

Memorandum Of Understanding

Article II

Section D: In accordance with the reopener agreement set forth in the preamble of this contract, the parties have during formal bargaining in the Fall 2022 negotiated the funds that will be allocated for base salary increases for the 2022-2023 school year set forth herein.

Base Salary increases for returning teachers for the 2022-2023 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 2022-2023 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 6% base salary increase (calculated on the teacher's 2022-2023 base salary).
 - **EFFECTIVE**: Teachers rated Effective will receive a 4.5% base salary increase (calculated on the teacher's 2022-2023 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: _____ October 6, 2022
Joe Hubbard, President Date

By: _____ October 6, 2022
Central Nine Teacher's Association President Date