requests that are coming in soon. Our bargaining agreement does not allow for donations to specific individuals since we want to meet the needs of all our fellow teachers in need rather than only some. We are gearing up to do another drive to fill our bank very soon.

Unfortunately, needs have been outpacing donations for some time. To ensure catastrophic leave is there when a PFT Member is in need, PFT staff and your elected Executive Board have been working to create a new system we can pilot. We have researched the practices of other districts and discussed ways to improve the system. After considering input on possible changes from your elected Site PFT Reps, the PFT Executive Board recommends we pilot the changes attached, shown in red, for one three-year cycle. A second document attached shows the pilot language with the red removed for readability. The most significant change in the pilot is the requirement to donate one day during each drive cycle to be eligible to be a recipient.

Thank you in advance for taking this two-question survey when it arrives in your inbox. Your responses will help us get this pilot off the ground so we can help our current and future teachers in need.

In Unity,  
Kelly