

ARTICLE VI - DURATION

This Agreement shall be effective as of September 1, 2020 and shall continue in effect until August 31, 2023.

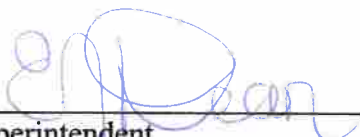
The state IPD shall be added to the salary schedule annually. Reopeners are limited to legislative impact.

The parties acknowledge that each has had the unlimited right and opportunity to make proposals with respect to any matter deemed a proper subject for collective bargaining.


The results of the exercise of that right are set forth in this Agreement. Therefore, except as otherwise provided in this Agreement, each voluntarily and unqualifiedly agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered by this Agreement.

FOR THE BOARD

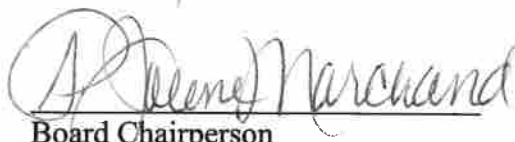
FOR THE ASSOCIATION



Superintendent



Association President



Board Chairperson

Association Negotiator

Dated this 26th day of August, 2020

Nespelem School District #14
Total Base Salaries For Certificated Instructional Staff
For School Year 2020-21

1.6% Increase
 Implemented
 5/6/2020

Years of Service	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90 OR Ph.D.
0	42,240	43,381	44,563	45,748	49,549	51,998	50,642	54,444	56,895
1	42,809	43,966	45,163	46,399	50,240	52,675	51,206	55,046	57,480
2	43,350	44,518	45,728	47,060	50,890	53,351	51,772	55,602	58,063
3	43,909	45,088	46,311	47,685	51,508	54,028	52,310	56,129	58,651
4	44,456	45,687	46,917	48,339	52,185	54,723	52,873	56,718	59,257
5	46,464	46,983	47,501	49,002	52,833	55,422	53,445	57,278	59,866
6	47,048	47,573	48,097	49,673	53,486	56,089	54,032	57,845	60,446
7	48,081	48,618	49,154	50,816	54,685	57,360	55,131	58,998	61,674
8	49,639	50,193	50,747	52,546	56,467	59,240	56,860	60,782	63,554
9		51,859	52,431	54,295	58,308	61,175	58,607	62,623	65,490
10			54,134	56,134	60,200	63,163	60,448	64,515	67,477
11				58,026	62,181	65,203	62,340	66,496	69,517
12				59,858	64,215	67,327	64,307	68,529	71,643
13					66,299	69,504	66,343	70,613	73,818
14					68,393	71,762	68,439	72,844	76,077
15					70,172	73,629	70,217	74,738	78,055
16 or more					71,575	75,101	71,622	76,232	79,616

75