

Memorandum of Understanding

2025-04

Between

Coupeville School District and
Coupeville Education Association

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”.

Both parties acknowledge the importance of having competitive certificated substitute compensation rates to attract qualified substitute teachers. It is also important that we are financially responsible and not overpaying for substitute teachers. Following Article 4.7 giving a minimum of 75% of the first step of the Certificated Salary schedule for all substitute teachers our district is currently paying significantly more than other school districts on Whidbey Island.


To make adjustments it is agreed that for the 2025-2027 school years substitute teachers will be compensated for their assignments at a rate of 75% of the first step on the 23-24 Certificated Salary Schedule. Compensation rates for long term substitutes will continue to be determined by current language in Article 4.7 of the CBA.

Dated this 25th day of September, 2025.

Coupeville Education Association

Coupeville School District #204

By: 
Katja Willeford, Co-President

By: 
Shannon Leatherwood, Superintendent

By: 
Jennifer Mostafavinassab, Co-President