


**Memorandum of Understanding
Between
Poway Federation of Teachers
And
Poway Unified School District**

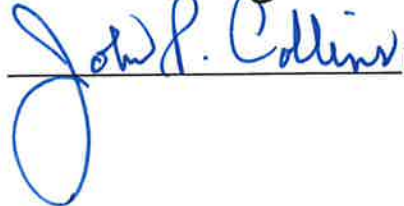
Teacher Hourly, Special Daily Rate, Stipend Base

PFT and PUSD agree to link Teacher Hourly, Special Daily Rate for teachers and PUSD Board Policy 4.212 and 4.213 Stipend Base to Salary Schedule 1 B2.

1. As of July 1, 2015, Teacher Hourly will be based on the hourly rate of a teacher on Salary Schedule 1 B2. Any change to Salary Schedule 1 initiates the same change to the Teacher Hourly rate.
2. As of July 1, 2015, the Special Daily Rate for teachers will be based on the hourly rate of a teacher on Salary Schedule 1 B2. Any change to Salary Schedule 1 initiates the same change to the Special Daily Rate for teachers.
3. **As of July 1, 2016, PUSD Board Policy 4.212 and 4.213 Stipend Base will be 75% of a teacher on Salary Schedule 1 B2. Any change to Salary Schedule 1 initiates the same change to PUSD Board Policy 4.212 and 4.213 Stipend Base.

** So that PUSD has time to communicate the change in salary to organizations supporting affected programs, the change in PUSD Board Policy 4.212 and 4.213 Stipend Base will not be implemented until July 1, 2016

For the Federation  Date 06.25.15

For the District  Date 6-25-15