

# Memorandum of Understanding

Due to the current financial situation, this MOU for a COLA freeze is offered by the administrative team in an effort to balance the 2017-2018 budget.

The Pendleton Administrative Staff and the Pendleton School District agree to the following revisions to the Administrative Staff Consultation Agreement 2016-2019 for the school year 2017-2018 only.

## Article II - Compensation/Salary Schedule

~~1. The compensation for Administrative staff for the period July 1, 2016 to June 30, 2019 is attached to this agreement as Appendix "A." Salary amounts are determined by placement in the appropriate classifications. The compensation increase for the 2016-2017 school year will be 2% above the 2015-2016 salary schedule. During the school years 2017-2018 and 2018-2019 each salary on Appendix "A" will be increased by an amount equal to the annual percent of increase in the CPI-National All Urban Consumers (CPI-U) as reported annually for the month of December of the preceding year. The minimum increase shall be limited to two percent (2%) and the maximum increase limited to five percent (5%).~~

1. The compensation for Administrative staff for the period July 1, 2016 to June 30, 2019 is attached to this agreement as Appendix "A." Salary amounts are determined by placement in the appropriate classifications. The compensation increase for the 2016-2017 school year will be 2% above the 2015-2016 salary schedule. During the 2017-2018 school year the compensation increase as measured by the CPI-National All Urban Consumers (CPI-U) and the referenced 2% minimum will not apply. The effect is a COLA (Cost Of Living Adjustment) freeze for the 2017-2018 school year.

### 2. Longevity

~~An annual longevity stipend will be added to the administrator's base salary following the years of service as indicated on the salary schedule for administrative staff (Appendix 'A'). The stipends will be adjusted annually by the (CPI-U) escalator as defined in article 1 above.~~

### 2. Longevity

An annual longevity stipend will be added to the administrator's base salary following the years of service as indicated on the salary schedule for administrative staff (Appendix 'A'). The stipends will not be adjusted for the 2017-2018 school year. The effect is a COLA (Cost Of Living Adjustment) freeze for the 2017-2018 school year.

In the event school funding improves, both parties agree to re-visit the terms of this Memorandum of Understanding.

For the District \_\_\_\_\_ Date \_\_\_\_\_

For the Administrative Staff \_\_\_\_\_ Date \_\_\_\_\_