



PRESS RELEASE

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Poway Unified and Poway Federation of Teachers Announce Tentative Contract Agreement

Representatives for the Poway Unified School District and the Poway Federation of Teachers (PFT) have announced a tentative two-year agreement in their contract talks for the 2010/11 and 2011/12 school years.

The PFT represents over 1500 full and part-time teachers, librarians, nurses, and speech pathologists in the district. Previously, teachers had agreed to take a two-year 2.7% salary rollback commencing in the 2009/10 school year, based on their 2008/09 salary levels. The new agreement calls for an additional 1.6% salary reduction for two years, resulting in a total salary reduction of 4.3% through the 2011/12 school year, and a corresponding reduction of five student days and three professional development workdays.

If ratified by teachers on May 5 and 6, the Board of Education will be asked to ratify the agreement at their meeting on Monday, May 10.

Dr. Donald Phillips, Poway Unified Superintendent, said, "This agreement reflects the Board's conservative fiscal approach in these very challenging economic times for public education, and also the Federation's commitment to helping address a \$24 million budget gap for next year. The agreement balances fiscal realities with the needs of our 33,000 students and the teaching profession."

For the teachers' group, the 4.3% salary rollback represents over \$5 million dollars in savings next year and over \$10 million for the term of the agreement.

Another highlight of the agreement is the commitment to bring back all permanent teachers who had been given preliminary layoff notices for next year. Bill Chiment, Associate Superintendent, said, "This will have the greatest positive impact to lower class sizes at the kindergarten through third grade level where we have 76 teachers with preliminary notices, and also in high school English and math where we have 34 teachers who will be called back. In total, we are committing to bringing back about 120 permanent teachers."

In being asked to ratify the agreement, the Board will consider the part of the agreement which reduces the student school year from 180 days to 175 days, a change permitted by a recent change in state law giving districts options to reduce costs. The new school calendar for 2010/11 will have students returning to school on August 25, 2010. The last day of the school year for students will be June 9, 2011. The new agreement also commits both sides to finding and implementing \$1 million in savings in the employee health plan for the 2011 year.

Dr. John Collins, Deputy Superintendent, said, "This two-year agreement should see us through the tough times ahead. The early signs of economic recovery in California hopefully will translate into improved funding, but we have a positive working relationship with the Federation and that certainly will continue." Collins will become Superintendent for Poway Unified after Dr. Phillips' announced retirement in June.

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