**Tentative Settlement Agreement**
**Poway Federation of Teachers and Poway Unified School District**
**2016-17 and 2017-2018**

The following are guidelines set forth between the Federation and District. The parties have continued to use the Interest Based Problem Solving (IBPS) process with an ongoing "Fiscal Group." The group has collaboratively worked to understand the important financial data of the District. Agreements have been reached for total compensation for the 2016-17 and 2017-18 school years as detailed below:

1. 2.5% ongoing salary increase effective July 1, 2018 on all teacher salary schedules including Adult Ed., ROP, CTE, and Preschool.

2. Active PFT unit members with a hire date on or before February 1, 2018 are eligible to receive a one-time payment for the 2017-18 school year. The one-time payment is prorated based on the unit member's contract percentage and calculated as follows:

- With the exception of unit members described below, unit members will receive a 2% one-time payment based on their base salary for the 2017-18 school year no later than July 15, 2018.
- Any unit member in unpaid status for any portion of the 2017-18 school year will receive a pro-rated amount based on their actual earnings for the 2017-18 school year by August 31, 2018.
- Part-time/hourly/CTE/Adult Ed employees will receive a one-time payment which will be calculated on their annualized 2017-18 earnings. These employees will receive payment by August 31, 2018.

3. In addition to the 2% one-time payment, an additional 1% one-time payment (calculated and paid as described in item 2 above) will be funded by the PFT Other Post-Retirement Employee Benefits (OPEB) account.

4. PFT/PUSD IBPS Team agrees to develop and implement a new "fair share" formula. PFT's "fair share" amount for 2018-19 will be in addition to the 2016-17 and 2017-18 settlement. The parties agree to meet and negotiate a balanced approach to allocating the "fair share" funds generated in 2018-19, which could include, but not be limited to, class size reduction, salary increase, salary schedule restructuring, programs, or other working conditions.

5. This agreement concludes negotiations for the 2016-17 and 2017-18 school years. The parties commit to continue to use the IBPS process as outlined in the PFT Contract, Section II, Duration of Agreement.

For the Federation _____ Signature _____ 3/28/18 Date

For the District _____ Signature _____ 3/28/18 Date