

**Memorandum of Understanding
between the
Poway Unified School District
and the
Poway Federation of Teachers**

1. The Poway Federation of Teachers Executive Board (composed of all PFT Site Reps and Officers) will have two days of released time per year for meeting purposes.
2. The Federation will coordinate those days with the Assistant Superintendent of Personnel Support Services to minimize impact on the availability of substitute teachers.
3. The cost of providing substitute teachers will be shared by the Federation and the District.
4. Nothing in this agreement prohibits the Federation and the District in agreeing to additional days for joint meeting purposes.
5. This agreement may be terminated by either party with a written notice to the other party sent 30 days prior to the termination.

Dated: 5-6-96

Poway Federation of Teachers

By: Donald [Signature]

Dated: 5/6/96

Poway Unified School District

By: David K. Hughes