

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

If during one school year a teacher's total service under contract is equivalent to or greater than 75% of a full-time assignment for 185 work days, then the teacher will be able to advance one step on the schedule until maximums are reached.
(For service rendered after July 1, 1997.)

Dated: 9/4/98

Poway Federation of Teachers
By: Donald S. L.
Title: President

Dated: 9/3/98

Poway Unified School District
By: David. Hughes
Title: ASST. SUPERINTENDENT