

**MEMORANDUM OF UNDERSTANDING
SALARY SCALE FOR MORSE STREET HEAD CUSTODIAN/BUS DRIVER
FOR SCHOOL YEARS JULY 1, 2022 – JUNE 30, 2023**

This Memorandum of Understanding is made this 17th day of June 2022, by and between the RSU No. 5 School Board of Directors (the "Board") and the Coastal Education Association, Educational Support Professional Unit (the "Association").

WHEREAS, the Board and the Association negotiated the Collective Bargaining Agreement Between the Board and the Association for School Years July 1, 2020 – June 30, 2023 (the "Agreement"); and

WHEREAS, the Board wishes to transfer Joe Pace to the position of head custodian at MSS and bus driver from his current position of Maintenance Working Foreman and the parties have negotiated an individual rate of pay for the upcoming school year;

NOW, THEREFORE, the Board and the Association agree as follows:

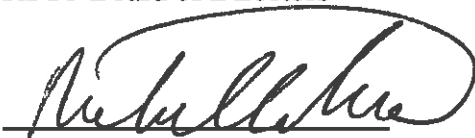
1. The Board and Association have negotiated a wage scale for educational support employees' personnel pursuant to the Agreement;
2. Pursuant to the Agreement, Article 13 and Appendix C, as a head custodian/bus driver, Mr. Pace's rate of pay based on his experience level would have been \$24.44 and 24.73 per hour.
3. Notwithstanding the Agreement, the Board agrees to pay Mr. Pace at the rate of pay of \$25.52 per hour so as not to receive a loss in hourly rate.
4. This rate of pay shall remain in place from July 1, 2022 until such time that Mr. Pace's contractual rate of pay for his position as head custodian/bus driver, based on his level of experience, exceeds \$25.52 hour per the Agreement (or any successor Agreement). At such time, Mr. Pace will be placed on the pay scale at the appropriate rate based on his experience.
5. This memorandum of Understanding shall be incorporated by reference into Article 13 and Appendix C of the Agreement.

Date: June 21, 2022

RSU 5 Coastal Education Association
For Educational Support Personnel

RSU5 Board of Directors

 6/21/22
Co-President


Michelle Ritcheson
Board Chair

 6/21/22
Co-President

Nancy Dyer 6/21/22
Chief Negotiator