

**Memorandum Of Understanding
between the
Poway Unified School District
and the
Poway Federation Of Teachers**

This agreement is entered into between the Poway Federation of Teachers (PFT) and the Poway Unified School District (District).

1. For the term of this Memorandum of Understanding the Section IV-Compelling Reasons Leave of the Collective Bargaining Agreement shall be replaced with the following provisions. Upon expiration of the Memorandum of Understanding, the original provisions of the Collective Bargaining Agreement shall become fully effective, unless modified by the parties.

★ **Compelling Personal Reasons Leave**

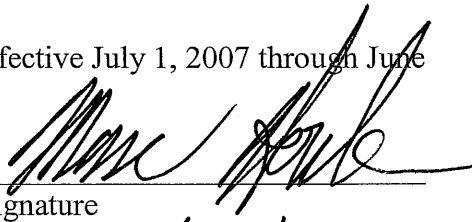
Annually, each member of the unit shall be eligible for a maximum of three (3) days of Compelling Personal Reasons Leave. The first two days shall be at full salary. The third day shall be at full salary less the cost of a substitute.

Eligibility for this leave shall be based upon instances of compelling personal importance which require the teacher to be absent. Legitimate reasons for use of this leave include legal or business matters, matters involving the person's household or family or other matters deemed by the unit member to be of compelling personal importance.

Repeated use of this leave by a unit member for the purpose of extending holidays or vacation is not permitted. If possible, five days advance notice is required for use of this leave. Use of this leave upon the beginning or conclusion of the teacher and student school years, is subject to review by the Assistant Superintendent, Personnel Support Services.

2. This Memorandum of Understanding will be effective July 1, 2007 through June 30, 2009.

For the Federation

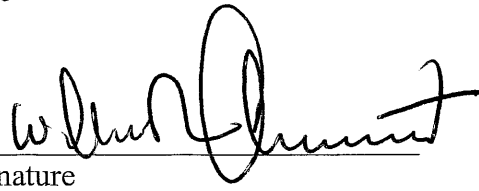


Signature

6/12/07

Date

For the District



Signature

6/12/07

Date