

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of East Aurora School District 131 ("Board") and the Tomcat Navy Council (NJROTC), IFT/AFT Local 604 ("Union") for the purpose of clarifying the application of salary adjustments under Article 12.1 of the 2022-2027 Collective Bargaining Agreement ("CBA").

### **Alignment of Salary Calculation**

The parties recognize that there has been confusion in calculating salaries under Article 12.1, due to several factors, including the misalignment of the U.S. Navy and School District fiscal years and unforeseen changes to the Minimum Instructor Pay ("MIP").

The 2025-2026 salary for each instructor shall be calculated by:

- a. Determining the most recent Quarter 3 MIP as published by the U.S. Navy for April-June 2025.
- b. Multiplying the U.S. Navy Quarter 3 MIP by four to establish the annual base salary.
- c. Applying a three percent (3%) increase to that annual base salary.

Example: If the most recent U.S. Navy Q3 MIP is \$20,000, multiplied by four (\$80,000), then increased by 3% = \$82,400 salary for the 2025-2026 school year.

The 2026-2027 salary for each instructor shall be calculated by one of the following methods, whichever results in a higher salary:

- Using the same calculation method described for the 2025-2026 school year (U.S. Navy Quarter 3 MIP for April-June 2026 x 4, then increased by 3%); or
- Taking the instructor's 2025-2026 base salary and increasing it by three percent (3%).

Example A: Instructor A has a base salary of \$82,400 for the 2025-2026 school year. Adding 3%, the base salary for 2026-2027 would be \$84,872. The U.S. Navy Q3 MIP is \$21,000, which when multiplied by four (\$84,000), then increased by 3%, would result in a base salary calculation of \$86,520 for 2026-2027. The Board recognizes the higher of these two calculations (\$86,520).

Example B: Instructor B has a base salary of \$82,400 for the 2025-2026 school year. Adding 3%, the base salary for 2026-2027 would be \$84,872. The U.S. Navy Q3 MIP stays the same at \$20,000, which when multiplied by four (\$80,000), then increased by 3%, would result in a base salary calculation of \$82,400 for 2026-2027. The Board recognizes the higher of these two calculations (\$84,872).

### **Meeting Frequency**

Representatives of the Administration and the Union agree to meet quarterly through the duration of the current CBA to review the Navy's published MIP and adjust salaries as needed.

This MOU shall expire with the conclusion of the current CBA and shall not serve as precedent for future bargaining. Compensation beyond the term of the current CBA will be subject to negotiation.

This MOU has been duly approved by each of the parties and has been executed by authorized representatives of the Board and the Union. This MOU is effective upon execution by both parties and shall remain in effect until the expiration of the current CBA between the Board and the Union.

BOARD OF EDUCATION OF EAST AURORA  
SCHOOL DISTRICT 131

BY: \_\_\_\_\_

President

DATE: \_\_\_\_\_

9/15/25

TOMCAT NAVY COUNCIL (NJROTC)  
IFT/AFT LOCAL 604

BY: \_\_\_\_\_

President

DATE: \_\_\_\_\_

9/30/25