

Memorandum of Understanding

Between

Poway Federation of Teachers

And

Poway Unified School District

June 23, 2011

Impact Teachers

Impact Teachers, as covered in this Memorandum of Understanding, are defined as hourly compensated teachers employed to address students' core academic needs, through supplemental instruction, formative assessment and in collaboration with the teacher of record. (The teacher of record is responsible for the reporting of grades, long range planning, communication with parents, and the recording of student attendance). Student groupings will be fluid and flexible, and will be based upon students' changing core academic needs.

Impact Teachers will be compensated for planning, preparation and collaboration at a ratio-of 10-minutes for each 1hour of instruction. It is the expectation that Impact Teachers attend professional development activities and trainings directly related to their duties. Impact Teachers will be paid at the hourly rate for their attendance. Impact Teachers may participate in Teacher Learning Cooperative (TLC) offerings and accumulate TLC points, which could be applied, per the TLC program requirements, if the Impact Teacher is subsequently hired into a contracted assignment. Impact teachers are responsible for keeping evidentiary records of TLC completion.

It is the intent of this agreement, that school sites will be provided flexibility as to the students to be served, the core curricular areas to be addressed, and the overall design of the instructional program. The programs involving the use of Impact Teachers shall be reviewed and approved by Learning Support Services.

This agreement will be in effect for the 2011/2012 school year, with the exception of those current Impact Teachers whose duties do not fit the above descriptions of duties and as agreed to and compensated by the District and the Federation for the 2010/2011 school year. The parties agree to monitor the implementation of the MOU and to meet prior to May 30, 2012 to consider the revision or renewal of the MOU.

For the Federation Condar M. Song 08.23.2011

For the District William J. Hunt 8/23/11