

**Memorandum of Understanding**  
**between**  
**Poway Unified School District**  
**and**  
**Poway School Employees Association**

The Poway Unified School District (“PUSD” or “District”) and the Poway School Employees Association (“PSEA”) agree to the following Memorandum of Understanding (MOU) regarding Professional Growth Days:

1. The following language replaces Article 14.22 (Unit I) and Article 14.16 (Unit II) for the duration of this MOU: Two non-student work days per year shall be designated as Professional Growth Days. One Professional Growth Day will occur prior to October and one day will occur in January. All PSEA Unit members shall be required to attend the designated Professional Growth Days. Activities for these days shall be developed by the Professional Learning Advisory Board (14.19.2), and will provide subject area choice for PSEA Unit members. Class content, delivery method, and schedule of offerings will continue to be determined by the Professional Learning Advisory Board.
2. The fall non-student day (different from the two Professional Growth Days above) will continue to be a designated day to provide trainings for classified staff. Coordination and planning for these events will take place with district leaders in September.
3. The District will expedite the processing of newly hired classified staff to ensure they receive the technology access necessary to register for and attend Professional Growth Day offerings prior to the start of the contracted work year.
4. This Memorandum of Understanding (“MOU”) shall expire on June 30, 2028. The District and PSEA may modify or renew this MOU by mutual agreement based on funding and needs of the implementation and support of Inclusive Practices.

  
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ERIC DILL  
Associate Superintendent,  
Business Support Services  
Poway Unified School District

12.12.25  
Date

  
\_\_\_\_\_  
COURTNEY MARTIN  
President,  
Poway School Employees Association

12/12/2025  
Date