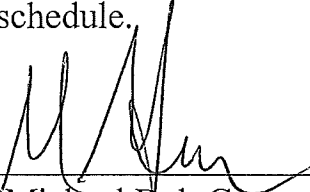
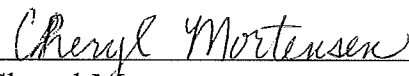


**Memorandum of Understanding Regarding Shared Equity**  
between the  
Chippewa Hills School District Board of Education  
and the  
Chippewa Hills Educational Association  
November 17, 2017

The Chippewa Hills School District Board of Education and the Chippewa Hills Educational Association agree to the following financial changes within the 2017-2020 Master Agreement:

1. All teachers, except those hired after July 1, 2017 as addressed in a Letter of Agreement dated April 3, 2017, will be moved one step up on the pay schedule as applicable.
2. The 2017 insurance cap will be replaced with the 2018 insurance cap offering the multi-plan MESSA plans proposed by CHEA and utilizing the appropriate rates for single, two person and family contributions. The federal rate for those choosing the HSA will be adjusted to \$2700 and calculated into the total insurance cost.
3. A one and half percentage (1.5%) increase will be calculated onto the pay schedule.
4. A two percentage (2%) increase will be calculated onto the Athletic Schedule B pay schedule. Coaching salary changes will be reflected during the 2018-19 school year.
5. Mosaic staff will be allowed to move up to step 10 (as applicable) on the pay schedule.

  
\_\_\_\_\_  
Dr. Michael Bob Grover, Jr.    Date  
Superintendent, CHSD

  
\_\_\_\_\_  
Cheryl Mortenson    Date  
President, CHEA