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AGREEMENT BETWEEN
POWAY UNIFIED SCHOOL DISTRICT
AND
POWAY FEDERATION OF TEACHERS

July 1, 2026 – June 30, 2029

Dated: 6/30/2026

Poway Federation of Teachers

By: Kelly Powell

Title: PFT President

Dated: 6/30/26

Poway Unified School District

By: [Signature]

Title: Associate Snp, PSS

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SECTION I – RECOGNITION

The Poway Unified School District Board of Education (hereinafter referred to as the “District” or as the “Employer”) recognizes the Poway Federation of Teachers (hereinafter referred to as the “Federation” or the “Exclusive Representative”) as the sole and exclusive bargaining agent for the District certificated employees defined below.

The employees in this unit are: All classroom teachers, teachers of Special Education, Career Technical Education (CTE) teachers, Teachers on Special Assignment (TOSAs), Pre-school Teachers, School Librarians, Resource Nurses, Speech Language Pathologists (SLPs), Reading Specialists, Educational Audiologists, Temporary Teachers, summer school teachers, full-time substitutes under contract, Adult Education teachers teaching more than six hours per week and hourly “Impact Teachers.”

The term “employee,” “employees,” “teacher,” and “teachers” as used throughout this agreement specifically excludes all management, supervisory, and confidential employees, and all other certificated employees not specified above. Whenever the term “teacher” or “teachers” is used, it specifically refers to the members of this bargaining unit.

The Federation shall be notified of all new certificated employee classifications in sufficient time for Federation input concerning the proper unit placement of the new classification. When the District and Federation agree, the new certificated employee classification shall be included in this unit and thereby covered by this agreement immediately.

When the District and Federation disagree, PERB will be consulted for a ruling. If determination is made that the new classification is in the unit, those employees shall be covered immediately under the terms of this agreement.

SECTION II – DURATION OF AGREEMENT

This agreement shall become effective on July 1, 2026, and shall remain in force until June 30, 2029.

This agreement is based on a set of assumptions derived from the Preliminary State Budget for education and District budget assumptions for the school year as discussed in the fiscal Interest Based Problem Solving group as of April. The Federation and the District agree to use an ongoing fiscal Interest Based Problem Solving group to review and reconcile revenue, expenditures and ending balances of the PUSD budget for school years covered by this agreement.

The parties agree to hold the second Tuesday following the Governor's May Revise, of each school year as a target date for completion of this agreement. By November 30, the group will reconcile revenue, expenditures and ending balances and assumptions as data points for possible adjustments to the total compensation and work year.

Articles of this Agreement may be amended by mutual consent during the duration of this agreement.

During the 2026/27 school year, each party shall have the right to reopen Section III-Health Benefits and Section XI-Wages, and not more than four additional sections and other articles as may be mutually agreed.

During the 2027/28 school year, each party shall have the right to reopen Section III-Health Benefits and Section XI-Wages, and not more than four additional sections and other articles as may be mutually agreed.

During the 2028/29 school year, each party shall have the right to reopen Section III-Health Benefits and Section XI-Wages, and not more than four additional sections and other articles as may be mutually agreed.

SECTION III – HEALTH AND WELFARE BENEFITS

Except as otherwise provided, the District shall provide the basic insurance package to all eligible unit members. The basic insurance package shall be major medical offered through HMO carrier(s), vision, dental HMO or PPO, and life insurance coverage for the employee only.

All unit members will be covered for life insurance coverage for the employee only.

Each year, the base District contribution per employee will be calculated as follows: The cost of the employee only coverage for the basic insurance package, as defined above, multiplied by the number of employees selecting those options, plus the amount used for “cell enhancement” for the preceding benefit year. That sum divided by the total number of unit employees who qualify for benefits for the current benefit year will be adjusted by an amount equal to the arithmetic average of the premium increases for the employee only of the basic insurance package as defined above. An additional amount of funds will be calculated by multiplying the number of unit members who opt out of major medical coverage by the previous year’s amount times the same percentage of increase as the arithmetic average as calculated above. The Federation and the District will mutually agree upon the use of these additional funds. Employee enrollment from June 30 of the previous school year shall be used as the basis for these negotiations.

MEDICAL EXAMINATIONS

Medical examinations required as a condition of employment shall be paid for by the District at the time the employee signs a contract.

TAX SHELTERED ANNUITIES

Employees in this Unit may participate in an approved tax-sheltered annuity with the District providing payroll deductions for this purpose. Teachers may change the tax-sheltered programs in which they participate by notifying the Payroll Department of the intended change by the first of each month in which the change is to be effective.

SABBATICAL LEAVE

Employees on Sabbatical Leave of Absence shall receive full employee insurance coverage without interruption to be paid by the District.

UNPAID LEAVE

Employees on District-approved, non-paid leave of absence, or retired employees, may elect to continue the coverage for themselves and dependents. Premiums required for coverage must be paid in advance either annually, semi-annually, or quarterly.

DURATION OF BENEFITS

Should an employee’s employment terminate following the last day of the school year and before the commencement of the ensuing school year, such employee shall be

entitled to continue to be covered under the health, dental, and vision care plan until August 31 of the ensuing school year.

PART-TIME TEACHERS

Part-time unit members, including shared contracts, working 50% or more of the full-time equivalent shall receive the basic insurance package. Teachers who are working less than 50% of the full-time equivalent are not eligible for benefits, except:

1. Employees who transfer from a position of 50% or more of the full-time equivalent to less than 50% of the full-time equivalent may continue coverage on the benefits plan on an employee-pay-all basis until the later of:
 - (a) The August 31 following the date of the reduced service, or
 - (b) The end of the month, three months following the date of the reduced service.
2. Employees who are covered under the benefits plan on a leave of absence status, who return to work in a position of less than 50% of the full-time equivalent may continue coverage on the benefits plan on an employee-pay-all basis for the same duration as Paragraph 1 above.
3. Employees may elect to continue the coverage for themselves and dependents by submitting the annual premium in advance to the Payroll Department of the Poway Unified School District or by arranging for payroll deductions.

HOURLY TEACHERS

Hourly unit members working over 50% of a full-time teacher shall receive the basic insurance package. Unit members will receive Two thousand fifty dollars of discretionary funds in the following manner:

- a. 55%-64% assignment will receive \$410 (20%) of discretionary funds per year.
- b. 65%-74% assignment will receive \$820 (40%) of discretionary funds per year.
- c. 75%-84% assignment will receive \$1230 (60%) of discretionary funds per year.
- d. 85%-94% assignment will receive \$1640 (80%) of discretionary funds per year.
- e. 95%-100% assignment will receive \$2050 (100%) of discretionary funds per year.

HEALTH AND WELFARE BENEFITS FOR RETIRED TEACHERS

SEE APPENDIX C: OPEB Funding (Other Postretirement Employee Benefits) MOU.

Unit members with ten years of benefited eligible district service or more in the bargaining unit will receive the equivalent of the cost of least expensive medical, dental and vision coverage for use toward Health and Welfare premiums from the time of STRS/PERS retirement from the District until age 65. All monies paid by the District must be used for medical, and/or dental and/or vision coverage; no other benefits are covered. Unit members selecting a more expensive medical, dental, or vision plan will pay the difference in premium costs. If at any time a unit member ceases coverage for a PUSD

1 medical, dental or vision plan, the unit member becomes ineligible to reinstate election of
2 said plan.

3
4 Teachers moving out of the area or electing non PUSD coverage will be reimbursed for
5 the same dollar amount up to, but not to exceed the actual cost of the least expensive
6 medical, dental and vision coverage. Any unused monies remain with the District.

7
8 Unit members with ten years of benefited eligible service who separate from the District
9 and are not yet eligible to retire under STRS/PERS are eligible for retiree health and
10 welfare benefits upon their retirement from STRS/PERS if both of the following conditions
11 are met:

- 12
- 13 ● Retirement occurs within 12 months of separation from the District
- 14 ● They maintain continuous PUSD insurance coverage by submitting the premium
- 15 under the terms of COBRA.
- 16

17 Unit members who receive STRS Disability Allowance under Options A or B and meet
18 the requirements listed above will qualify for these benefits upon STRS notification to the
19 District.

20
21 Post 65 Retiree Benefits: All retirees will receive information on the option to purchase
22 PUSD dental and vision when they reach age 65. Retirees must select from the District
23 offered medical, dental and vision plans. There will be no cash contribution from the
24 District for premiums. Post 65 retirees will pay the District's rates for the plans.
25 Participants must make their quarterly premium payment by the specified due date. Lack
26 of payment by the due date will result in termination of benefits and will not be eligible for
27 reinstatement.

28

29 **CONDITIONS OF HEALTH AND WELFARE BENEFITS**

30

31 For the duration of this contract, there shall be no change in the basic plans, unless by
32 mutual consent.

33 For the duration of this contract, the District guarantees no decrease in coverage.

34

35 **BENEFITS "OPT-OUT"**

36

37 Unit members who provide the required proof of other group medical insurance coverage
38 may opt out of major medical, dental and vision coverage and receive one thousand two
39 hundred fifty (1,250) dollars per plan year. Unit members who opt out of medical coverage
40 but retain dental and vision coverage will receive the difference of the opt out amount and
41 the actual cost for the selected dental and/or vision coverage.

42
43 Medicare, MediCal, TriCare, Covered California or individual policy plans shall not qualify
44 as "other group medical insurance coverage." And are therefore ineligible for opt out
45 funds. However, these unit members are eligible to participate in district sponsored dental
46 and vision plans at the same negotiated out-of-pocket rate as other unit members.

1 Unit members who Opt-Out must enroll in the District sponsored standard life insurance
2 coverage.

3
4 Unit members wishing to enroll in dental or vision coverage for themselves and/or their
5 dependents may do so. Premiums will be deducted from the employee "cash to warrant"
6 funds described below.

7
8 Effective July 1, 2007, unit members electing to Opt-Out of the District basic insurance
9 package will receive \$1,250 annually (\$125.00 tenthly) as cash to warrant. By the end of
10 each annual open enrollment period, unit members who currently opt out of the District
11 Basic Insurance package must formally select a District provided medical plan on the
12 Benefits Enrollment Form or an Opt-Out Option Form attesting that they and their "tax
13 family" have other group medical insurance coverage.

14
15 A unit member who fails to provide an Opt-Out Option Form by the end of annual open
16 enrollment shall lose eligibility for opt-out cash-to-warrant for the upcoming plan year.
17 The employee shall be automatically enrolled in the lowest cost employee-only medical
18 plan
19

SECTION IV – LEAVE OF ABSENCE POLICY

CONDITIONS OF UNPAID LEAVE

Health and welfare benefits may be elected by the employee during an unpaid leave with the entire cost borne by the employee, except where other provisions are indicated.

Time in unpaid leave results in an adjusted seniority date. District seniority is defined as the total amount of time in probationary or permanent status in the District, not including time on unpaid leave.

RETURNING FROM LEAVE

At the expiration of the leave of absence, the teacher shall be given the same consideration for assignment as though the teacher had continual unbroken service in the District. Teachers who have been granted a paid or unpaid leave of absence lasting one full (100% of contract days) school year or more or who have been granted a reduced work load or reduced contract of 50% or less lasting one full (100% of contract days) school year or more, and who return to work to a full time contract or increased assignment and that teacher's return causes the school or department to be deemed overstaffed, then the teacher may be assigned to another assignment, school, or department within their credential.

Any teacher on a Leave of Absence or reduced contract for less than one year shall be given the same consideration for assignment as though the teacher had continued unbroken service in the District.

Teachers returning from leaves of absence shall be placed on the salary schedule where they were next eligible to be placed prior to the leave of absence, except where other provisions are indicated. Nothing in this leave policy shall prohibit the Board of Education from granting additional leaves of absence or extensions of time.

SICK LEAVE

Most teachers in the PFT unit work the same number of contract days (currently 186), which constitutes a full year of service credit for STRS purposes. Full time teachers in this category shall receive sick leave, accumulated without limit, at the rate of seven (7) hours (one day) for each of ten months. Sick leave for part-time teachers shall be prorated.

Some teachers, such as certificated Librarians and twelve-month Preschool Teachers, have a different number of "contract days" which constitute a full year of service credit for STRS purposes. Certificated Librarians currently work 18 additional days and shall receive an additional seven (7) hours (one day) of sick leave. Twelve-month Preschool Teachers currently work 34 additional days and shall receive an additional fourteen (14) hours (two days) of sick leave.

1 In the future, if additional work days are identified or negotiated for a group of teachers
2 which constitutes a full year of service credit for STRS purposes, they shall receive
3 additional sick leave per the chart below.
4

Additional Workdays	Additional Sick Leave Hours	Additional Sick Leave Days
9	3.5 hrs.	.5 day
18	7 hrs.	1 day
27	10.5 hrs.	1.5 days
34 or more	14 hrs.	2 days

5
6 The annual allotment of leave shall be credited at the beginning of each fiscal year for
7 illness or injury. Leaves for part time teachers, librarians and pre-school teachers will be
8 prorated. Upon retirement, unused sick leave shall be credited for retirement purposes as
9 specified in state statutes.

10
11 Teachers who choose to work optional assignments, such as Summer School/Extended
12 School Year (ESY), will earn one hour of non-cumulative sick leave per 30 hours
13 worked, which shall not be credited for retirement purposes as specified in State
14 statutes.

15
16 The annual allotment of sick leave becomes available immediately upon the beginning of
17 service for each school year.

18
19 At the beginning of each new school year, each teacher shall have access to an
20 accounting, in print or digital format, of the total number of sick leave days that have been
21 accumulated to that time.

22
23 The District will provide for the leave of absence from duty and will grant compensation
24 during the leave of absence to all certificated employees in this Unit who are compelled
25 to absent themselves from their duties because of accident or illness, whether or not the
26 cause of absence arises out of and in the course of the employment of the employee, or
27 because of quarantine which results from contact with other persons having a contagious
28 disease while performing his/her duties, or because of temporary inability to perform the
29 services required because of illness, accident or quarantine.

30
31 Use of full sick leave benefits will be authorized for that period of time during childbirth in
32 which, in the written opinion of the employee's physician, the employee is medically
33 disabled, and unable to perform regular duties because of such a disability. Disabilities
34 will include any cause for which sick leave of absence would be granted, including but not
35 limited to, disabilities as a result of pregnancy, miscarriage, childbirth, and recovery.
36

1 Permanent employees who have resigned or probationary employees who have been
2 dismissed or resigned because of a reduction in services, shall be entitled to accrued sick
3 leave if reemployed within thirty-nine (39) months of termination.

4
5 Upon retirement, unused sick leave shall be credited for retirement purposes as specified
6 in State statutes.

7 8 **Extended Sick Leave**

9 Employees absent from duty for reason of illness or accident, for a maximum period of
10 five (5) months from the date of the expiration of accumulated sick leave shall receive the
11 differential pay rate as defined in the Wages article. During this time, the employee's
12 benefits will remain the same, as if the employee were in full paid status.

13 14 **CATASTROPHIC ILLNESS LEAVE**

15 16 **Definition**

17 "Catastrophic illness" or "injury" means an illness or injury that is expected to incapacitate
18 an employee for an extended period of time, or that incapacitates a member of the
19 employee's family which incapacity requires the employee to take time off from work for
20 an extended period of time to care for that family member, and taking extended time off
21 work creates a financial hardship for the employee because he or she has exhausted all
22 of his or her sick leave and other paid time off.

23
24 The District shall establish a Catastrophic Leave Bank to which eligible unit members may
25 donate earned and unused sick leave. Catastrophic leave can only be granted to
26 members who have joined the Catastrophic Leave Bank by donating at least one day of
27 sick leave during an advertised Catastrophic Leave Drive.

28
29 The Catastrophic Leave Drive conducted during the 2024-25 school year shall going
30 forward be considered a "Primary Catastrophic Leave Drive." PFT unit members who
31 donate a minimum of one day of sick leave during each Primary Catastrophic Leave Drive
32 will be considered members of the Catastrophic Leave Bank for a period of three years.
33 For example, those who donated in the fall 2024 drive shall remain members of the Bank
34 for the 2024-25, 2025-26, and 2026-27 school years. Primary Catastrophic Leave Drives
35 will occur every third year (fall 2024, fall 2027, fall 2030, etc.).

36
37 During years in which there is not a Primary Catastrophic Leave Drive, unit members may
38 wish to donate and join the Catastrophic Leave Bank. To give this opportunity to as many
39 unit members as possible, a Secondary Catastrophic Leave Drive will occur during years
40 in which there is not a Primary Catastrophic Leave Drive. PFT unit members who donate
41 a minimum of one day of sick leave during a Secondary Catastrophic Leave Drive will be
42 considered members of the Catastrophic Leave Bank for the remaining years of the
43 current three-year Primary Drive Cycle. For example, those who donate in the fall 2025
44 Secondary Catastrophic Leave Drive, can apply to access the Bank for the 2025-26 and
45 2026-27 school years. Those who donate in the fall 2026 Secondary Catastrophic Leave
46 Drive, can apply to access the Bank for the 2026-27 school year only.

Donations shall be irrevocable. A donation to the Catastrophic Leave Bank shall be a general donation and shall not be donated to a specific employee for his or her exclusive use.

Eligibility

Temporary, probationary, and permanent unit members are eligible to participate. When a drive occurs, the unit member must have at least one (1) earned day of sick leave available by October 1 of the current school year to be eligible to donate. Upon retirement or separation from the District, a unit member may donate sick days to the Catastrophic Leave Bank if desired. Any such donations are permanent and will not be included when the unit member's sick leave balance is reported to STRS.

Auto-renewal & Ability to Opt-out

Once a unit member has joined the Catastrophic Leave Bank by donating at least one day of sick leave during a Catastrophic Leave Drive, the unit member shall remain a member of the Catastrophic Leave Bank, with one day being automatically deducted from the member's sick leave and donated during the next Primary Catastrophic Leave Drive. Primary Catastrophic Leave Drives shall occur every third year (fall 2024, fall 2027, fall 2030, etc.). This auto donation of one day occurs for all eligible unit members who have donated and joined the Bank in a past drive, regardless of whether the unit member joined during a Primary Catastrophic Leave Drive or a Secondary Catastrophic Leave Drive.

Members of the Catastrophic Leave Bank who wish to opt out of membership in the Catastrophic Leave Bank can do so during a Primary Catastrophic Leave Drive. It is the responsibility of the unit member to actively opt out during a Primary Catastrophic Leave Drive to avoid donating a sick day. Unit members who opt out of a cycle will not have a sick day automatically donated to the Bank and will not be eligible to be a recipient of catastrophic leave during that three-year cycle (unless they subsequently join the Bank again, by voluntarily donating a day during a Secondary Catastrophic Leave drive).

NOTE: Auto-donation avoids the possibility of forgetting to manually join during each Primary Catastrophic Leave Drive. Forgetting to donate would nullify a unit member's ability to access the Bank in the event of a catastrophic illness. The ability to opt out preserves the rights of unit members who do not wish to donate a sick day and who do want to withdraw from the bank.

Potential Modifications to the Three-Year Cycle

If a three-year cycle ends and the available hours in the Bank remain high, the Governing Committee may waive the auto-donation of current members for the next three-year cycle. A drive would still be conducted and unit members wishing to join the Bank would have the opportunity to donate. As an emergency measure, if the Catastrophic Leave Bank drops below 100 days, the Governing Committee may shorten the current three-year cycle and implement a drive with a one, two, or three-year cycle. In the case of a shortened cycle, current members of the Bank who do not choose to opt out during the Catastrophic Leave Drive will automatically donate one day of sick leave and remain in the Catastrophic Leave Bank for the newly declared cycle.

Governing Committee

The Governing Committee shall be composed of five members:

1. Three teachers (tenured)
2. Two administrators

The duties of the Governing Committee shall include the following:

1. To approve requests for withdrawal from the Catastrophic Leave Bank.
2. To make any additionally necessary governing decisions relative to the operation of the Catastrophic Leave Bank.

Governing decisions will be made by consensus, where possible. Where a consensus decision cannot be reached, the governing decisions will be made on the basis of four votes or more.

Annual Rollover of Days in Catastrophic Leave Bank

Any days remaining in the Catastrophic Leave Bank at the end of the school year will be credited to the Catastrophic Leave Bank for the next school year.

Qualifications of Recipient

1. Any member who has donated at least one day of sick leave to the Catastrophic Leave Bank during the most current drive cycle and who meets the definition of catastrophic illness or injury is eligible to apply for use of sick leave days in the Catastrophic Leave Bank. Members must wait 30 calendar days after their initial donation to access catastrophic leave.
2. To be eligible for use of Catastrophic Leave Bank days, the unit member must have exhausted accrued paid leave.
3. A unit member must use all paid leave credits that he or she continues to accrue on a yearly basis before receiving sick leave days which have been donated to the Catastrophic Leave Bank.
4. The maximum number of days to be utilized by one unit member for a single catastrophic illness shall not exceed 50 days or 50% of the total available leave bank, whichever is less.
5. Any unit member requesting use of sick leave days in the Catastrophic Leave Bank must provide the Governing Committee with written verification of the catastrophic illness. Such verification must be prepared in writing by a licensed physician of the State of California. The Governing Committee may require the unit member who is incapacitated to undergo an examination by a physician selected from a list supplied by the District, at the District's expense, to verify the injury or illness, the degree of disability, and the anticipated length of disability.

Recipients of Catastrophic Leave Bank days shall receive those days in the form of their regular salary. Use of catastrophic leave will not result in differential pay during the employee's absence.

Procedure

1. The Governing Committee shall develop the process by which donations shall be solicited and submitted. All donations must be received by the last working day of the Catastrophic Leave Drive.

2. All requests for Catastrophic Leave Bank Days shall be presented in writing to Personnel Support Services (PSS), which shall forward that request to the Governing Committee. The District shall provide the unit member with a copy of this contract provision. It shall be the responsibility of the unit member to satisfy all conditions of eligibility.
3. PFT shall hold the Governing Committee harmless and indemnify the Governing Committee from any and all claims, attorneys' fees, judgments, costs or settlements arising from the administration of this section.
4. The Governing Committee's decision to deny a unit member's request to utilize the Catastrophic Leave Bank is final and not subject to the grievance procedure.

INDUSTRIAL ACCIDENT LEAVE

Eligibility for Industrial Accident and Industrial Illness Leave accrues immediately by virtue of employment with the Employer.

Requirements are those provided in compliance with the California Education Code Statutes but will not exceed a maximum of one hundred thirty-five (135) days for each industrial accident or illness.

Unless the employee is in full-time paid status for a minimum of 75% of the total contract days in the same assignment, no step increment shall be granted. Those employees on Industrial Accident Leave will be considered in full-time paid status while on such leave.

PERSONAL NECESSITY LEAVE

Unit members may use accumulated sick leave granted pursuant to Education Code 44978 for personal necessity leave. Such leave is with full pay and is deductible from accrued sick leave. Personal necessity leave will include the following situations.

- Death of a member of the immediate family, (mother, father, aunt, uncle, niece, nephew, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, or any person living in the immediate household of the employee.)
 - In cases of long-established family or personal relationships not listed, personal necessity leave may be granted at the discretion of the Associate Superintendent Personnel Support Services or designee.
- Accident involving employee's person or property or the person or property of a member of the employee's immediate family.
- Appearance in court as a defendant, as a witness under an official order, or to appear with employee's minor child or ward on any court summons.
- Illness or surgery involving a member of immediate family, as verified by the employer, if necessary.

- Observance of religious holidays (well recognized religion in which observance of tenets necessitates employee's absence).
- Full time unit members may access up to 14 hours (or the amount proportional to their contracted percentage) of Personal Necessity Leave to find, enroll, or re-enroll a family member in a preschool/childcare center, College, University, or other post-secondary institution.
- The Family-School Participation Act (Labor Code Section 230.8) allows parents, grandparents, and guardians to take time off from work to participate in their children's school or childcare activities. If you meet the following criteria: You are a parent, guardian, or grandparent who has custody of a child enrolled in a California public or private school, kindergarten through grade twelve, or licensed child daycare facility, you may take up to 40 hours each year (up to eight hours in any calendar month) to participate in activities at your child's school or daycare facility.
- Upon exhaustion of compelling reasons, up to two additional days of personal necessity leave may be used to participate in or attend a graduation or promotion.
- Unit members who become parents through legal adoption will be granted, upon request, up to ten days personal necessity leave in addition to the days specified under Parental Leave of this section.
- A unit member may use up to five (5) days per school year of accumulated sick leave for personal business. These days may be used at the unit member's discretion.

If an employee has exhausted regular sick leave, he or she will be eligible to receive a maximum of five days' leave for illness or surgery of an immediate family member, as verified by the employer, if necessary. Compensation shall be at the differential pay rate as defined in the Wages article. This leave does not accumulate from year to year.

MEDICAL LEAVE

A leave shall be granted for physical or mental illness upon proper certification from a licensed medical practitioner. Leaves for physical disability shall be provided in compliance with Education Code Provisions including STRS disability retirement options.

Leaves granted for mental or physical disability may be renewed for a second year upon approval of the district.

PARENTAL LEAVE

Unit members who become parents, including by legal adoption, will be granted up to ten days (10) leave. Such leave is at full pay and is deductible from accrued sick leave.

1 A teacher, who is a parent through childbirth, adoption, or legal guardianship, may apply
2 for unpaid leave. The terms and conditions for this leave shall be consistent with those
3 for all other non-paid leaves.

4
5 As provided by law, teachers applying for parental leave may apply to STRS for purchase
6 of permissible service credit.

7
8 **Child Bonding Leave (pursuant to Government Code 12945.2 & Education Code**
9 **44977.5)**

10 Qualifying unit members may opt to access up to 12 weeks of accrued sick leave for the
11 purposes of child bonding, during the first 12 months after a baby's birth, adoption, or
12 foster placement. (This leave expires on the date of the child's 1st birthday or 12 months
13 after adoption or foster placement).

- 14 • Sick days accessed when a unit member is medically unable to work per a doctor
15 due to pregnancy, childbirth, or recovery therefrom, are not deducted from the 12
16 weeks of child bonding leave.
- 17 • If sick leave is exhausted, the unit member may continue to access child bonding
18 leave at the differential pay rate as defined in the Wages article for the remainder
19 of the 12 weeks.
- 20 • The minimum duration of the leave shall be two weeks, except that the District
21 must grant a request for a leave of less than two weeks duration on any two
22 occasions. Use of one or more days of leave during a workweek shall constitute
23 one week of leave under this section.

24
25 To be eligible to access this leave, unit members who become parents, including via legal
26 adoption or foster placement:

- 27 • Must have been employed for at least 12 months with PUSD within the last seven
28 years.
- 29 • Cannot have taken 12 work weeks under the Family Medical Leave Act (FMLA)
30 and/or the California Family Rights Act (CFRA) during the appropriate period (12
31 months) prior to the present request. This includes cases of subsequent children.
- 32 • Must meet all these requirements in the past 12 months to be eligible for Child
33 Bonding Leave in the case of subsequent children.

