

**Memorandum of Understanding
between the
Poway Unified School District
and the
Poway Federation of Teachers
(Teaching and Learning Cooperative)**

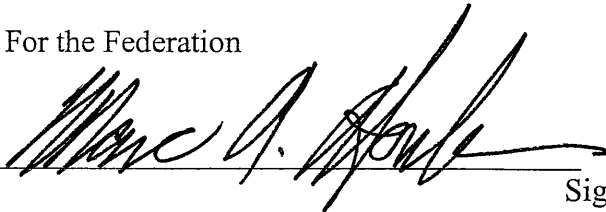
1. The parties agree to implement a voluntary program of professional development, the Teaching and Learning Cooperative, TLC. The purpose of this voluntary professional development program, which is aligned with the CA guidelines of "No Child Left Behind" (NCLB), is to improve student learning by providing a program of continuous professional learning.

2. As part of their duties, the Staff Development Advisory Board will serve as the TLC Governing Board. The responsibilities of the Governing Board will include:
 - Identifying and approving professional development opportunities that are aligned with the District goals and content standards, job-embedded and closely related to professional responsibilities
 - Designing and overseeing the successful implementation of a high quality professional development program that is aligned with the NCLB and encourages teachers to engage in continuous professional growth activities.
 - Ensuring that the professional growth activities are responsive to participant needs and focused on student and adult learning.
 - Regularly reviewing the program to ensure continued quality.

3. Teachers will be compensated for continuing to grow professionally through a salary schedule system that parallels and supports the NCLB California guidelines (40 hours/10 points)
 - In the PUSD Teaching and Learning Cooperative, this is approximately the equivalent of 2 hours/week of professional development including classroom implementation of one semester. (10 points)
 - Once teachers have attained 40 TLC points, as verified by the Governing Board, teachers currently on Columns C, D or E of the certificated Salary Schedule will advance to TLC Columns C", D" or E", respectively, for a period of three years beginning by July 1 of the school year. These columns are a 1.5% increase over the corresponding C, D or E column.
 - To remain on these TLC columns, teachers must continue to attain 40 TLC points every three years.
 - TLC points will be applied to the Salary Schedule for the succeeding school year. Records verifying earned points must be submitted by October 1st.

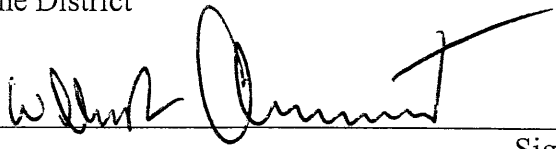
- Regardless of how many points over 40 points a teacher earns in three years, only a maximum of 20 points will be carried over to the next three years
4. The Governing Board will recommend stipends for facilitators/trainers to the Federation and the District.
 5. Either party may cancel this agreement after June 30, 2008. If the program does not continue at this time, teachers will be compensated by a stipend to be calculated on a proportional basis to 40 TLC points (e.g. a teacher with 10 TLC points will receive a stipend equivalent to .375% of annual salary).

For the Federation


Signature

Oct. 16, 2006
Date

For the District


Signature

Oct 12, 2006
Date