

Memorandum of Understanding

Article II

Section E: In accordance with the reopener agreement set forth in the preamble of this contract, the parties have during formal bargaining in the Fall 2020 negotiated the funds that will be allocated for base salary increases for the 2020-2021 school year as set forth herein.

Base Salary increases for returning teachers for the 2020-2021 school year shall be awarded as follows:

1. **General Eligibility Criteria:** A teacher must have received a complete summative evaluation in the preceding school year by Central Nine. If a full summative evaluation has not been completed for reasons within the control of or caused by the teacher, then such teacher is not eligible for a salary increase and shall receive the same salary the following school year.
2. **General Eligibility Criteria:** A teacher must be evaluated as Highly Effective or Effective during the previous year in order to receive an increase in base salary. **Any teacher receiving an ineffective or needs improvement summative evaluation rating from Central Nine in the preceding school year shall be ineligible for any increase in salary or stipend in the 2020-2021 school year.**
3. **Factors, Definitions and Distribution Plan:** Base salary increases shall be determined based upon the teacher's individual summative evaluation rating from Central Nine for the preceding school year (the "Evaluation" factor) and the teacher's experience (the "Experience" factor). The definition and distribution plan for each factor is as follows:
 - a. **Evaluation:** Summative evaluation rating shall be defined for the purpose of this Agreement as the summative, final rating achieved by a Central Nine teacher from Central Nine in the previous school year, based upon the then-existing Staff Performance Evaluation Plan. Distribution shall be as follows:
 - **HIGHLY EFFECTIVE:** Teachers rated Highly Effective will receive a 1.5% base salary increase (calculated on the teacher's 2019-2020 base salary).
 - **EFFECTIVE:** Teachers rated Effective will receive a 1% base salary increase (calculated on the teacher's 2019-2020 base salary).
 - b. **Experience:** A teacher who has taught a minimum of 120 days in the preceding school year at Central Nine will receive a ½% base salary

increase calculated on the teacher's 2019-2020 base salary. The amount of the base salary increase attributed to the Experience factor does not exceed 50% of the teacher's total base salary increase.

Maximum possible base salary increase for the 2020-2021 school year for Highly Effective teachers: 2% of a teacher's base salary.

Maximum possible base salary increase for the 2020-2021 school year for Effective teachers: 1.5% of a teacher's base salary.

4. **Redistribution Plan:** Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

CENTRAL NINE CAREER CENTER GOVERNING BOARD

By: _____ 10/8/20
Greg Waltz, Board President Date

CENTRAL NINE TEACHER'S ASSOCIATION

By: _____ 10/8/20
Central Nine Teacher's Association President Date