34
35 **LEAVE FOR PREGNANCY, MISCARRIAGE, CHILDBIRTH, AND RECOVERY**
36 **THEREFROM**

37
38 The board shall provide a leave of absence from duty for any member of the Unit who is
39 required to be absent from duty because of pregnancy, miscarriage, childbirth, and
40 recovery therefrom.

41
42 Disabilities caused or contributed to or by pregnancy, miscarriage, childbirth, and
43 recovery therefrom are, for all job-related purposes, temporary disabilities and shall be
44 treated as such under any health or temporary disability insurance or sick leave plan
45 provided by the District.

1 The board will grant leave with pay only when it is necessary to do so in order that leaves
2 of absence for disabilities caused or contributed to by pregnancy, miscarriage, childbirth,
3 and recovery therefrom, be treated the same as leaves for illness, injury, or disability.

4 5 **LEAVE FOR REPRODUCTIVE LOSS (Government Code section 12945.6)**

6
7 Up to 5 days of accrued sick leave may be accessed for reproductive loss which includes
8 miscarriage, failed adoption, failed surrogacy, stillbirth, and unsuccessful assisted
9 reproduction. The reproductive loss event applies to any person who would have been a
10 parent as a result of the unsuccessful adoption, surrogacy, assisted reproduction, or
11 pregnancy.

- 12 ● The bargaining unit member must be employed by PUSD for at least 30 days prior
13 to the commencement of this leave.
- 14
15 ● These days need not be taken consecutively.
- 16
17 ● If a unit member experiences more than one reproductive loss event within a 12-
18 month period, a total of up to 20 days may be accessed within a 12-month period.
- 19
20 ● Reproductive loss leave shall be completed within three months of the reproductive
21 loss event.
 - 22
23 ○ “Reproductive loss event” means the day or, for a multiple-day event, the
24 final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an
25 unsuccessful assisted reproduction.
 - 26 ○ However, if, prior to or immediately following a reproductive loss event, an
27 employee is on or chooses to go on leave from work pursuant to
28 Government Code Section 12945 (disabled as a result of pregnancy,
29 childbirth, or a related medical condition) or 12945.2 (Family Care & Medical
30 Leave), or any other leave entitlement under state or federal law, the
31 employee shall complete their reproductive loss leave within three months
32 of the end date of the other leave.
- 33
34 ● Any information provided to the district pursuant to this section shall be maintained
35 as confidential.

36 37 **GENERAL LEAVE**

38
39 General Leave is not to exceed one school year without pay. A one-year extension may
40 be granted with Board approval.

41 Each request for a General Leave shall be considered on its own merit, compliance with
42 statutory requirements, and the effect upon the instructional programs of the school
43 District.

44 Leaves may be granted for exchange teacher, acquisition of advanced degrees, travel,
45 and/or specific educational opportunities with prior written approval of the Associate
46 Superintendent, Personnel Support Services.

One year of exchange teaching or service as a paid Officer or Staff Person of the Exclusive Representative (the total number of such positions shall not exceed three per year) will be considered to equal one year of teaching within the District for salary determination upon return to employment.

STUDY AND TRAVEL (SABBATICAL) LEAVE

The number of eligible teachers shall be two (2) percent of the members of the bargaining unit in any one (1) school year.

The Board may grant leaves of absence not to exceed one year for the purpose of permitting study or travel by employees of this Unit which will benefit the schools and the pupils of the District. No Sabbatical Leave of Absence shall be granted to any employee who has not rendered service to the District for at least seven (7) consecutive years preceding the granting of the leave and not more than one such leave of absence shall be granted an individual in each seven (7) year period.

Each employee granted a Sabbatical Leave will be required to perform such services during the leave as the District and the employee may agree upon in writing. The employee shall receive compensation during the period of absence in the amount of one-half his/her regular salary for the period on leave. This leave may be taken for one full-year or one-half year.

Each employee, as a condition to being granted a Sabbatical Leave of Absence, shall agree in writing to render a period of service in the employ of the Poway Unified School District following return from the leave of absence which is equal to twice the period of the leave.

One year of Sabbatical Leave or one year of combined Sabbatical Leave and teaching will be considered to equal one (1) year in the District.

The employee will post a bond equal to the amount of salary earned or provide some other type of surety, unless it is waived by Board resolution.

Nothing in this leave policy shall prohibit the Board of Education from granting leaves in excess of two (2) percent of the members of the bargaining Unit.

Applications for Sabbatical Leave shall be submitted on or before April 1 of the school year preceding the proposed leave of absence or such date as may be mutually agreed upon by the District and the Exclusive Representative.

JURY DUTY LEAVE

The District agrees to grant to members of the bargaining unit regularly called for jury duty or to appear as a witness in court other than as a litigant or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee in a manner provided by law, leave of absence without loss of pay for time the employee is required to perform such duty during the

1 employee's regularly assigned working hours. Employees, so called, must notify the
2 District of service date(s) upon receiving said notice from officers of the Court. The District
3 shall pay the employee the difference, if any, between the employee's regular rate of pay
4 and the amount received for such duty, less meals, travel, and parking allowances.
5 Employees are required to return to work during any day in which such duty services are
6 not required. The District may require verification of jury duty prior to or subsequent to
7 providing jury duty compensation.

8
9 Employees summoned to serve jury duty during workdays may choose to defer jury duty
10 to non-contract days. These employees who receive court permission to defer jury duty
11 to non-contract days shall be paid a stipend equal to the daily substitute rate of pay for
12 those days or portion of days served. These teachers will attach a copy of the original
13 summons as well as the court timesheet documenting actual time served to a P-9 form,
14 which should be submitted to Payroll within ninety (90) days of the employee's return to
15 work. Employees whose original summons was for jury duty during non-work time shall
16 not be eligible for this provision.

17 18 **LEGISLATIVE LEAVE**

19
20 Members of the bargaining unit who are elected to or appointed to Federal, State, County,
21 or Municipal governmental offices may be granted leave without pay. The duration of the
22 leave shall not exceed the term of the office unless otherwise approved by the Board of
23 Education.

24 25 **MILITARY LEAVE**

26
27 Military Leave shall be granted to members of the bargaining unit for military duty that
28 cannot be expected to be disregarded, and which necessitates immediate attention.
29 To be eligible to receive Military Leave benefits, members of the bargaining unit shall be
30 required to request such leave in writing and, upon request, to supply the District with
31 "orders" and status reports. Upon approval by the Board of Education the unit member
32 shall receive pay for a period not to exceed thirty (30) calendar days.
33 Unit members shall attempt to schedule military service at a time which will not conflict
34 with regular school duties.

35
36 Every effort shall be made to place returning teachers having physical handicaps.

37
38 As provided by law, ten (10) days unpaid leave for a military spouse of military returning
39 from duty shall be granted. If available and at the employee's discretion, they may use
40 seven (7) personal necessity days.

41 42 **BEREAVEMENT LEAVE**

43
44 The District will grant leave of absence, not to exceed five (5) days due to the death of
45 any member of the employee's immediate family. This leave also applies to the loss of a
46 child due to stillbirth.

1 No deduction shall be made from the salary of such employee, nor shall such leave be
2 deducted from other categorical leaves granted by the District.

3
4 Members of the immediate family mean the mother, father, aunt, uncle, niece, nephew,
5 grandmother, grandfather, or a grandchild of the employee or of the spouse of the
6 employee, and the child of the employee or of the spouse of the employee, and the
7 spouse, son-in-law, son, daughter, daughter-in-law, brother or sister of the employee or
8 any person living in the immediate household of the employee.

9
10 In cases of long-established family or personal relationships not listed, bereavement
11 leave may be granted at the discretion of the Associate Superintendent Personnel
12 Support Services or designee.

13 14 **PERSONAL REASONS**

15
16 If the members of the Unit find it necessary to be absent for personal reasons, they may
17 secure time off by applying to the principal if they are going to be absent for a period of
18 time up to three hours. Such leave is without loss of salary and is granted only when a
19 valid reason for such absence exists. Frequent requests for such absences are to be
20 avoided and may be approved only when the principal is certain that the individual's duty
21 assignment can be adequately covered without the employment of a substitute.

22
23 Requests for such leave shall be presented in writing, except in emergencies.

24 25 **COMPELLING REASONS LEAVE**

26
27 Effective July 1, 2024 and annually thereafter, each member of the unit shall be eligible
28 for a maximum of three (3) days of Compelling Personal Reasons Leave at full salary.
29 This leave can be accessed for reasons deemed by the unit member to be of compelling
30 personal importance. This leave does not accrue from year to year.

31
32 Repeated use of this leave by a unit member for the purpose of extending holidays or
33 vacation is not permitted. Use of this leave upon the beginning or conclusion of the
34 teacher and student school years, is subject to review by the Associate Superintendent,
35 Personnel Support Services.

SECTION V – TRANSFER POLICY

It shall be the intent of the Board of Education to provide qualified permanent and probationary members of the bargaining unit an opportunity to be considered for transfer. The welfare of students and, secondly, that of teachers will be the preeminent factor in all transfers.

INVOLUNTARY TRANSFER PROCESS

An involuntary transfer is defined as a District initiated request for reduction of staff at any work location, generally caused by a decrease in student enrollment.

Notifications of involuntary transfer shall take place as far in advance as possible and shall be consistent with District needs.

District seniority is defined as the total number of years in probationary or permanent status in the District, not including time on unpaid leave.

Priority placement is defined as the teacher being provided priority for a vacant position at another site within their credential area.

STEP I

Involuntary Transfer: Decrease in Student Enrollment

When an involuntary transfer must occur due to a decrease in student enrollment, volunteers will be sought. If there are no volunteers, the teacher with the least District seniority shall be transferred. The transferring teacher will be given priority placement for all positions posted on the transfer list within their credential area.

STEP II

Involuntary Transfer: Return from Leave

This section applies to:

- Teachers returning from an approved leave of absence of one year or more
- Teachers returning from service as a district Teacher on Special Assignment (TOSA)

These teachers shall be returned to their previous school site upon their return from leave. If their return causes overstaffing at the site, the teacher returning from leave will be given priority placement for all positions posted on the transfer list within their credential area.

Involuntary Transfer: Dissolution of a Shared Contract

This section applies to teachers returning to full time after sharing a contract at the elementary level. If there is space available at the current school site, both teachers returning to full time will remain at the site. If the return of one or both teachers to full time causes the site to be overstaffed, the employee within the job share agreement with the least District seniority shall transfer. The teacher being transferred will be given priority placement for all positions posted on the transfer list within their credential area.

If multiple teachers with priority placement rights (within STEP I or II above) request the same vacant position, the placement decision will be based on District seniority.

1 Prior to finalization of transfer decisions, the Joint Staffing Team, composed of
2 representatives from Personnel Support Services (PSS), Learning Support Services
3 (LSS), and the Poway Federation of Teachers (PFT), will review and authorize the
4 approval or denial of related transfers. In all cases where the Joint Staffing Team is unable
5 to reach consensus, the final responsibility for the decision is that of the Associate
6 Superintendent, PSS.

7
8 Teachers who are involuntarily transferred will be given the option to return to their
9 previous site if a position opens any time up to ten (10) calendar days before the first
10 workday of the succeeding year.

11 **VOLUNTARY TRANSFER PROCESS**

12
13 After involuntary transfers have been placed, the voluntary transfer process will begin on
14 or before May 1, or as determined by the Joint Staffing Team. A voluntary transfer is
15 defined as an employee-initiated change of work location which has been approved by
16 the District.
17

- 18
19 1. The District will post all available new or vacant positions for the succeeding year.
20 Any specific skills or teaching requirements for specific positions and the
21 application deadline will be included on the posting. Positions available for transfer
22 shall be posted up to ten (10) calendar days before the first work day of the
23 succeeding year.
24
- 25 2. Permanent and probationary teachers may request a transfer to any posted
26
27 openings within five (5) business days of the posting by emailing a Request for
28 Transfer form (P-89) to PSS and the teacher's current site principal. The Request
29 for Transfer form must include summer contact information.
30
- 31 3. The District shall develop a list of all teachers requesting a transfer with the
32 school(s) and assignment(s) for which they wish to be considered. The District
33 shall update that list on an ongoing basis. Copies will be made available to the
34 Federation upon request.
- 35 4. Upon receiving the list of transfer candidates from PSS, the principal shall contact
36 all interested teachers via email or phone, and offer the opportunity to interview.
37
- 38 5. Outside applicants will be selected for positions only after all District employees
39 requesting transfers have had an opportunity to interview for the position.
40

41 There will be no transfers after the first workday of the new school year.
42
43
44
45
46
47

GENERAL PROCEDURES FOR VOLUNTARY TRANSFER

1. If a teacher is not accepted for a transfer, the teacher may, in writing, request the reason for the decision. The teacher shall indicate whether they want the reasons stated in writing, in a personal conference, or in a personal conference with a representative present. The District's representative shall have the option to respond in writing rather than a personal conference. The response will identify the criteria upon which the selection was denied.
2. The filing of a request for transfer is without prejudice to the unit member and shall not jeopardize the current assignment. Requests for a transfer need not carry the recommendation of the current principal.
3. Selection for transfer shall include, but not be limited to, the following criteria:
 - (a) A California teaching credential authorizing service in the assignment requested for transfer.
 - (b) Teaching experience.
 - (c) Related course work, including major or minor.
 - (d) Current performance evaluations.
 - (e) Special job-related skills or talents.
 - (f) District Seniority: District seniority is defined as the total number of years in probationary or permanent status in the District, not including time on unpaid leave. District seniority shall be applied to resolve transfer decisions when two or more teachers are rated equally.

REASSIGNMENT

Reassignment is defined as a District directed change of employee work location.

1. In all reassignment cases, the teacher involved will be afforded the opportunity to discuss the matter with the District prior to the finalization of the decision.
2. Notification shall take place as far in advance as possible.
3. Decisions regarding reassignment shall not be punitive, arbitrary, or capricious.
4. Reassignment shall be consistent with District needs.
5. The final responsibility for reassignment is that of the Superintendent or designee.

1 **COMPENSATION FOR REASSIGNED AND INVOLUNTARILY TRANSFERRED**
2 **TEACHERS**
3

- 4 1. In order to assist teachers who have been reassigned or involuntarily transferred
5 in the process of packing and moving classroom materials and preparing a new
6 classroom, the parties agree to the following:
7

8 The teacher may have two paid workdays to move which shall be compensated at
9 the certificated teacher salary schedule I B2 daily rate.
10

11 (a) Teachers shall submit a time sheet to receive compensation.
12

13 (b) The District and school site administration will coordinate with the
14 teacher to facilitate the process of moving.
15

- 16 2. Compensation will not be provided to teachers remaining in positions classified as
17 "itinerant."
18
19

SECTION VI – GRIEVANCE PROCEDURES

Section 1: Purpose

The purpose of this procedure is to facilitate efficient operation of the District by providing an orderly, agreed upon process for resolving serious disputes, if any, which arise out of the implementation of this agreement.

Section 2: Definitions

(a) A “complaint” is an informal assertion that a provision of this agreement has been misapplied and the misapplication adversely and directly affects the complainant.

(b) A “grievance” is a claim by an employee of an alleged violation, misinterpretation, or misapplication of the express terms of this Agreement, which personally and adversely affects the employee. Other employer-employee relation matters are not within the scope of this procedure.

(c) An “employee” is a certificated person employed by the Poway Unified School District who is covered by the terms of this agreement.

(d) A “working day” is one of the days during which the District Office is open for business.

(e) “Supervisor” is the administrator having immediate jurisdiction over the matter which gave rise to the grievance.

(f) A “grievant” is an employee asserting a grievance.

(g) A “multiple grievance” is an identical grievance filed by more than two (2) grievants at the same time. By mutual consent of the members of the entire group and District, the parties may agree to process these grievances as a single grievance. However, no more than two (2) members of the group shall represent the group.

(h) A “party in interest” is an employee who might be required to take action, or against whom action might be taken in order to resolve a grievance.

(i) Time limits in this procedure may be waived by mutual agreement. Time limits would not be utilized during non-working days as defined in (d) above unless agreed to by both parties.

(j) The Federation may file a grievance on an alleged violation, misinterpretation, misapplication of the express terms if this agreement.

Section 3: Level I – Informal Resolution

Every attempt will be made to resolve a grievance at the lowest level possible.

- 1 (a) Informal discussion with immediate supervisor is required by the grievant if
2 appropriate.

3
4 **Section 4: Level II – Formal Written Procedure**
5

- 6 (a) An employee may initiate a formal grievance by filing a completed grievance form with
7 his/her supervisor within thirty (30) days of the event giving rise to the grievance, or
8 within thirty (30) days of when the employee could reasonably have known of the
9 event. Grievance forms shall be provided by the District. Relevant information
10 obtained during Level I may be inserted. Information copies shall be sent to the
11 Assistant Superintendent, Personal Support Services. Information shall include:

- 12
13 1. A description of the specific grounds of the grievance, including names, dates, and
14 places necessary for a complete understanding of the grievance.
15
16 2. A listing of the provisions of this agreement which are alleged to be violated.
17
18 3. A listing of specific actions requested of the School District which will remedy the
19 grievance.
20
21 4. A request for a conference with the supervisor or his/her designated
22 representative, if desired.

23
24 If the supervisor desires he/she may request a conference with the grievant. If
25 either the grievant or the supervisor requests a conference at Level II above, the
26 request must be granted. The grievant, the party in interest if any, and the
27 supervisor may request the presence of a representative at any conference
28 contemplated by this subsection (a).
29

- 30 (b) If requested by either party, a conference will be held within ten (10) working days
31 after receipt of the written grievance. The grievant, the party in interest, if any, and the
32 supervisor may each request the presence of a representative at any conference.
33

- 34 (c) The supervisor or his/her representative shall render a written decision to the
35 employee within ten (10) working days after the conference with the grievant.
36 Information copies of the decision shall be sent by the supervisor to the Assistant
37 Superintendent, Personnel Support Services.
38

39 **Section 5: Level III – Appeal to the Associate Superintendent, Personnel Support**
40 **Services**
41

- 42 (a) Should the proposed resolution at Level II be unsatisfactory, the grievant may, within
43 ten (10) working days after receiving the written response from the immediate supervisor,
44 appeal the decision to the Assistant Superintendent, Personnel Support Services. The
45 grievant must state the grievance in writing, describing:

- 46
47 (1) The violation or misapplication of the contract.
48

1 (2) The adverse effects upon the grievant.

2
3 (3) The specific remedy sought.

4
5 (4) The specific reasons why the resolution proposed by the supervisor is
6 unsatisfactory.

7
8 (b) The Associate Superintendent, Personnel Support Services, upon receiving a
9 properly prepared and filed grievance, will investigate the situation and prepare a
10 proposed resolution within ten (10) working days. This proposed resolution will be in
11 writing and a copy will be sent to the grievant and the supervisor involved.

12 13 **Section 6: Level IV – Mediation**

14
15 Either party may request the services of a mediator from the State Mediation/ Conciliation
16 Service to attempt to resolve the grievance prior to submission to Level V of the Grievance
17 Procedure. Such request must be made in writing within ten (10) working days following
18 the date of the proposed resolution on Level III.

19 20 **Section 7: Level V – Binding Arbitration**

21
22 (a) Initiation of Binding Arbitration

23
24 If the grievant is not satisfied with the disposition of the grievance at Level IV, or if the
25 parties do not use mediation as a means of resolving the grievance, the grievant, with
26 the written consent of the Federation, shall forward a written request for arbitration to
27 the State Mediation/Conciliation Service (San Diego Office), with a copy to the
28 Assistant Superintendent, Personnel Support Services within ten (10) working days
29 following the conclusion of Level IV mediation sessions or the issuance of a proposed
30 resolution by the Assistant Superintendent, Personnel Support Services, if Level IV
31 procedures were not utilized.

32
33 (b) Selection of Arbitrator

34
35 If the parties have not mutually agreed upon an arbitrator, the grievant and the
36 employer's representative shall select the arbitrator from a list of five names provided
37 by the State Mediation/ Conciliation Service. Each party may, in turn, strike out one
38 name until only one name remains. Should more than one arbitrator remain
39 acceptable to the parties, the particular arbitrator will be decided by lot.

40
41 The first option of elimination shall alternate. All grievances reaching the arbitration
42 level shall be numbered. The odd numbered grievances will give the grievant first right
43 to elimination; even numbered grievances will give the employer first right to
44 elimination.

1 (c) Pre-hearing Procedures

2
3 All documentary evidence to be presented at the arbitration hearing shall be disclosed
4 to the opposing party at least ten (10) working days prior to the arbitration hearing.

5
6 Each party shall notify the other party of the identity of witnesses to be presented
7 during the arbitration. Such notification shall occur at least ten (10) working days prior
8 to the arbitration hearing.
9

10 (d) Conduct of Hearing

11
12 The parties may mutually agree on the locale where the arbitration is to be held.

13
14 The hearing shall commence at the convenience of the arbitrator, provided however,
15 that all sessions shall occur on working days.
16

17 (e) Costs

18
19 All costs for the arbitrator, including, but not limited to, per diem, travel and subsistence
20 expenses, and the cost of any hearing room, shall be paid by the non-prevailing party
21 to the arbitration. The identity of the non-prevailing party shall be determined by the
22 arbitrator. Either party may request a transcript of the hearing. The expense of such
23 transcript shall be paid by the party requesting a transcript. All other costs attendant
24 to the arbitration will be borne by the party incurring them, including, but not limited to,
25 attorney, or other fees, duplicating costs, witness subpoena fees and mileage, expert's
26 consultation and witness fees. Release time for witnesses employed by the District
27 shall be the time of actual testimony at this hearing plus a reasonable period before
28 and after the giving of testimony at this hearing. A full day release time may be given
29 when necessary.
30

31 (f) Powers, Duties, and Limitations Upon Arbitrator

32
33 1. The arbitrator is limited to the terms of the grievance and this Agreement and shall
34 not add to, subtract from, modify, vary, or alter the terms or conditions of this
35 Agreement. The arbitrator shall limit the award strictly to the interpretation or
36 application of the express provisions of the Agreement, and the arbitrator shall
37 have no authority to interpret the provisions of local, state, or federal rules,
38 regulations, statutes, guidelines, policies, or judicial precedents unless these are
39 specifically referred to in the express provisions of the Agreement.
40

41 2. The arbitrator is without power or authority to make any decision which requires
42 the commission of an act prohibited by law or which is violative of or contradictory
43 to the terms of the Agreement.
44

45 3. The arbitrator shall not consider or hear evidence concerning the reasons or
46 causes for dismissal, suspension, or layoff. Also, the arbitrator shall not consider
47 or hear evidence concerning the reasons or cause for other discipline of unit
48 member(s) which may be outside the express provisions of this Agreement.

4. Any actions alleged to constitute a grievance which occurred prior to the effective date of this Agreement or which occur after the expiration date of this Agreement shall not be subject to nor within the scope of arbitration unless the parties dispute: (1) involves facts and occurrences that arose before the expiration of the agreement; (2) involves post-expired conduct that infringes on rights accrued or vested under the expired agreement; or (3) involves a contractual right that, under normal principles of contract interpretation, survives the expiration of the agreement.
5. No arbitration shall occur where another administrative, judicial or legal body, tribunal, agency, or forum exists which may or could have resolved the allegations contained within the grievance, including, by way of example and not by way of limitation, the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, and a Commission in Professional Competence.

(g) Form and Time of Decision

1. The arbitrator shall render a written award and mail that award directly to each party within thirty (30) days from the close of the record or as mutually extended by the parties. The written award shall set forth the arbitrator's findings of fact, reasoning, and conclusions on all the questions submitted to the arbitrator.
2. The arbitrator may, upon written application of a party to the arbitration made not later than ten (10) days after the receipt of a copy of the award, correct the award because there was an evident miscalculation of figures or the award is imperfect in a matter of form not affecting the merits of the controversy. The party requesting correction shall mail a copy of the request to each other party, with the other party possessing five (5) days from its receipt to respond. The arbitrator shall possess thirty (30) days to make such corrections, if desired.
3. Judgment on the award rendered by the arbitrator may be entered in any federal or state court having jurisdiction thereof.

Section 8: Representation

- (a) At any step in this procedure, the grievant may be heard personally or may be represented.
- (b) The person against whom the grievance is filed, and all parties interested may be represented by no more than two (2) persons of their choice at any one session.
- (c) Designation of the grievant's representative and/or organization shall be in writing. The designation shall be filed on the grievance form at Level II.

Section 9: General Provisions

- (a) An employee who wishes to have a grievance heard under this procedure must initiate action within thirty (30) days of when the employee could reasonably have known the event.
- (b) Time allowances set forth in this grievance procedure may be extended by mutual consent of the grievant and the School District.
- (c) Any grievance not appealed to the next step of the procedure within the prescribed time limits shall be considered settled on the basis of the answer given in the preceding step. If a decision is not given to the aggrieved party within the time limit, an appeal may be taken to the next level.
- (d) Upon request, all parties to the grievance shall make available to other parties involved, all pertinent information not privileged under law in their possession or control which is relevant to the issue raised by the grievance. Costs shall be borne by the party or unit making the request.
- (e) All grievances must begin at the lowest level at which resolution is possible and may be terminated at any level by the complainant's written or oral statement.
- (f) The failure of the grievant to respond to reasonable conference opportunities within the timeline specified herein shall terminate the grievance.
- (g) By mutual consent of both parties, steps in this procedure may be omitted.
- (h) The employer shall not agree to the resolution of the grievance until the Federation has received a copy of the grievance and the proposed resolution and has been given the opportunity to file a response.
- (i) No grievance conference shall be required of the grievant other than those specifically stated in this procedure.

SECTION VII – CLASS SIZE AND STAFFING

The District and the Federation agree that reducing class size is an ongoing priority, within the constraints of available funding; the need to meet essential District operations; and the relative priority of class size, salaries, and other conditions of employment within the scope of representation. The Parties share a joint interest in lowering class size across the District at all levels and will work together, when possible, to identify and secure funding to support this effort.

Annually, the Federation and the District will meet and agree upon a recommendation to the Superintendent for target staffing ratios for teaching staff for the next school year, with class size maximums at elementary and class size targets for secondary, including the class size minimums.

The Federation and the District will form a Joint Staffing Team (JST), composed of the PFT President and their designee, the Associate Superintendent of Learning Support Services (LSS) and the Associate Superintendent of Personnel Support Services (PSS). The JST will meet regularly to discuss and monitor class size data (PreK-12) and make consensus recommendations on the implementation of this Section. The Associate Superintendents of PSS and LSS will be responsible for final decisions.

