

Chimacum School District (CSD) and Chimacum Education Association (CEA)

Memorandum of Understanding for 2023-2024 School Year

CSD and CEA agreed to a Collective Bargaining Agreement for the period September 1, 2021, through August 31, 2024. The agreement set the salary schedule for the base contract and M-Days for all three years of the agreement (Schedule A - pages 79, 80 & 81).

CBA Year:	Base	M-Day	Total	Base	M-Days	Total Pay: BA 0/0
2021-2022	180	7	187	\$48,870	\$1,900	\$50,770
2022-2023	180	6	186	\$50,092	\$1,670	\$51,762
2023-2024	180	6	186	\$51,595	\$1,720	\$53,315

The bargain intent for salary schedule was for year two to be three percent greater than year one and year three was three percent greater than year two, M-days reduced to six days in year two and year three.

Article XXIV Scope of Agreement is terms of agreement and reopeners.

D. Nothing bargained may violate compensation limitations imposed by state law or subject the district to a state funding penalty.

Article XXIV does not require the district to reopen the contract due to changes in the state funding for salaries.

Whereas both parties bargained the CBA in good faith in setting salary amounts and reflecting said increases in salary schedule and did not know at the time of the agreement the amount of state allocation for salaries in 2022-2023.

Salary Schedules with bargain intent.

CBA Year:	Base	M-Day	Total	Base	M-Days	Total Pay: BA 0/0
2022-2023	180	6	186	\$50,336	\$1,678	\$52,014
2023-2024	180	6	186	\$51,846	\$1,728	\$53,574

In good faith, CSD and CEA reopened the contract to only bargain: Schedule A District Salary Schedule 2022-2023. CSD and CEA agree that Schedule A Salary Schedule 2022-2023 adjusted to reflect an increase of five and half percent (5.5%) greater than the 2021-2022 salary schedule, with applicable compensation limitations on base salary amounts.

MOU Schedule A (attachments):

CBA Year:	Base	M-Day	Total	Base	M-Days	Total Pay: BA 0/0
2022-2023	180	6	186	\$51,558	\$1,719	\$53,276

~~2023-2024 salary schedule is updated to reflect the CBA agreement on percentage increase.~~

CBA Year:	Base	M-Day	Total	Base	M-Days	Total Pay:	BA 0/0
2023-2024	180	6	186	\$51,846	\$1,728	\$53,574	

This MOU does not change the Schedule B base amount or pay amounts or any other section of the CBA between CSD and CEA for the time September 1, 2021, through August 31, 2024. All other provisions of the CBA remain closed, except if modified by a separate Memo of Understanding (MOU) between CSD and CEA.

MOU for 2023-2024.

In good faith, CSD and CEA reopened the contract to only bargain: Schedule A District Salary Schedule 2023-2024. CSD and CEA agree that the Schedule A Salary Schedule 2023-2024 will be adjusted to reflect increase of three and seven tenths of a percent (3.7%) greater than the 2022-2023 salary schedule per MOU, with applicable compensation limitations on base salary amounts.

2023-2024 salary schedule updated to reflect the CBA agreement on percentage increase.

<u>CBA Year:</u>	<u>Base</u>	<u>M-Day</u>	<u>Total</u>	<u>Base</u>	<u>M-Days</u>	<u>Total Pay:</u>	<u>BA 0/0</u>
<u>2023-2024</u>	<u>180</u>	<u>6</u>	<u>186</u>	<u>\$53,466</u>	<u>\$1,782</u>	<u>\$55,248</u>	

CSD and CEA agree to remove salary schedule column BA+135, as the exception no longer applies.

The 2022-2023 Schedule B is used as the 2023-2024 Schedule B.

Chimacum School District 49

Chimacum Education Association

Signature and date

Signature and date

 5-23-23

 5/23/23

Attachment:

2023-2024 Schedule A modified #2

Schedule A: Chimacum School District Certificated Salary Schedule 2023-2024 School Year.

CIS Base Salary Contract 180 Days professional development supplementnal 6 contract days, MOU Modified #2

