

Top Three from the PFT Rep Council

April 2026

1. Negotiations/Interest Based Problem Solving (IBPS) Update

Your PFT Negotiating Team remains committed to the top priorities Members identified in our recent survey: salary, class size, affordable healthcare, and stronger special education support!

- It is very disappointing that after six bargaining sessions, the last of which occurred on Friday, April 17, the District and PFT ended the session miles apart!
- For the past two years, we stood as partners with the District during declining enrollment, accepting non-salary wins—like the five personal business days—with the clear, mutual understanding that the 2026-2027 package would prioritize a substantial salary increase.
 - In the 2024-25 deal, after at least 17 years without an out-of-pocket premium increase, membership voted to accept premium increases for employees who cover dependents. (See 2024-25 agreement attached). As part of this agreement, the increases were pushed off for the 2025 and 2026 plan years, but they are scheduled to take effect January 1, 2027.
 - The district has known since we made the 2024-25 agreement, that there would need to be salary increases to more than cover the health and welfare premium increase before it hits January 1, 2027. (See 2024-25 agreement attached)
 - They also knew this when members voted to approve the 2025-26 agreement, the second year without salary increase. (See 2025-26 agreement attached)
 - As they have made budget reductions, the need and commitment to provide for employee compensation for 2026-27 should have been ever-present in their decision-making.
- Why did we agree to no salary increases for two years?
 - Due to declining enrollment and the expiration of one time COVID dollars, PUSD has lost significant state revenue over the last several years. Significant budget reductions have occurred for multiple years running, and the district is projecting approximately 5 million in additional reductions for next year.
 - PUSD receives significantly fewer dollars than many other districts:
 - PUSD gets a base grant from the state and gets very little supplemental funding. Many other districts get big dollars in both supplemental and concentration grants. Why? Supplemental and concentration grants are based on a district's

“unduplicated count” (students receiving free and reduced meals, second language learners, and foster youth). Other districts, like SD Unified, have a much higher unduplicated count, which, per the state funding formula, generates significantly greater dollars.

- PUSD is not Basic Aid, like districts such as San Dieguito. Their local taxes generate a dollar amount that exceeds what the state would give them per the Local Control Funding Formula (LCFF). Therefore, they receive a very small constitutionally guaranteed amount from the state, plus big dollars from their local property taxes, giving them far more funding than districts like PUSD.

- Are PFT’s demands reasonable?
 - Yes! It is unacceptable that despite consecutive years of budget cuts, the District has failed to prioritize the funding necessary to honor the commitment made when the 2024-25 and 2025-26 agreements were signed.
 - Yes! PFT uses a data-driven approach to negotiations, researching compensation for teachers, to compare ourselves to districts in our region, as well to those who are “similarly funded.” We look at salary as well as total compensation, which includes benefits. This provides a data-driven approach to the compensation we seek. We also consider the impact of things like health and welfare premium increases and the rising cost of living.
 - Yes! PFT recognizes the challenges with funding as described above but also knows the district can make the difficult decisions necessary to appropriately compensate employees.
- An additional IBPS session has been scheduled for next Thursday May 7th.
- Your Negotiating Team and Executive Board are engaged in bargaining prep
 - Met on Monday, April 27th
 - Will meet Friday, May 1 & Monday, May 4
- **If we are unable to reach an agreement on May 7th, it is imperative that we stand together at the PUSD School Board meeting on May 14th at 6:00 PM!**
 - We will need to show up in large numbers! And we will need some members to share their individual experiences. Start thinking about your story now.
 - How has receiving 0% in salary for two years in a row impacted you and your family? Can you keep up with your bills? How has your standard of living changed? Can you buy a house?

Are you able to live in the community in which you work? Are you able to save money for your children's college?

- How do class sizes impact you?
- How important is affordable health care to you and why?

2. **Many members have asked us, "Can we strike?"**

- Our bargaining agreement states in SECTION XIV, CONDITIONS OF AGREEMENT, "It is agreed and understood that there will be no strike or concerted activity to interfere with the operation of the District by the Federation or any its officers, agents, or members of the Unit during the term of this Agreement."

- o Our three-year bargaining agreement expires June 30, 2026. If a strike was necessary at some point after June 30, we would not be violating the contract. Using our interest-based process, we have never had to entertain a strike. We are hopeful we will settle well before that becomes necessary. If it did, we would engage membership in conversations to make this important decision, as it has significant ramifications. For example, we would not get paid during a strike. Efforts would be made to negotiate additional calendar days for pay or to make another type of monetary agreement as part of a deal to return from a strike, but there are no guarantees we would receive pay for days we were on strike.

- o The negotiations process can be a very long one. Every effort to settle would be made. If we were unable to settle, we could apply for a declaration of impasse. If the Public Employment Relations Board (PERB) declares us to be at impasse, they would assign us a mediator. The mediator may not be scheduled to come to our district until fall. The mediator would continue to try to help the parties reach agreement. If we still could not reach agreement, we would enter fact finding. A report would be issued. It's my understanding, the parties are often unhappy with the report, as it doesn't get either party what they were hoping for. The District can choose to follow the fact-finding report or choose to impose their own terms on our unit. PFT could strike. This is a very long process and difficult process, and we sincerely hope we will NOT get there.

- **All to say, we are hopeful for a settlement on May 7!**

3. **PFT Educational Leadership Feedback (ELF) Survey**

- At our meeting, this past Wednesday, if your school was eligible to take the ELF Survey this year, your Reps received a sealed envelope to give to your principal. Please note, sites with new or interim leaders or those working with SDCOE were not eligible to participate in the ELF this year.

- The agreed upon PFT & LSS process includes a conversation between PFT Site Reps and your Principal. It involves reflecting on patterns and trends in the survey data and planning ways to continuously improve school operations and culture. It also involves sharing these plans with the staff.

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Thank you,
Julie B. Garcia
PFT Secretary