- The JST will review elementary and secondary class loads one week prior to the start of school each year to ensure they are aligned with agreed upon targets.
- During the first ten (10) days of the current school year, class sizes will be reviewed by the JST to make consensus recommendations to the Associate Superintendent of PSS and LSS.
- Final master schedules with class sizes will be reviewed by the JST.
- Based on the different school site schedules, the JST will continue to meet to discuss and monitor class size data and recommend adjustments as needed.

District-wide schools will be staffed for teachers in the following manner:

PRESCHOOL

A 1:12 adult to student ratio must be maintained in all licensed classrooms. The only exception to this is during nap time, which can be a 1:24 ratio as long as all children are on their mat, and other staff is readily available and on campus.

The Associate Superintendents of PSS and LSS will be responsible for final decisions.

ELEMENTARY

Transitional Kindergarten

- 20:1 certificated teacher staffing ratio; 10:1 when teacher and Instructional Assistant are both considered in staffing ratio

- Maximum class size is 20 and the student to adult staffing ratio shall be no higher than 10:1.
- Approval is required by the Associate Superintendent of LSS for TK classes exceeding 20, based on the recommendations of the principal, the affected teacher, and the JST. In the rare case when an exception is made to exceed 20 students, the student to adult staffing ratio shall be no higher than 10:1.

Grades K-1

- 24.5:1 staffing ratio
- Maximum class size is 26

Grades 2-3

- 25.5:1 staffing ratio
- Maximum class size is 26

Grades 4-5

- 29:1 staffing ratio
- Maximum class size is 31

Approval is required by the Associate Superintendent of LSS for K-5 classes exceeding the maximum described above based on the recommendations of the principal, the affected teacher, and the JST. Exceeding the class size maximum is reserved for exceptional circumstances only.

For purposes of an alternative bargained agreement, site average class size for K-3 shall not exceed 26:1.

All elementary class sizes should include any students accessing the class as part of a collaboration or inclusive practices model.

The Associate Superintendents of PSS and LSS will be responsible for final decisions.

MIDDLE SCHOOL

Grades 6-8

- 29:1 staffing ratio with a target of 34 for core classes (all Language Arts & Social Studies, all Math, all Science, all World Languages) and 36 for elective classes with the exception of Vocal & Instrumental Music (Choir & Band) and PE.
- Any middle school core and elective classes higher than the above targets need to have justification and a consultation with the affected teacher.
- All secondary core classes should meet the targets (though targets are not hard caps) and numbers should include any students accessing the course as part of a collaboration or inclusive practices model.

- PE: Target is 50-55
- A class enrollment minimum of 25 students is established for grades 6-8 for the 2026-27 school year. A class enrollment minimum of 28 is established for grades 6-8 for the 2027-28 school year and beyond. The JST will make a determination to approve the class size or identify a process to support the teacher in making a change to their schedule and/or no longer offer the course.
- Schools will assign pupils to classes in such a manner as to, as nearly as practical, equalize the teaching load within subject discipline areas.
- The Associate Superintendents of PSS and LSS will be responsible for final decisions.

HIGH SCHOOL

- 31:1 staffing ratio with a target of 36-38 for core classes (all English, all Math, all Science, all Social Science, & all World Languages) and elective classes, with the exception of Vocal & Instrumental Music (Choir & Band) and PE.
- 9th grade English 1-2, Integrated Math I, II, III, Biology, and Chemistry: Target of 35
- Any high school classes above the targets listed above need to have justification and a consultation with the teacher.
- All secondary core classes should meet the targets (though targets are not hard caps) and numbers should include any students accessing the course as part of a collaboration or inclusive practices model.
- PE: Target is 50-55
- A class enrollment minimum of 25 students is established for grades 9-12 for the 2026-2027 school year. A class enrollment minimum of 28 students is established for grades 9-12 for the 2027-2028 school year and beyond. The JST will make a determination to approve the class size or identify a process to support the teacher in making a change to their schedule and/or no longer offer the course.
- Schools will assign pupils to classes in such a manner as to, as nearly as practical, equalize the teaching load within subject discipline areas.
- The Associate Superintendents of PSS and LSS will be responsible for final decisions.

VIRTUAL CLASSES

The District may offer classes which are conducted, in part, via technology. The class load for these classes will not exceed that established for other, similar courses. The class will be considered a regular part of the teacher's assignment.

SECTION VIII – HOURS OF EMPLOYMENT

The work year shall be 186 working days (188 for new teachers) with no more than 180 teaching days as provided in the Certificated Employee Calendar. State funding of at least \$270 per day per participating teacher will be necessary to maintain the work year at 186 days. There shall be at least two days set aside prior to the opening of school for pre-service needs. Teachers shall have the equivalent of at least one day during the pre-service days for classroom preparation.

TEACHERS NEW TO THE DISTRICT

Teachers new to the District shall be scheduled for two additional days of service with one day to be paid at B-2 daily rate (see Section XI – Wages). The other day's compensation is included within the annual salary. Such additional days of service shall be included in the certificated calendar. On one of the above referenced additional days of service, teachers new to the District shall participate in District sponsored programs. The Federation may meet and consult regarding the program. The Federation shall be permitted to sponsor a luncheon for the new teachers in attendance.

WORKDAY

SEE APPENDIX C: PRESCHOOL PARENT/TEACHER CONFERENCES MOU.

SEE APPENDIX C: PARENT/TEACHER CONFERENCES AND SITE SCHEDULED PROFESSIONAL GROWTH DAY MOU. While in effect, the MOU language supersedes the language regarding middle and elementary parent conference days.

SEE APPENDIX C: ELEMENTARY VAPA VISION AND TEACHER COLLABORATION PROGRAM MOU for information on elementary teacher collaboration time. While in effect, the MOU language supersedes the language below.

The school-based workday for teachers in the Poway Unified School District shall be seven (7) hours, not including a minimum 30-minute duty-free lunch period. For full-time teachers preparation/conference periods approximately equal to one class period the instructional schedule shall be provided to teachers in grades 6-12.

There shall be at least five minimum days set aside for parent conference days for middle and elementary schools.

At each elementary school, a plan shall be developed to provide protected, teacher-directed preparation/conference time.

- Each teacher shall be on duty prior to the beginning of the instructional day long enough for an adequate amount of time to discharge any routine or special professional responsibilities or assignments and to prepare for the teaching day.
- Teachers shall remain on duty after the close of the school day long enough to ensure a professional and adequate performance in the discharge of professional

responsibilities as required in the appropriate job classification description as specified in Board Policy.

- Prior to any decision on extension of the teaching day in excess of ten (10) minutes, a committee representing the Federation will meet and consult with the District in the decision-making process.

UNAUTHORIZED ABSENCE

Unauthorized absence is defined as non-performance of those duties and responsibilities assigned by the District and its representatives including all duties and responsibilities as defined by the Education Code, Policies of the Board of Education, the rules and regulations of the District, and the provisions of this agreement.

- Unauthorized absence may include, but is not limited to, refusals to provide service, unauthorized use of sick leave, unauthorized use of leave benefits, non-attendance at required meetings, and failing to perform supervisory functions at school-sponsored activities.
- An employee is deemed to be on unauthorized absence at such time and on such occasions as the employee may absent him/herself from required duties without prior approval of his/her principal or immediate supervisor, except as provided for in this agreement.

HIGH SCHOOL SUPERVISION

Site committees comprised of administration and Federation representatives will examine existing supervision duties at all high schools and place those duties into two categories. The first category will be those duties that will be paid at the rate equivalent to one hour at the B2 rate on Salary Schedule I. This category shall be no less than 45% or more than 55% of the total number of supervision assignments. These duties will be open for volunteers. If the number of qualified volunteers is not sufficient to cover all the supervisions, unit members may be assigned those duties too and would receive the stipend.

The second category will be those non-paid duties still requiring adult supervision. The assigning of these duties will be consistent with existing practices of assigning duties at each school, but volunteers from parents, booster clubs and other staff will also be encouraged. It is understood that volunteering as class advisors or as a sponsor of clubs as specified by the site committee will fulfill a requirement for supervision. These committees will meet annually.

TEACHING BY NON-UNIT CERTIFICATED PERSONNEL

The Federation supports classroom teaching on a regular basis by administrative and other non-unit certificated employees of the District and will meet and agree when it is proposed to assign such personnel on a regular basis within the area of their credentials for up to one period, or its equivalent, per day.

ADDITIONAL CLASSES

Consistent with instructional needs, additional classes shall be offered to qualified part-time unit employees at the site before being offered to full-time unit employees.

Definition of an Additional Assignment Position

An “additional assignment position” is any class regularly assigned to a teacher in addition to his or her full-time teaching assignment. This position does not include high school 61/2 period classes.

Creation of an Additional Assignment Position

Consistent with instructional requirements, an additional assignment position will be created only when an extra class cannot be staffed through the regular hiring process.

The principal, with input from the department chair concerning site needs, and with the approval of the Associate Superintendent of Personnel may create an additional assignment position if an extra class is needed to:

1. Manage class size;
2. Balance class enrollment;
3. Create a class for which there had previously been insufficient enrollment.

Selection of a Teacher for an Additional Assignment Position

Where no qualified part-time unit employee at the site has volunteered for the position and qualified part-time unit employees off-site have been considered, an announcement for the position will be distributed via email.

Teachers will be selected for employment based on the following criteria which will be applied in the order listed:

1. The assignment will be voluntary.
2. The teacher must be fully credentialed in the subject area to be taught.
3. The teacher must possess reasonable expertise and successful experience in the subject area.
4. Teachers at the local site will be given priority over other teachers in the District.
5. Using the above criteria, the principal of the school will make the final choice.

Hours of Employment for an Additional Assignment Position

Teachers who teach a regularly assigned class in addition to a full-time teaching assignment shall have their school-based workday extended by an amount of time equal to their preparation period.

Absence from an Additional Assignment Position

Teachers who teach a regularly assigned class in addition to a full-time teaching assignment and who have a legitimate absence from that additional assignment will have the absence treated in the same manner as the full-time absence for pay purposes. This provision does not apply to high school 61/2 period classes.

SHARED CONTRACTS

Based upon approval and successfully addressing the criteria detailed below, the District will authorize shared contracts for teachers. These are situations in which the shared contracts fulfill a single teaching position that is shared between two teachers, typically sharing the same students.

1. Only permanent teachers are eligible to participate in a shared contract, unless specifically approved by the Superintendent or designee.
2. When a full-time, permanent teacher shares a contract, he/she must request a part-time leave of absence to complement the shared contract part-time service. All leaves require Board ratification.
3. All shared contracts are expressly approved on an annual basis.
4. Except in unusual cases, there will be no 80/20 splits or less.
5. Written proposals should address the full range of duties including instruction, partner and team planning, school and grade-level meetings, school and District staff development, Back-To-School Night, and parent conferences. In many cases this will require double service.
6. Written proposals must specify the percentages of part-time and how service will be provided with times and days. The division must be instructionally sound.
7. Shared contracts shall be with teachers who, based upon their proposal and interview by the principal, have demonstrated their ability to work as a team.
8. Each shared contract proposal must include an acknowledgment by each teacher that upon returning to full time, that either party may be assigned to another assignment/school within their credential, if the school is overstaffed.
9. A complete shared contract proposal, submitted by June 30 of the preceding year (except in unusual situations), signed by both teachers, is forwarded to the site principal for review and recommendation and then to the Associate Superintendent, Learning Support Services, and then to the Associate Superintendent, Personnel Support Services. Final authority for approving or denying a shared contract proposal rests with the Superintendent or designee.
10. If a shared contract is denied, the teacher(s) may request the reason for the decision. The teacher shall indicate whether they want the reasons stated in writing, in a personal conference or in a personal conference with a representative present. The reason will identify the reasons for which the shared contract was denied.

1 **SECTION IX – SAFETY CONDITIONS OF EMPLOYMENT**

2
3 The District and the Union agree that teachers have a right to personal safety on school
4 premises or when involved in the discharge of their duties and to an environment free
5 from unnecessary disruption. It is the joint responsibility of the District and the employees
6 to provide this environment.
7

8 **TEACHER PROTECTION**

9
10 Bargaining unit employees may use reasonable means to protect themselves from attack,
11 to protect other persons or property, or to quell disturbances threatening physical injury
12 to others.
13

14 Any abuse of school personnel, assault or battery upon school personnel or any threat of
15 force or violence directed toward school personnel involved in the discharge of their
16 assigned duties shall be reported by employees to their immediate supervisor and to the
17 appropriate law enforcement authorities. Employees shall complete required reports of
18 such violations as soon as practical.
19

20 The employee's supervisor shall report to the appropriate law enforcement authorities
21 any incident in which a school employee is attacked, assaulted, or threatened by any
22 student.
23

24 **WORKING CONDITIONS**

25
26 Members of the bargaining unit shall immediately report in writing all unsafe conditions to
27 their immediate supervisor.
28

29 Any member of the unit may submit written recommendations to the immediate supervisor
30 regarding the maintenance of safe working conditions, facilities, and equipment repairs
31 and modifications, and other practices designed to ensure compliance with the provisions
32 of the School District's fire and liability insurance. The District shall investigate and advise,
33 in writing, the Unit member of any findings and suggested corrective action if any.
34

35 **STUDENT DISCIPLINE**

36
37 A teacher may suspend, for good cause, any pupil from class for the day of the
38 suspension and the day following. The teacher shall immediately report the suspension
39 to the principal or designee for appropriate action. As soon as possible, the teacher shall
40 ask the parent or guardian of the pupil to attend a parent-teacher conference regarding
41 the suspension. A school administrator shall attend the conference if the parent or
42 guardian so requests. The pupil shall not be returned to the class from which they were
43 suspended during the suspension without the mutual consent of the teacher and
44 supervisor.
45

46 Teachers shall be provided, consistent with safeguarding of private information, with the
47 names of pupils known to be afflicted or suffering from physical and/or emotional
48 problems as soon as it is practical in the school year.
49

SECTION X – EVALUATION PROCEDURES

TEACHER PROFESSIONAL LEARNING AND EFFECTIVENESS SYSTEM (TPLES)

The Federation and the District are committed to providing a program of supervision and evaluation of each bargaining unit member designed to improve classroom instruction and increase the capabilities and effectiveness of the member in the total educational endeavor.

The Teacher Professional Learning and Effectiveness System (TPLES) focuses on continuous professional learning to ensure that PUSD teachers who are retained and tenured can effectively support student learning throughout their careers. This evaluation system includes the PUSD/PFT Poway Professional Assistance Program (PPAP) for beginning teachers and the Permanent Teacher Intervention Program (PTIP), to allow for a fair process with feedback and intensive support and assistance, ensuring high quality instruction for all PUSD students.

Nothing in these procedures shall preclude any additional evaluation conferences or formal evaluations at the discretion of the evaluator. Nothing in this procedure shall preclude the evaluatee from requesting additional conferences or evaluations.

TPLES Components include multiple measures, self-reflection and goal setting. Options for self-reflection include, but are not limited to, student perception surveys, self-reflection forms linked to our Continuum of Teaching Standards and reflective journaling.

TPLES Multiple Measures of practice include:

1. Standards-based evidence of practice gathered through observations by trained teachers/peers and administrators, review of classroom videos, data from student perception surveys, and/or examination of instructional artifacts. Using the PUSD Continuum of Teaching Standards, observations will include the administrator and, with mutual agreement, peer and/or video observations;
2. Teacher's impact on student learning as measured by teacher-developed Student Learning Objectives (SLOs) that use classroom, department, grade level, or district assessments for baseline and summative measures of student learning. The teacher's reflection on practice and implementation of instructional strategies are emphasized rather than student test scores, and
3. Teacher's contribution to the profession is based on individual Professional Learning Objectives (PLOs), measured progression toward meeting those goals, and contributions to school site goals.

Cycle

- Temporary and Probationary teachers participate in TPLES every year.
- Permanent teachers participate every other year, beginning the first year of permanency until completion of ten years (from certificated hire date).

- Upon completion of 10 years or more (from certificated hire date), permanent teachers whose previous evaluation rated effective practice overall, participate every five years.

Timeline

- Teachers to be formally evaluated in TPLES during the current year shall be notified of their primary observer/evaluator by September 15th. Permanent teachers not notified by September 15th shall not be formally evaluated unless the teacher has been given thirty (30) days written notice at any time during the year.

Process

I. Prior to the Planning Conference

Each teacher shall participate in a self-reflection activity, prepare an individualized Student Learning Objective (SLO) aligned to academic or content standards or an IEP goal, and a Professional Learning Objective (PLO) aligned to the PUSD Continuum of Teaching Standards for review, discussion, and approval by the observer/evaluator (form TPLES1 for Traditional Evaluation or TPLES1a for Alternative Evaluation).

II. Planning Conference

A. The purposes of the planning conference include:

1. A collaborative discussion of the teacher's self-reflection and current evidence of practice
2. Student learning and professional learning objective details
3. Modification if necessary
4. Determination of observation type (administrator and/or peer) and format (face-to-face and/or video),
5. Approval of the plan

B. A Planning Conference shall be held by the evaluator no later than:

1. October 15th for temporary and probationary teachers
2. October 30th for permanent teachers participating in the Traditional or Alternative Evaluation format

III. Classroom Observations Frequency/Duration

A. For temporary and probationary teachers, there shall be at least two formal observations, (form TPLES2) a minimum of 30 minutes each, in both the fall and spring TPLES cycle (a total of not less than 60 minutes in the fall and 60 minutes in the spring). Formal observations may be augmented by informal observations.

B. For permanent teachers participating in the Traditional evaluation format, there shall be at least two formalized observations (one in the fall and one in the spring) during the school year, (form TPLES2) with a combined total not less than 60 minutes. Formal observations may be augmented by informal observations.

- 1 C. Temporary, probationary, and permanent teachers with fewer than five (5)
2 years of effective practice will have the required number of administrator
3 observations above during the fall TPLES cycle of the school year. With
4 mutual agreement of teacher and administrator, observations required during
5 the spring TPLES cycle may be completed by an administrator and/or a peer,
6 using a format of face-to-face and/or video. However, teachers who are Interns
7 or PPAP participants require administrator/consultant observations in both the
8 fall and spring cycles.

9 1. Administrator Observations:

- 10 a. All written summaries of the observations (TPLES2) shall be
11 delivered to the teacher observed within three (3) working days
12 following the observations, and signed by the observer/administrator
13 and teacher within five (5) working days.
14 b. A face-to-face or virtual conference involving the administrator and
15 the teacher shall take place to review and reflect on the
16 observation. Every effort will be made to hold the conference within
17 five (5) working days.
18 c. The teacher has the right to respond to the observation in writing,
19 and the response shall be attached to the TPLES2 form.
20 d. Additional observations may be provided upon the request of the
21 teacher or at the discretion of the administrator.

22 2. Peer Observations:

- 23 a. A pre-meeting conference between teacher and peer (face-to-face
24 or virtual) shall take place to identify observational data supporting
25 the teacher's Student Learning Objective (SLO) and/or Professional
26 Learning Goal (PLO) (TPLES1).
27 b. A face-to-face or virtual debrief to discuss peer observation shall
28 also take place.
29 c. The teacher then reflects on the feedback received from their peer
30 and on the changes made in instructional practice aligned to the
31 teacher's SLO and PLO.
32 d. All written reflections of observations shall be delivered to the
33 Administrator within five (5) working days following the observation
34 (TPLES2a).
35

36 **IV. Learning and Effectiveness Summary**

37 A. Temporary/Probationary teachers

- 38 1. Temporary and Probationary teachers shall receive two formal Learning and
39 Effectiveness Summaries delivered to the teacher and discussed in a
40 conference, one by January 15th (TPLES3a midyear) and one in the spring
41 (TPLES3b final), but no later than 30 days prior to the last day of school
42 (per California Education Code Section 44663).
43
44 2. Personnel Support Services shall be notified of Temporary or Probationary
45 teachers with identified areas of ineffective practice on the midyear Learning
46 and Effectiveness Summary.
47
48

1 B. Permanent teachers

- 2 1. For Permanent teachers demonstrating Effective Practice, a midyear
3 Learning and Effectiveness Summary (TPLES3a) and conference are at
4 the discretion of the evaluator.
5 2. For permanent teachers requiring Guided Improvement of Practice or
6 overall Does Not Meet Standards with identified areas of ineffective
7 practice, a midyear Learning and Effectiveness Summary (TPLES3a) and
8 conference are required. Permanent teachers shall receive a minimum of
9 one formal Learning and Effectiveness Summary (TPLES3b) delivered to the
10 teacher and discussed in a conference no later than 30 days prior to the last
11 day of school. (California Education Code Section 44663).
12

13 C. The teacher has the right to respond to the Learning and Effectiveness
14 Summary in writing, and the response shall be attached to the Summary.
15

16 **V. Alternative Evaluation Program**

17 Permanent teachers who have completed five years or more (from certificated hire
18 date), and who have the endorsement of the site principal, may opt for the TPLES
19 Alternative Evaluation Program.
20

21 A. Prior to the planning conference, teachers shall participate in a self-reflection
22 activity and prepare an individualized Student Learning Objective (SLO)
23 aligned to academic or content standards or an IEP goal, and a Professional
24 Learning Objective (PLO) aligned to the PUSD Continuum of Teaching
25 Standards for review, discussion, and approval by the observer/evaluator
26 (form TPLES1a).
27

28 B. Participation in National Board Certification may be used as the teacher's
29 TPLES Alternative Evaluation.
30

- 31 1. Teacher shall include a summary of their National Board Certification
32 focus on TPLES 1a form and supporting documents/portfolio.

33 C. Upon the administrator/evaluator's approval, the teacher's course work, when
34 acquiring a master's or doctorate degree, may be used as the basis for their
35 Alternative Evaluation.
36

- 37 1. Teacher shall include a summary of their master's or doctorate focus on
38 TPLES 1a form and supporting documents/portfolio.

39 D. Alternative Evaluation planning conference (TPLES1a) will be completed and
40 approved by October 30th.
41

42 E. Midyear conference

- 43 1. The teacher or administrator may request a midyear conference to discuss
44 progress and/or support, if needed.
45

46 F. Final Alternative Evaluation conference

- 47 1. No later than 30 days prior to the last day of school, the teacher and their
48 administrator/evaluator will meet, face-to-face or virtually, to discuss the

- teacher's reflections, progress on their SLO/PLO, and administrator/
evaluator feedback
2. At the conclusion of the meeting, the Alternative Evaluation form
(TPLES1a) will be signed and dated.

VI. Remediation

- A. In the event a teacher is demonstrating ineffective practice based on the
PUSD Continuum of Teaching Standards, the administrator/evaluator shall
notify the teacher in writing on the Midyear and/or Final Learning and
Effectiveness Summary (TPLES3a and/or 3b) and describe the areas of
ineffective practice. Recommendations for improvement must be written for
the most significant area(s) of need.
- B. Classroom observations, conferences, and/or assigned professional learning
opportunities may be increased at the discretion of the administrator/evaluator
to provide the level of supervision and guidance necessary to support the
identified area(s) of ineffective practice.
- C. Permanent teachers who demonstrate overall Does Not Meets Standards
with identified areas of ineffective practice on a full year of Learning and
Effectiveness Summaries (Midyear and Final) shall be referred to the PPAP
Governance Board which oversees the Permanent Teacher Intervention
Program (PTIP). The Governance Board will provide assistance, or see that
assistance is provided, which may include participation in PTIP. Other
assistance deemed necessary by the teacher and/or evaluator may be
considered as part of the improvement process.

VII. Other

- A. Teachers on Leave
Teachers due for evaluation but who are on leave at the beginning of the
school year, or who begin a leave part way through the school year, will have
their evaluation scenario reviewed by Personnel Support Services/PFT on an
individual basis. A joint recommendation will be made for either a modified
evaluation timeline for the current school year or the evaluation will be moved
to the next school year.
- B. Late Hires
 1. Teachers hired after the start of the school year should be evaluated. They
must be notified of their evaluation and evaluator.
 2. Teachers hired on or before November 15th/before November Break of
the current school year will follow an abbreviated evaluation timeline for
the midyear (form TPLES 3a) with one formal observation and the normal
timeline for the Final Learning and Effectiveness Summary (TPLES3b).
 3. Teachers hired on or after November 16th/after November Break of the
current school year will require only one completed Learning and
Effectiveness Summary (form TPLES3b) delivered to the teacher and
discussed in a conference no later than 30 days prior to the last day of
school. Teachers hired after March 15th will have a modified evaluation

1 expectation to include informal observations and an evaluation summary in
2 lieu of a final Learning and Effectiveness summary.

3
4 C. TPLES and the Learning and Effectiveness Summary procedures may be
5 revised during the term of this agreement by mutual consent of the District
6 and Federation.

7
8 D. The Learning and Effectiveness Summary and assessment of certificated
9 employees' competence pursuant to this section shall not include the use of
10 publishers' norms established by standardized tests. Teachers may choose to
11 include these assessments if they are part of their written SLO. Standardized
12 testing data may be used as part of the teacher's written SLO.

13
14 E. Other Written Material

15 No written derogatory material shall be placed in a teacher's personnel file
16 unless and until the teacher has a reasonable time to review and comment
17 thereon.

18 F. Complaints

19 1. Complaints from community members against an individual teacher, which
20 may affect the Learning and Effectiveness Summary of that teacher, shall
21 be referred to the principal or his/her designee. All complaints so referred
22 will also be promptly brought to the attention of the teacher involved if that
23 complaint may affect his/her Learning and Effectiveness Summary review.

24
25 2. Any complaint or allegation involving potential criminal misconduct shall be
26 exempted from the provisions of this section. Also, the wording of this
27 section shall supersede the provisions of Board Policy and District
28 Administrative Procedure regarding the matters discussed herein.

29
30 G. Forms (Forms are available on the PUSD Intranet)

31
32 1. Forms to be used in Teacher Professional Learning and Effectiveness
33 System pilot for unit members are:

- 34 a. Professional and Student Learning Objectives form (TPLES1 for
35 Traditional and TPLES1a for Alternative, TPLES1TL for Teacher
36 Leader Position)
37 b. Classroom Observation form (TPLES2)
38 c. Peer Classroom Observation form (TPLES2a)
39 d. Mid-year Learning and Effectiveness Summary form (TPLES3a)
40 e. Final Learning and Effectiveness Summary form (TPLES3b)
41 f. Alternative Evaluation Summary (TPLES1a)
42 g. Teacher Leader Position Summary (TPLES1TL - for teachers
43 working primarily with adults)

44 2. Forms may be modified during the term of this agreement by mutual
45 consent of the Federation and the District.

