MEMORANDUM OF UNDERSTANDING
Between
Poway Unified School District
And
Poway School Employees Association

Regarding: Distribution of Surplus Benefits Funds

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

WHEREAS PUSD has received $2,000,000 in self-insurance equity from the Fringe Benefits Consortium and is expected to receive approximately $600,000 additional equity (the Funds), and

WHEREAS the Parties desire to disburse the Funds to PSEA members on a one-time basis as part of a total compensation salary settlement resulting from the negotiation of a successor Collective Bargaining Agreement, and

WHEREAS the final amount of the Funds and the number of eligible employees is estimated as of the time of drafting this MOU, and

WHEREAS, the Parties have agreed to a disbursement methodology,

NOW THEREFORE the parties agree as follows:

The Funds will be divided proportionally by the total Full Time Equivalent positions employed by PUSD between PSEA, Poway Federation of Teachers (PFT), and the Association of Poway School Managers (APSM).

The proportion of FTE as of March 11, 2026 is as follows:

Unit	FTE	Share
APSM	298.52	9%
PFT	1693.38	50%
PSEA I & II	1419.17	42%

PSEA will therefore receive approximately 42% of the Funds.

The Parties have agreed that the Funds available to PSEA will be divided by the number of PSEA members who are enrolled in a PUSD medical benefits plan as of July 1, 2026. Employees who opt out of PUSD medical benefits plans will not be eligible for this one-time payment.

[Total Funds] times [Share of Total FTE] divided by [Number of PSEA Employees Enrolled in Medical Benefits] minus [Statutory Benefits] = One-Time Payment

The Funds will be distributed to active employees as income on their August 2026 paycheck following the ratification of the successor agreement between PUSD and PSEA.

This agreement is separate and apart from other negotiated agreements, including but not limited to, the existing negotiated agreements regarding salary classification reviews and appeals process.

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

Date: 5/8/2026 ____________________
Courtney Martin
PSEA

Date: 5/8/26 ____________________
Melissa Griffith
PUSD