

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding made and entered into this 20 day of Dec, 2022, by and between the Board of Education of O'Fallon Community Consolidated School District No. 90 ("Board" or "District") and the O'Fallon Support Personnel Federation, Local #6353, the exclusive representative of all non-exempt non-certified employees in the District ("Union"),

WITNESSETH:

WHEREAS, the Board and the Union are parties to a collective bargaining agreement covering the 2021-2022, 2022-2023 and 2023-2024 school years ("the Agreement"); and

WHEREAS, the District has experienced and expects to continue to experience difficulties in recruiting and retaining qualified employees; and

WHEREAS, the District currently has available funds which it is able to commit to the recruitment and retention of high-quality personnel; and

WHEREAS, the Board and the Union have agreed upon certain changes to the Agreement which they believe are mutually beneficial and in the best interests of the District, its employees and students, and wish to incorporate the same herein.

NOW, THEREFORE, in consideration of the premises and the mutual promises, covenants, and agreements contained herein, and for other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

Section 1. Incorporation of Preambles. The parties hereby find that all of the recitals contained in the preambles to this Memorandum are full, true and correct and do incorporate them into this Memorandum by this reference.

Section 2. Appendix I Wage Formula Model. The 2022-2023 and 2023-2024 Initial Placement Wages included in the Agreement are hereby modified as described on the Revised Wage Formula Model, effective January 8, 2023, attached hereto and incorporated herein as

Appendix I. The attached Appendix I shall be incorporated into the Agreement and replace in full the original Appendix I. Employees shall continue to receive the hourly rate provided in the original Wage Formula Model through January 7, 2023; the increases in rates shall be effective for all work performed on or after January 8, 2023. Any retroactive pay would be issued no later than the February 24, 2023 paycheck.

Section 3. Additional Longevity Increases. Beginning with the 2023-2024 school year, each employee shall be eligible for a longevity increase based on the number of years of service in the District as follows. Upon the completion of three (3), six (6), and ten (10) years of service to the District, each employee shall receive an additional \$.25/hour added to his or her hourly wage, after the Negotiated Increase in the Wage Formula Model is calculated for that year. This longevity increase shall not be retroactive to years prior to the 2023-2024 school year and only applies to employees when they first complete 3, 6, or 10 years of service. (An employee who has completed 10 years of service at the end of the 2022-2023 school year shall receive a \$.25 longevity increase for the 2023-2024 school year, but no additional increases for 3 or 6 years. An employee who has completed 11 or more years of service prior to the 2023-2024 school year shall not be eligible for a longevity increase.)

Section 4. Increase in Substitute Pay. The final paragraph of Section 9.5 of the Agreement (Substitutes) is amended as follows effective immediately, upon the approval of this Memorandum by both parties:

In the event a non-certified employee substitutes for a certified employee, the employee shall receive his or her regular rate of pay plus an additional \$50.00 ~~\$20.00~~ for those duties.

Except as so amended, Section 9.5 shall be remain as previously agreed upon.

Section 5. No Precedent. This Agreement shall not establish a precedent of any kind as to any issue addressed herein and shall be disregarded as guidance for future situations of similar nature or kind.

Section 6. Execution. This Agreement may be executed in counterparts, and any party herein may sign any counterpart. The Agreement shall be effective when each party hereto shall have signed a counterpart, and a set of counterparts bearing the signatures of each party hereto shall constitute the Agreement as fully as if all the parties shall have signed a single document.

Section 7. Entirety of Agreement. This Memorandum constitutes the whole and entire agreement between the parties regarding this matter. Except as so amended, the Collective Bargaining Agreement between the parties remains in full force and effect. No prior agreement, negotiations, relationships, understanding, course of dealing, or usage forms any part of this Memorandum.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum to be executed on the date first written above.

**BOARD OF EDUCATION
O'FALLON COMMUNITY CONSOLIDATED
SCHOOL DISTRICT NO. 90**

By: Bucky Drury
Its President

ATTEST:

Rebecca Huller
Secretary

**O'FALLON SUPPORT PERSONNEL
FEDERATION, LOCAL #6353**

By: Donna Ralgett
Its President

ATTEST:

Sherrad Adlock
Secretary

APPENDIX I
WAGE FORMULA MODEL
REVISED EFFECTIVE JANUARY 8, 2023

Initial Placement Wage:

Upon initial employment in the District, employees shall be paid the following hourly Initial Placement Wage in each year of the Agreement:

Position	2021-2022	2022-2023	2023-2024
Secretary	\$15.50	\$16.50	\$17.50
Clerical Assistant	\$12.00	\$13.00	\$14.00
Directed Study/Study Hall	\$14.04	\$14.04	\$14.04
Media/Library Assistant	\$14.04	\$14.04	\$14.04
Custodian	\$12.13	\$13.00 <u>\$14.50</u>	\$14.00 <u>\$14.50</u>
Maintenance/Grounds/Mechanic	\$19.92	\$19.92	\$19.92
Aide	\$12.50	\$13.50 <u>\$15.00</u>	\$14.50 <u>\$15.00</u>
Before/After School/ Noon	\$12.00	\$13.00 <u>\$14.00</u>	\$14.00
<u>Noon Hour Supervisor</u>		<u>\$14.50</u>	<u>\$14.50</u>
Before/After School Supervisor	\$12.50	\$13.50 <u>\$15.00</u>	\$14.50 <u>\$15.00</u>
Accompanist	\$13.01	\$13.01	\$14.00
Pre-School Teacher	\$16.90	\$16.90	\$16.90
Credentialed Interpreter	\$20.34	\$20.34	\$20.34
PT/OT- Bachelor's	\$39.81	\$39.81	\$39.81
PT/OT- Master's	\$40.99	\$40.99	\$40.99
PT/OT-Doctorate	\$42.21	\$42.21	\$42.21
COTA/PTA	\$27.55	\$27.55	\$27.55
RN 4 yr degree	\$30.00	\$31.00	\$32.00
HVAC	\$23.57	\$23.57	\$23.57
Security Officer	\$22.92	\$22.92	\$22.92

Negotiated Increase:

Each employee in the bargaining unit shall receive the following increase in his/her hourly wage over the previous year's hourly wage:

2021-2022	4.25%
2022-2023	3.75%
2023-2024	4.50%