**SECTION XI – WAGES
POWAY UNIFIED SCHOOL DISTRICT**

SEE APPENDIX C: PRESCHOOL TEACHER COMPENSATION

SEE APPENDIX C: SALARY PLACEMENT FOR RETIREES

SEE APPENDIX C: ELEMENTARY SITE PROFESSIONAL LEARNING LEADERS (PLLs)

SEE APPENDIX C: ROP AGRICULTURAL EDUCATION TEACHER

SEE APPENDIX C: INCENTIVES FOR TEACHERS TO OBTAIN CAREER TECHNICAL EDUCATION (CTE) DESIGNATED SUBJECTS TEACHING CREDENTIAL AND COMPLETE PROJECT LEAD THE WAY (PLTW) TRAINING

SEE APPENDIX C: EARLY RETIREMENT WITH REDUCED WORKLOAD PROGRAM

INITIAL SALARY PLACEMENT FOR UNIT MEMBERS

Unit members will be placed on the appropriate column for which their training (units/degrees) qualifies them. Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column. A bachelor's and/or master's degree must be from an accredited college or university. See Appendix A for salary schedules.

For the purposes of initial step placement, a "year" of experience is defined as:

- Each year of successful full-time teaching experience (75% of total contract year minimum under contract) in a public school verified by the previous employer(s).
- Each year of successful full-time teaching experience (75% of total contract year minimum under contract, with a state issued teaching credential), in an accredited private school verified by the previous employer(s).

Additionally:

- Effective July 1, 2018, PUSD teachers holding a Designated Subjects Career Technical or a Vocational Education credential who teach A-G approved courses, and then acquire a single subject credential in a related subject area, shall be placed on the certificated salary schedule as prescribed above, with credit given for years of CTE experience within PUSD.
- Effective July 1, 2019, PUSD Preschool teachers hired into the TK-12 setting, shall be placed on the certificated salary schedule as prescribed above, with credit given for years of preschool experience within PUSD.
- Effective July 1, 2022, District Resource Nurses shall be placed on the certificated salary schedule as prescribed above, with credit given for years of successful full-

1 time medical and/or clinical experience (work that required licensure as a
2 Registered Nurse) as verified by previous employer(s).
3
4
5

1 Initial Placement for Certificated Teachers, Librarians, & District Resource Nurses

Less than one (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

1 **Initial Placement for Career Technical Education (CTE) Teachers, Adult Education**
2 **Teachers, Speech & Language Pathologists, and Preschool Teachers**

Less than one (1) year of experience	Teachers will be placed on Step 1 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

ADVANCEMENT ON SCHEDULE

Column Advancement

- **Education:** Column advancement is based on semester units. Quarter units are converted and applied to the salary schedule as semester units. Official transcripts verifying completion of units/degrees must be received by Personnel Support Services no later than October 1st to be credited for salary schedule advancement in the current year. Those received after October 1st will be applied in the following school year.
- **Teaching and Learning Cooperative:** Teaching and Learning Cooperative (TLC) salary schedule prime columns B', C', D', E' are attained after completion of 40 TLC points. Once attained, the unit member has 4 years to complete an additional 40 TLC points to remain on the prime column. Verification of completed TLC points must be received by Personnel Support Services no later than October 1st to be credited for salary schedule advancement in the current year.

Step Advancement

Teachers will advance on the salary schedule according to the following criteria, until maximums are reached:

Teaching Assignment of .75 - 1.0 Full Time Equivalent (FTE): Teachers at .75 - 1.0 FTE will advance one step every year if they are in full paid status for at least 75% of their contracted work year. (For service rendered after July 1, 1997).

Teaching Assignment of .50 - .74 FTE: Teachers will advance one step every other year for two consecutive years of service at .50 - .74 FTE, so long as the teacher is in full paid status for at least 75% of their contracted work year in both of these years.

Less than .50 FTE: A year of service at less than .50 FTE shall not be credited toward step advancement.

STEP ADVANCEMENT CHART

Teacher must be in full paid status for at least 75%
of their contracted work year for this chart to apply
>75% FTE - Step every year

50% - 74% FTE - Step every other year

<50% - No step advancement

Effective July 1, 1985, teachers having served in temporary and/or long-term substitute status in the same assignment, for a period of time equal to or greater than 75% of total contract year, in full paid status, shall be granted step advancement.

Units Earned/Experience Credited

Hours credited and courses taken for salary advancement must have prior approval of the District. Upper division or graduate level courses taken from an accredited college or university in the State of California in the field or discipline of the teacher's assignment have blanket approval.

TEACHER LEADERSHIP SALARY SCHEDULES

PUSD and PFT mutually value student learning and teacher leadership opportunities. Teacher leadership positions involve a higher level of responsibility and enhance the instructional program. They provide support to students and staff through activities such as training and mentoring staff involved in the instructional program, and coordinating the design, evaluation, or efficiency of the instructional program. Such positions and placement on Salary Schedules II, III, or IV shall be mutually agreed upon by the parties.

STIPENDS

Behavior Specialist Stipend & Educational Reimbursement

Behavior Specialists shall be considered Teachers on Special Assignment (TOSAs) and will be compensated on Certificated Salary Schedule IV. Teachers hired into the Behavior Specialist role are not required to possess or maintain a BCBA certification.

Beginning July 1, 2017, a maximum of \$30,000 annually shall be available to support a stipend and conference attendance, as detailed below, for Behavior Specialists in the PFT bargaining unit who possess a valid Board-Certified Behavior Analyst (BCBA) Certification. The total allocation per employee, including a \$1,500 stipend and all associated conference costs (registration fees, materials, mileage), shall not exceed \$3,000.

Behavior Specialists who submit proof of their valid BCBA Certification to the PUSD Personnel Department by October 1 of each school year, and who maintain continuous employment throughout the duration of a school year, shall receive an annual stipend of \$1,500 payable in full by June 30.

Annually, BCBA Certified Behavior Specialists shall receive up to three 7-hour release days OR up to 21 hours paid at the currently negotiated teacher hourly rate (on non-workdays) to attend professional conferences in Southern California. A combination of release time or non-workday hours paid at the currently negotiated teacher hourly rate is also acceptable, so long as the total does not exceed 21 hours. 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 travel to and from these conferences.

Cooperating Teacher

Effective July 1, 2023, PUSD Cooperating Teachers who support student teachers in our district classrooms shall be compensated \$600 per term, with two quarters or one trimester constituting "a term." Any amount paid to the cooperating teacher by the supporting university will be applied toward the \$600 stipend. For example, if the university provides \$200 to the cooperating teacher, PUSD will pay the remaining \$400.

1 **Doctoral**

2 Ed.D., Ph.D., or J.D. degree from an institution accredited by the appropriate required
3 accrediting association will be paid an annual stipend of \$1,000.

4
5 **Elementary Mandarin Immersion & Dual-Language Program**

6 Effective July 1, 2024, all teachers in a self-contained Bilingual/Dual model (Spanish, TK
7 in Spanish, or Mandarin) AND all teachers in a Mandarin Immersion Partner Model (both
8 Mandarin and English teachers) will receive a \$2,000 annual stipend.

9
10 Mandarin Immersion Partnership Model teachers will also receive one hour of
11 collaboration time per week or two hours every other week. This release time will be
12 supported by the on-site AIRs and the Mandarin Language TOSA.

13
14 **Extra Service Assignment Pay**

15 Teacher Service Assignment and Extracurricular Service Assignments are those defined
16 in PUSD Board Policy Article 4.2, Section 4.212 and 4.213. As of July 1, 2016, the Stipend
17 Base will be 75% of a teacher on Salary Schedule I, B2. Any change to Salary Schedule
18 I initiates the same change to the Stipend Base amount. See Appendix B.

19
20 **National Board Certification**

21 Beginning July 1, 1999, teachers certified by the National Board for Professional Teaching
22 Standards will be compensated at \$1,000 per year from the second year of certification
23 until expiration.

24
25 **Speech Pathologist Stipend & Educational Reimbursement**

26 Full-time Speech Pathologists will receive an annual stipend of \$1,000 and may be
27 reimbursed for submitted certification and license fees paid beyond basic credential, not
28 to exceed \$500 annually.

29
30 **Teacher Professional Learning & Effectiveness System (TPLES) Site Leader**

31 Teacher Professional Learning & Effectiveness System (TPLES) Site Leaders are paid a
32 base annual stipend equivalent to 17 hours at the currently negotiated teacher hourly rate
33 for providing colleague training and support during the evaluation process.

34
35 If a TPLES Site Leader supports more than 10 colleagues who are *new* to the TPLES,
36 they will be compensated with an additional stipend amount, calculated as follows: Total
37 base annual stipend divided by 10 = amount paid for each unit member *new* to the TPLES
38 above ten.

39
40 Stipend amounts will be calculated based on the number of teachers supported each
41 school year as of November.

42
43 TPLES Site Leaders whose support is required for late hires will be compensated for up
44 to three hours at the currently negotiated teacher hourly rate.

TEACHERS NEW TO THE DISTRICT

Teachers new to the District shall be scheduled for two additional days of service (see SECTION VIII - HOURS OF EMPLOYMENT). Day 1 is set aside to participate in District sponsored programs, such as New Teacher Day Orientation, and to report to their site for teacher preparation time. Day 2 shall be set aside for teacher preparation time. The first day shall be paid at the Salary Schedule I, B2 daily rate, and the second shall be paid at their per diem rate.

Returning temporary teachers shall report to their school site for two days of additional service. If a returning temporary teacher did not attend New Teacher Day Orientation the prior year, but was contracted during the prior school year, the site principal may approve teacher attendance at New Teacher Day Orientation in year two. These temporary teachers shall be compensated for these two days at their per diem rate.

RATES OF PAY

Hourly Rate

Teacher Hourly Rate will be based on the hourly rate of a teacher on Salary Schedule I, B2. Any change to Salary Schedule I initiates the same change to the Teacher Hourly Rate.

Teacher-initiated trainings (not mandatory or approved by the district or site) will not be paid at the teacher hourly rate.

Teachers who elect to receive TLC credit for district/site initiated and approved professional development shall not receive the teacher hourly rate.

The following qualify for additional compensation at the teacher hourly rate:

- District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) shall be paid for two hours of preparation for every one hour of presentation. Additionally, for presentation hours outside the contracted workday, Presenters/Trainers shall be paid the teacher hourly rate. For presentations delivered on a non-contracted day, see Daily Per Diem Rate.

- Participation in District/site initiated and approved in-service/training opportunities (registration fees and required materials will be provided) during non-contracted time

- Curriculum Development during non-contracted time

- Four and one-half or five and one-half period class at the high school

- Compensated program-related tasks which are not covered under Extra Assignment Schedule (i.e. SPSA, Title I)

Sixth-grade camp (additional compensation equivalent to twice the Salary Schedule I, B2 hourly rate per overnight stay)

High school supervision defined as “paid” per SECTION VIII - HOURS OF EMPLOYMENT, HIGH SCHOOL SUPERVISION (Teachers performing those duties defined as “paid” per this section shall be paid at the rate equivalent to one hour at the Salary Schedule I, B2 rate).

Home/hospital tutors

- Unit members shall be given preference as home/hospital tutors. After the District has advertised for unit members to serve as home tutors and an insufficient number of teachers have responded, the District may employ qualified non-unit members.

The following qualify for the teacher hourly rate for hours during the contracted workday:

Secondary teachers assigned by an administrator to teach on preparation period as a substitute (one hour minimum, in half hour increments)

In the absence of an available substitute, elementary school and D39C teachers who cover a class or are assigned a group of five or more students for more than 30 minutes

Impact teachers

- Shall be paid the teacher hourly rate to address core academic needs through supplemental instruction. This paid time shall include time for planning, preparation and collaboration at a ratio of 10 minutes for each 1 hour of instruction.
- Shall attend professional development activities and trainings directly related to their duties with attendance paid at the teacher hourly rate.
- May earn Teaching and Learning Cooperative (TLC) points, which shall be applied for salary schedule placement if the Impact Teacher is subsequently hired into a contracted assignment.

Daily Per Diem Rate

Summer School Teaching (full assignment – 2/3 daily rate of the preceding year)

District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) who present on a non-contracted day (paid at per diem 1/2 day or full day). Additionally, District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) shall also be paid the teacher hourly rate for preparation. This preparation time shall be paid at two hours of preparation for every one hour of presentation.

Teachers who teach regularly assigned classes in addition to a full-time teaching assignment will be compensated on a per diem basis. This does not apply to four and one-half and five and one-half period classes at the high school.

Differential Pay Rate

The differential pay rate shall be the regular salary, less half the daily rate of the lowest cell on certificated teacher Salary Schedule I (currently cell B2), rounded to the nearest dollar. To calculate this amount, take the annual salary on the lowest cell on Salary Schedule I (currently cell B2), divide it by the total number of workdays on Salary Schedule I, to get the daily rate. Half this daily rate, rounded to the nearest dollar, is the amount deducted daily. The same differential pay rate shall be deducted, regardless of the length of the absence or the amount paid to a substitute. The amount deducted shall not exceed the sum that is actually paid to a substitute employed to fill the position during the absence or, if no substitute was employed, the amount that would have been paid to the substitute.

Undefined Rates

Rates of pay not specifically defined in Board Policy or in this agreement shall be negotiated by the District and the Federation.

When outside agencies have an established rate of pay (e.g. Writing Project, County Office of Education), the District shall pay at that rate, but not less than the negotiated hourly rate.

SECTION XII – RIGHTS OF THE EXCLUSIVE REPRESENTATIVE

The Employer shall make available to the Exclusive Representative copies of the agenda and a Board folder of each Board of Education meeting at the same time that they are completed for distribution. Privileged materials and other documents not subject to disclosure under the Public Records Act shall not be made available to the Exclusive Representative. The Exclusive Representative shall be entitled to one official representative at all Board meetings; however, anyone shall be permitted to speak in accordance with Board Policy.

Copies of minutes of Board of Education meetings shall be made available to the Exclusive Representatives at the time they are approved by the Board.

At the close of each pay period, the District shall provide the Exclusive Representative with a list of all unit members who are newly employed or terminated, and regular classroom teachers who have had a change of work location.

Unit Building Committee – The District agrees that at each school the principal shall be encouraged to meet at least once a month with the Unit Building Committee at a reasonable time, for the purpose of discussing matters of mutual concern. Each unit Building Committee shall consist of no more than five (5) teachers at the school and shall be chosen by the site teachers.

Representatives of the Unit designated by the Exclusive Representative, not to exceed five (5) members, and the Employer shall meet on a mutually agreed upon date, place, and time, upon request by either party, for the purpose of reviewing the administration of the Agreement and to review any mutual concerns. Additional participants may be included when needed; however, no more than two (2) such resource persons shall attend any meeting without mutual consent of the parties. These meetings are not intended to bypass the grievance procedure and shall not constitute an invitation to continuously renegotiate the provisions of the Agreement. Both parties may submit agenda items they wish to discuss at these meetings. These meetings shall take place at the District level.

The Exclusive Representation shall appoint a Budget Committee of at least three (3) members whose purpose is to meet with the Associate Superintendent Business Support Services as appropriate. The purpose of this committee is to be familiar with the budget and budget process each year. Budget printouts and other budget material will be made available to the Exclusive Representative.

The Exclusive Representative will be eligible to select three (3) members of the District Insurance Committee.

A committee composed of representatives of the Exclusive Representative and administration representatives will develop the Certificated Calendar for recommendation to the Superintendent and the Board of Education. No later than December 1 of each year of the contract, the parties will develop and agree to a certificated calendar for the succeeding year.

1 The Exclusive Representative may hold group meetings at individual school sites during
2 the workday. Such meetings shall not exceed four (4) meetings per school year at each
3 school site. Such meetings may not commence earlier than fifteen (15) minutes following
4 the completion of the instructional day nor adjourn later than ten (10) minutes prior to the
5 beginning of the instructional day. Meeting dates, time, and places shall be subject to the
6 mutual agreement of the building representative and the site principal. In instances where
7 a group meeting follows the staff meeting at a particular school site, the group meeting
8 may not commence until at least five (5) minutes following completion of the staff meeting.
9 If more than one school staff is invited to attend a group meeting, each such additional
10 staff shall be deemed to have held a meeting under this section. It is the responsibility of
11 the Exclusive Representative to monitor meetings times and ensure compliance with the
12 provisions of this section.

13 14 **ORGANIZATIONAL LEAVE**

15
16 Annually, the Exclusive Representative will be provided a total of two (2) days of
17 Organizational Leave to release Unit Members to participate in state or national
18 organizational events. This will be without loss of compensation to the unit member and
19 without reimbursement by the Exclusive Representative.

20 21 **DISTRICTWIDE COMMITTEES**

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23 The Federation may designate a representative to participate on Districtwide committees
24 to which teachers are appointed.
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SECTION XIII – EARLY RETIREMENT

The District will provide an early retirement incentive program for the members of the Unit. After ten years of full-time satisfactory service in the District and having reached the minimum age of fifty-five (55) as of the close of the school year during which application is submitted, an employee would become eligible for consideration for inclusion in the following program.

EARLY RETIREMENT INCENTIVE – INDEPENDENT CONTRACTOR

This plan permits eligible unit members to retire under the State Teachers' Retirement System and then be reemployed by the District as an independent contractor for not more than 120 days in any fiscal year, for a period not exceeding five (5) years or age sixty-five (65), whichever occurs first, subject to the following conditions:

1. The unit member shall have provided a minimum of ten (10) years of full-time satisfactory service in the District and shall have reached a minimum age of fifty-five (55) as of the close of the school year during which application is received.
2. In order to be eligible for the plan, the unit member must resign from the School District.
3. Persons employed under this plan shall be designated as Independent Contractors to the School District.
4. Annual compensation under this plan shall not exceed the maximum allowable under STRS. Employees who serve as short- and long-term substitutes under this plan shall be subject to District regulations and pay rates relative to substituting as a short-term or long-term teacher.
5. The per diem received by employees involved in this plan shall not exceed the highest daily rate which such employee received during his/her tenure with the District.
6. A contract shall be signed indicating the maximum annual salary the employee may receive for each year. Once an employee has entered into this program, he/she may terminate participation at the end of any contract year, but shall not have the option of reentering employment with the District.
7. Retirees serving under this plan shall receive medical insurance benefits (major medical).
8. The final determination as to which certificated employees will participate in this program in any one year and the form of the part-time employment shall be at the discretion of the District.
9. Annual renewal of the contract is discretionary with the Board of Education.

1 10. The maximum number of participants on this program in any one year shall not
2 exceed four. Nothing shall preclude the Board from approving participation in
3 excess of four.
4

5 **EXAMPLES OF SERVICES WHICH TEACHERS MAY PROVIDE UNDER THIS PLAN**
6

7 Following is a listing of examples of services which teachers may provide under this
8 plan. Services may include, but are not limited to:
9

- 10 1. Demonstration teaching
- 11
- 12 2. Staff development, development of in-service training programs, and
- 13 presentations.
- 14
- 15 3. Assistance in testing and follow-up analysis, including the preparation of reports.
- 16
- 17 4. Compiling test data
- 18
- 19 5. Assistance in orientation and programs for teachers new to the District.
- 20
- 21 6. Updating curriculum and writing new supplementary instructional materials.
- 22
- 23 7. Substitute teaching, serving as replacement for regular teachers as needed and
- 24 at the discretion of the District.
- 25

26 Application shall be made to the Associate Superintendent, Personnel Support Services
27 no later than February 1 of the school year preceding the year of the employee's entrance
28 into the program. Entrance into the program shall be at the beginning of the fall semester.
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SECTION XIV – SPECIAL EDUCATION

DEFINITIONS

Collaborative: A Collaborative class model is an adult-supported general education class. It includes a general education teacher, either co-teaching with an Education Specialist or supported by an Instructional Assistant.

Caseload: Refers to the number of students with an IEP assigned to an Education Specialist.

EMPOWER: Establishing Mental Health and Pragmatic Ownership for Worthwhile Educational Resilience

CLASS SIZE & CASELOADS

PRESCHOOL PROGRAMS

- Side By Side: Class Size/Caseload range of 8-12 serving PK students only
- Appointment-Based: Resource Education Specialist Program (RSP) / Specialized Academic Instruction (SAI) teachers shall begin the school year with a target caseload of twenty-three (23) students. Caseloads may increase throughout the school year based on student needs and enrollment; however, at no time shall the caseload exceed twenty-eight (28) students, in accordance with California Education Code.

ELEMENTARY SPECIAL DAY CLASSES

Mild/Moderate Support

- TK Structured Supports: Class Size/Caseload range of 8-10 serving TK students only
- K-5 Structured Supports: Class Size/Caseload range of 10-12 serving two grade levels only (i.e. K/1, 2/3, 4/5)
- K-5 Social-Emotional Academic Success (SEAS): Class Size/Caseload range 8-10 serving up to three grade levels.

Extensive Support/Moderate/Severe

- TK-5 Extensive SUPPORTS: Class Size/Caseload range of 8-10 serving up to three grade levels.

SECONDARY SPECIAL DAY CLASSES

Mild/Moderate Support

- Structured Supports: Class Size/Caseload range of 12-15
- Social-Emotional Academic Success (SEAS): Class Size/Caseload range of 8-10
- EMPOWER: Class Size/Caseload Range of 10-12

1 **Extensive Support/Moderate/Severe:**

- 2 • Extensive Supports: Class Size/Caseload range of 10-12
3 • Adult Transition Program (ATP): Class Size/Caseload Range of 12-15
4

5 **RESOURCE SPECIALIST PROGRAM (RSP)/EDUCATION**

6 **SPECIALISTS/SPECIALIZED ACADEMIC INSTRUCTION (SAI) CASELOADS**

7 Caseloads will be reviewed periodically, and the District shall make reasonable efforts
8 to monitor and balance assignments to ensure compliance and support effective service
9 delivery to students.
10

11 **Elementary RSP Education Specialists:**

12 Resource Education Specialist Program (RSP) teachers shall begin the school year with
13 a target caseload of twenty-three (23) students. Caseloads may increase throughout the
14 school year based on student needs and enrollment; however, at no time shall the
15 caseload exceed twenty-eight (28) students in accordance with California Education
16 Code.
17

18 **Secondary RSP/SAI Education Specialists:**

19 Secondary RSP/SAI teachers shall begin the school year with a target caseload of
20 twenty-three (23) students. Caseloads may fluctuate throughout the school year based
21 on factors such as student need and enrollment; however, at no time shall the caseload
22 exceed twenty-eight (28) students, in accordance with California Education Code.

23 **Caseload Waiver Process**

24 Education Specialists who agree to an RSP caseload waiver: If there is not Itinerant
25 Education Specialist staff readily available to assume the excess caseload, substitute
26 coverage for the corresponding Itinerant percentage shall be allocated and/or the
27 Education Specialist will be offered voluntary time sheeting compensation for case
28 management duties above 28 eligible students.
29

30 **SPECIAL EDUCATION RATIOS**

31 To ensure instructional efficacy and manage professional workload, the following
32 standards apply to middle and high school general education classrooms:

33 A ratio of **33% has been** established for students with Individualized Education
34 Programs (IEPs) relative to the agreed upon class targets in any single middle or high
35 school general education section. This ratio is designed to ensure the diverse learning
36 needs of all students are met and to maintain manageable workloads regarding IEP
37 documentation, meeting attendance, and specialized instruction. The 33% is calculated
38 as a percentage of the class size targets, as outlined in SECTION VII - CLASS SIZE
39 AND STAFFING of the bargaining agreement. Specifically, the class size target is used
40 as the denominator and the number of students with IEPs is the numerator. Homeroom
41 and classes specifically designed for students with IEPs, such as Learning Strategies,
42 are excluded from the 33% ratio.

43 Administration will make every effort to balance classes as master schedules are being
44 built. In the event a class section exceeds the **33%** ratio, the administration shall meet

1 with the General Education Teacher and the Education Specialist/Instructional
2 Assistant. This meeting shall serve to:

- 3 1. Review the specific circumstances necessitating the enrollment ratio.
- 4 2. Develop a formal Support Plan, which takes into account the unique
5 circumstances and may include adding support such as, but not limited to:
6 additional support staff, additional prep time, etc.

7 **SPECIAL EDUCATION TEACHER SIGNING AND RETENTION BONUS**

8
9
10 In order to address hiring shortages in specific special education teaching positions that
11 are “difficult to fill,” PUSD offers a \$6,000 signing and retention bonus to Education
12 Specialists hired to teach in the following areas: Visually Impaired, Orientation and
13 Mobility, Deaf and Hard of Hearing, and Extensive Supports/Moderate/Severe. Signing
14 bonuses are paid in accordance with the stipulations below.

- 15
16 1. Eligible teachers will possess the appropriate preliminary or clear special
17 education teaching credential required for the teaching assignment.
- 18 2. Teachers eligible for the signing and retention bonus will receive \$750 at the
19 completion of each of the first eight (8) semesters employed in the position.
- 20 3. If PUSD releases a teacher from employment prior to the completion of 8
21 semesters of teaching, they are not eligible to receive the balance of the \$6,000
22 signing and retention bonus; however, they are not obligated to repay the signing
23 and retention bonus paid and earned to date.
- 24 4. If PUSD releases the teacher prior to the end of a semester, the teacher is not
25 eligible to receive \$750 for that semester.
- 26 5. If the teacher resigns from PUSD prior to the completion of 8 consecutive
27 semesters of teaching, they may be obligated to repay the District for the signing
28 and retention bonus they have earned to date.

29 30 **SPECIAL DAY CLASS (SDC) RELEASE**

31 Due to the unique demands of TK-Adult Transition Special Day Classes, SDC teachers
32 have the option to secure substitute coverage to allow for dedicated, focused time to
33 conduct necessary student assessments and to thoroughly prepare for IEPs. This
34 coverage can be scheduled in half-day or full-day increments. This administrative release
35 time will be covered by Special Education funds.

36
37 *Preschool Education Specialists (ECSE) have dedicated time within their contracted
38 workday specifically allocated for completing case management tasks. This ensures that
39 they can effectively manage their caseloads and fulfill all necessary requirements.
40

BLOCK DAY FORMULA	
# of students	# of days/year
6 and under	½-1 day
7-8	1 ½ days
9-12	2 days
13-14	2 ½ days
15+	3 days

TRANSITION IEP RELEASE TIME

Education Specialists may access release time/substitute coverage to support coordination and teacher participation in transition IEP meetings. Comparable release time/sub coverage is also available for one general education teacher participant in each transition IEP meeting (typically from the sending IEP team/site). This release time/sub coverage applies to all Education Specialists who will be attending transition IEP meetings (this is inclusive of RSP/SAI teachers and SDC teachers).

