

MEMORANDUM OF UNDERSTANDING
Between
Woodland Administrative Association
AND
Woodland Public School District No. 404

Background:

The District and Association have agreed to a salary schedule for the next school year for represented members of the Woodland Administrative Association, per the following terms.

The adopted 2017-2018 salary schedule attached as Exhibit A is based on the traditional LEAP Schedule.

Article 11, Section 2 of the Agreement states: “In the event the state substantively changes the LEAP schedule in response to *McCleary* or other considerations Article 11 will be renegotiated. No administrative compensation will be reduced as a result of such changes to the LEAP schedule.”

It is anticipated that the State may not have a budget approved in time for renegotiation of Article 11 prior to July 1, 2017.

Current legislative budget proposals include the possibility of eliminating the LEAP allocation schedule which would necessitate comprehensive renegotiation of Article 11 which will include a review of information that will not be available on or before July 1, including:

- The level of revenue the District is projected to receive from all sources in 2017-18, after the final state budget is passed;
- the results of salary surveys and other compensation related planning and other information from comparable in-State school districts;
- the level of allocations in the state budget that are earmarked for members of District bargaining units and the outcome of any negotiations with such bargaining units; and
- Salary compression that may have been created as a result of any such increases or allocations.

Agreement:

1. The approved 2017-18 Salary Schedule is subject to further adjustment on or after July 1, 2017 because the parties desire to consider additional information, such as listed above, that is not yet available before deciding whether to adjust salary or other forms of compensation to members of the Association, which if adopted, will be effective as of July 1, 2017.
2. The salary, compensation or benefits amounts for members of the Association are not settled or liquidated as of July 1, 2017 and the parties reserve the right to make adjustments effective as of that date for work performed on or after July 1, 2017 following review of the type of data listed above.

3. Such adjustments as described above for the period beginning July 1 until the date of the adjustment, shall be in the nature of deferred compensation for the employees, who until the date the adjustment occurs will be working without being certain of their final level of salary and other forms of compensation for 2017-18. Employees must continue working at least one month after the date of the adjustment to be eligible to receive the “deferred compensation”, which shall be paid as a lump sum.
4. All initial contracts issued to employees subject to this MOU shall include a provision stating the compensation provided in the contract may be revised pursuant to this MOU.
5. This MOU shall be in effect upon execution of all signatures, and shall remain in effect until August 31, 2017 and shall be attached to the current Collective Bargaining Agreement.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

Date: _____

Date: _____