

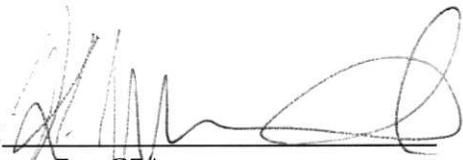
**Memorandum of Understanding  
2020-01  
Cost of Living Adjustment**

This Memorandum of Understanding is made and entered into by and between the Coupeville School District #204 Board of Directors and, hereinafter the "district" and the Coupeville Education Association, hereinafter the "CEA".

In lieu of CEA receiving the state funded cost of living adjustment (Implicit Price Deflator) of 1.6% in 2020-2021, the parties agree that each cell in the 2021-2022 certificated salary schedule will be increased by 1.6%. The parties agree this increase is independent of any additional bargained terms.

Dated this 13 day of August, 2020.

**Coupeville Education Association**

By:   
For CEA

**Coupeville School District #204**

By:   
For CSD