# of Transition Meetings (Elementary & D39)	# of Transition Meetings (Middle/High)	Sub Release Days (SPED) (For each ed. specialist present in meeting. One per site per meeting.)	Sub Release Days (Gen. Ed.) (For one gen ed teacher present in meeting.)
5-7	8-10	0.5	0.5
8-14	11-17	1	1
15-21	18-24	1.5	1.5
22-28	25-31	2	2
29-35	32-38	2.5	2.5
36-42	39-45	3	3
43-49	46-52	3.5	3.5
50-56	53-59	4	4
57-63	60-66	4.5	4.5
64-70	67-73	5	5
71-77	74-80	5.5	5.5
78-84	80-86	6	6
85-91	87-93	6.5	6.5
92-98	94-100	7	7

ELEMENTARY RSP RESOURCE SPECIALIST SUPPORTS

- Itinerant Education Specialist Caseload Support: The intention of Itinerant Ed Specialist support is to help balance the caseload needs at the site. Teachers who work a .2 (up to 5.6 students), .4 (up to 11.2 students), .6 (up to 16.8 students), or .8 (up to 22.4 students) contract at a site will:
 - Carry a caseload and will be responsible for the full scope of Resource Education Specialist duties associated with these students, both direct student services and the IEP case management.
 - Service and case management responsibilities shall be distributed in proportion to the itinerant's time on campus, such that staff with reduced availability are assigned students whose service needs can be met within that limited time.
 - Share assessment responsibilities for initial IEPs.
 - Site Resource Ed Specialists caseloads will be monitored throughout the year, with the goal of any itinerant movement occurring at natural breaks (November, December, February, and Spring Break).

- Use of Time Banking Days for IEP Meetings: To limit the number of IEP meetings before and after school, and to support the participation of all IEP team members, the parties agree that, one Time Banking Day per month may be used to conduct IEP Meetings during the Ed Specialists' workday.
- Math Student Consumables: Education Specialists will continue to have access to district required math curriculum, including online resources, which will provide them with access to the student workbook pages for each unit of study for all grade levels, TK-5.
- IAT Meetings: To eliminate redundancy of paperwork, Ed Specialists and Speech Language Pathologists shall have site-level access to the RtI console and other relevant student records.

SECTION XV – CONDITIONS OF AGREEMENT

The District and the Federation agree that it is to their mutual benefit to encourage the resolution of differences through the Meet and Negotiation process. Therefore, it is agreed that the District and the Federation will support this agreement, for its term. It is further agreed that the Federation will assume responsibility for monitoring the overt activities of the members of the bargaining unit as they affect the management and/or operation of the District.

Except as provided in this Agreement, no member of this Unit nor any member of the Board of Education, the Superintendent, or designee, shall seek change or improvement in any provision of this Agreement for the life of this Agreement. Further, it is recognized that in the absence of specific provisions in this Agreement, all other matters are discretionary to the District to the extent that they are not contrary to or inconsistent with the specific provisions in this Agreement or State law. The District retains its rights to amend, modify, or rescind policies and practices referred to in this Agreement in cases of emergency.

In the event that any provision of this Agreement is or shall at any time determined to be contrary to law by a court of competent jurisdiction, all other provisions of this Agreement shall continue in effect.

It is agreed and understood that there will be no strike or concerted activity to interfere with the operation of the District by the Federation or any of its officers, agents, or members of the Unit during the term of this Agreement.

There shall be signed copies of the final Agreement for the purpose of record for the Federation and the District.

Within one (1) month of the ratification of this Agreement by both parties, the District agrees to have printed in an appropriate format a sufficient quantity as determined by the Federation. The union will have responsibility for such distribution.

APPENDIX

Certificated Salary Schedule I - 186 Days
Effective: July 1, 2026

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$61,317	\$63,157	\$62,636	\$64,515	\$63,955	\$65,874	\$65,275	\$67,233
3	\$62,054	\$63,916	\$63,514	\$65,419	\$65,304	\$67,263	\$67,089	\$69,102
4	\$66,096	\$68,079	\$68,847	\$70,912	\$71,126	\$73,260	\$72,026	\$74,187
5	\$67,906	\$69,943	\$72,455	\$74,629	\$75,680	\$77,950	\$80,667	\$83,087
6	\$70,373	\$72,484	\$74,968	\$77,217	\$78,178	\$80,523	\$83,705	\$86,216
7	\$72,198	\$74,364	\$76,801	\$79,105	\$79,999	\$82,399	\$85,984	\$88,564
8	\$73,946	\$76,164	\$78,660	\$81,020	\$82,302	\$84,771	\$88,291	\$90,940
9	\$75,655	\$77,925	\$80,478	\$82,892	\$84,168	\$86,693	\$90,590	\$93,308
10	\$78,059	\$80,401	\$83,035	\$85,526	\$86,743	\$89,345	\$93,716	\$96,527
11	\$84,621	\$87,160	\$90,015	\$92,715	\$94,035	\$96,856	\$104,655	\$107,795
12	\$84,621	\$87,160	\$90,015	\$92,715	\$94,035	\$96,856	\$104,655	\$107,795
13	\$84,621	\$87,160	\$90,015	\$92,715	\$94,035	\$96,856	\$104,655	\$107,795
14	\$84,621	\$87,160	\$90,015	\$92,715	\$94,035	\$96,856	\$104,655	\$107,795
15	\$88,278	\$90,926	\$93,905	\$96,722	\$98,099	\$101,042	\$108,932	\$112,200
16	\$88,278	\$90,926	\$93,905	\$96,722	\$98,099	\$101,042	\$108,932	\$112,200
17	\$88,278	\$90,926	\$93,905	\$96,722	\$98,099	\$101,042	\$108,932	\$112,200
18	\$88,278	\$90,926	\$93,905	\$96,722	\$98,099	\$101,042	\$108,932	\$112,200
19	\$90,244	\$92,951	\$95,997	\$98,877	\$100,284	\$103,293	\$111,113	\$114,446
20	\$90,244	\$92,951	\$95,997	\$98,877	\$100,284	\$103,293	\$111,113	\$114,446
21	\$90,244	\$92,951	\$95,997	\$98,877	\$100,284	\$103,293	\$111,113	\$114,446
22	\$90,244	\$92,951	\$95,997	\$98,877	\$100,284	\$103,293	\$111,113	\$114,446
23	\$94,804	\$97,648	\$100,847	\$103,872	\$105,351	\$108,512	\$120,857	\$124,483
24	\$94,804	\$97,648	\$100,847	\$103,872	\$105,351	\$108,512	\$120,857	\$124,483
25	\$97,740	\$100,672	\$103,970	\$107,089	\$108,614	\$111,872	\$124,604	\$128,342
26	\$101,161	\$104,196	\$107,609	\$110,837	\$112,416	\$115,788	\$128,965	\$132,834

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

Teacher Hourly @ B-2 Rate	\$47.09
Special Daily Rate @ B-2	\$329.66
** Stipend Base @ 75% of B-2 Salary	\$ 45,988

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$45,988) or \$5,381. The previous Stipend Base Rate was \$44,219

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
 Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

SALARY GRADE 001

Schedule I WITH 4.0% increase effective July 1, 2026

Board Approval Date: 06/11/2026

Certificated Salary Schedule I - 186 Days
Effective January 1, 2027

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$62,237	\$64,104	\$63,576	\$65,483	\$64,914	\$66,861	\$66,254	\$68,242
3	\$62,985	\$64,875	\$64,467	\$66,401	\$66,284	\$68,273	\$68,095	\$70,138
4	\$67,087	\$69,100	\$69,880	\$71,976	\$72,193	\$74,359	\$73,106	\$75,299
5	\$68,925	\$70,993	\$73,542	\$75,748	\$76,815	\$79,119	\$81,877	\$84,333
6	\$71,429	\$73,572	\$76,093	\$78,376	\$79,351	\$81,732	\$84,961	\$87,510
7	\$73,281	\$75,479	\$77,953	\$80,292	\$81,199	\$83,635	\$87,274	\$89,892
8	\$75,055	\$77,307	\$79,840	\$82,235	\$83,537	\$86,043	\$89,615	\$92,303
9	\$76,790	\$79,094	\$81,685	\$84,136	\$85,431	\$87,994	\$91,949	\$94,707
10	\$79,230	\$81,607	\$84,281	\$86,809	\$88,044	\$90,685	\$95,122	\$97,976
11	\$85,890	\$88,467	\$91,365	\$94,106	\$95,446	\$98,309	\$106,225	\$109,412
12	\$85,890	\$88,467	\$91,365	\$94,106	\$95,446	\$98,309	\$106,225	\$109,412
13	\$85,890	\$88,467	\$91,365	\$94,106	\$95,446	\$98,309	\$106,225	\$109,412
14	\$85,890	\$88,467	\$91,365	\$94,106	\$95,446	\$98,309	\$106,225	\$109,412
15	\$89,602	\$92,290	\$95,314	\$98,173	\$99,570	\$102,557	\$110,566	\$113,883
16	\$89,602	\$92,290	\$95,314	\$98,173	\$99,570	\$102,557	\$110,566	\$113,883
17	\$89,602	\$92,290	\$95,314	\$98,173	\$99,570	\$102,557	\$110,566	\$113,883
18	\$89,602	\$92,290	\$95,314	\$98,173	\$99,570	\$102,557	\$110,566	\$113,883
19	\$91,598	\$94,346	\$97,437	\$100,360	\$101,788	\$104,842	\$112,780	\$116,163
20	\$91,598	\$94,346	\$97,437	\$100,360	\$101,788	\$104,842	\$112,780	\$116,163
21	\$91,598	\$94,346	\$97,437	\$100,360	\$101,788	\$104,842	\$112,780	\$116,163
22	\$91,598	\$94,346	\$97,437	\$100,360	\$101,788	\$104,842	\$112,780	\$116,163
23	\$96,226	\$99,113	\$102,360	\$105,431	\$106,931	\$110,139	\$122,670	\$126,350
24	\$96,226	\$99,113	\$102,360	\$105,431	\$106,931	\$110,139	\$122,670	\$126,350
25	\$99,206	\$102,182	\$105,530	\$108,696	\$110,243	\$113,550	\$126,473	\$130,267
26	\$102,678	\$105,758	\$109,223	\$112,500	\$114,102	\$117,525	\$130,899	\$134,826

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

Teacher Hourly @ B-2 Rate	\$47.80
Special Daily Rate @ B-2	\$334.61
** Stipend Base @ 75% of B-2 Salary	\$ 46,678

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$46,678) or \$5,461. The previous Stipend Base Rate was \$45,988

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

SALARY GRADE 001

Schedule I WITH 1.5% increase effective January 1, 2027

Board Approval Date: 06/11/2026

Certificated Salary Schedule II
Effective July 1, 2026

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$62,965	\$64,855	\$64,320	\$66,249	\$65,674	\$67,645	\$67,030	\$69,040
3	\$63,722	\$65,634	\$65,221	\$67,178	\$67,059	\$69,071	\$68,892	\$70,960
4	\$67,873	\$69,909	\$70,698	\$72,818	\$73,038	\$75,229	\$73,962	\$76,181
5	\$69,731	\$71,823	\$74,403	\$76,635	\$77,714	\$80,045	\$82,835	\$85,321
6	\$72,265	\$74,432	\$76,983	\$79,293	\$80,280	\$82,688	\$85,955	\$88,534
7	\$74,139	\$76,363	\$78,866	\$81,231	\$82,150	\$84,614	\$88,295	\$90,945
8	\$75,934	\$78,211	\$80,775	\$83,198	\$84,514	\$87,050	\$90,664	\$93,385
9	\$77,689	\$80,020	\$82,641	\$85,120	\$86,431	\$89,023	\$93,025	\$95,816
10	\$80,157	\$82,562	\$85,267	\$87,825	\$89,075	\$91,747	\$96,235	\$99,122
11	\$86,896	\$89,503	\$92,435	\$95,207	\$96,563	\$99,460	\$107,468	\$110,693
12	\$86,896	\$89,503	\$92,435	\$95,207	\$96,563	\$99,460	\$107,468	\$110,693
13	\$86,896	\$89,503	\$92,435	\$95,207	\$96,563	\$99,460	\$107,468	\$110,693
14	\$86,896	\$89,503	\$92,435	\$95,207	\$96,563	\$99,460	\$107,468	\$110,693
15	\$90,651	\$93,370	\$96,429	\$99,322	\$100,736	\$103,758	\$111,860	\$115,216
16	\$90,651	\$93,370	\$96,429	\$99,322	\$100,736	\$103,758	\$111,860	\$115,216
17	\$90,651	\$93,370	\$96,429	\$99,322	\$100,736	\$103,758	\$111,860	\$115,216
18	\$90,651	\$93,370	\$96,429	\$99,322	\$100,736	\$103,758	\$111,860	\$115,216
19	\$92,670	\$95,450	\$98,578	\$101,535	\$102,980	\$106,070	\$114,100	\$117,523
20	\$92,670	\$95,450	\$98,578	\$101,535	\$102,980	\$106,070	\$114,100	\$117,523
21	\$92,670	\$95,450	\$98,578	\$101,535	\$102,980	\$106,070	\$114,100	\$117,523
22	\$92,670	\$95,450	\$98,578	\$101,535	\$102,980	\$106,070	\$114,100	\$117,523
23	\$97,352	\$100,273	\$103,558	\$106,664	\$108,183	\$111,429	\$124,106	\$127,829
24	\$97,352	\$100,273	\$103,558	\$106,664	\$108,183	\$111,429	\$124,106	\$127,829
25	\$100,367	\$103,378	\$106,765	\$109,968	\$111,534	\$114,879	\$127,954	\$131,792
26	\$103,880	\$106,997	\$110,502	\$113,816	\$115,438	\$118,901	\$132,432	\$136,405

Salary Schedule II: Elementary Professional Learning Leader

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

SALARY GRADE 021
Schedule II WITH 4.0% increase effective July 1, 2026

Board Approval Date: 06/11/2026

Certificated Salary Schedule II
Effective January 1, 2027

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$63,910	\$65,827	\$65,285	\$67,243	\$66,659	\$68,658	\$68,035	\$70,076
3	\$64,678	\$66,619	\$66,200	\$68,186	\$68,066	\$70,108	\$69,926	\$72,023
4	\$68,890	\$70,958	\$71,758	\$73,911	\$74,134	\$76,358	\$75,071	\$77,323
5	\$70,778	\$72,901	\$75,519	\$77,784	\$78,880	\$81,246	\$84,078	\$86,600
6	\$73,349	\$75,550	\$78,139	\$80,483	\$81,484	\$83,929	\$87,245	\$89,862
7	\$75,251	\$77,508	\$80,049	\$82,450	\$83,382	\$85,883	\$89,620	\$92,308
8	\$77,073	\$79,385	\$81,986	\$84,446	\$85,783	\$88,356	\$92,024	\$94,784
9	\$78,854	\$81,220	\$83,881	\$86,398	\$87,728	\$90,359	\$94,421	\$97,253
10	\$81,360	\$83,801	\$86,547	\$89,143	\$90,411	\$93,123	\$97,679	\$100,610
11	\$88,199	\$90,845	\$93,821	\$96,636	\$98,012	\$100,952	\$109,081	\$112,353
12	\$88,199	\$90,845	\$93,821	\$96,636	\$98,012	\$100,952	\$109,081	\$112,353
13	\$88,199	\$90,845	\$93,821	\$96,636	\$98,012	\$100,952	\$109,081	\$112,353
14	\$88,199	\$90,845	\$93,821	\$96,636	\$98,012	\$100,952	\$109,081	\$112,353
15	\$92,011	\$94,771	\$97,876	\$100,812	\$102,247	\$105,314	\$113,538	\$116,944
16	\$92,011	\$94,771	\$97,876	\$100,812	\$102,247	\$105,314	\$113,538	\$116,944
17	\$92,011	\$94,771	\$97,876	\$100,812	\$102,247	\$105,314	\$113,538	\$116,944
18	\$92,011	\$94,771	\$97,876	\$100,812	\$102,247	\$105,314	\$113,538	\$116,944
19	\$94,060	\$96,882	\$100,056	\$103,058	\$104,524	\$107,660	\$115,812	\$119,286
20	\$94,060	\$96,882	\$100,056	\$103,058	\$104,524	\$107,660	\$115,812	\$119,286
21	\$94,060	\$96,882	\$100,056	\$103,058	\$104,524	\$107,660	\$115,812	\$119,286
22	\$94,060	\$96,882	\$100,056	\$103,058	\$104,524	\$107,660	\$115,812	\$119,286
23	\$98,813	\$101,777	\$105,112	\$108,265	\$109,805	\$113,100	\$125,968	\$129,747
24	\$98,813	\$101,777	\$105,112	\$108,265	\$109,805	\$113,100	\$125,968	\$129,747
25	\$101,873	\$104,929	\$108,367	\$111,618	\$113,207	\$116,602	\$129,873	\$133,769
26	\$105,438	\$108,601	\$112,159	\$115,524	\$117,169	\$120,684	\$134,418	\$138,450

Salary Schedule II: Elementary Professional Learning Leader

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

SALARY GRADE 021

Schedule II WITH 1.5% increase effective January 1, 2027

Board Approval Date: 06/11/2026

Certificated Salary Schedule III
Effective July 1, 2026

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$65,273	\$67,231	\$66,677	\$68,677	\$68,081	\$70,123	\$69,486	\$71,571
3	\$66,057	\$68,039	\$67,612	\$69,640	\$69,517	\$71,603	\$71,417	\$73,560
4	\$70,360	\$72,471	\$73,289	\$75,488	\$75,715	\$77,986	\$76,673	\$78,973
5	\$72,287	\$74,456	\$77,130	\$79,444	\$80,563	\$82,980	\$85,871	\$88,447
6	\$74,913	\$77,160	\$79,805	\$82,199	\$83,222	\$85,719	\$89,105	\$91,778
7	\$76,856	\$79,162	\$81,756	\$84,209	\$85,160	\$87,715	\$91,531	\$94,277
8	\$78,717	\$81,079	\$83,735	\$86,247	\$87,612	\$90,240	\$93,987	\$96,807
9	\$80,536	\$82,952	\$85,670	\$88,240	\$89,598	\$92,286	\$96,435	\$99,328
10	\$83,095	\$85,588	\$88,392	\$91,044	\$92,339	\$95,109	\$99,762	\$102,755
11	\$90,080	\$92,782	\$95,822	\$98,697	\$100,102	\$103,105	\$111,407	\$114,749
12	\$90,080	\$92,782	\$95,822	\$98,697	\$100,102	\$103,105	\$111,407	\$114,749
13	\$90,080	\$92,782	\$95,822	\$98,697	\$100,102	\$103,105	\$111,407	\$114,749
14	\$90,080	\$92,782	\$95,822	\$98,697	\$100,102	\$103,105	\$111,407	\$114,749
15	\$93,973	\$96,792	\$99,963	\$102,962	\$104,428	\$107,561	\$115,960	\$119,439
16	\$93,973	\$96,792	\$99,963	\$102,962	\$104,428	\$107,561	\$115,960	\$119,439
17	\$93,973	\$96,792	\$99,963	\$102,962	\$104,428	\$107,561	\$115,960	\$119,439
18	\$93,973	\$96,792	\$99,963	\$102,962	\$104,428	\$107,561	\$115,960	\$119,439
19	\$96,066	\$98,948	\$102,190	\$105,256	\$106,754	\$109,957	\$118,282	\$121,830
20	\$96,066	\$98,948	\$102,190	\$105,256	\$106,754	\$109,957	\$118,282	\$121,830
21	\$96,066	\$98,948	\$102,190	\$105,256	\$106,754	\$109,957	\$118,282	\$121,830
22	\$96,066	\$98,948	\$102,190	\$105,256	\$106,754	\$109,957	\$118,282	\$121,830
23	\$100,920	\$103,948	\$107,353	\$110,574	\$112,148	\$115,512	\$128,654	\$132,514
24	\$100,920	\$103,948	\$107,353	\$110,574	\$112,148	\$115,512	\$128,654	\$132,514
25	\$104,046	\$107,167	\$110,678	\$113,998	\$115,621	\$119,090	\$132,643	\$136,622
26	\$107,688	\$110,919	\$114,552	\$117,989	\$119,669	\$123,259	\$137,285	\$141,404

Salary Schedule III: PPAP Governance Board Teacher Representative

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

SALARY GRADE 031

Schedule III WITH 4.0% increase effective July 1, 2026

Board Approval Date: 06/11/2026

**Certificated Salary Schedule III
Effective January 1, 2027**

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$66,252	\$68,240	\$67,678	\$69,708	\$69,102	\$71,175	\$70,528	\$72,644
3	\$67,049	\$69,060	\$68,626	\$70,685	\$70,560	\$72,677	\$72,488	\$74,663
4	\$71,415	\$73,557	\$74,388	\$76,620	\$76,851	\$79,157	\$77,823	\$80,158
5	\$73,372	\$75,573	\$78,287	\$80,636	\$81,771	\$84,224	\$87,159	\$89,774
6	\$76,037	\$78,318	\$81,002	\$83,432	\$84,470	\$87,004	\$90,442	\$93,155
7	\$78,009	\$80,349	\$82,982	\$85,471	\$86,438	\$89,031	\$92,905	\$95,692
8	\$79,897	\$82,294	\$84,991	\$87,541	\$88,926	\$91,594	\$95,397	\$98,259
9	\$81,744	\$84,196	\$86,955	\$89,564	\$90,943	\$93,671	\$97,881	\$100,817
10	\$84,342	\$86,872	\$89,718	\$92,410	\$93,724	\$96,536	\$101,259	\$104,297
11	\$91,431	\$94,174	\$97,260	\$100,178	\$101,604	\$104,652	\$113,078	\$116,470
12	\$91,431	\$94,174	\$97,260	\$100,178	\$101,604	\$104,652	\$113,078	\$116,470
13	\$91,431	\$94,174	\$97,260	\$100,178	\$101,604	\$104,652	\$113,078	\$116,470
14	\$91,431	\$94,174	\$97,260	\$100,178	\$101,604	\$104,652	\$113,078	\$116,470
15	\$95,383	\$98,244	\$101,463	\$104,507	\$105,994	\$109,174	\$117,699	\$121,230
16	\$95,383	\$98,244	\$101,463	\$104,507	\$105,994	\$109,174	\$117,699	\$121,230
17	\$95,383	\$98,244	\$101,463	\$104,507	\$105,994	\$109,174	\$117,699	\$121,230
18	\$95,383	\$98,244	\$101,463	\$104,507	\$105,994	\$109,174	\$117,699	\$121,230
19	\$97,508	\$100,433	\$103,723	\$106,835	\$108,355	\$111,606	\$120,056	\$123,658
20	\$97,508	\$100,433	\$103,723	\$106,835	\$108,355	\$111,606	\$120,056	\$123,658
21	\$97,508	\$100,433	\$103,723	\$106,835	\$108,355	\$111,606	\$120,056	\$123,658
22	\$97,508	\$100,433	\$103,723	\$106,835	\$108,355	\$111,606	\$120,056	\$123,658
23	\$102,434	\$105,507	\$108,964	\$112,233	\$113,830	\$117,245	\$130,584	\$134,502
24	\$102,434	\$105,507	\$108,964	\$112,233	\$113,830	\$117,245	\$130,584	\$134,502
25	\$105,606	\$108,774	\$112,338	\$115,708	\$117,355	\$120,876	\$134,633	\$138,672
26	\$109,302	\$112,581	\$116,270	\$119,758	\$121,463	\$125,107	\$139,344	\$143,524

Salary Schedule III: PPAP Governance Board Teacher Representative

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

SALARY GRADE 031
Schedule III WITH 1.5% increase effective January 1, 2027

Board Approval Date: 06/11/2026

**Certificated Salary Schedule IV
Effective July 1, 2026**

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$66,921	\$68,929	\$68,361	\$70,412	\$69,800	\$71,894	\$71,241	\$73,378
3	\$67,726	\$69,758	\$69,319	\$71,399	\$71,273	\$73,411	\$73,221	\$75,418
4	\$72,137	\$74,301	\$75,139	\$77,393	\$77,627	\$79,956	\$78,609	\$80,967
5	\$74,112	\$76,335	\$79,077	\$81,449	\$82,597	\$85,075	\$88,040	\$90,681
6	\$76,805	\$79,109	\$81,820	\$84,275	\$85,323	\$87,883	\$91,355	\$94,096
7	\$78,797	\$81,161	\$83,820	\$86,335	\$87,311	\$89,930	\$93,843	\$96,658
8	\$80,705	\$83,126	\$85,849	\$88,424	\$89,824	\$92,519	\$96,361	\$99,252
9	\$82,570	\$85,047	\$87,834	\$90,469	\$91,861	\$94,617	\$98,870	\$101,836
10	\$85,193	\$87,749	\$90,624	\$93,343	\$94,671	\$97,511	\$102,281	\$105,349
11	\$92,355	\$95,126	\$98,242	\$101,189	\$102,630	\$105,709	\$114,220	\$117,647
12	\$92,355	\$95,126	\$98,242	\$101,189	\$102,630	\$105,709	\$114,220	\$117,647
13	\$92,355	\$95,126	\$98,242	\$101,189	\$102,630	\$105,709	\$114,220	\$117,647
14	\$92,355	\$95,126	\$98,242	\$101,189	\$102,630	\$105,709	\$114,220	\$117,647
15	\$96,346	\$99,236	\$102,488	\$105,563	\$107,065	\$110,277	\$118,888	\$122,455
16	\$96,346	\$99,236	\$102,488	\$105,563	\$107,065	\$110,277	\$118,888	\$122,455
17	\$96,346	\$99,236	\$102,488	\$105,563	\$107,065	\$110,277	\$118,888	\$122,455
18	\$96,346	\$99,236	\$102,488	\$105,563	\$107,065	\$110,277	\$118,888	\$122,455
19	\$98,492	\$101,447	\$104,771	\$107,914	\$109,450	\$112,734	\$121,268	\$124,906
20	\$98,492	\$101,447	\$104,771	\$107,914	\$109,450	\$112,734	\$121,268	\$124,906
21	\$98,492	\$101,447	\$104,771	\$107,914	\$109,450	\$112,734	\$121,268	\$124,906
22	\$98,492	\$101,447	\$104,771	\$107,914	\$109,450	\$112,734	\$121,268	\$124,906
23	\$103,469	\$106,573	\$110,064	\$113,366	\$114,980	\$118,429	\$131,903	\$135,860
24	\$103,469	\$106,573	\$110,064	\$113,366	\$114,980	\$118,429	\$131,903	\$135,860
25	\$106,673	\$109,873	\$113,473	\$116,877	\$118,541	\$122,097	\$135,993	\$140,073
26	\$110,407	\$113,719	\$117,444	\$120,967	\$122,691	\$126,372	\$140,752	\$144,975

Salary Schedule IV: PLAB Representatives; District Teacher on Special Assignment (TOSA); Poway Professional Assistance Program (PPAP) staff; Teaching and Learning Leaders; Teacher Professional Learning Effectiveness System (TPLES) Coordinator; Intern Program Coordinator

