

SECTION I – RECOGNITION

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3 The Poway Unified School District Board of Education (hereinafter referred to as the
4 “District” or as the “Employer”) recognizes the Poway Federation of Teachers (hereinafter
5 referred to as the “Federation” or the “Exclusive Representative”) as the sole and
6 exclusive bargaining agent for the District certificated employees defined below.
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8 The employees in this unit are: All classroom teachers, teachers of Special Education,
9 Career Technical Education (CTE) teachers, Teachers on Special Assignment (TOSAs),
10 Pre-school Teachers, School Librarians, Resource Nurses, Speech Language
11 Pathologists (SLPs), Reading Specialists, Educational Audiologists, Temporary
12 Teachers, summer school teachers, full-time substitutes under contract, Adult Education
13 teachers teaching more than six hours per week and hourly “Impact Teachers.”
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15 The term “employee,” “employees,” “teacher,” and “teachers” as used throughout this
16 agreement specifically excludes all management, supervisory, and confidential
17 employees, and all other certificated employees not specified above. Whenever the term
18 “teacher” or “teachers” is used, it specifically refers to the members of this bargaining unit.
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20 The Federation shall be notified of all new certificated employee classifications in
21 sufficient time for Federation input concerning the proper unit placement of the new
22 classification. When the District and Federation agree, the new certificated employee
23 classification shall be included in this unit and thereby covered by this agreement
24 immediately.
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26 When the District and Federation disagree, PERB will be consulted for a ruling. If
27 determination is made that the new classification is in the unit, those employees shall be
28 covered immediately under the terms of this agreement.
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