STEP	BA-0	BA-15	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
Base	\$53,466	\$54,909	\$56,406	\$57,905	\$62,717	\$64,100	\$68,912	\$72,014
M-Days	\$1,782	\$1,830	\$1,880	\$1,930	\$2,091	\$2,137	\$2,297	\$2,400
Total 0	\$55,248	\$56,739	\$58,286	\$59,835	\$64,808	\$66,237	\$71,209	\$74,414
Base	\$54,185	\$55,649	\$57,164	\$58,729	\$63,591	\$64,813	\$69,674	\$72,755
M-Days	\$1,806	\$1,855	\$1,905	\$1,958	\$2,120	\$2,160	\$2,322	\$2,425
Total 1	\$55,991	\$57,504	\$59,069	\$60,687	\$65,711	\$66,973	\$71,996	\$75,180
Base	\$54,871	\$56,349	\$57,880	\$59,566	\$64,414	\$65,530	\$70,377	\$73,492
M-Days	\$1,829	\$1,878	\$1,929	\$1,986	\$2,147	\$2,184	\$2,346	\$2,450
Total 2	\$56,700	\$58,227	\$59,809	\$61,552	\$66,561	\$67,714	\$72,723	\$75,942
Base	\$55,577	\$57,069	\$58,617	\$60,357	\$65,195	\$66,210	\$71,045	\$74,237
M-Days	\$1,853	\$1,902	\$1,954	\$2,012	\$2,173	\$2,207	\$2,368	\$2,475
Total 3	\$57,430	\$58,971	\$60,571	\$62,369	\$67,368	\$68,417	\$73,413	\$76,712
Base	\$56,270	\$57,828	\$59,385	\$61,185	\$66,052	\$66,923	\$71,790	\$75,004
M-Days	\$1,876	\$1,928	\$1,980	\$2,040	\$2,202	\$2,231	\$2,393	\$2,500
Total 4	\$58,146	\$59,756	\$61,365	\$63,225	\$68,254	\$69,154	\$74,183	\$77,504
Base	\$58,811	\$58,811	\$60,124	\$62,024	\$66,873	\$67,648	\$72,499	\$75,776
M-Days	\$1,960	\$1,960	\$2,004	\$2,067	\$2,229	\$2,255	\$2,417	\$2,526
Total 5	\$60,771	\$60,771	\$62,128	\$64,091	\$69,102	\$69,903	\$74,916	\$78,302
Base	\$58,811	\$59,253	\$60,879	\$62,873	\$67,700	\$68,390	\$73,216	\$76,509
M-Days	\$1,960	\$1,975	\$2,029	\$2,096	\$2,257	\$2,280	\$2,441	\$2,550
Total 6	\$60,771	\$61,228	\$62,908	\$64,969	\$69,957	\$70,670	\$75,657	\$79,059
Base	\$59,015	\$60,569	\$62,216	\$64,319	\$69,217	\$69,781	\$74,676	\$78,063
M-Days	\$1,967	\$2,019	\$2,074	\$2,144	\$2,307	\$2,326	\$2,489	\$2,602
Total 7	\$60,982	\$62,588	\$64,290	\$66,463	\$71,524	\$72,107	\$77,165	\$80,665
Base	\$60,907	\$62,546	\$64,232	\$66,510	\$71,473	\$71,970	\$76,934	\$80,443
M-Days	\$2,030	\$2,085	\$2,141	\$2,217	\$2,382	\$2,399	\$2,564	\$2,681
Total 8	\$62,937	\$64,631	\$66,373	\$68,727	\$73,855	\$74,369	\$79,498	\$83,124
Base	\$60,907	\$64,594	\$66,364	\$68,723	\$73,802	\$74,182	\$79,264	\$82,893
M-Days	\$2,030	\$2,153	\$2,212	\$2,291	\$2,460	\$2,473	\$2,642	\$2,763
Total 9	\$62,937	\$66,747	\$68,576	\$71,014	\$76,262	\$76,655	\$81,906	\$85,656
Base	\$60,907	\$64,594	\$68,520	\$71,050	\$76,197	\$76,511	\$81,660	\$85,407
M-Days	\$2,030	\$2,153	\$2,284	\$2,368	\$2,540	\$2,550	\$2,722	\$2,847
Total 10	\$62,937	\$66,747	\$70,804	\$73,418	\$78,737	\$79,061	\$84,382	\$88,254
Base	\$60,907	\$64,594	\$68,520	\$73,446	\$78,704	\$78,906	\$84,167	\$87,989
M-Days	\$2,030	\$2,153	\$2,284	\$2,448	\$2,623	\$2,630	\$2,806	\$2,933
Total 11	\$62,937	\$66,747	\$70,804	\$75,894	\$81,327	\$81,536	\$86,973	\$90,922
Base	\$60,907	\$64,594	\$68,520	\$75,764	\$81,279	\$81,395	\$86,740	\$90,680
M-Days	\$2,030	\$2,153	\$2,284	\$2,525	\$2,709	\$2,713	\$2,891	\$3,023
Total 12	\$62,937	\$66,747	\$70,804	\$78,289	\$83,988	\$84,108	\$89,631	\$93,703
Base	\$60,907	\$64,594	\$68,520	\$75,764	\$83,917	\$83,972	\$89,377	\$93,434
M-Days	\$2,030	\$2,153	\$2,284	\$2,525	\$2,797	\$2,799	\$2,979	\$3,114
Total 13	\$62,937	\$66,747	\$70,804	\$78,289	\$86,714	\$86,771	\$92,356	\$96,548
Base	\$60,907	\$64,594	\$68,520	\$75,764	\$86,568	\$86,626	\$92,202	\$96,294
M-Days	\$2,030	\$2,153	\$2,284	\$2,525	\$2,886	\$2,888	\$3,073	\$3,210
Total 14	\$62,937	\$66,747	\$70,804	\$78,289	\$89,454	\$89,514	\$95,275	\$99,504
Base	\$60,907	\$64,594	\$68,520	\$75,764	\$88,820	\$88,877	\$94,598	\$98,797
M-Days	\$2,030	\$2,153	\$2,284	\$2,525	\$2,961	\$2,963	\$3,153	\$3,293
Total 15	\$62,937	\$66,747	\$70,804	\$78,289	\$91,781	\$91,840	\$97,751	\$102,090
Base	\$60,907	\$64,594	\$68,520	\$75,764	\$90,595	\$90,655	\$96,490	\$103,188
M-Days	\$2,030	\$2,153	\$2,284	\$2,525	\$3,020	\$3,022	\$3,216	\$3,440
Total 16	\$62,937	\$66,747	\$70,804	\$78,289	\$93,615	\$93,677	\$99,706	\$106,628