

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

Salary Placement of CTE Teachers That Earn a Single Subject Credential

Career and Technical Education Teachers hold a Designated Subjects Career Technical or Vocational Education credential. This Memorandum of Understanding (MOU) refers to teachers who hold a Designated Subjects Career Technical or Vocational Education credential and teach A-G approved courses that are open to all students during the regular school day, who then acquire a single subject credential in a related subject area.

Effective July 1st, 2018 these teachers shall be placed on the certificated salary schedule, with credit given for years of verifiable CTE teaching experience based on the chart below.

PLACEMENT FOR CTE TEACHERS TEACHING A-G APPROVED COURSES WHO ACQUIRE A SINGLE SUBJECT CREDENTIAL

Less than one (1) year experience teaching CTE, A-G approved course(s).	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience teaching CTE, A-G approved course(s) but less than two (2) years' experience.	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience teaching CTE, A-G approved course(s) but less than three (3) years' experience.	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience teaching CTE, A-G approved course(s) but less than four (4) years' experience.	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience teaching CTE, A-G approved course(s) but less than five (5) years' experience.	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience teaching CTE, A-G approved course(s) but less than six (6) years' experience.	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience teaching CTE, A-G approved course(s) but less than seven (7) years' experience.	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.

Seven (7) years of experience teaching CTE, A-G approved course(s) but less than eight (8) years' experience.

Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.

Eight (8) years of experience teaching CTE, A-G approved course(s) but less than nine (9) years' experience.

Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.

Nine (9) years or more experience teaching CTE, A-G approved course(s).

Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.

All other terms of Section XI Wages, of the Collective Bargaining Agreement not specifically discussed above continue to apply to the teachers defined in this Memorandum of Understanding.

It is the intent of the PFT and the PUSD to include pertinent language from this MOU in the next PFT/PUSD collective bargaining agreement.

For PUSD



Date: 8/31/18

For PFT



Date: 8/24/18