



March 21, 2022

This Memorandum of Agreement ("MOA") is being entered between the Belvidere CUSD #100 Board of Education ("District") and the Belvidere Association of Support Staff ("BASS") for the purpose of revising and increasing the starting wages identified in Article 11, Section 11.3 of the parties' current 2019-2023 collective bargaining agreement. Pursuant to this MOA, the parties agree, in an effort to enhance the District's recruitment efforts and employee retention rates in the current labor market, to increase starting per hour wage rates as follows:

		As of (i.e. no retro)	
	FY 21-22	3/21/2022	FY 22-23
OP - Elem & MS	\$13.50	\$15.00	\$15.00
OP - HS Level 1	\$13.50	\$15.00	\$15.00
OP - HS Level 2	\$14.50	\$16.00	\$16.00
OP - CO Level 1	\$14.50	\$16.00	\$16.00
OP - CO Level 2	\$16.50	\$18.00	\$18.00

In addition, except as set forth in the following sentence, all presently employed bargaining unit members who began working for the District prior to March 21, 2022 (i.e. not on the starting salary schedule) will receive a one-time wage rate adjustment of one dollar and fifty cents (\$1.50) per hour effective March 21, 2022. Any bargaining unit member who previously received a "market rate" adjustment during FY 21-22 is ineligible to receive this one-time \$1.50 per hour increase.

All other terms of the parties' current 2019-2023 collective bargaining agreement remain in effect and unchanged, including Article 11, Section 11.1. The annual increase identified in Section 11.1 for FY 22-23 will remain at \$0.60 per hour.

This MOA does not provide for retroactive pay for any work performed prior to March 21, 2022.

This MOA is non-precedential in all respects, may not be relied upon in future negotiations, and will expire in all ways on June 30, 2023.

*Allison Reid-Niemiec*

Allison Reid-Niemiec  
Board of Education President  
Belvidere CUSD #100

*Barbi Yunk*

Barbi Yunk  
BASS President