

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

**Salary Schedules Step 25**

Effective July 1, 2013, the Certificated Salary Schedules I, II, III, and IV will be amended to include Step 25 as detailed below.

Certificated Salary Schedule I

	D	D'	E	E'
Step 25	78,474	79,651	90,025	91,374

Certificated Salary Schedule II

	D	D'	E	E'
Step 25	80,561	81,770	92,419	93,806

Certificated Salary Schedule III

	D	D'	E	E'
Step 25	83,482	84,736	95,772	97,207

Certificated Salary Schedule IV

	D	D'	E	E'
Step 25	85,569	86,854	98,165	99,638

The parties acknowledge that the funding of these salary schedule steps requires a dedication of .5 (one-half) % of total annual salary for the bargaining unit, and will be a component part of any future cost of living salary increase.

The online salary schedule will reflect these steps.

Upon the next production of a printed salary schedule, these steps will be included.

For the Federation

  
Signature

06.06.2013  
Date

For the District

  
Signature

6-6-2013  
Date