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

SALARY GRADE 041
Schedule IV WITH 4.0% increase effective July 1, 2026

Board Approval Date: 06/11/2026

Certificated Salary Schedule IV
Effective January 1, 2027

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units or DSC*	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$67,925	\$69,963	\$69,387	\$71,469	\$70,847	\$72,972	\$72,309	\$74,478
3	\$68,742	\$70,804	\$70,359	\$72,470	\$72,342	\$74,512	\$74,319	\$76,549
4	\$73,219	\$75,416	\$76,267	\$78,555	\$78,791	\$81,155	\$79,788	\$82,182
5	\$75,225	\$77,482	\$80,264	\$82,672	\$83,836	\$86,351	\$89,360	\$92,041
6	\$77,957	\$80,296	\$83,048	\$85,539	\$86,604	\$89,202	\$92,726	\$95,508
7	\$79,979	\$82,378	\$85,078	\$87,630	\$88,620	\$91,279	\$95,251	\$98,109
8	\$81,915	\$84,372	\$87,137	\$89,751	\$91,172	\$93,907	\$97,806	\$100,740
9	\$83,808	\$86,322	\$89,151	\$91,826	\$93,239	\$96,036	\$100,353	\$103,364
10	\$86,471	\$89,065	\$91,984	\$94,744	\$96,091	\$98,974	\$103,816	\$106,930
11	\$93,740	\$96,552	\$99,716	\$102,707	\$104,170	\$107,295	\$115,934	\$119,412
12	\$93,740	\$96,552	\$99,716	\$102,707	\$104,170	\$107,295	\$115,934	\$119,412
13	\$93,740	\$96,552	\$99,716	\$102,707	\$104,170	\$107,295	\$115,934	\$119,412
14	\$93,740	\$96,552	\$99,716	\$102,707	\$104,170	\$107,295	\$115,934	\$119,412
15	\$97,791	\$100,725	\$104,025	\$107,146	\$108,670	\$111,930	\$120,671	\$124,291
16	\$97,791	\$100,725	\$104,025	\$107,146	\$108,670	\$111,930	\$120,671	\$124,291
17	\$97,791	\$100,725	\$104,025	\$107,146	\$108,670	\$111,930	\$120,671	\$124,291
18	\$97,791	\$100,725	\$104,025	\$107,146	\$108,670	\$111,930	\$120,671	\$124,291
19	\$99,970	\$102,969	\$106,343	\$109,533	\$111,091	\$114,424	\$123,088	\$126,781
20	\$99,970	\$102,969	\$106,343	\$109,533	\$111,091	\$114,424	\$123,088	\$126,781
21	\$99,970	\$102,969	\$106,343	\$109,533	\$111,091	\$114,424	\$123,088	\$126,781
22	\$99,970	\$102,969	\$106,343	\$109,533	\$111,091	\$114,424	\$123,088	\$126,781
23	\$105,021	\$108,172	\$111,715	\$115,066	\$116,704	\$120,205	\$133,882	\$137,898
24	\$105,021	\$108,172	\$111,715	\$115,066	\$116,704	\$120,205	\$133,882	\$137,898
25	\$108,273	\$111,521	\$115,175	\$118,630	\$120,319	\$123,929	\$138,032	\$142,173
26	\$112,063	\$115,425	\$119,206	\$122,782	\$124,531	\$128,267	\$142,863	\$147,149

Salary Schedule IV: PLAB Representatives; District Teacher on Special Assignment (TOSA); Poway Professional Assistance Program (PPAP) staff; Teaching and Learning Leaders; Teacher Professional Learning Effectiveness System (TPLES) Coordinator; Intern Program Coordinator

*For Career Technical Education Teachers only - Designated Subjects Credential (DSC)

SALARY GRADE 041

Schedule IV WITH 1.5% increase effective January 1, 2027

Board Approval Date: 06/11/2026

Nurse Salary Schedule
Effective July 1, 2026

Nurses Salary Schedule WITH 4.0% Increase effective July 1, 2026 (HOURLY)

Step	B (20) BA & 15 units or less	B'(25) TLC (+3%)	C (30) BA & 30 Units	C' (35) TLC (+3%)	D (40) BA & 45 or MA	D' (45) TLC (+3%)	E (50) BA & 60 Include MA	E' (55) TLC (+3%)
2	\$47.09	\$48.51	\$48.11	\$49.55	\$49.12	\$50.59	\$50.13	\$51.64
3	\$47.66	\$49.09	\$48.78	\$50.25	\$50.16	\$51.66	\$51.53	\$53.07
4	\$50.76	\$52.29	\$52.88	\$54.46	\$54.63	\$56.27	\$55.32	\$56.98
5	\$52.15	\$53.72	\$55.65	\$57.32	\$58.13	\$59.87	\$61.96	\$63.82
6	\$54.05	\$55.67	\$57.58	\$59.31	\$60.04	\$61.85	\$64.29	\$66.22
7	\$55.45	\$57.12	\$58.99	\$60.76	\$61.44	\$63.29	\$66.04	\$68.02
8	\$56.79	\$58.50	\$60.42	\$62.23	\$63.21	\$65.11	\$67.81	\$69.85
9	\$58.11	\$59.85	\$61.81	\$63.67	\$64.65	\$66.58	\$69.58	\$71.66
10	\$59.95	\$61.75	\$63.78	\$65.69	\$66.62	\$68.62	\$71.98	\$74.14
11	\$64.99	\$66.94	\$68.14	\$71.21	\$72.22	\$74.39	\$80.38	\$82.79
12	\$64.99	\$66.94	\$69.14	\$71.21	\$72.22	\$74.39	\$80.38	\$82.79
13	\$64.99	\$66.94	\$69.14	\$71.21	\$72.22	\$74.39	\$80.38	\$82.79
14	\$64.99	\$66.94	\$69.14	\$71.21	\$72.22	\$74.39	\$80.38	\$82.79
15	\$67.80	\$69.84	\$72.12	\$74.29	\$75.35	\$77.61	\$83.67	\$86.18
16	\$67.80	\$69.84	\$72.12	\$74.29	\$75.35	\$77.61	\$83.67	\$86.18
17	\$67.80	\$69.84	\$72.12	\$74.29	\$75.35	\$77.61	\$83.67	\$86.18
18	\$67.80	\$69.84	\$72.12	\$74.29	\$75.35	\$77.61	\$83.67	\$86.18
19	\$69.31	\$71.39	\$73.73	\$75.94	\$77.02	\$79.33	\$85.34	\$87.90
20	\$69.31	\$71.39	\$73.73	\$75.94	\$77.02	\$79.33	\$85.34	\$87.90
21	\$69.31	\$71.39	\$73.73	\$75.94	\$77.02	\$79.33	\$85.34	\$87.90
22	\$69.31	\$71.39	\$73.73	\$75.94	\$77.02	\$79.33	\$85.34	\$87.90
23	\$72.81	\$75.00	\$77.46	\$79.78	\$80.92	\$83.34	\$89.82	\$92.61
24	\$72.81	\$75.00	\$77.46	\$79.78	\$80.92	\$83.34	\$89.82	\$92.61
25	\$75.07	\$77.32	\$79.85	\$82.25	\$83.42	\$85.92	\$92.70	\$95.57
26	\$77.70	\$80.03	\$82.65	\$85.13	\$86.34	\$88.93	\$95.05	\$102.02

Nurses Salary Schedule WITH 4.0% Increase effective July 1, 2026 (ANNUAL 190 DAYS)

Range	B (20) BA & 15 units or less	B'(25) TLC (+3%)	C (30) BA & 30 Units	C' (35) TLC (+3%)	D (40) BA & 45 or MA	D' (45) TLC (+3%)	E (50) BA & 60 Include MA	E' (55) TLC (+3%)
2	\$62.636	\$64.515	\$63.983	\$65.902	\$65.330	\$67.290	\$66.679	\$68.679
3	\$63.388	\$65.290	\$64.880	\$66.826	\$66.708	\$68.709	\$68.532	\$70.588
4	\$67.517	\$69.543	\$70.328	\$72.438	\$72.656	\$74.836	\$73.575	\$75.782
5	\$69.366	\$71.447	\$74.033	\$76.233	\$77.308	\$79.627	\$82.402	\$84.874
6	\$71.886	\$74.043	\$76.580	\$78.877	\$79.859	\$82.255	\$85.505	\$88.070
7	\$73.751	\$75.964	\$78.453	\$80.807	\$81.719	\$84.171	\$87.833	\$90.486
8	\$75.536	\$77.802	\$80.352	\$82.763	\$84.072	\$86.594	\$90.190	\$92.896
9	\$77.282	\$79.600	\$82.209	\$84.675	\$85.976	\$88.557	\$92.338	\$95.314
10	\$79.738	\$82.130	\$84.821	\$87.366	\$88.608	\$91.266	\$95.731	\$98.603
11	\$86.441	\$88.934	\$91.951	\$94.710	\$96.057	\$98.939	\$106.906	\$110.113
12	\$86.441	\$88.934	\$91.951	\$94.710	\$96.057	\$98.939	\$106.906	\$110.113
13	\$86.441	\$88.934	\$91.951	\$94.710	\$96.057	\$98.939	\$106.906	\$110.113
14	\$86.441	\$88.934	\$91.951	\$94.710	\$96.057	\$98.939	\$106.906	\$110.113
15	\$90.176	\$92.881	\$95.924	\$98.802	\$100.209	\$103.215	\$111.275	\$114.613
16	\$90.176	\$92.881	\$95.924	\$98.802	\$100.209	\$103.215	\$111.275	\$114.613
17	\$90.176	\$92.881	\$95.924	\$98.802	\$100.209	\$103.215	\$111.275	\$114.613
18	\$90.176	\$92.881	\$95.924	\$98.802	\$100.209	\$103.215	\$111.275	\$114.613
19	\$92.185	\$94.951	\$98.061	\$101.003	\$102.441	\$105.514	\$113.503	\$116.908
20	\$92.185	\$94.951	\$98.061	\$101.003	\$102.441	\$105.514	\$113.503	\$116.908
21	\$92.185	\$94.951	\$98.061	\$101.003	\$102.441	\$105.514	\$113.503	\$116.908
22	\$92.185	\$94.951	\$98.061	\$101.003	\$102.441	\$105.514	\$113.503	\$116.908
23	\$96.843	\$99.748	\$103.016	\$106.106	\$107.617	\$110.846	\$123.456	\$127.160
24	\$96.843	\$99.748	\$103.016	\$106.106	\$107.617	\$110.846	\$123.456	\$127.160
25	\$99.842	\$102.837	\$106.206	\$109.392	\$110.950	\$114.279	\$127.284	\$131.103
26	\$103.337	\$106.437	\$109.923	\$113.221	\$114.834	\$118.279	\$131.738	\$135.690

Nurses Salary Schedule WITH 4.0% Increase effective July 1, 2026 (DAILY)

Step	B (20) BA & 15 units or less	B'(25) TLC (+3%)	C (30) BA & 30 Units	C' (35) TLC (+3%)	D (40) BA & 45 or MA	D' (45) TLC (+3%)	E (50) BA & 60 Include MA	E' (55) TLC (+3%)
2	\$329.66	\$339.55	\$336.75	\$346.85	\$343.84	\$354.16	\$350.94	\$361.47
3	\$333.62	\$343.63	\$341.47	\$351.72	\$351.10	\$361.63	\$360.70	\$371.52
4	\$355.35	\$366.02	\$370.15	\$381.25	\$382.40	\$393.87	\$387.24	\$398.85
5	\$365.08	\$376.04	\$389.54	\$401.23	\$406.88	\$419.09	\$433.70	\$446.71
6	\$378.35	\$389.70	\$403.05	\$415.14	\$420.31	\$432.92	\$450.03	\$463.53
7	\$388.16	\$399.81	\$412.91	\$425.30	\$430.10	\$443.01	\$462.28	\$476.15
8	\$397.56	\$409.48	\$422.91	\$435.60	\$442.48	\$455.76	\$474.68	\$488.93
9	\$406.75	\$418.95	\$432.68	\$445.66	\$452.52	\$466.09	\$487.04	\$501.65
10	\$419.67	\$432.26	\$446.43	\$459.82	\$466.36	\$480.35	\$503.85	\$518.96
11	\$454.95	\$468.60	\$483.95	\$498.47	\$505.56	\$520.73	\$562.66	\$579.54
12	\$454.95	\$468.60	\$483.95	\$498.47	\$505.56	\$520.73	\$562.66	\$579.54
13	\$454.95	\$468.60	\$483.95	\$498.47	\$505.56	\$520.73	\$562.66	\$579.54
14	\$454.95	\$468.60	\$483.95	\$498.47	\$505.56	\$520.73	\$562.66	\$579.54
15	\$474.61	\$488.85	\$504.86	\$520.01	\$527.42	\$543.24	\$585.66	\$603.23
16	\$474.61	\$488.85	\$504.86	\$520.01	\$527.42	\$543.24	\$585.66	\$603.23
17	\$474.61	\$488.85	\$504.86	\$520.01	\$527.42	\$543.24	\$585.66	\$603.23
18	\$474.61	\$488.85	\$504.86	\$520.01	\$527.42	\$543.24	\$585.66	\$603.23
19	\$485.18	\$499.74	\$516.11	\$531.60	\$539.16	\$555.34	\$597.38	\$615.31
20	\$485.18	\$499.74	\$516.11	\$531.60	\$539.16	\$555.34	\$597.38	\$615.31
21	\$485.18	\$499.74	\$516.11	\$531.60	\$539.16	\$555.34	\$597.38	\$615.31
22	\$485.18	\$499.74	\$516.11	\$531.60	\$539.16	\$555.34	\$597.38	\$615.31
23	\$509.70	\$524.99	\$542.19	\$558.45	\$566.41	\$583.40	\$649.77	\$669.26
24	\$509.70	\$524.99	\$542.19	\$558.45	\$566.41	\$583.40	\$649.77	\$669.26
25	\$525.48	\$541.25	\$558.90	\$575.75	\$583.95	\$601.47	\$669.92	\$690.02
26	\$543.88	\$560.20	\$578.54	\$595.90	\$604.39	\$622.52	\$693.36	\$714.16

Nurses Salary Schedule WITH 4.0% Increase effective July 1, 2026 (ANNUAL 220 DAYS)

Range	B (21) BA & 15 units or less	B'(26) TLC (+3%)	C (31) BA & 30 Units	C' (36) TLC (+3%)	D (41) BA & 45 or MA	D' (46) TLC (+3%)	E (51) BA & 60 Include MA	E' (56) TLC (+3%)
2	\$72.525	\$74.701	\$74.086	\$76.309	\$75.646	\$77.915	\$77.207	\$79.523
3	\$73.397	\$75.599	\$75.124	\$77.378	\$77.241	\$79.558	\$79.353	\$81.734
4	\$78.178	\$80.523	\$81.432	\$83.875	\$84.128	\$86.652	\$86.192	\$88.748
5	\$80.319	\$82.729	\$83.699	\$86.270	\$86.514	\$89.199	\$88.413	\$91.075
6	\$83.237	\$85.734	\$86.672	\$89.332	\$89.469	\$92.243	\$91.006	\$93.936
7	\$85.395	\$87.957	\$88.840	\$91.565	\$91.622	\$94.461	\$92.702	\$95.753
8	\$87.463	\$90.087	\$90.939	\$93.830	\$93.846	\$96.766	\$94.430	\$97.563
9	\$89.484	\$92.169	\$93.045	\$95.945	\$95.954	\$98.954	\$96.149	\$99.363
10	\$92.328	\$95.090	\$95.213	\$101.159	\$101.299	\$104.377	\$101.847	\$104.172
11	\$100.089	\$103.092	\$103.469	\$106.663	\$111.224	\$114.561	\$123.785	\$127.499
12	\$100.089	\$103.092	\$103.469	\$106.663	\$111.224	\$114.561	\$123.785	\$127.499
13	\$100.089	\$103.092	\$103.469	\$106.663	\$111.224	\$114.561	\$123.785	\$127.499
14	\$100.089	\$103.092	\$103.469	\$106.663	\$111.224	\$114.561	\$123.785	\$127.499
15	\$104.415	\$107.547	\$111.070	\$114.402	\$116.031	\$119.512	\$128.844	\$132.709
16	\$104.415	\$107.547	\$111.070	\$114.402	\$116.031	\$119.512	\$128.844	\$132.709
17	\$104.415	\$107.547	\$111.070	\$114.402	\$116.031	\$119.512	\$128.844	\$132.709
18	\$104.415	\$107.547	\$111.070	\$114.402	\$116.031	\$119.512	\$128.844	\$132.709
19	\$106.740	\$109.942	\$113.545	\$116.951	\$118.615	\$122.173	\$131.424	\$135.367
20	\$106.740	\$109.942	\$113.545	\$116.951	\$118.615	\$122.173	\$131.424	\$135.367
21	\$106.740	\$109.942	\$113.545	\$116.951	\$118.615	\$122.173	\$131.424	\$135.367
22	\$106.740	\$109.942	\$113.545	\$116.951	\$118.615	\$122.173	\$131.424	\$135.367
23	\$112.134	\$115.498	\$119.281	\$122.859	\$124.609	\$128.347	\$142.949	\$147.237
24	\$112.134	\$115.498	\$119.281	\$122.859	\$124.609	\$128.347	\$142.949	\$147.237
25	\$115.606	\$119.074	\$122.975	\$126.664	\$128.468	\$132.322	\$147.381	\$151.802
26	\$119.653	\$123.243	\$127.279	\$131.097	\$132.965	\$136.954	\$152.539	\$157.115

Nurse Salary Schedule
Effective January 1, 2027

Nurses Salary Schedule WITH 1.5% Increase effective January 1, 2027 (HOURLY)

Step	B (20) BA & 15 units or less	B'(25) TLC (+3%)	C (30) BA & 30 Units	C' (35) TLC (+3%)	D (40) BA & 45 or MA	D' (45) TLC (+3%)	E (50) BA & 60 Include MA	E' (55) TLC (+3%)
2	\$47.80	\$49.23	\$48.83	\$50.29	\$49.86	\$51.35	\$50.89	\$52.41
3	\$48.38	\$49.83	\$49.51	\$51.00	\$50.91	\$52.44	\$52.30	\$53.87
4	\$51.53	\$53.07	\$53.67	\$55.28	\$55.45	\$57.11	\$56.15	\$57.83
5	\$52.94	\$54.53	\$55.48	\$56.18	\$59.00	\$60.77	\$62.89	\$64.77
6	\$54.86	\$56.51	\$58.44	\$60.20	\$60.95	\$62.77	\$65.25	\$67.21
7	\$56.28	\$57.97	\$59.87	\$61.67	\$62.36	\$64.24	\$67.03	\$69.04
8	\$57.65	\$59.38	\$61.32	\$63.16	\$64.16	\$66.06	\$68.83	\$70.89
9	\$58.98	\$60.75	\$62.74	\$64.62	\$65.62	\$67.58	\$70.62	\$72.74
10	\$60.85	\$62.68	\$64.73	\$66.67	\$67.62	\$69.65	\$73.06	\$75.25
11	\$65.97	\$67.95	\$70.17	\$72.28	\$73.31	\$75.51	\$81.59	\$84.03
12	\$65.97	\$67.95	\$70.17	\$72.28	\$73.31	\$75.51	\$81.59	\$84.03
13	\$65.97	\$67.95	\$70.17	\$72.28	\$73.31	\$75.51	\$81.59	\$84.03
14	\$65.97	\$67.95	\$70.17	\$72.28	\$73.31	\$75.51	\$81.59	\$84.03
15	\$68.82	\$70.88	\$73.21	\$75.40	\$76.47	\$78.77	\$84.92	\$87.47
16	\$68.82	\$70.88	\$73.21	\$75.40	\$76.47	\$78.77	\$84.92	\$87.47
17	\$68.82	\$70.88	\$73.21	\$75.40	\$76.47	\$78.77	\$84.92	\$87.47
18	\$68.82	\$70.88	\$73.21	\$75.40	\$76.47	\$78.77	\$84.92	\$87.47
19	\$70.35	\$72.46	\$74.84	\$77.08	\$78.18	\$80.52	\$86.62	\$89.22
20	\$70.35	\$72.46	\$74.84	\$77.08	\$78.18	\$80.52	\$86.62	\$89.22
21	\$70.35	\$72.46	\$74.84	\$77.08	\$78.18	\$80.52	\$86.62	\$89.22
22	\$70.35	\$72.46	\$74.84	\$77.08	\$78.18	\$80.52	\$86.62	\$89.22
23	\$73.91	\$76.12	\$78.62	\$80.98	\$82.13	\$84.59	\$94.22	\$97.04
24	\$73.91	\$76.12	\$78.62	\$80.98	\$82.13	\$84.59	\$94.22	\$97.04
25	\$76.19	\$78.48	\$81.05	\$83.48	\$84.67	\$87.21	\$97.14	\$100.05
26	\$78.86	\$81.23	\$83.89	\$86.41	\$87.64	\$90.27	\$100.54	\$103.55

Nurses Salary Schedule WITH 1.5% Increase effective January 1, 2027 (DAILY)

Step	B (20) BA & 15 units or less	B'(25) TLC (+3%)	C (30) BA & 30 Units	C' (35) TLC (+3%)	D (40) BA & 45 or MA	D' (45) TLC (+3%)	E (50) BA & 60 Include MA	E' (55) TLC (+3%)
2	\$334.61	\$344.64	\$341.61	\$352.06	\$349.00	\$359.47	\$356.21	\$366.89
3	\$338.63	\$348.79	\$346.60	\$357.00	\$356.36	\$367.05	\$366.10	\$377.08
4	\$360.68	\$371.51	\$375.70	\$386.97	\$388.14	\$399.78	\$393.04	\$404.83
5	\$370.56	\$381.60	\$385.39	\$407.25	\$412.98	\$425.37	\$440.20	\$453.41
6	\$384.03	\$395.55	\$409.10	\$421.37	\$426.62	\$439.42	\$456.78	\$470.48
7	\$393.98	\$405.81	\$419.10	\$431.67	\$436.55	\$449.65	\$469.22	\$483.30
8	\$403.52	\$415.63	\$429.25	\$442.13	\$449.12	\$462.60	\$481.80	\$496.25
9	\$412.85	\$425.23	\$439.17	\$452.34	\$459.31	\$473.08	\$494.35	\$509.18
10	\$425.97	\$438.75	\$453.12	\$466.72	\$473.35	\$487.55	\$511.41	\$526.75
11	\$461.77	\$475.63	\$491.21	\$505.95	\$513.15	\$528.55	\$571.10	\$588.23
12	\$461.77	\$475.63	\$491.21	\$505.95	\$513.15	\$528.55	\$571.10	\$588.23
13	\$461.77	\$475.63	\$491.21	\$505.95	\$513.15	\$528.55	\$571.10	\$588.23
14	\$461.77	\$475.63	\$491.21	\$505.95	\$513.15	\$528.55	\$571.10	\$588.23
15	\$481.73	\$496.18	\$512.44	\$527.82	\$535.32	\$551.38	\$594.44	\$612.27
16	\$481.73	\$496.18	\$512.44	\$527.82	\$535.32	\$551.38	\$594.44	\$612.27
17	\$481.73	\$496.18	\$512.44	\$527.82	\$535.32	\$551.38	\$594.44	\$612.27
18	\$481.73	\$496.18	\$512.44	\$527.82	\$535.32	\$551.38	\$594.44	\$612.27
19	\$492.46	\$507.24	\$523.85	\$539.57	\$547.25	\$563.66	\$606.34	\$624.53
20	\$492.46	\$507.24	\$523.85	\$539.57	\$547.25	\$563.66	\$606.34	\$624.53
21	\$492.46	\$507.24	\$523.85	\$539.57	\$547.25	\$563.66	\$606.34	\$624.53
22	\$492.46	\$507.24	\$523.85	\$539.57	\$547.25	\$563.66	\$606.34	\$624.53
23	\$517.34	\$532.86	\$550.32	\$566.83	\$574.90	\$592.15	\$659.52	\$679.30
24	\$517.34	\$532.86	\$550.32	\$566.83	\$574.90	\$592.15	\$659.52	\$679.30
25	\$533.36	\$549.36	\$567.36	\$584.38	\$592.71	\$610.48	\$679.96	\$700.36
26	\$552.03	\$568.60	\$587.22	\$604.84	\$613.45	\$631.66	\$703.76	\$724.87

Nurses Salary Schedule WITH 1.5% Increase effective January 1, 2027 (ANNUAL 190 DAYS)

Range	B (20) BA & 15 units or less	B'(25) TLC (+3%)	C (30) BA & 30 Units	C' (35) TLC (+3%)	D (40) BA & 45 or MA	D' (45) TLC (+3%)	E (50) BA & 60 Include MA	E' (55) TLC (+3%)
2	\$63.575	\$65.482	\$64.943	\$66.891	\$66.310	\$68.299	\$67.679	\$69.709
3	\$64.340	\$66.270	\$65.853	\$67.829	\$67.209	\$69.740	\$69.059	\$71.166
4	\$66.530	\$68.586	\$67.383	\$69.524	\$68.746	\$71.858	\$71.078	\$73.218
5	\$70.407	\$72.519	\$71.124	\$73.278	\$72.467	\$75.821	\$74.938	\$77.147
6	\$72.965	\$75.154	\$73.729	\$75.961	\$75.057	\$78.489	\$77.508	\$79.732
7	\$74.857	\$77.103	\$75.629	\$78.418	\$77.495	\$81.151	\$79.999	\$82.766
8	\$76.669	\$78.969	\$77.457	\$80.004	\$79.063	\$82.893	\$81.542	\$84.388
9	\$78.441	\$80.794	\$79.243	\$81.545	\$80.586	\$84.406	\$82.926	\$85.744
10	\$80.934	\$83.362	\$81.803	\$84.076	\$83.097	\$86.793	\$85.168	\$87.603
11	\$87.737	\$90.369	\$88.730	\$91.330	\$90.299	\$94.042	\$92.299	\$95.174
12	\$87.737	\$90.369	\$88.730	\$91.330	\$90.299	\$94.042	\$92.299	\$95.174
13	\$87.737	\$90.369	\$88.730	\$91.330	\$90.299	\$94.042	\$92.299	\$95.174
14	\$87.737	\$90.369	\$88.730	\$91.330	\$90.299	\$94.042	\$92.299	\$95.174
15	\$91.529	\$94.275	\$92.764	\$95.285	\$94.171	\$97.942	\$96.544	\$99.332
16	\$91.529	\$94.275	\$92.764	\$95.285	\$94.171	\$97.942	\$96.544	\$99.332
17	\$91.529	\$94.275	\$92.764	\$95.285	\$94.171	\$97.942	\$96.544	\$99.332
18	\$91.529	\$94.275	\$92.764	\$95.285	\$94.171	\$97.942	\$96.544	\$99.332
19	\$93.560	\$96.375	\$94.732	\$97.518	\$96.397	\$100.096	\$98.205	\$100.861
20	\$93.560	\$96.375	\$94.732	\$97.518	\$96.397	\$100.096	\$98.205	\$100.861
21	\$93.560	\$96.375	\$94.732	\$97.518	\$96.397	\$100.096	\$98.205	\$100.861
22	\$93.560	\$96.375	\$94.732	\$97.518	\$96.397	\$100.096	\$98.205	\$100.861
23	\$98.295	\$101.244	\$100.561	\$102.698	\$101.931	\$105.508	\$103.508	\$107.067
24	\$98.295	\$101.244	\$100.561	\$102.698	\$101.931	\$105.508	\$103.508	\$107.067
25	\$101.339	\$104.379	\$102.799	\$105.033	\$104.214	\$108.992	\$106.792	\$110.609
26	\$104.886	\$108.033	\$111.572	\$114.919	\$113.556	\$118.556	\$115.714	\$120.725

