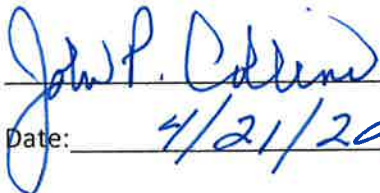
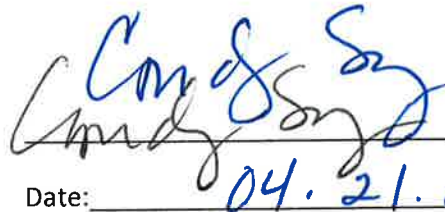


**Proposed Tentative Agreement
Between Poway Federation of Teachers
and
Poway Unified School District
For the 2014-15 Fiscal Year**

1. Salary: 2.5% retro to July 1, 2014. This increase is above and beyond the annual salary increase already provided for 2014-15 in recognition of two additional days of work.
2. Class Size: District commits one million dollars towards class size reduction in TK-3 beginning in the 2015-16 school year, in order to comply with state law requiring the district to reduce class sizes in these grades to 24:1 by 2021. (In the event there are additional dollars from the state, secondary class size reduction may be considered as well.)
3. The parties commit to continue to use the IBPS process outlined in PFT Contract, Section II, Duration of Agreement; including the settlement process (true-up) consistent with past settlement agreements. For example, the Tentative Agreement, Dec. 13, 2001, which codified agreements with the two parties consistent with fair share. By agreement, the true up process for 2014-15 is to be completed by November, 2015.
4. This agreement concludes negotiations for the 2014-15 year.


Date: 4/21/2015

John P. Collins, Ed.D.
Superintendent
Poway Unified School District


Date: 04.21.2015

Candy Smiley
President
Poway Federation of Teachers