

Top Three from the PFT Rep Council

April 2025

1. Interest Based Problem Solving (IBPS) Negotiations

Joint team met Feb. 25, March 25, April 1, and April 9. Next sessions May 6 & May 21.

- Anticipate district will want to discuss class size. A reduction of two students was funded for the last several years at grades 4/5 with one time funds.
- PFT Bargaining Survey Results have been sent to Members and are being used by the IBPS Team
- Clear areas of need based on the survey results included:
 - Student behavior support and safe working conditions
 - Classroom environments that are conducive to learning for all students
 - Strengthened support for inclusive practices to ensure success for each student.
- In response:
 - A Multi-tiered Systems of Support (MTSS) Committee is in progress
 - It is a committee of district staff from several depts, site-based leadership, and PFT representatives to define and create a common understanding around MTSS.
 - Lisa Melahn, Preschool PFT Rep
 - Shaun Allshouse, ES PFT Rep
 - Melinda Pinkerton, MS PFT Rep
 - Tore Blichfeldt, HS PFT Vice President
 - Joanie Grohman, ES PFT Rep/Ed Specialist
 - Other PUSD/PFT subcommittees are continuing, working on the items in the Initial Proposals presented to the PUSD Board of Education in December (See PFT Initial Proposal attached).
- A Committee has also been formed, at the district's request, to revisit the Culture of Shared Responsibility and Leadership MOU (Non-student contact time)
 - PFT joint team members representing the teacher voice will be:
 - Annette Abadi, ES PFT Rep
 - Craig Morrison, MS PFT Rep
 - Chris Jenkins, HS PFT Rep
 - PFT Staff Member/s

2. Layoff Notices & Employee Rights

- See <https://www.cft.org/post/layoffs-know-your-rights>
- The following positions in the PFT unit were approved by the Board for layoff: Preschool Teachers (2.2858 FTE), Mild to Moderate Education Specialists (12.667 FTE), and Early Childhood Education Specialists (2.0 FTE).
 - PFT will be representing two unit members who requested a layoff hearing by the deadline. The hearings are in the process of being scheduled and will be heard by an administrative law judge.

- Union can negotiate the impacts and effects of layoff such as increased workload due to reduction of positions.
- PFT has heard from and is supporting:
 - EL Coordinators at secondary levels with concerns about workload changes caused by the elimination of EL IAs.
 - Meeting scheduled Tuesday, April 22 at the district office with EL Coordinators, LSS, PSS, and PFT to hear about changes to the EL Coordinator role and discuss how to ensure the job is reasonable for the compensation (stipend plus one release period)
 - Secondary Ed Specialists with concerns about workload changes due to the elimination of Office Assistants (OA) who supported them.
 - Ed Specialists receive a set number of IA hours daily/weekly. At sites with multiple Ed Specialists, some chose to pool their hours for clerical support through an OA
 - Ed Specialists will continue to get their allotted IA hours, but the OA positions will not be available.

3. Kindergarten Introduction Days (KID) MOU

- Annual conversations about the Kindergarten Introduction Days (KID) MOU have begun between PFT & PUSD. The first meeting was held last Friday, April 5.
- A Zoom meeting for Kindergarten teachers, LSS, & PFT will be held, on April 24th, to:
 - Review the terms of the current MOU together
 - Cross walk the terms with current instructional strategies, curriculum, and assessment.
 - Work together to discuss what should be included in next year's MOU
- The joint team is beginning with K teachers, since K students have historically had the introduction days. Once the work with K teachers is complete, a conversation can be had about TK student needs.

We wish you all a wonderful, restful, Spring Break!

--

Julie B. Garcia
PFT Secretary