

MEMORANDUM OF UNDERSTANDING CONCERNING STEP AND COLUMN MOVEMENT FOR THE 2020-2021 SCHOOL YEAR

This Memorandum of Understanding (MOU) is entered into by and between the Board of Education USD #376 and the Sterling Teachers Association on this ____ day of June, 2020.

A. Purpose

Because of the possibility of reductions in funding during the 2020-2021 school year it is necessary to delay step and column movement on the salary schedule until it can be determined that there will be sufficient funding to support the increased costs.

B. Reporting Requirements.

On June 15th, 2021 the superintendent will meet with representatives of the STA to review a comparison of 2019-2020 and 2020-2021 revenue reports. The following will be used to determine if step and column movement will be awarded as part of the final pay check for the 2020-2021 school year.

- If USD #376 receives 97.5% or less of 2019-2020 total revenue (excluding bond and interest) teachers will be frozen on the salary schedule.
- If USD #376 receives 97.6% or more of 2019-2020 total revenue (excluding bond and interest), the district will award step and column movement to teachers in a lump sum added to their last check.
- If teachers are frozen for the 2020-21 school year USD #376 will award earned step/column movement during the 2021-22 school year. There will be no back pay for missed step/column movement, and any step/column movement is contingent on adequate funding.

C. Timeframe

This MOU will be in effect for the 2020-2021 school year and will be terminated upon determination of revenue levels and payment of step and column movement if appropriate.

Jon Oden
USD #376 Board of Education President

Derek Schneider
Sterling Teacher's Association President