Nurses Salary Schedule WITH 1.5% Increase effective January 1, 2027 (ANNUAL 220 DAYS)

Range	B (21) BA & 15 units or less	B'(26) TLC (+3%)	C (31) BA & 30 Units	C' (36) TLC (+3%)	D (41) BA & 45 or MA	D' (46) TLC (+3%)	E (51) BA & 60 Include MA	E' (56) TLC (+3%)
2	\$73.614	\$75.822	\$75.197	\$77.453	\$76.780	\$79.083	\$78.365	\$80.716
3	\$74.498	\$76.733	\$76.251	\$78.539	\$77.800	\$80.152	\$79.362	\$81.756
4	\$79.350	\$81.731	\$81.254	\$83.684	\$82.890	\$85.952	\$85.069	\$87.249
5	\$81.524	\$83.970	\$83.495	\$85.995	\$85.156	\$88.202	\$87.269	\$89.549
6	\$84.486	\$87.021	\$86.546	\$88.702	\$87.856	\$91.092	\$90.102	\$92.402
7	\$86.676	\$89.276	\$88.791	\$90.968	\$90.012	\$93.242	\$92.179	\$94.549
8	\$88.775	\$91.438	\$90.943	\$93.267	\$92.207	\$95.537	\$94.374	\$96.749
9	\$90.827	\$93.552	\$93.057	\$95.516	\$94.447	\$97.832	\$96.569	\$98.849
10	\$93.713	\$96.524	\$96.029	\$97.768	\$96.689	\$100.168	\$98.806	\$101.020
11	\$101.590	\$104.638	\$104.143	\$106.398	\$105.209	\$108.508	\$107.018	\$109.449
12	\$101.590	\$104.638	\$104.143	\$106.398	\$105.209	\$108.508	\$107.018	\$109.449
13	\$101.590	\$104.638	\$104.143	\$106.398	\$105.209	\$108.508	\$107.018	\$109.449
14	\$101.590	\$104.638	\$104.143	\$106.398	\$105.209	\$108.508	\$107.018	\$109.449
15	\$105.981	\$109.160	\$108.665	\$111.419	\$110.230	\$113.529	\$111.939	\$114.290
16	\$105.981	\$109.160	\$108.665	\$111.419	\$110.230	\$113.529	\$111.939	\$114.290
17	\$105.981	\$109.160	\$108.665	\$111.419	\$110.230	\$113.529	\$111.939	\$114.290
18	\$105.981	\$109.160	\$108.665	\$111.419	\$110.230	\$113.529	\$111.939	\$114.290
19	\$108.342	\$111.592	\$111.097	\$113.348	\$112.159	\$115.458	\$113.768	\$116.019
20	\$108.342	\$111.592	\$111.097	\$113.348	\$112.159	\$115.458	\$113.768	\$116.019
21	\$108.342	\$111.592	\$111.097	\$113.348	\$112.159	\$115.458	\$113.768	\$116.019
22	\$108.342	\$111.592	\$111.097	\$113.348	\$112.159	\$115.458	\$113.768	\$116.019
23	\$113.816	\$117.230	\$116.735	\$118.489	\$117.200	\$120.508	\$118.718	\$120.969
24	\$113.816	\$117.230	\$116.735	\$118.489	\$117.200	\$120.508	\$118.718	\$120.969
25	\$117.340	\$120.860	\$120.365	\$122.619	\$121.330	\$124.628	\$122.738	\$125.089
26	\$121.447	\$125.090	\$124.595	\$126.849	\$125.560	\$128.858	\$126.968	\$129.319

Librarian Salary Schedule
Effective July 1, 2026

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$67,448	\$69,471	\$68,900	\$70,967	\$70,351	\$72,462	\$71,803	\$73,957
3	\$68,259	\$70,307	\$69,866	\$71,962	\$71,834	\$73,989	\$73,797	\$76,011
4	\$72,706	\$74,887	\$75,733	\$78,005	\$78,237	\$80,584	\$79,229	\$81,606
5	\$74,697	\$76,938	\$79,699	\$82,090	\$83,248	\$85,745	\$88,733	\$91,395
6	\$77,409	\$79,731	\$82,465	\$84,939	\$85,996	\$88,576	\$92,075	\$94,837
7	\$79,418	\$81,801	\$84,480	\$87,014	\$87,999	\$90,639	\$94,583	\$97,420
8	\$81,341	\$83,781	\$86,526	\$89,122	\$90,533	\$93,249	\$97,119	\$100,033
9	\$83,221	\$85,718	\$88,526	\$91,182	\$92,585	\$95,363	\$99,650	\$102,640
10	\$85,864	\$88,440	\$91,338	\$94,078	\$95,418	\$98,281	\$103,088	\$106,181
11	\$93,080	\$95,872	\$99,014	\$101,984	\$103,437	\$106,540	\$115,121	\$118,575
12	\$93,080	\$95,872	\$99,014	\$101,984	\$103,437	\$106,540	\$115,121	\$118,575
13	\$93,080	\$95,872	\$99,014	\$101,984	\$103,437	\$106,540	\$115,121	\$118,575
14	\$93,080	\$95,872	\$99,014	\$101,984	\$103,437	\$106,540	\$115,121	\$118,575
15	\$97,103	\$100,016	\$103,294	\$106,393	\$107,908	\$111,145	\$119,824	\$123,419
16	\$97,103	\$100,016	\$103,294	\$106,393	\$107,908	\$111,145	\$119,824	\$123,419
17	\$97,103	\$100,016	\$103,294	\$106,393	\$107,908	\$111,145	\$119,824	\$123,419
18	\$97,103	\$100,016	\$103,294	\$106,393	\$107,908	\$111,145	\$119,824	\$123,419
19	\$99,267	\$102,245	\$105,596	\$108,764	\$110,313	\$113,622	\$122,223	\$125,890
20	\$99,267	\$102,245	\$105,596	\$108,764	\$110,313	\$113,622	\$122,223	\$125,890
21	\$99,267	\$102,245	\$105,596	\$108,764	\$110,313	\$113,622	\$122,223	\$125,890
22	\$99,267	\$102,245	\$105,596	\$108,764	\$110,313	\$113,622	\$122,223	\$125,890
23	\$104,282	\$107,410	\$110,931	\$114,259	\$115,886	\$119,363	\$132,943	\$136,931
24	\$104,282	\$107,410	\$110,931	\$114,259	\$115,886	\$119,363	\$132,943	\$136,931
25	\$107,513	\$110,738	\$114,368	\$117,799	\$119,476	\$123,060	\$137,066	\$141,178
26	\$111,276	\$114,614	\$118,371	\$121,922	\$123,658	\$127,368	\$141,863	\$146,119

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

WITH 4.0% increase effective July 1, 2026

Librarian Salary Schedule
Effective January 1, 2027

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$68,460	\$70,514	\$69,934	\$72,032	\$71,406	\$73,548	\$72,880	\$75,066
3	\$69,283	\$71,361	\$70,914	\$73,041	\$72,912	\$75,099	\$74,904	\$77,151
4	\$73,797	\$76,011	\$76,869	\$79,175	\$79,411	\$81,793	\$80,417	\$82,830
5	\$75,817	\$78,092	\$80,894	\$83,321	\$84,497	\$87,032	\$90,064	\$92,766
6	\$78,570	\$80,927	\$83,702	\$86,213	\$87,286	\$89,905	\$93,456	\$96,260
7	\$80,609	\$83,027	\$85,747	\$88,319	\$89,319	\$91,999	\$96,002	\$98,882
8	\$82,561	\$85,038	\$87,824	\$90,459	\$91,891	\$94,648	\$98,576	\$101,533
9	\$84,469	\$87,003	\$89,854	\$92,550	\$93,974	\$96,793	\$101,145	\$104,179
10	\$87,152	\$89,767	\$92,708	\$95,489	\$96,849	\$99,754	\$104,634	\$107,773
11	\$94,476	\$97,310	\$100,499	\$103,514	\$104,989	\$108,139	\$116,848	\$120,353
12	\$94,476	\$97,310	\$100,499	\$103,514	\$104,989	\$108,139	\$116,848	\$120,353
13	\$94,476	\$97,310	\$100,499	\$103,514	\$104,989	\$108,139	\$116,848	\$120,353
14	\$94,476	\$97,310	\$100,499	\$103,514	\$104,989	\$108,139	\$116,848	\$120,353
15	\$98,560	\$101,517	\$104,843	\$107,988	\$109,527	\$112,813	\$121,621	\$125,270
16	\$98,560	\$101,517	\$104,843	\$107,988	\$109,527	\$112,813	\$121,621	\$125,270
17	\$98,560	\$101,517	\$104,843	\$107,988	\$109,527	\$112,813	\$121,621	\$125,270
18	\$98,560	\$101,517	\$104,843	\$107,988	\$109,527	\$112,813	\$121,621	\$125,270
19	\$100,756	\$103,779	\$107,180	\$110,395	\$111,968	\$115,327	\$124,056	\$127,778
20	\$100,756	\$103,779	\$107,180	\$110,395	\$111,968	\$115,327	\$124,056	\$127,778
21	\$100,756	\$103,779	\$107,180	\$110,395	\$111,968	\$115,327	\$124,056	\$127,778
22	\$100,756	\$103,779	\$107,180	\$110,395	\$111,968	\$115,327	\$124,056	\$127,778
23	\$105,846	\$109,021	\$112,595	\$115,973	\$117,624	\$121,153	\$134,937	\$138,985
24	\$105,846	\$109,021	\$112,595	\$115,973	\$117,624	\$121,153	\$134,937	\$138,985
25	\$109,126	\$112,400	\$116,084	\$119,567	\$121,268	\$124,906	\$139,122	\$143,296
26	\$112,945	\$116,333	\$120,147	\$123,751	\$125,513	\$129,278	\$143,991	\$148,311

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

WITH 1.5% increase effective January 1, 2027

Speech Language Pathologist Salary Schedule
Effective July 1, 2026
186 Days

Range	D	D'	E	E'
Step	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
1	\$77,812	\$80,146	\$79,090	\$81,463
2	\$81,050	\$83,482	\$82,298	\$84,767
3	\$81,188	\$83,624	\$82,907	\$85,394
4	\$82,212	\$84,678	\$83,086	\$85,579
5	\$83,591	\$86,099	\$88,430	\$91,083
6	\$85,002	\$87,552	\$90,368	\$93,079
7	\$86,771	\$89,374	\$92,579	\$95,356
8	\$89,006	\$91,676	\$94,820	\$97,665
9	\$90,816	\$93,540	\$97,050	\$99,962
10	\$92,301	\$95,070	\$99,070	\$102,042
11	\$96,339	\$99,229	\$106,647	\$109,846
12	\$96,339	\$99,229	\$106,647	\$109,846
13	\$96,339	\$99,229	\$106,647	\$109,846
14	\$96,339	\$99,229	\$106,647	\$109,846
15	\$100,284	\$103,293	\$110,800	\$114,124
16	\$100,284	\$103,293	\$110,800	\$114,124
17	\$100,284	\$103,293	\$110,800	\$114,124
18	\$100,284	\$103,293	\$110,800	\$114,124
19	\$102,406	\$105,478	\$112,916	\$116,303
20	\$102,406	\$105,478	\$112,916	\$116,303
21	\$102,406	\$105,478	\$112,916	\$116,303
22	\$102,406	\$105,478	\$112,916	\$116,303
23	\$108,335	\$111,585	\$123,388	\$127,090
24	\$108,335	\$111,585	\$123,388	\$127,090
25	\$111,505	\$114,850	\$127,025	\$130,836
26	\$115,408	\$118,870	\$131,471	\$135,415

*Teaching and Learning Cooperative Columns D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

SALARY GRADE 007
SLP Schedule WITH 4.0% increase effective July 1, 2026

Issue No. 07
Effective: July 1, 2026

Board Approval Date: 06/11/2026

Speech Language Pathologist Salary Schedule
Effective January 1, 2027
186 Days

Range	D	D'	E	E'
Step	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
1	\$78,979	\$81,348	\$80,276	\$82,684
2	\$82,266	\$84,734	\$83,532	\$86,038
3	\$82,406	\$84,878	\$84,151	\$86,676
4	\$83,445	\$85,948	\$84,332	\$86,862
5	\$84,845	\$87,390	\$89,756	\$92,449
6	\$86,277	\$88,865	\$91,724	\$94,476
7	\$88,073	\$90,715	\$93,968	\$96,787
8	\$90,341	\$93,051	\$96,242	\$99,129
9	\$92,178	\$94,943	\$98,506	\$101,461
10	\$93,686	\$96,497	\$100,556	\$103,573
11	\$97,784	\$100,718	\$108,247	\$111,494
12	\$97,784	\$100,718	\$108,247	\$111,494
13	\$97,784	\$100,718	\$108,247	\$111,494
14	\$97,784	\$100,718	\$108,247	\$111,494
15	\$101,788	\$104,842	\$112,462	\$115,836
16	\$101,788	\$104,842	\$112,462	\$115,836
17	\$101,788	\$104,842	\$112,462	\$115,836
18	\$101,788	\$104,842	\$112,462	\$115,836
19	\$103,942	\$107,060	\$114,610	\$118,048
20	\$103,942	\$107,060	\$114,610	\$118,048
21	\$103,942	\$107,060	\$114,610	\$118,048
22	\$103,942	\$107,060	\$114,610	\$118,048
23	\$109,960	\$113,259	\$125,239	\$128,996
24	\$109,960	\$113,259	\$125,239	\$128,996
25	\$113,178	\$116,573	\$128,930	\$132,798
26	\$117,139	\$120,653	\$133,443	\$137,446

*Teaching and Learning Cooperative Columns D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

SALARY GRADE 007
SLP Schedule WITH 1.5% increase effective January 1, 2027

Issue No. 08
Effective: January 1, 2027

Board Approval Date: 6/11/2026

Adult Education
Effective July 1, 2026

2026-2027 4% Hourly/Daily/Yearly - 173 days Salary Schedule 017				
	Hourly	Daily	Yearly	Yearly Prime
Step 1	\$0.00	\$0.00	\$0	\$0
Step 2	\$48.11	\$336.75	\$58,258	\$60,006
Step 3	\$48.78	\$341.47	\$59,075	\$60,847
Step 4	\$52.88	\$370.15	\$64,035	\$65,956
Step 5	\$55.65	\$389.54	\$67,391	\$69,413
Step 6	\$57.58	\$403.05	\$69,728	\$71,820
Step 7	\$58.99	\$412.91	\$71,433	\$73,576
Step 8	\$60.41	\$422.90	\$73,162	\$75,357
Step 9	\$61.81	\$432.68	\$74,853	\$77,099
Step 10	\$63.77	\$446.42	\$77,231	\$79,548
Step 11	\$69.14	\$483.95	\$83,724	\$86,236
Step 12	\$69.14	\$483.95	\$83,724	\$86,236
Step 13	\$69.14	\$483.95	\$83,724	\$86,236
Step 14	\$69.14	\$483.95	\$83,724	\$86,236
Step 15	\$72.12	\$504.87	\$87,342	\$89,962
Step 16	\$72.12	\$504.87	\$87,342	\$89,962
Step 17	\$72.12	\$504.87	\$87,342	\$89,962
Step 18	\$72.12	\$504.87	\$87,342	\$89,962
Step 19	\$73.73	\$516.12	\$89,288	\$91,967
Step 20	\$73.73	\$516.12	\$89,288	\$91,967
Step 21	\$73.73	\$516.12	\$89,288	\$91,967
Step 22	\$73.73	\$516.12	\$89,288	\$91,967
Step 23	\$77.46	\$542.19	\$93,799	\$96,613
Step 24	\$77.46	\$542.19	\$93,799	\$96,613
Step 25	\$79.85	\$558.98	\$96,703	\$99,604
Step 26	\$82.65	\$578.54	\$100,088	\$103,091

Teaching and Learning Cooperative Column "Yearly Prime" is attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue No. 05
Effective July 1, 2026

Board Approval Date: 06/11/26

**Adult Education
Effective January 1, 2027**

2026-2027 1.5% Hourly/Daily/Yearly - 173 days Salary Schedule 017				
	Hourly	Daily	Yearly	Yearly Prime
Step 1	\$0.00	\$0.00	\$0	\$0
Step 2	\$48.83	\$341.81	\$59,133	\$60,907
Step 3	\$49.51	\$346.60	\$59,961	\$61,760
Step 4	\$53.67	\$375.70	\$64,996	\$66,946
Step 5	\$56.48	\$395.39	\$68,402	\$70,454
Step 6	\$58.44	\$409.10	\$70,775	\$72,898
Step 7	\$59.87	\$419.10	\$72,505	\$74,680
Step 8	\$61.32	\$429.25	\$74,260	\$76,488
Step 9	\$62.74	\$439.17	\$75,976	\$78,255
Step 10	\$64.73	\$453.12	\$78,390	\$80,742
Step 11	\$70.17	\$491.21	\$84,979	\$87,528
Step 12	\$70.17	\$491.21	\$84,979	\$87,528
Step 13	\$70.17	\$491.21	\$84,979	\$87,528
Step 14	\$70.17	\$491.21	\$84,979	\$87,528
Step 15	\$73.21	\$512.44	\$88,652	\$91,312
Step 16	\$73.21	\$512.44	\$88,652	\$91,312
Step 17	\$73.21	\$512.44	\$88,652	\$91,312
Step 18	\$73.21	\$512.44	\$88,652	\$91,312
Step 19	\$74.84	\$523.86	\$90,627	\$93,346
Step 20	\$74.84	\$523.86	\$90,627	\$93,346
Step 21	\$74.84	\$523.86	\$90,627	\$93,346
Step 22	\$74.84	\$523.86	\$90,627	\$93,346
Step 23	\$78.62	\$550.32	\$95,206	\$98,062
Step 24	\$78.62	\$550.32	\$95,206	\$98,062
Step 25	\$81.05	\$567.36	\$98,154	\$101,099
Step 26	\$83.89	\$587.22	\$101,589	\$104,637

Teaching and Learning Cooperative Column "Yearly Prime" is attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue No. 06
Effective January 1, 2027

Board Approval Date: 6/11/26

Group 14 CTE/ADULT ED Hourly
Effective July 1, 2026

07/01/2026 plus 4%

Range	A
Step	7/1/2026
1	-
2	48.11
3	48.78
4	52.88
5	55.65
6	57.58
7	58.99
8	60.41
9	61.81
10	63.77
11	69.14
12	69.14
13	69.14
14	69.14
15	72.12
16	72.12
17	72.12
18	72.12
19	73.73
20	73.73
21	73.73
22	73.73
23	77.46
24	77.46
25	79.85
26	82.65

STEP MOVEMENT: For each year(s) of successful District teaching totaling 945 hours or more, teachers will advance one step on the schedule until maximums are reached.

Issue No. 03
Effective: July 1, 2026

Board Approved Date: 6/11/2026

Group 14 CTE/ADULT ED Hourly
Effective January 1, 2027

01/01/2027 plus 1.5%

Range	A
Step	1/1/2027
1	-
2	48.83
3	49.51
4	53.67
5	56.48
6	58.44
7	59.87
8	61.32
9	62.74
10	64.73
11	70.17
12	70.17
13	70.17
14	70.17
15	73.21
16	73.21
17	73.21
18	73.21
19	74.84
20	74.84
21	74.84
22	74.84
23	78.62
24	78.62
25	81.05
26	83.89

STEP MOVEMENT: For each year(s) of successful District teaching totaling 945 hours or more, teachers will advance one step on the schedule until maximums are reached.

Issue No. 04
Effective: January 1, 2027

Board Approved Date: 6/11/2026

APPENDIX B

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY****Originator:** Assoc. Superintendent, PSS**Issue No:** 17**Date:** 4/29/10**Page:** 1 of 2**Reference:****ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES****4.2 CERTIFICATED PERSONNEL****SECTION 4.212 SALARY SCHEDULE – EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS****High School Department Chairpersons**

Department Chairpersons will be accorded a salary schedule dependent on the number of persons in the department as follows:

Schedule A	Schedule B	Schedule C	Schedule D
11+ F.T.E.	8-10 F.T.E.	5-7 F.T.E.	2-4 F.T.E.

Middle School - Team Leaders

All team leaders at middle schools will be placed on Schedule D.

Elementary School - Head Teachers

Elementary school head teachers will be placed on Schedule D.

Extra/Co-Curricular Service Assignments (Non-Athletic)**Schedule A**

High School ASB (x 3)
Middle School ASB
*Band Director (x 2)

Schedule B

Yearbook Advisor (High School)
Newspaper Advisor (High School)
Drama Advisor (High School)
Forensic Advisor
Pep Advisor
*Assistant Band Director (x 2)
Academic League Coach
High School AVID Coordinator
High School Choral

Schedule C

Drill Team
Academic League Coach
Dance Team (High School)

Schedule D

Middle School Activities
Assistant Pep Advisor
Assistant Academic League Coach
Elementary SIP Coordinator
Middle School AVID Coordinator

*\$500 additional stipend for supervision of band in the Fourth of July Parade.

Schedule E

Elementary Safety Patrol
Elementary Student Council Advisor
Elementary Chorus Advisor (full year)

Schedule F

Elementary Grade Level Leader
Elementary Chorus Advisor (half year)

SECTION 4.212 SALARY SCHEDULE - EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS

GATE Coordinators and English Language Learner Coordinators

1-39 students	(.5 factor of Schedule D)
40-79 students	(.75 factor of Schedule D)
80+ students	(1.25 factor of Schedule D)

Salary Schedule - Service Assignments

Step	A	B	C	D	E	F
1	.080	.070	.060	.05	.0375	.0250
2	.090	.080	.065	.055	.0413	.0275
3	.100	.090	.075	.060	.0450	.0300
4	.110	.100	.080	.065	.0487	.0325
5	.120	.110	.085	.070	.0525	.0350
10**	.170	.140	.105	.095	.0713	.0475

Stipends for these assignments will be computed using a base negotiated between the District and the Union representing the teachers' unit. The rate is incorporated in the current contract. The District guarantees that methods and percentages for computing extra service stipends and placement on schedules used will not be changed, except by mutual consent, during the term of the current agreement.

Up to three (3) years credit will be given for comparable paid experience outside of the District.

**Longevity increment

**POWAY UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE PROCEDURE**

Originator: Assoc. Superintendent, PSS
Issue No: 2
Date: 7/29/91
Page: 1 of 1
Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

**4.212 SALARY SCHEDULE –
EXTRA-CURRICULAR SERVICE
ASSIGNMENTS**

SECTION 4.212.1 Service Assignment Procedure

Stipends paid for extra-curricular service assignments shall be prorated over a ten-month period and paid on a monthly basis.

AP 4.212.1

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 12

Date: 12/11/06

Page: 1 of 2

Reference: Title IX, Title V; EC 200, 220

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

SECTION 4.213 SALARY SCHEDULE – EXTRA-CURRICULAR COACHING ASSIGNMENTS

High School Coaches Salary Schedule (Per Sport)

<i>CLASS AAA</i>	<i>CLASS AA</i>	<i>CLASS A</i>	<i>CLASS B</i>	<i>CLASS C</i>
Step 1 - .163	Step 1 - .140	Step 1 - .117	Step 1 - .094	Step 1 - .070
Step 2 - .171	Step 2 - .147	Step 2 - .123	Step 2 - .099	Step 2 - .074
Step 3 - .179	Step 3 - .154	Step 3 - .129	Step 3 - .104	Step 3 - .078
Step 4 - .187	Step 4 - .161	Step 4 - .135	Step 4 - .109	Step 4 - .082
Step 5 - .195	Step 5 - .168	Step 5 - .141	Step 5 - .114	Step 5 - .086
Step 10 - .235	Step 10 - .203	Step 10 - .171	Step 10 - .139	Step 10 - .106

<i>CLASS AAA</i>	<i>CLASS AA</i>	<i>CLASS A**</i>
Head Football Coach	Head Basketball Coach (boys)	Head Track Coach
Athletic Director (per semester)	Head Basketball Coach (girls)	Head Baseball Coach
		Head Gymnastics Coach
		Head Wrestling Coach
		Head Softball Coach

<i>CLASS B*</i>	<i>CLASS C</i>
All other Head Coaches	All Assistant Coaches regardless of sport
Head Swim Coach	

*If coaching a boys' and a girls' sport simultaneously, move to Class A

**If coaching a boys' and a girls' sport simultaneously, move to Class AA

Middle School Coaches Salary Schedule (Per year – may be divided into fractional units for specific sports)

Step 1 – .093
Step 2 – .096
Step 3 – .100
Step 4 – .103
Step 5 – .106
Step 10 – .119

1. In all instances at the high school level, paid experience credit must be specific to the position.
2. Out-of-District paid experience will be credited up to four (4) years for the specific position except at middle schools where credit for general coaching experience will be given.

Issue 11: 5/19/03

SECTION 4.213 SALARY SCHEDULE – EXTRA-CURRICULAR COACHING ASSIGNMENTS

3. Moving to a higher classification – start at Step 1 unless there is previous (paid) experience in a like position.
4. In a change of position within a classification, a coach will be placed on Step 1 unless there is previous paid experience in a like position.
5. Coaches moving from high school to middle school level will receive credit for all paid experience achieved in Poway Unified School District.
6. Stipends for these assignments will be computed using a base negotiated between the District and the Union representing the teachers' unit. The rate is incorporated in the current contract. The District guarantees that methods and percentages for computing extra service stipends and placement on schedules used will not be changed, except by mutual consent, during the term of this agreement.

Up to four (4) years credit will be given for comparable out-of-District paid experience.

**POWAY UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE PROCEDURE**

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

Page: 1 of 1

Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

**4.213 SALARY SCHEDULE – EXTRA-
CURRICULAR COACHING
ASSIGNMENTS**

SECTION 4.213.1 Coaching Assignment Procedure

Stipends paid for extra-curricular coaching assignments will be paid at the completion of each assignment.

