

MEMORANDUM OF UNDERSTANDING

Between

Poway Unified School District

And

Poway School Employees Association

Regarding: Unit I and Unit II 2026 Minimum Wage

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 the minimum wage in California increases on January 1, 2026 to \$16.90 per hour; and

WHEREAS PSEA has three different salary schedules: an EPMC salary schedule for "classic" members of the CalPERS system (employees hired before January 1, 2013) within Unit I, a non-EPMC salary schedule for "new" members of the CalPERS system (employees hired on or after January 1, 2013) in Unit I, and a salary schedule for employees in Unit II (collectively, "PSEA Salary Schedules"); and

WHEREAS the Personnel Commission has determined the relationship of job classifications for each salary schedule, which means that the Personnel Commission has set forth the hierarchies of individual job classifications within the same occupational group. The hierarchies cannot be changed through negotiations, but the Parties may negotiate salary adjustments for individual job classifications within the same occupational group, which may include compressing ranges or steps on a salary schedule; and

WHEREAS PUSD employees in the Noon Duty Assistant and Crossing Guard classifications are currently compensated at Range 17 of the Unit I salary schedules, which starts at \$16.54 per hour for Step 1 of the non-EPMC salary schedule; and

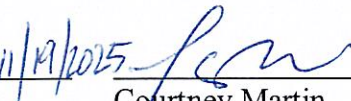
WHEREAS there are not currently any employees in ranges 17, 18 or 19 who are paid below \$16.90 per hour on the EPMC salary schedule; and


WHEREAS the Parties desire to comply with the minimum wage law and the requirements of the Education Code to maintain the hierarchies of job classifications within the same occupational group;

THEREFORE PSEA and PUSD agree as follows:

1. Effective January 1, 2026, employees working in classifications assigned to ranges 17-21 on the PSEA Salary Schedules, will be moved up one range; and

2. In the event PUSD hires any employee(s) into the classifications currently on the newly negotiated range 18 or 19 on the Unit I EPMC Salary Schedule, these employee(s) shall be paid at no lower than Step 2.
3. 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.
4. By signing below, the Parties warrant that they are authorized to execute this MOU on behalf of their principals.

Date: 11/19/2025   
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Courtney Martin  
PSEA

Date: 11/19/25   
\_\_\_\_\_  
Eric Dill  
PUSD