

**MEMORANDUM OF UNDERSTANDING**  
**REGARDING BASE SALARY INCREASES**

This Memorandum of Understanding ("MOU") is entered into by and between the Salt Creek School District #48 (the "District") and the Salt Creek No. 48 Education Association (the "SCEA") effective as of the 17th day of June, 2020

WHEREAS, the District and the SCEA are parties to a Collective Bargaining Agreement, which agreement expires on July 31, 2025 (the "Agreement"); and

WHEREAS, the parties executed a Memorandum of Understanding effective May 15, 2019 ("May 15, 2019 MOU");

WHEREAS, the parties have agreed that the mathematical error was made in connection with the base increase for newly hired employees who are credited with less than six years of experience, as reflected in the hiring schedule charts under Paragraph 2 of the May 15, 2019 MOU.

WHEREAS, the parties have determined that the May 15, 2019 MOU needs correction or amendment in order to reflect the intent of the parties when it was agreed to and when their 2019-25 Agreement was ratified;

NOW, THEREFORE, the parties agree that effective upon the approval of the Memorandum, the Agreement is amended as follows:

1. Beginning with the 2020-21 school year, the base salary increase for all years under the parties Agreement shall be 2%.
2. In the 2020-21 school year the 2% salary increase shall result in an annual salary of \$46,830.55.
3. In the 2021-22 school year the 2% salary increase shall result in an annual salary of \$47,767.16.
4. In the 2022-23 school year the 2% salary increase shall result in an annual salary of \$48,722.50.
5. In the 2023-24 school year the 2% salary increase shall result in an annual salary of \$49,696.95.
6. In the 2024-25 school year the 2% salary increase shall result in an annual salary of \$50,690.89.
7. The foregoing provisions and this Memorandum are non-precedential to the SCEA or the District with regard to other matters and without prejudice to any position of the SCEA or the District with regard to other matters and all other provisions of the Agreement remain unchanged and in full force and effect.

Salt Creek School District No. 48

By: Dane Curry

Date: 6/16/21

Salt Creek No. 48 Education Association

By: [Signature]

Date: 6/17/21