

MEMORANDUM OF UNDERSTANDING

COVID Appreciation Bonus

The Poway Unified School District ("District" or "PUSD") and the Poway School Employees Association, Units I and II ("PSEA") (collectively, the "Parties") enter into this Memorandum of Understanding ("MOU") with regard to the following.

To recognize and appreciate staff for their work during the COVID-19 pandemic and for supporting the return of students to in-person learning during the 2021-2022 school year, the Parties hereby agree to the following one-time COVID appreciation bonus to unit employees, using one-time COVID funds:

1. Contracted unit employees employed with the District as of October 2021 and who worked continually through any portion of May 2022, shall receive a maximum of \$1,000, calculated at \$100 per 0.1 FTE.
 - a. For purposes of this bonus only, and with the exception described below, a contracted unit employee's FTE is calculated based on contracted hours per week for contracted hours as of May 6, 2022, excluding overtime hours.
 - b. For contracted unit bus drivers and for purposes of this bonus only, their FTE is calculated based on the average paid hours in April 2022 (divided by number of workdays), which will not be less than their contracted FTE and to a maximum of \$1,000, excluding overtime hours.
2. Newly hired contracted unit employees hired on or after November 1, 2021 and who worked through any portion of May 2022, shall receive a \$200 flat rate.
3. Substitute unit employees in Unit I who worked at least once each month from October 2021 through April 2022, shall receive a \$100 flat rate.
4. Contracted unit employees who worked extra hours on a timesheet, excluding overtime hours, and who worked such extra hours at least once each month from October 2021 through April 2022, shall receive a \$100 flat rate. Eligible contracted employees would receive this amount in addition to their bonus described in paragraph 1 above.
5. The above-described bonus shall be paid to eligible unit employees in their June 30, 2022 pay warrant.
6. This MOU is subject to approval by the PUSD Board of Education.
7. This MOU is entered into voluntarily, is final and binding on the Parties, and satisfies the District's obligation to meet and negotiate the matters described herein.
8. This MOU does not modify or amend any current contract language.
9. This MOU does not establish a precedent or a binding past practice and shall not be used or referred to in any way as creating a precedent or past practice.

10. By signing below, the Parties warrant that they are authorized to execute this MOU on behalf of their principals.


Dated: May 9, 2022

POWAY UNIFIED SCHOOL DISTRICT

POWAY SCHOOL EMPLOYEES
ASSOCIATION, UNITS I and II



James Jiménez
Associate Superintendent, Personnel
Support Services



Courtney Martin
President