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3 **APPENDIX D**
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5 **Budget and Personnel CDC/Committee (MOU)**
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7 The District and TALB agree that the Budget and Personnel CDC Shared Decision-Making
8 Committees will work together for the purpose of developing, drafting, revising salary schedules for
9 CDC/Head Start unit personnel. It is the intent of the parties that, to the extent feasible, the revised
10 salary schedules, should

- 11 • reflect the current Child Development Permit matrix;
- 12 • recognize the unique roles and responsibilities of coordinating teachers;
- 13 • promote professionalism by rewarding attainment of educational milestones;
- 14 • address issues raised in the CDC/Head Start initial bargaining proposal;
- 15 • demonstrate a conscientious understanding of the constraints imposed by state CDC
16 funding and federal Head Start funding.

17 The parties recognize that revision of salary schedules is a complex, time-consuming process. The
18 goal is to have draft schedules developed within six (6) months of contract ratification; however,
19 both parties are cognizant of the fact that the process may require additional time.
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21 When draft and/or revised salary schedules are developed, copies will be provided to both the
22 Teachers Association and Employee Relations Services for review and approval. When approved
23 by both the Teachers Association and District administration, the schedules will be recommended to
24 the Board of Education for implementation July 1, 2000, with the understanding that any salary
25 adjustment for fiscal year 2000-01 will be applied to the newly adopted CDC/Head Start Salary
26 Schedules.
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29 Ratified 01.5.16
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