

## MEMORANDUM OF Agreement (MOA)

The Mossyrock District (“District”) and the Mossyrock Education Association (“Association”) hereby enter into the following agreement:

1. Bargaining unit members will be placed on the salary schedule in accordance with WAC 392-121-264 and the reporting standards of S-275 in place as of August 2018, except as may be otherwise described in this section.
2. Clock hours will continue to be counted as college credit for placement purposes, with ten (10) clock hours equaling one quarter credit hour.
3. The calculation of years of service for occupational therapists, physical therapists, speech-language pathologists, audiologists, nurses, social workers, counselors, and psychologists regulated under Title 18 RCW will include experience in schools and other non-school positions as occupational therapists, physical therapists, speech-language pathologists, audiologists, nurses, social workers, counselors, or psychologists. The calculation shall be that one year of service in a non-school position counts as one year of service (for placement on the salary schedule).
4. The calculation for years of service for Career and Technical Education instructors may include all years worked within the instructor’s career field, regardless of whether the service occurred within an educational setting.
5. For the purpose of computing a year of experience in items 2 and 3 above, a full year will be deemed to be 1,440 or more hours within a twelve-month period.
6. Time, Responsibility and Incentive (TRI) Days as outlined in the collective bargaining agreement under article 10.5 shall be rolled into the salary schedule below.
7. For the 2018-2019 school year the calendar shall be 180 contracted days.
8. Time worked beyond the 180 contracted days shall be paid at the daily per diem rate, which is calculated as 1/180<sup>th</sup>. Consistent with past practice, the exception for work performed above and beyond the responsibilities delineated in the teacher job description will be paid at the \$30 per hour rate, unless the extra work is subject to a supplemental contract.
9. The salary schedule below shall include four (4) professional development days. Three (3) professional development days before the start of school and one (1) day after the last day of school for the 2018-2019 school year.

10.

Step	BA	BA+15	BA+30	BA+45	BA+90 MA	MA+45	MA+90 Ph.D.
1	\$44,672	\$46,013	\$47,393	\$48,815	\$50,279	\$51,787	\$53,341
2	\$46,565	\$47,962	\$49,401	\$50,883	\$52,410	\$53,982	\$55,601
3	\$48,538	\$49,994	\$51,494	\$53,039	\$54,630	\$56,269	\$57,957
4	\$50,595	\$52,113	\$53,676	\$55,286	\$56,945	\$58,653	\$60,413
5	\$52,739	\$54,321	\$55,951	\$57,629	\$59,358	\$61,139	\$62,973
6	\$54,973	\$56,623	\$58,321	\$60,071	\$61,873	\$63,729	\$65,641
7	\$57,303	\$59,022	\$60,792	\$62,616	\$64,495	\$66,430	\$68,422
8	\$59,731	\$61,523	\$63,368	\$65,269	\$67,227	\$69,244	\$71,322
9	\$62,262	\$64,129	\$66,053	\$68,035	\$70,076	\$72,178	\$74,344
10	\$64,900	\$66,847	\$68,852	\$70,918	\$73,045	\$75,237	\$77,494
11	\$67,650	\$69,679	\$71,770	\$73,923	\$76,140	\$78,425	\$80,777
12	\$70,516	\$72,632	\$74,811	\$77,055	\$79,367	\$81,748	\$84,200

11. The MOA shall be effective as of the date of ratification and shall continue in effect until the 31<sup>st</sup> day of August 2019.

Connie L. Miller  
Association Representative

Lisa Grant  
District Representative

9/24/18  
Date

9.24.18  
Date