

# Summary of Memorandum of Agreement (MOA)

June 10,2021

## Wages:

- Minimum starting salary \$48,000
- Minimum starting salary with a master's degree \$50,000
- Annual cost of living pay increases as follows:

Effective 8/24/21	Effective 8/24/22	Effective 8/24/23
4%	3%	3%

- Increased salary floors by \$1,500 for the next three years as follows:

Upon Completion of:	Effective 8/24/21	Effective 8/24/22	Effective 8/24/23
5 Years	\$58,500	\$60,000	\$61,500
7 Years	\$64,500	\$66,000	\$67,500
10 Years	\$71,500	\$73,000	\$74,500
12 Years	\$76,000	\$77,500	\$79,000
15 Years (new floor)	\$83,000	\$84,500	\$86,000

- Increased tuition reimbursement to \$5,000 per year
- Bargaining Unit Employees will not be required to attend more than 2 after-school meetings per month
- Allow members to contribute to the Local 170 Drive Fund if they want to.