



2025-2026 Addendum to HDMS Employment Agreement

Effective Date: **INSERT DATE AFTER APPROVAL FROM LEGISLATURE AND SPSCA**

This Addendum is made to and forms an integral part of the Employment Agreement between High Desert Montessori Charter School (hereinafter "HDMS") and **[Employee Name]** (hereinafter "Employee").

Article I: Salary Adjustment Due to AB398 Funding

Due to funding received from the State Legislature through Assembly Bill 398 (AB398), eligible Teachers and Educational Support Professionals (ESPs) will receive an increase in their PERS **adjusted base pay of [INSERT PERCENTAGE]**

Article II: Calculation and Contingencies

1. The specific amount of this pay increase for each eligible employee is contingent upon and will be calculated as a percent increase by HDMS with approval from the State Charter School Authority (SPSCA) and The Legislature's Interim Finance Committee.
2. This pay increase is subject to potential increase or reduction depending on funding.

Article III: Nature of Increase

This increase constitutes a salary increase and follows all applicable rules and procedures for employer and/or employer/employee contributions to the State Public Employees Retirement System (PERS).

Article IV: Fund Distribution

1. The distribution of these funds is contingent upon HDMS's receipt of the allocated funds from the State Department of Education.
2. Upon receipt of said funds from the State Department of Education, the salary increase will be distributed to Employee equally among the remaining pay periods within the 2025-2026 agreement period.

Article V: Acceptance

By continuing employment with HDMS for the 2025-2026 school year, the Employee acknowledges and accepts the terms and conditions outlined in this Addendum.

IN WITNESS THEREOF, the parties have executed this Agreement on the date it bears.

BY: _____ DATE: _____
Employee

BY: _____ DATE: _____
HDMS Principal/Director

BY: _____ DATE: _____
Business Coordinator

DRAFT