

**Tentative Settlement Agreement**  
**Poway Federation of Teachers and Poway Unified School District**  
**2020-2021**

In light of the current health and economic crisis due to the COVID-19 pandemic, the Poway Federation of Teachers and the Poway Unified School District have tentatively agreed to a settlement for the 2020-21 school year as detailed below:

1. Maintenance of all teacher salary schedules including Adult Ed., ROP, CTE, and Preschool, and Speech and Language Pathologists.
2. Maintenance of Health and Welfare benefits for calendar year 2020, including but not limited to out-of-pocket premium expenses for dependent coverage. Both parties agree to utilize the IBPS process to do a True-Up in October 2020 for insurance and any needed adjustments for the 2021 insurance plan year will be negotiated.
3. PFT/PUSD IBPS Team agrees to jointly explore different Health and Welfare models beginning Fall 2020.
4. This agreement concludes negotiations for the 2020-21 school year and extends the current three-year contract by three years, thereby extending its expiration date to June 30, 2023. The parties commit to continue to be trained and to use the IBPS process as outlined in the PFT Contract, Section II, Duration of Agreement with a goal to use IBPS for reopener negotiations immediately following the Governor's proposed budget in January 2021 as part of this three year successor agreement.
5. PUSD and PFT commit to continue to meet to negotiate any impacts and effects of changes to working conditions as a result of the COVID-19 pandemic.

For the Federation  4/23/20  
Signature Date

For the District  5/5/20  
Signature Date