

**MEMORANDUM OF UNDERSTANDING**

Between the  
Poway Unified School District and the Poway Federation of Teachers

**COVID Appreciation Bonus  
2021-22**

The Poway Unified School District ("District" or "PUSD") and the Poway Federation of Teachers ("PFT") (collectively, the "Parties") enter into this Memorandum of Understanding ("MOU") with regard to the following.

To recognize and appreciate staff for their work during the COVID-19 pandemic and for supporting the return of students to in-person learning during the 2021-2022 school year, the Parties hereby agree to the following one-time COVID appreciation bonus for PFT unit members, using one-time COVID funds:


1. Active PFT unit members with a hire date on or before October 31, 2021 and who have remained in the PFT unit through any portion of May 2022, shall receive a maximum of \$1,000, calculated at \$100 per 0.1 FTE. These funds shall be paid to eligible unit members in their June 30, 2022 pay warrant.
  - a. Hourly employees, with a hire date on or before October 31, 2021, regardless of position funding source, will receive a one-time payment based on the average number of hours worked weekly from October 2021 through April 2022 to calculate the FTE equivalent.
2. Newly hired contracted unit employees hired on or after November 1, 2021 and who worked through any portion of May 2022, shall receive a \$200 flat rate.
3. This MOU is subject to approval by the PUSD Board of Education.
4. This MOU is entered into voluntarily, is final and binding on the Parties, and satisfies the District's obligation to meet and negotiate the matters described herein.
5. This MOU does not modify or amend any current contract language.
6. This MOU does not establish a precedent or a binding past practice and shall not be used or referred to in any way as creating a precedent or past practice.
7. By signing below, the Parties warrant that they are authorized to execute this MOU on behalf of their principals.

Dated: May 9, 2022

POWAY UNIFIED SCHOOL DISTRICT

POWAY FEDERATION OF TEACHERS

  
James Jimenez  
Associate Superintendent, Personnel  
Support Services

  
Kelly Logan  
President