


**Memorandum of Understanding
Between the San Juan Island School District
And the San Juan Education Association**

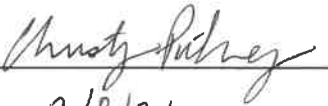
Certificated Substitute Pay

As the District and Association have reached agreement on the 2020-22 salary increases, it is incumbent upon and mutually beneficial to both parties to provide an appropriate increase to certificated substitutes' compensation. Therefore, for the 2020-21 school year, the parties agree to increase the rate of pay for casual certificated substitutes by 2.6% from \$157.30 per full day of employment (7.5 hours) to \$161.39, and to increase the rate of pay for represented substitutes who work more than sixty (60) days in a given school year from \$166.62 per full day of employment to \$170.95, commencing on the sixty-first (61st) day of service for that year. For the 2021-22 school year, the parties agree to increase the rate of pay for casual substitutes by .5% + IPD.

San Juan Island School District #149

By: 
Date: 2-8-21

San Juan Education Association

By: 
Date: 2/8/21