

**Memorandum of Understanding  
Between the Ferndale Education Association  
and Ferndale School District**

**Amendments to Article VI, Section 1 of the  
2021-2024 Collective Bargaining Agreement**

The District and Association agree to the following amendments within Article VI of the FEA 2021-2024 Collective Bargaining Agreement to address the impact of changes to state salary funding.

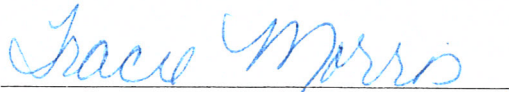
*Add Article VI, Section 1, Part C "Salary Increase" as follows:*

**SECTION 1- SALARY**

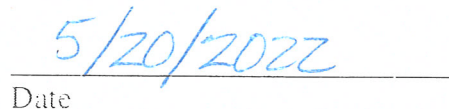
**C. Salary Increase**

The salary schedules set forth in Appendix II shall establish FEA bargaining unit base salary and PRS compensation. For the duration of this Agreement, Appendix II will be modified as follows to provide the following annual increases to salary:

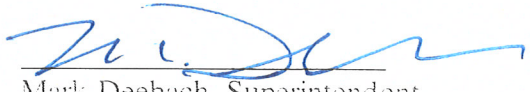
- 1.a. Effective September 1, 2021, total salary for Steps 0-7 on the salary schedule will be increased by 3.5% plus a percentage equal to the state's inflationary adjustment factor included in the state budget, currently based on the implicit price deflator (IPD) and set at 2% for 2021-2022.
- 1.b. Effective September 1, 2021, total salary for Steps 8-16 on the salary schedule will be increased by 3% plus a percentage equal to the state's inflationary adjustment factor included in the state budget, currently based on the implicit price deflator (IPD) and set at 2% for 2021-2022.
2. Effective September 1, 2022, total salary for each cell on the salary schedule will be increased by 7% inclusive of the state's inflationary adjustment factor included in the state budget, currently based on the implicit price deflator (IPD).
3. Effective September 1, 2023, total salary for each cell on the salary schedule will be increased by 4% inclusive of the state's inflationary adjustment factor included in the state budget, currently based on the implicit price deflator (IPD).



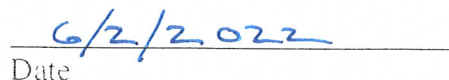
Tracie Morris, President  
Ferndale Education Association



Date



Mark Deebach, Superintendent  
Ferndale School District



Date