

**Memorandum of Understanding
between the
Irvine Unified School District
and the
Irvine Administrators Association**

This Memorandum of Understanding ("MOU") is entered into by and between the **Irvine Administrators Association** and the Irvine Unified School District ("District").

RECITALS

The parties desire to enter into this MOU in order to conclude the meet and confer process about compensation and related benefits for the 2016-17 school year.

Wherefore, the parties agree as set forth below.

Compensation

Effective July 1, 2016, the salary schedule shall be increased by 3.7% for the 2016-17 school year, with a commensurate increase to longevity steps. In addition, there shall be a one-time 1.2% off-schedule payment, based on the 2016-17 salary schedule, to be paid in one (1) increment on the first available pay warrant.

An additional longevity step of \$15,920 is added at 25 years of service in education. The cost of this additional longevity step is equivalent to the 0.5% salary increase for certificated staff realized with the addition of an extra work day for the 2016-17 school year recorded in the Tentative Agreement between ITA and IUSD on September 4, 2015. It is also equivalent to the 0.5% cost to the enhancement to longevity for CSEA members resulting from the Tentative Agreement on September 29, 2016.



For the District

10-26-2016

Date



For the Association

10-26-16

Date