

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

**Board Certified Behavior Analyst (BCBA) Certification Stipend
and Continuing Education Conferences**

PUSD and PFT value the education of the whole child, which includes behavioral as well as academic support. Board Certified Behavior Analyst (BCBA) Certification provides an opportunity for enhanced support in fostering appropriate student behavior. The BCBA certification requires a graduate degree, advanced training in behavior analysis, and a passing score on the BCBA exam. It also requires 1500 hours of field experience, with 75 of these hours requiring supervision. Maintenance requirements include ongoing continuing education hours and supervision training.

Beginning July 1, 2017, the Federation and the District commit to providing a maximum of \$30,000 annually to support a stipend and conference attendance, as detailed below, for Behavior Specialists and Autism Specialists in the PFT bargaining unit who possess a valid BCBA certification by Oct. 1 of each school year. The total allocation per employee, including a \$1500 stipend and all associated conference costs (registration fees, materials, mileage,...), shall not exceed \$3000.

Stipend: The \$1,500 stipend will be payable in full by June 30 upon completion of each school-based work year. The autism or behavior specialist must provide a copy of their certification to the Personnel Department by October 1 of that same school year. Additionally, the autism or behavior specialist must maintain continuous employment throughout the duration of the school year to receive the stipend.

Conference Attendance: The parties further agree to provide up to three seven-hour release days (on work days) OR to pay the negotiated Special Daily Rate (on three seven-hour non-work days) to attend professional conferences in Southern California. A combination of release time on work days or the Special Daily Rate on non-work days is also acceptable, so long as the total is no more than three. Registration fees and materials costs will be paid by PUSD up to a total of \$500 annually while costs for CEUs will be covered by the employee. The government mileage rate will be paid for driving to and from these conferences (distance between conference location and district office, calculated by employee and submitted to supervisor for approval).

Teachers hired into the Behavior Specialist or Autism Specialist role are not required to possess or maintain this certification. However, Behavior Specialists and Autism Specialists who opt to certify and/or renew will receive the above

stipend and release days, so long as the maximum available (\$30,000) has not been reached.

The funding source for the above expenses is the teacher leadership stipend of \$125,000 in ongoing dollars, negotiated in the 2015-16 PFT and PUSD Tentative Settlement Agreement, budget code 0100-0000930-xxxx-xxxx-xxxxxxx-222-222. Please see Attachment 1 for additional details on funding source.

A survey will be drafted in collaboration with the Special Education Department, the Behavior Specialists, and the Autism Specialists and will be administered to principals and teachers who receive services from these BCBAs. The feedback mechanism may be modified as the job description is examined and potentially redesigned. The PFT/PUSD IBPS Team agrees to monitor the effectiveness of this program by reviewing the survey data and agrees to meet to make any appropriate modifications to the compensation for BCBA certified Behavior Specialist and/or Autism Specialist prior to the expiration of this MOU on June 30, 2022. This Memorandum of Understanding may be renewed by mutual agreement of the parties.

For the Federation

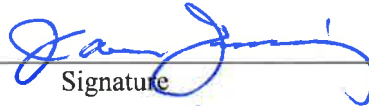


Signature

5/4/20

Date

For the District



Signature

5/15/20

Date