

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

2022-2023 COMPENSATION

May 25, 2022

This Memorandum of Understanding is made and entered into May 25, 2022, 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 compensation on March 18, 2022.

Whereas the agreement included contingency language stating, “The Charter and CMITA agree to reopen negotiations on compensation and benefits for 2022-2023 if the Department of Finance statutory COLA with any augmentation or deficit as included in the final enacted State Budget is greater than six and one-half percent (6.5%)”.

Whereas the May revision of the Governor’s 2022-23 budget included a statutory cost of living adjustment (COLA) of 6.56%, which triggered the contingency language for compensation.

AGREEMENT

Now therefore, the PARTIES agree as follows:

1. ARTICLE XIV - APPENDIX A- COMPENSATION shall be adjusted to reflect the following:
 - a. Effective July 1, 2022, an ongoing six and fifty-six one-hundredths percent (6.56%) increase shall be applied to all salary schedules in lieu of the previously agreed upon two percent (2%) salary increase.
 - b. The parties agree to return no later than October 2022 to reopen negotiations on compensation for the 2022-2023 school year.

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 All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.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 25th day of May 2022

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:



Nicholas Hilton
Director, Human Resources



Kirk Skorpanich
Assistant Superintendent, Human Resources



Candace Reines
Deputy Superintendent, Business Services



Igor Nicholas Milosavljevic
Principal, California Military Institute