

MEMORANDUM OF  
AGREEMENT

This Memorandum of Understanding ("MOU") is entered into by and between the Indian River School District Board of Education ("District") and the Indian River School Nutrition Association ("Association") (collectively, the "Parties").

Whereas, the District and the Association agreed to reopen negotiations for the purposes of discussing salary and benefits for the following employee group: Nutrition Services General Workers

Whereas, said collective bargaining agreements between the District and the Association for Nutrition Services General Workers expire on June 30, 2023.

Now therefore, in consideration of the foregoing and mutual promises set forth herein, the Parties agree as follows:

1. The Nutrition Services General Worker local salary increase for the 2021-2022 school year will reflect a 4% increase on scale. This increase shall be retroactive to the beginning of the 2021-2022 school year.
2. The Nutrition Services General Worker local salary increase for the 2022-2023 school year will reflect a 4% increase on scale.
3. The Nutrition Services General Worker contract provides for three work-shirts (scrub/polo) yearly and one jacket not to exceed \$75 once every three years. Due to IRS tax regulations this needs to be addressed. This Memorandum of Understanding adds \$100 to the base salary of all Nutrition Services General Workers in FY22. This \$100 addition takes into account the \$50 approximation for individual annual scrub/polo shirts and \$25 (\$75 over three years) for the jacket. This \$100 addition will remain in the base salary of Nutrition Services General Workers moving forward (one time addition) and the discussion of uniform shirts or jackets will not be revisited in the future.

This Memorandum of Understanding may be amended only by written agreement signed by each of the parties involved.

This Memorandum of Understanding shall be effective beginning with the date of the last signature hereon and ending June 30, 2023.

**SIGNATURE SHEET**

In witness whereof, the parties hereto have set their hands and seals the day and year written.

**For the Association:**

Emily Hickman  
President

5/19/2022  
Date

Trudy Smith  
Negotiations Chairperson

5-19-22  
Date

**For the Board:**

Randy [Signature]  
President

5/23/22  
Date

[Signature]  
Negotiations Chairperson

5/23/22  
Date