

**Memorandum of Understanding
Between the
Poway Federation of Teachers
and the
Poway Unified School District**

This agreement is in regard to Jury Duty Leave and is an addendum to Section IV – Leave of Absence Policy of the employment agreement.

1. Employees summoned to serve jury duty during work days may choose to defer jury duty to non-contract days. These employees who receive court permission to defer jury duty to non-contract days shall be paid a stipend equal to the daily substitute rate of pay for those days or portion of days served. These teachers shall complete the district “Jury Duty – Non-Work” form, attaching a copy of the original summons as well as the court time sheet documenting actual time served. The “Jury Duty – Non-Work” form should be submitted to Payroll within ninety (90) days of the employee’s return to work. Employees whose original summons was for jury duty during non-work time shall not be eligible for this provision.

Dated: 1/31/01

Poway Federation of Teachers

By: Donald S. Ryka

Title: President

Dated: 1/31/01

Poway Unified School District

By: William J. [Signature]

Title: Asst. Supt. PSS