

Memorandum of Understanding

Between

Poway Federation of Teachers

And

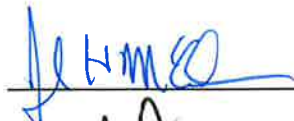
Poway Unified School District

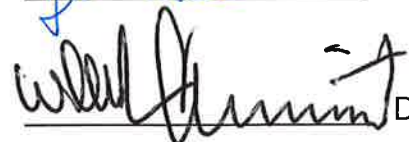
Teachers Returning From a Leave of Absence

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 that 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.

Nothing in this MOU shall prohibit the Board of Education from granting additional leaves of absence, reduced work load, or extensions of time on previous leaves of absence.

For the Federation  Date 4/14/2011

For the District  Date 11/14/2011