

MEMORANDUM OF UNDERSTANDING

BETWEEN

GEM COUNTY EDUCATION ASSOCIATION

AND

EMMETT SCHOOL DISTRICT #221

Purpose

This Memorandum of Understanding (MOU) is entered into by and between the Gem County Education Association (GCEA) and the Emmett School District #221 (District) for the purpose of clarifying the interpretation and application of the salary schedule contained in the 2025–2026 Master Contract.

The parties acknowledge and agree that during negotiations for the 2025–2026 school year, it was the mutual intent of both the GCEA and the District to round salary schedule figures to the dollar, rather than including amounts calculated to the cent level.

This understanding reflects both the historical practice and standard agreement between the parties and was used to establish salaries reflected in the 2025–2026 negotiated agreement.

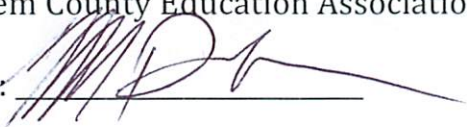
Agreement

1. The salary schedule for the 2025–2026 school year shall reflect rounded dollar amounts only.
2. The attached salary schedule, incorporated herein by reference, represents the correct and agreed-upon salaries for certificated staff for the 2025–2026 school year.
3. This MOU shall serve as an official clarification and record of intent related to the interpretation and implementation of the salary schedule as negotiated.

Signatures

By signing below, both parties affirm their understanding and agreement with the content of this MOU.

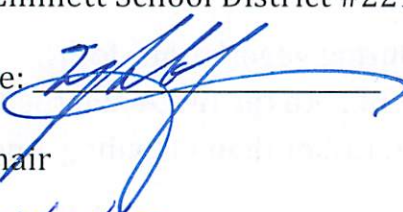
For the Gem County Education Association:

Signature: 

GCEA President

Date: 6/10/25

For the Emmett School District #221:

Signature: 

Board Chair

Date: 6/10/25