

**Tentative Settlement Agreement  
Poway Federation of Teachers and Poway Unified School District  
2015-2016**

Following are the guidelines set forth between the Federation and District. The parties have continued to use the Interest Based Problem Solving (IBPS) process with an ongoing "Fiscal Group." The group has collaboratively worked to understand the important financial data of the District. Agreements have been reached for total compensation for the 2015-16 school year as detailed below including financial commitments towards program and professional leadership stipends implemented in the 2016-17 school year.

1. Three year Agreement to expire June 30, 2018 with reopeners for Sections XI Wages, III Health and Welfare, Section X Evaluation, and not more than four additional sections and other articles as may be mutually agreed to in the 2016-17 and 2017-18 school years.

2. 4% across-the-board salary increase retroactive to July 1, 2015. (All teacher salary schedules including Adult Ed., ROP, and Preschool)

3. Commitment of \$1 million on-going towards the development and implementation of the Elementary Elective Wheel beginning in the 2016-17 school year. Implementation of the Elementary Wheel provides students with opportunities to participate in Visual And Performing Arts (VAPA), Physical Education (PE) and/or other identified enrichment programs as well as job embedded collaboration time for elementary teachers. The \$1 million on-going commitment goes towards the total number of teachers needed to implement the Elementary Wheel in a PUSD/PFT multi-year effort. The Elementary Elective Wheel may only be suspended if mutually agreed to by both parties.

- This school year, PFT and PUSD agree to sign an MOU that describes the Elementary Elective Wheel to include: number of teachers needed, collaboration time provided to all elementary grade levels (at least monthly), design components and expectations.

4. Commitment of \$125,000.00 on-going for Teacher Leadership Stipends TK-12, to be implemented 2016-17.

- This school year, PFT and PUSD agree to sign an MOU that provides a job description, expectations, selection process, and compensation for Site Teacher Leadership Stipends.

5. PFT cell enhancement of \$181,450.00 for the 2016 Health and Welfare out-of-pocket expenses for dependent coverage.

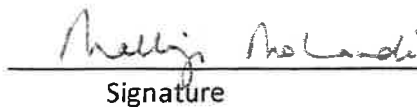
6. This agreement concludes negotiations for the 2015-16 year. The parties commit to continue to use the IBPS process as outlined in the PFT Contract, Section II, Duration of Agreement.

For the Federation

  
Signature

12-03-2015  
Date

For the District

  
Signature

December 3, 2015  
Date