

Signe Corp

Memorandum of Understanding

Negotiations Using

Interest Based Problem Solving

Contract year 2000-2002

Introduction:

The Poway Federation of Teachers (Federation) and the Poway Unified School District (District) agree that the mutual bargaining process can promote a shared responsibility for resolving educational problems. The parties recognize that problem solving requires a more open, flexible process, one that encourages participants to understand the interests of all parties, to think creatively about options, and to make consensus decisions.

Facilitator:

The parties agree to utilize the services of William J. Haney, Conflict Systems-West, Inc.

Schedule:

The parties will agree to a meeting schedule for the remainder of the 2000-2001 school year and the 2001-2002 school year.

Core Negotiating Team:

The parties have agreed to use a small group for the initial training and bargaining. Additional participants in the Core Negotiating Team will first need to be trained in the IBPS process before becoming active members. Training may be provided by Core Negotiating Team Members.

Issues to Be Discussed

The parties will establish topics for discussion of the Core Team.

Focus Groups:

The Core Negotiating Team may use Focus Groups as helping mechanisms in the IBPS process. A Focus Group will use a subset of the Core Negotiating Team as co-facilitators and may use additional Federation or District Staff members as resources. The Focus Group's task and scope will be determined by the Core Negotiating Team.

Periodic Progress Reports:

The Core Negotiating Team will make periodic progress reports to a joint meeting of the Poway Unified School District Board of Education and the Executive Board of the Poway Federation of Teachers. The content, locations and times of these meetings will set by the Core Negotiating Team with the purpose to inform the respective bodies of progress of the Core Negotiating Team, possible changes in the process, next issues to be discussed and similar topics.

Assistance:

In cases where a solution to a problem cannot be reached, the Core Negotiating Teams may seek assistance from people outside the system to assist them in re-working the problem. This assistance may be a new facilitator from organizations such as CFIER or CMI, a state-appointed mediator, a representative from A.A.A. or any other mutually agreed upon assistance. The purpose will be to provide independent, objective, non-binding assistance or advice that will move the Core Negotiating Team to a solution.

Statutory Impasse:

Both the Federation and the District have the right to use the statutory impasse procedure, mediation and fact finding on an issue by issue basis.

Cancellation of Agreement:

Either party may cancel this Memorandum upon 30-day notice to the other party. If no notice is received, this Memorandum will remain in force until June 30, 2002.

Dated: March 23, 2001

Poway Federation of Teachers

By: Donald Skyka

Title: President

Dated: 03/23/01

Poway Unified School District

By: William J. [Signature]

Title: Asst. Supt. PSS