

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CALIFORNIA MILITARY INSTITUTE AND THE
CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION

2022-2023 GRADE LEVEL LEAD STIPEND

JANUARY 27, 2023

This Memorandum of Understanding is made and entered into January 27, 2023, by and between the CALIFORNIA MILITARY INSTITUTE (“CHARTER”) and the CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION (“ASSOCIATION” or “CMITA”) (hereafter collectively referred to as the “PARTIES”).

RECITALS

WHEREAS the PARTIES reached an agreement on stipends on March 18, 2022. As part of the agreement, the PARTIES added a stipend for “Grade Level Lead (5-8 grade)”.

WHEREAS the actual practice implemented was spread the four (4) stipends over fifth through twelfth grades as follows: 5-6 grade stipend, 7-8 stipend, 9-10 stipend, & 11-12 stipend.

WHEREAS the PARTIES agree that allocating the stipends over fifth through twelfth grades is more beneficial in meeting our collective interests.

AGREEMENT

Now therefore, the PARTIES agree as follows:

1. APPENDIX A- COMPENSATION shall be adjusted to reflect the following:

Grade Level Lead (5th/6th grade, 7th/8th grade, 9th/10th grade, 11th/12th grade).....4%

Terms of Existing Agreements. All terms of the current Collective Bargaining Agreement and existing MOUs shall remain unchanged and in full force and effect.

Complete Understanding. This Agreement constitutes the entire agreement and understanding of the PARTIES. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

Grievance Provisions. Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the parties.

Board Approval. It is agreed and understood this agreement is subject to CHARTER Governing Board approval.

Dated this 27th day of January 2023

Association:



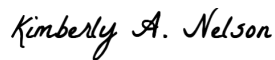
Angel Love-Behrens
Negotiations Member, CMITA



Jane Scibilia
Negotiations Member, CMITA



Dana Lane
Negotiations Member, CMITA



Kimberly Nelson
Bargaining Member, CMITA



Lorraine Turner
Negotiations Member, CMITA

Charter:



Kirk Skorpanich
Assistant Superintendent, Human Resources



Maribel Escobar
Director, Human Resources



Igor Nicholas Milosavljevic
Principal, California Military Institute