

Tentative Agreement  
Between the  
Poway Unified School District and Poway Federation of Teachers  
2026-2027

The Poway Federation of Teachers (PFT) and the Poway Unified School District (PUSD) have tentatively agreed to the following:

1. Effective July 1, 2026, a 4% ongoing salary increase on all salary schedules and effective January 1, 2027, an additional 1.5% ongoing salary increase on all salary schedules.
2. For current unit members as of July 1, 2026, a one-time payment of \$760 per Full-Time Equivalent (FTE) payable by September 30, 2026.
3. The health and welfare increase to the employee contribution agreed upon in the 2024-2025 Agreement, scheduled to take effect January 1, 2027, shall be postponed to January 1, 2028. Both parties agree to examine current rates during the 2026-2027 school year and renegotiate the increase to the employee contribution.
4. Effective July 1, 2026, columns B/B' & C/C' shall be expanded to 26 steps on all salary schedules. Those employees at the existing highest step of columns B/B' & C/C' shall progress to B8/B'8 and C11/C'11 for the 2026-2027 school year. The Adult Education hourly rate shall be derived from column C on Salary Schedule I and will also expand to step 26.
5. Effective July 1, 2026, unit members currently paid on the Career Technical Education (CTE) Salary Schedule shall be moved to Salary Schedule I, column C/C'. CTE teachers who meet the criteria shall be placed on column D/D' or E/E' on the appropriate step.
6. Effective July 1, 2026, existing unit members currently paid on the Career Technical Education (CTE) Salary Schedule, who possess a Designated Subjects Credential, shall be given three years of experience credit to honor their industry experience. Initial salary schedule placement for new hires with a Designated Subjects Credential, who are hired to teach under this credential, shall include three years of experience credit to honor their industry experience.
7. Effective July 1, 2026, unit members on the Nurse Salary Schedule shall begin to receive credit for advancement on the salary schedule for Continuing Education Units

(CEUs) at a ratio of 15 hours to one semester unit. Official transcripts verifying completion of units must be received by Personnel Support Services no later than October 1 to be credited for salary schedule advancement in the current year. Those received after October 1 will be applied in the following school year.

8. Effective July 1, 2026, Speech Language Pathologists shall receive credit on the salary schedule for years served in a K-12 school district directly or through an agency. Current employees will have their salary schedule placement re-evaluated.

9. Effective July 1, 2026, unit members will be eligible to access up to 15 consecutive workdays of paid Pregnancy Disability Leave after the day of delivery. These 15 consecutive days will not be deducted from the employee's accrued sick leave.

10. Effective July 1, 2026, in *Section IV, Leave of Absence Policy, Personal Necessity Leave* the parties agree to add niece and nephew in the list of "immediate family" for death of an immediate family member and bereavement.

11. This agreement concludes negotiations for the 2026-2027 school year and extends the current three-year contract by three years, thereby extending its expiration date to June 30, 2029. Reopeners will occur each year as outlined in *Section II – Duration of Agreement*.

12. See attached contract for additional language updates to be effective July 1, 2026.

13. The parties commit to continue to use the IBPS process as outlined in the PFT Contract, *Section II, Duration of Agreement*.

For the Federation



Kelly Powell, PFT President

May 7, 2026

For the District



Melissa Griffith, Associate Superintendent

Personnel Support Services, May 7, 2026