

**Memorandum of Understanding (MOU) between Chimacum School District
(CSD) and Chimacum Independent Association (CIA)
for September 1, 2023, through August 31, 2024.**

The 2022-2024 collective bargaining agreement (CBA) between CSD and CIA, Appendix A states:

“2023-24 minimum of 2% in 2023-24 based upon current projected IPD. If state funding is greater than 2%, then the actual IPD will be used for wage increase up to a maximum of 4%. If the maximum increase is greater than 4%, then the parties will reopen to bargain wages only. Should the state reduce or increase regionalization then either party may reopen the contract to bargain wages only.”

Results of the 2023 legislative session for 2023-2024 is IPD increased three-point seven percentage points (3.7%) and regionalization did not change for CSD. CIA and CSD agree to the following Appendix A for wages for 2023-2024. All other sections of the CBA remain closed, expect if modified by a separate Memo of Understanding (MOU) between CSD and CIA.

Aoi Morris

Chimacum Independent Association

6-5-23

[Signature]

Chimacum SD

6-5-23

Appendix A

CIA Salary Schedule V1 9/1/2023

Inclusive of State IPD

FY 2023-2024

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 10	Year 15
Admin Assistant	24.69	25.20	25.44	25.68	25.98	26.74	27.42
Paraeducator	19.91	20.66	20.84	21.05	21.27	22.12	22.69
Head Cook	20.57	21.94	22.15	22.37	22.61	23.47	24.04
Cook/Baker	20.22	20.94	21.13	21.36	21.58	22.45	23.02
Head Cashier	20.22	20.94	21.13	21.36	21.58	22.45	23.02
Food Service Asst.	19.26	20.00	20.18	20.39	20.62	21.43	22.01

Substitute Pay:

Substitutes will be paid the hourly rate at Year 1 of the job classification