

ENTIAT SCHOOL DISTRICT AND ENTIAT EDUCATION ASSOCIATION
EFFECTIVE 2024-2025

The purpose of this Memorandum of Understanding is to set forth the following agreement between the Entiat Education Association (EEA) and the Entiat School District #127. Entiat School District #127 and the Entiat Education Association (EEA) agree that for the 2024-25 school year:

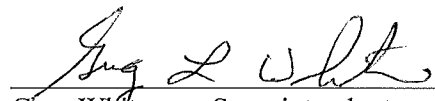
EXHIBIT A

The Exhibit A salary schedule was modified to reflect a 3.7% increase, reflecting the amount of legislative increased funding (3.7% IPD) for the average certificated salary for the 2024-2025 school year.

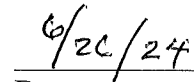
| ENTIAT SD CERTIFICATED STAFF ANNUAL SALARY SCHEDULE 2023-24 | | | | | | | | |
|--|---|--------|--------|--------|--------|--------|---------|---------------|
| YEARS OF SERVICE | EDUCATION LEVEL (Highest Degree + Quarter Credits) | | | | | | | |
| | BA | BA+15 | BA+30 | BA+45 | BA+90 | MA | MA+45 | MA+90/ PhD |
| 0 | 54,535 | 56,008 | 57,534 | 59,064 | 63,971 | 65,383 | 70,291 | 73,455 |
| 1 | 55,269 | 56,762 | 58,308 | 59,905 | 64,863 | 66,110 | 71,068 | 74,211 |
| 2 | 55,968 | 57,476 | 59,038 | 60,758 | 65,703 | 66,841 | 71,786 | 74,963 |
| 3 | 56,689 | 58,211 | 59,790 | 61,565 | 66,500 | 67,535 | 72,467 | 75,722 |
| 4 | 57,396 | 58,985 | 60,573 | 62,409 | 67,374 | 68,262 | 73,226 | 76,505 |
| 5 | 58,126 | 59,723 | 61,327 | 63,265 | 68,211 | 69,001 | 73,949 | 77,291 |
| 6 | 58,877 | 60,438 | 62,097 | 64,132 | 69,054 | 69,758 | 74,681 | 78,040 |
| 7 | 60,195 | 61,781 | 63,461 | 65,606 | 70,602 | 71,177 | 76,171 | 79,625 |
| 8 | 62,126 | 63,797 | 65,517 | 67,840 | 72,903 | 73,410 | 78,474 | 82,052 |
| 9 | | 65,886 | 67,692 | 70,098 | 75,279 | 75,666 | 80,850 | 84,552 |
| 10 | | | 69,891 | 72,472 | 77,722 | 78,042 | 83,293 | 87,116 |
| 11 | | | | 74,915 | 80,279 | 80,485 | 85,851 | 89,750 |
| 12 | | | | 77,280 | 82,906 | 83,024 | 88,475 | 92,495 |
| 13 | | | | | 85,596 | 85,653 | 91,166 | 95,303 |
| 14 | | | | | 88,299 | 88,359 | 94,046 | 98,220 |
| 15 | | | | | 90,597 | 90,655 | 96,491 | 100,774 |
| 16+ | | | | | 92,408 | 92,468 | 98,420 | 102,789 |
| 19-23 | Longevity Steps for Entiat Experience | | | | 93,499 | 93,559 | 99,511 | 103,879 |
| 24-28 | | | | | 93,771 | 93,831 | 99,784 | 104,152 |
| 29+ | | | | | 94,317 | 94,377 | 100,329 | 104,697 |

Based on 180 Day Base Year

I have read this Memorandum of Understanding. My signature indicates acceptance of its content.



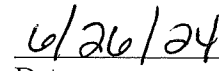
Greg Whitmore, Superintendent



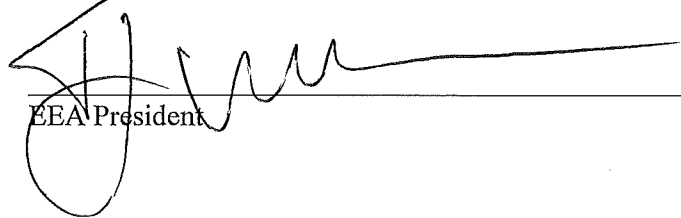
Date



Monica Quezada, Board Chairperson



Date



EEA President



Date