AP 4.213.1

APPENDIX C

**Memorandum of Understanding
Between
Poway Federation of Teachers (PFT) and Poway Unified School District (DISTRICT)**

**Other Post Retirement Benefits (OPEB) Funding
& the Establishment of an Irrevocable Trust**

- 1) Beginning in the fiscal year 2018 – 19, the DISTRICT will transfer annually an amount equivalent to 1.0% of PFT salaries, in all funds, to the District's newly established Other Post Retirement Employee Benefits (OPEB) Irrevocable Trust Fund (the OPEB Trust).
- 2) The DISTRICT shall use these funds to pay, from the OPEB Trust, the annual costs associated with all expenditures related to PFT retirees as obligated by contract (see PFT/PUSD Collective Bargaining Agreement Section III, under the heading "Health and Welfare Benefits for Retired Teachers").
- 3) Any changes in the contribution rate to the OPEB Trust will be by mutual agreement between PFT and the DISTRICT.
- 4) The DISTRICT's annual contribution to the OPEB Trust, along with the OPEB Trust beginning balance, expenditures, ending balance, and all other financial activities will be reviewed annually by the PFT President and the PUSD Associate Superintendent of Business Support Services (or their designee).
- 5) The annual review of the Trust will be done after the books are closed for the previous fiscal year, between the months of October and December.
- 6) Any independent GASB actuarial valuation conducted on behalf of the DISTRICT will be reviewed by the PFT President and the PUSD Associate Superintendent of Business Support Services (or their designee) after completion.

For PUSD / DISTRICT



Date: 1/23/19

For PFT



Date: 1/23/19

**Memorandum of Understanding
between the Poway Unified School District and the
Poway Federation of Teachers
Preschool Parent/Teacher Conferences**

The Poway Unified School District (PUSD) and the Poway Federation of Teachers (PFT) mutually value the PUSD preschool program as an integral part of our Preschool-12 program. PUSD and PFT jointly agree that parents can best support learning when they are informed about their child's academic and social progress through parent/teacher conferences. Therefore, in a manner similar to our elementary schools, parent/teacher conferences shall be offered to all four-year old preschool families in the fall of each year.

- ✓ Parent/teacher conferences shall be 30 minutes, which includes conference time and prep time.
- ✓ The minimum timeframe required for scheduling parent conferences shall be 30 minutes before the start of the school based workday and shall extend no later than the end of the school based workday.
- ✓ Parent/teacher conferences may be conducted in person or via telephone. If mutually agreed upon by the teacher and parent, a conference is not required to be held if a student is meeting or exceeding standards, and parents have been informed of their child's progress and next best steps for learning.
- ✓ One conference shall be offered per child, unless agreed to by the teacher or specified differently by court order.

I. All Preschool Teachers working in a Part Day, Expanded Part Day, or Full Day Program will be provided with conference time based on the actual number of four-year old students they serve in the following ranges:

- Up to 14 students = 7 hours
- Up to 21 students = 10.5 hours
- Up to 28 students = 14 hours
- Up to 35 students = 17.5 hours
- Up to 42 students = 21 hours

To provide time for these conferences and best serve students academically, each of the above preschool programs may be closed for up to one class session in alignment with the elementary site conference week. Additional allotted time as specified in the above ranges may be provided via sub release if needed.

II. All Preschool Teachers working in a State Funded Program will be provided with 17.5 hours of conference time due to state requirements (must conference with all 3 and 4 year-old students, sharing of DRDP assessments is lengthy).

- Full Day State Funded Programs shall be closed to match the elementary site conference week (1 full day and 3 minimum days **OR** 5 minimum days).
- Half Day State Funded Programs shall be closed for one minimum day to match the elementary site conferences. A 3.5 hour substitute teacher shall be provided to cover classroom instruction for the remaining four days of the week, while the teacher of record engages in parent/teacher conferences. If a class doesn't have 20 students, PUSD/PFT will mutually identify how much conference time is needed and provide substitute time accordingly.

This agreement expires on June 30, 2018 but may be revised and/or renewed by mutual agreement of the parties.

For the Federation:	 Signature	<u>10/4/17</u> Date
For the District:	 Signature	<u>10/3/17</u> Date

Memorandum of Understanding
Between
Poway Federation of Teachers (PFT) and Poway Unified School District (PUSD)
Parent/Teacher Conferences and Site Scheduled Professional Growth Day
2026-2027 School Year

Elementary School

Parent/Teacher conferences shall be offered and held at the elementary level during the following window: Monday, November 16 – Friday, November 20 for all students. Monday, November 16th shall be a full non-student day dedicated to Parent/Teacher Conferences. During the remainder of the week, elementary sites will have three minimum days for the purpose of Parent/Teacher Conferences. Additionally, each elementary school will have two minimum professional growth days to be scheduled by the site some time during the school year. Guidelines for conferences at the elementary level are as follows:

- The minimum timeframe required for scheduling parent conferences shall be 30 minutes before the start of the school-based workday (Section VII Teacher Contract) and shall extend no later than the end of the school-based workday.
- Parent/teacher conferences may be conducted in person, via telephone, or by video conference. If mutually agreed upon by the teacher and parent, a conference is not required to be held if a recent IEP meeting has been held, or the student is meeting or exceeding standards, and parents have been informed of their child's progress and next best steps for learning.
- One conference shall be offered per child, unless specified by court order.

Middle Schools

Parent/Teacher conferences shall be offered and held at the middle school for students not performing at proficient levels or below abilities, as determined by the teacher based upon objective data and student work.

- Due to varying grading periods at middle schools, sites may, by consensus, select the week Parent/Teacher Conferences shall be held. The selected week shall be comprised of five minimum student days, with non-student time dedicated to Parent/Teacher Conferences.
- Middle Schools will have a full Professional Growth Day scheduled on November 16, 2026 to align with the full non-student day at the elementary level.

High Schools

High Schools will have a full Professional Growth Day scheduled on November 16, 2026, to align with Parent/Teacher conferences at elementary, and the full Professional Growth Day at Middle School.

PUSD and PFT commit to gather feedback from teachers, as well as collect data on the impact that this scheduling has on Average Daily Attendance (ADA) and PSEA Professional Growth. The parties further commit to analyze any impacts that this change has for Parent/Teacher Conferences and Professional Growth.

This agreement will expire on June 30, 2027, but may be renewed by signed approval of both parties.

For the Federation

Signature CP Lyh
Date 2/3/2026

For the District

Signature JD
Date 2/3/26

Memorandum of Understanding
Between
Poway Federation of Teachers And
Poway Unified School District

Elementary VAPA Vision and Teacher Collaboration Program

(Effective July 1, 2025)

PFT and PUSD mutually value the impact of job-embedded collaboration and ongoing professional learning opportunities. Effective July 1, 2024, PFT and PUSD mutually agreed to implement an elementary teacher collaboration program in conjunction with the District's elementary Visual and Performing Arts (VAPA) Program, to begin in the 2024-2025 school year.

Concept: An elementary VAPA Vision program provides students with a District-wide common learning experience and broad based learning opportunities in visual and performing arts.

Commitment: PFT will continue to commit \$1 million in ongoing funds, allocated by PUSD, as stipulated in PFT & PUSD's 2015-16 Tentative Settlement Agreement. These funds will be applied to the cost of the total number of teachers needed to provide approximately 1.75 hours of collaboration/professional learning time for TK-5 grade level teacher teams and Special Day Class teachers. This time shall occur approximately every 13 days (about 14 times per year), on the same day when possible, in conjunction with the District's elementary VAPA Vision program.

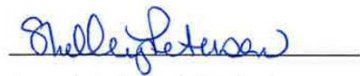
Full time Resource Education Specialist teachers and Elementary Speech and Language Pathologists will be provided collaboration time via sub release and/or will be paid at the negotiated teacher hourly rate for collaboration with colleagues outside the workday. The number of collaboration hours is dependent upon the annual number of VAPA Vision Days.. See Appendix A for details.

Time: The elementary VAPA Vision program and associated instructional lessons delivered by multiple subject credentialed teachers will provide approximately one hour and 45 minutes of collaboration/professional learning time for general education teachers in grades TK through 5 approximately every 13 days (about 14 times each school year). For the 2025-26 school year, 12 sessions shall be provided.

Structure: Elementary schools will be assigned the appropriate number of elementary VAPA Vision program teachers, based on the number of classes at the school, to release general education teachers by common grade level for collaboration/professional learning during the block of time that their students receive VAPA Vision instruction.

This agreement becomes effective July 1, 2025. The collaboration time referenced in this MOU has been jointly funded as described above and may only be changed or suspended if mutually agreed upon by both parties. If suspended or eliminated by mutual agreement, the PFT's one-million-dollar on-going commitment will be included in the share of resources available to PFT in the next IBPS negotiations.

For PUSD



Associate Superintendent
Learning Support Services

Date: 6-26-25

For PFT



President
Poway Federation of Teachers

Date: June 25, 2025

Appendix A

Full time Resource Education Specialists teachers and Elementary Speech and Language Pathologists (SLPs) will be provided collaboration time via sub release and/or will be paid at the negotiated teacher hourly rate, for up to a total of 13 hours of collaboration time for the 2025-2026 school year. The number of collaboration hours is dependent upon the annual number of VAPA Vision Days. For example, 14 days = 15 hours of collaboration time, 13 days = 14 hours of collaboration, 17 days = 18 hours of collaboration time, 12 days = 13 hours of collaboration time. Participation in this collaboration time is voluntary and collaboration topics are teacher driven.

Options for Collaboration

1. If the schedule for providing student services permits, the Resource Education Specialist teacher and Elementary Speech and Language Pathologist will participate in the site VAPA Vision schedule to collaborate with colleagues of their choice.

OR

2. Full time Resource Education Specialist teachers and Elementary Speech and Language Pathologists may engage in up to 13 hours of collaboration time. (Part time teachers receive the hours commensurate with their contracted percentage). The hours (up to 13) may be taken in the following ways:

- One full and one half sub days (7 plus 3.5 hours of admin release) for collaboration with colleagues (Tuesday, Wednesday, Thursday) and up to 2.5 hours on a timesheet paid at the currently negotiated hourly rate = up to 13 hours total collaboration time.
- One sub day (7 hours of admin release) for collaboration with colleagues and up to 6 hours on a timesheet paid at the currently negotiated hourly rate = up to 13 hours total collaboration time.
- 13 hours on a timesheet paid at the currently negotiated hourly rate to collaborate with colleagues.

Memorandum of Understanding
Between the
Poway Federation of Teachers
And the
Poway Unified School District

Preschool Teacher Compensation

Preschool teachers will be paid at the regular negotiated preschool hourly rate.

- Preschool teachers will be compensated for a total of one-half hour per day to cover before school opening (15 minutes) and after school closing (15 minutes) responsibilities.
- Preschool teachers will be compensated for preparation time at the rate of 24 minutes paid for each three-hour session of student instruction. ("Child care" component of the Full Day Program does not include prep time. See Program Example #4 on Attachment 1)
- Preschool teachers will be compensated for required hours outside of their paid workday, including staff meetings, in-services, I.E.P. meetings, service on District committees, evening meetings for all parents, and necessary school year preparation and closing duties.
- Preschool teachers will be compensated for the processing of State or Federally required assessments, as needed, up to 5 hours per test administration per class.

Preschool teachers will have a fixed monthly salary process, using time sheets on an exceptional basis.

(Please see Attachment 1 for Program Examples and Assessment Example.)

Health and Welfare Benefits

Health and Welfare Benefits will be provided consistent with the terms of the Collective Bargaining Agreement. Based on Program Example #1 (see Attachment 1), a preschool teacher will receive the basic insurance package (medical, vision, dental, life).

Teachers teaching less than half-time have no District contribution to the basic insurance package.

Layoff and Transfer

All general education preschool teachers serve on temporary contracts. In the event that there is a reduction in force in the general education preschool program, the District and the Federation will meet and confer regarding the criteria, including seniority, to be used for layoff. Seniority shall be defined as years of preschool teacher experience in the district.

When openings occur within the general education preschool program, interested preschool teachers will be considered for the opening based on teacher performance evaluations, seniority in the district, and any specialized needs required by the program. Preschool teachers interested in transferring should put in a written request for transfer at their end of year evaluation conference.

Dated 09/16/11

Poway Federation of Teachers

By CM Sg *Kelly Logan*

Title President *PFT Director*

Dated 9/16/11

Poway Unified School District

By Jacy Hogan

Title Executive Director

Kathlyn M Roberts
Director
Early Child & Food Development
9/16/11

Preschool MOU, Attachment 1

Program Examples:

*Program Example #1: **Five** 3 hour class periods per week

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m. class	X	X	X	X	X

3 hours student instruction x 5 days per week = 15 hours
15 min. before and 15 min. after x 5 days per week = 2.5 hours
5 three-hour sessions x 24 minutes prep time = 2 hours (120 minutes)
Total Weekly Compensation 19.5 hours

* Program Example #2: **Seven** 3 hour class periods per week

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m. class	X	X	X	X	X
p.m. class		X		X	

3 hours student instruction x 5 days per week = 15 hours
3 hours student instruction x 2 days per week = 6 hours
15 min. before and 15 min. after x 5 days per week = 2.5 hours
7 three-hour sessions x 24 minutes prep time = 2.8 hours (168 minutes)
Total Weekly Compensation 26.3 hours

* Program Example #3: **Ten** 3 hour class periods per week

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m. class	X	X	X	X	X
p.m. class	X	X	X	X	X

3 hours student instruction x 5 days per week = 15 hours
3 hours student instruction x 5 days per week = 15 hours
15 min. before and 15 min. after x 5 days per week = 2.5 hours
10 three-hour sessions x 24 minutes prep time = 4 hours (240 minutes)
Total Weekly Compensation 36.5 hours

* Program Example #4: Full Day Program

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m. class	X	X	X	X	X

3 hours student instruction x 5 days per week = 15 hours
15.5 hours child care per week (child care hours may vary) = 15.5 hours
15 min. before and 15 min. after x 5 days per week = 2.5 hours
5 three-hour sessions x 24 minutes prep time = 2 hours (120 minutes)
Total Weekly Compensation 35 hours

Assessment Example:

A Head Start class administers DRDPs in fall, winter, and spring. A Preschool Teacher could log up to 5 hours in fall, 5 hours in winter, and 5 hours in spring for each preschool class taught. If the teacher administers the test for two preschool classes/groups of students, up to 30 hours total could be claimed per year, as needed.

Memorandum of Understanding

Between

Poway Federation of Teachers

And

Poway Unified School District

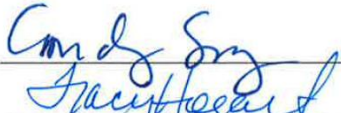
Salary Placement for Retirees

The parties mutually agree that retirees, who are brought back for the purpose of classroom instruction, will be placed on the current salary schedule at the step they were on when they retired. The parties also agree that it is the responsibility of the retiree to monitor the STRS cap, and that PUSD is in no way responsible for making sure the retiree does not exceed the STRS cap. The retiree will sign a written agreement to this effect.

If, or when, the teaching assignment offered creates the potential to exceed the STRS cap, the retiree may accept salary placement at a step lesser than when he/she retired. This exception must be mutually agreed upon and initiated by the retiree.

This agreement will be revisited only when necessary and will remain in effect until such time.

For the Federation



Date

09.25.2015

For the District



Date

9.25.2015

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

Elementary Site Professional Learning Leaders (PLLs)

It is the belief of our District and Federation that collaboration and shared decision-making are models that create trust and shared responsibility, and enable risk-taking and innovation to help meet the needs of our changing world. Implementation of elementary site Professional Learning Leaders (PLLs) will focus on the continuous improvement of teaching and learning and the quality of instruction at every elementary site. PLLs support and build the capacity of each school to function as a learning community in which professional learning is job-embedded and is supported with sufficient time and resources.

JOB DESCRIPTION:

Working in collaboration with site principal:

- Work with site leadership and colleagues to foster a collaborative culture
- Support site and district initiatives to guide professional learning
- Work with colleagues to participate in the decisions that impact the success of the school and students as a whole
- Participate in training to support leadership skills (may include, but not limited to): decision-making models, trust, teamwork, communication, efficacy of meetings, adult learning, content development, accountability and results

RESPONSIBILITIES:

- Serve as a leader on campus in the spirit of continuous improvement at the site, *"I am part of the site team because I am passionate about my site, and I want to continue to support ongoing learning at our school to ensure the school continues to be an exceptional learning organization!"*
- Plan and facilitate professional learning at the site and/or district professional growth days
- Help manage regular logistics of professional learning meetings, to include meeting agendas and minutes to clarify and document all group decisions and agreements
- Attend site and district leadership meetings

SKILLS AND CHARACTERISTICS:

- Model leadership for other members of the school community by displaying good judgment, professional behavior, and mutual respect for all
- Demonstrate good communication skills – impartial listener, trouble-shooter, visionary
- Ability to look at issues through "school-wide lens," not just grade or subject level
- Ability to be flexible and adaptive

SITE PLLs:

- Based on the number of FTEs (Full Time Equivalent) at the site, a minimum of two (2) and maximum of four (4) PLLs/site. FTEs/site:
 - Small schools up to 24 FTE (2 PLL), medium schools 25-33 FTE (up to 3 PLL) , large schools 34+FTE (up to 4 PLL)

IDENTIFICATION PROCESS and TERM:

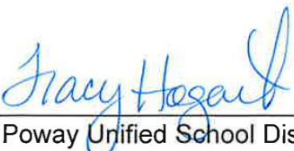
- PFT and LSS to provide a prescribed process to inform all teachers of the opportunity
- Based on annual feedback from teachers, existing PLL's and administrators, PFT and LSS will jointly identify the focus of the PLL work for the coming school year.
- Teachers articulate an interest in the PLL position to their principal
- Using an existing site collegial committee and/or structure (PLC, SET...), including the site PFT Rep and principal, the committee will determine the selection process of site PLLs
- If the principal determines an applicant is not eligible to serve, written feedback is required for non-selection/eligibility
- In the event there are no volunteers, the principal may recruit and with the approval of the site's collegial committee appoint (this is a voluntary position)
- PLLs serve a flexible 1-3 year term, may reapply, and there no term limits

COMPENSATION:

- PLLs compensated on Leadership Salary Schedule II (approximately five additional days @ per diem)
 - Leadership Salary Schedules are based on additional days (not exact hours) and level of responsibility
 - Responsibility extends beyond the site's grade-level needs to supporting the ongoing improvement of teaching and learning and quality of instruction at the site
 - Responsibility includes helping to build, lead, and facilitate the site's professional learning, which cannot be determined by minutes or days but rather ongoing initiative and effort

IMPLEMENTATION and REVIEW: PFT and PUSD Teaching and Learning Steering Committee members agree to annually:

- Evaluate the district's expectations for the PLL's workload and time commitment expectations outside the workday/year to determine the appropriateness of Leadership Salary Schedule II compensation
- Meet and evaluate the effectiveness and sustainability of elementary site Professional Learning Leaders
- Identify the role and responsibility of PLL

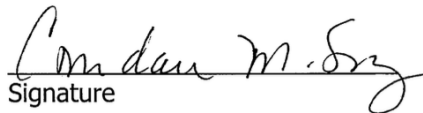
	5/21/16		5/21/16
Poway Federation of Teachers	Date	Poway Unified School District	Date

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

ROP Agricultural Education Teacher

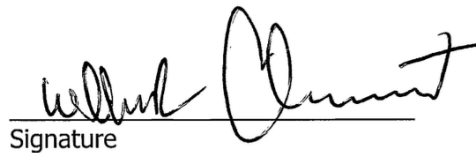
1. This agreement sets forth the annual employment provisions for the ROP Agricultural Education teacher.
2. Additional non-contract days of teacher service not to exceed 26 additional days will be paid at the per diem rate for the teacher.
3. Service for these days is to be recorded on a timesheet as one-half or one full day.
4. ROP stipend will be paid for ROP classes.
5. Teacher will be placed on Schedule C of the Extra-Curricular Service Assignment Salary Schedule for providing support for student FFA activities and events.
6. Teacher will be compensated for any overnight stays required for duties for the San Diego County Fair at the contracted overnight rate.
7. Teacher will have use of District vehicles per standard procedures for required school and FAA related transportation and student activities.

For the Federation


Signature

09-21-07
Date

For the District


Signature

9/21/2007
Date

Memorandum of Understanding
Between the
Poway Federation of Teachers
And the
Poway Unified School District

**Incentives for Teachers to Obtain Career Technical Education (CTE)
Designated Subjects Teaching Credential and Complete Project Lead the Way
(PLTW) Training**

Designated Subjects Credential

1. Ensuring that teachers of Career Technical Education (CTE) programs hold a Designated Subject Teaching Credential is one of the CTE quality program indicators adopted by the District and identified by the California Department of Education in its 11 elements of a High Quality Career Technical Education Program. Holding a CTE Designated Subject credential is a requirement for many of the funding sources the District uses to support its CTE offerings, including the Carl D. Perkins Career and Technical Education Act and the Career Technical Education Incentive Grant.
2. The Federation and the District recognize the need to increase the number of candidates who are qualified to teach Career Technical Education courses in various pathways, primarily in our District middle and high schools. Therefore, the Federation and the District have an interest in providing incentives to teachers who currently hold a California teaching credential to obtain a CTE Designated Subjects Credential in addition.
3. The District has been awarded a CTE Incentive Grant intended to improve and enhance its CTE programs. It is expected that these grants will provide funding through June 30, 2028. Incentivizing teachers to add credentials is an allowable use of the funds and one of the proposed expenses the District has included in its grant application.
4. The Career Technical Education Incentive Grant provides up to \$64,000 in incentives for teachers to add a CTE Designated Subjects Teaching credential to their current California teaching credential through June 30, 2028.
5. The funds will be available on a first come, first served basis until the grant funding is depleted. Currently, the amount budgeted for this incentive is \$32,000, which will provide for up to ten teachers to pursue a Designated Subjects Credential over the next two years.
6. Qualified candidates will receive a stipend of \$3,200 to be paid upon proof of obtaining a clear Career Technical Education Designated Subjects Credential. The stipend amount is intended to compensate teachers for the expenses associated with the coursework, textbooks required to clear the credential, the application fees associated with the preliminary and clear credentials, and the time teachers spend to complete the coursework.
7. Candidates must register for and complete on non-District paid time the courses required to clear the credential. The coursework must be provided by a California Commission for

Teacher Credentialing (CCTC) approved local education agency (LEA) for CTE Designated Subjects Teaching Credentials.

8. The teacher must apply for the preliminary CTE Designated Subjects Credential no later than June 30, 2027, and must complete the required course work and clear the credential no later than June 30, 2029.
9. In order to be eligible to receive the incentive, teachers must meet the following qualifications:
 - a. Be a probationary or permanent employee of the Poway Unified School District with satisfactory performance evaluations;
 - b. Possess a current California teaching credential;
 - c. Hold CLAD, BCLAD, or equivalent certification; and
 - d. Receive commitment from their site principal and the District CTE Executive Director that there is a need for the CTE course and that the teacher will be scheduled to teach at least one (1) CTE course within the first three years of obtaining the credential.
10. Participating teachers may be assigned to teach additional CTE courses at the discretion of the District.
11. Participating teachers will be asked to sign a Letter of Commitment stating that they agree to:
 - a. Teach at least one CTE course in the first three years and additional courses at the discretion of the District;
 - b. Maintain the CTE credential as active for at least ten (10) years; and
 - c. Repay the District the stipend amount if the first two conditions are not met.

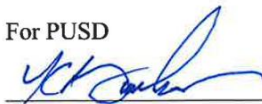
Project Lead the Way Training

1. Project Lead the Way (PLTW) provides engaging curricular pathways for students to gain hands-on experience in the fields of science, technology, engineering and math (STEM).
2. PUSD and PFT have a mutual interest in promoting and enhancing STEM education across the District. To this end, both PUSD and PFT feel it is important to incentivize interested teachers to pursue PLTW training, which immerses teachers in the curriculum, projects, resource materials, and instructional strategies of PLTW. Teacher training occurs during the summer, with teachers completing an 80 hour training held over a two week period.
3. To encourage PUSD teachers to become PLTW trained, participants will receive a stipend of \$2,500 for full completion of the 80 hour, two week training session. For those completing a shorter PLTW training experience (such as elementary school training sessions), the stipend will be prorated to \$250 per day.

The term of this agreement is for the 2026-2027 and 2027-2028 school years, but may be renewed by signed approval of both parties.

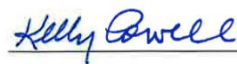
It is the intent of the PFT and the PUSD to include pertinent language from this MOU in the next PFT/PUSD collective bargaining agreement.

For PUSD



Date: 3/12/2026

For PFT



Date: 3/12/2026

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

**EARLY RETIREMENT
WITH REDUCED WORKLOAD PROGRAM**

Unit members may, in accordance with Education Code Section 44922 and 22713 and this Memorandum of Understanding, reduce their workload to no less than half time and receive the same credit toward retirement under the State Teachers Retirement System (STRS) that the unit member would receive if they were employed on a full-time basis.

Eligibility

To participate in this program, the unit member must meet all the following requirements:

- Member is 55 or older prior to the start of the school term of the first school year in which the member's workload is reduced.
- Member has at least 10 years of service credit prior to the start of the school term of the first year in which the member's workload is reduced.
- Member has been employed in a full-time position to perform creditable service under the Defined Benefit program each year of the five school years immediately preceding the first year in which the member's workload is reduced, without having a break in service.

Conditions of Participation

The unit member initiates participation in the Reduced Workload Program by a written application submitted by March 30, to the Associate Superintendent of Personnel Support Services with a copy to the site/program administrator. The unit member and the District shall enter into a reduced workload contract for services for a period not more than ten (10) years. The contract shall include:

1. The unit member's assignment which may be either a minimum 50% assignment for a full year or a full-time assignment for a minimum of half a year. Non-student workdays, including state-funded staff development days, will be part of the participating unit member's assignment and will require full-day attendance.
2. The annual rate of compensation to be paid for the first year of the assignment.
3. The total retirement contribution paid by the unit member and by the District.
4. Sick Leave accrued while under the terms of this contract.
5. The projected retirement date for the unit member.

Approval and Revocation

1. The District must approve all contracts.
2. The unit member or the District may terminate their contract for the subsequent year with the District prior to March 30 of any school year.
3. The contract may be revoked at any time by mutual consent of the unit member and the District.

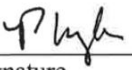
4. Failure to terminate or revoke the contract by March 30 will cause the contract to continue for the subsequent year under the same terms and conditions, for a total period not to exceed ten years.

Compensation

1. Salary shall be proportionate to the time served, but that time shall not be less than one-half of an annual assignment.
2. Both the District and the participating unit member shall maintain contributions to the State Teachers Retirement System as if the member were a full-time employee.
3. Participating unit members will retain all other rights and benefits for which the member would be eligible if the member remained in full-time employment.

This provision shall remain in effect for the 2024-2025 and 2025-2026 school years and shall expire June 30, 2026.

For the Federation

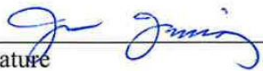


Signature

1/10/2025

Date

For the District



Signature

1/14/2025

Date