

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

1. The parties wish to form a program supporting candidates for the National Board for Professional Teaching Standards.
2. A representative group of teachers and administrators will serve as an advisory panel for the program support National Board for Professional Teaching Standards.
3. Each party will appoint their respective representatives on the panel.
4. The panel will reach consensus based on the 1998-99 tentative agreement between the parties that specified a program consisting of:
  - Pre Candidate Program – The Federation will develop a Pre-Candidate Program for teachers interested in seeking certification. The Federation will pay all necessary costs of this program.
  - Candidate – Teachers who participate in the Pre-Candidate Program will qualify for a District Scholarship of \$2,000 to pay the application fee. The total amount available for such scholarships will be \$60,000 annually and the amount will be distributed proportionately if over 30 teachers qualify. Teachers not completing the process will refund the District the cost of the scholarship proportionate to the time they drop out of the program. The Federation will develop a program to support candidates and pay all necessary costs of this program.
  - Post Candidate – Teachers attaining certification by the Board will receive a stipend of \$1,000 from the second year of certification through its expiration.

For the Federation

  
Signature

6/9/99

Date

For the District

  
Signature

6/9/99

Date