

Memorandum of Agreement
Between The Board of Education of Troy Community Consolidated School District 30-C
And
The Troy Education Association, IEA/NEA

Hourly Pay Rate Matters

The Board of Education and Association mutually seek to address hourly pay rates for specific types of work performed by District employees and not currently referenced in the parties' 2022-2026 collective bargaining agreement. Accordingly, the Board of Education and Association agree as follows:

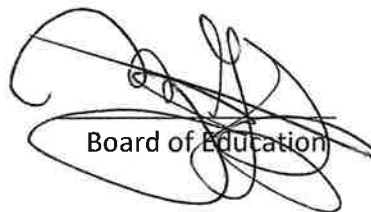
- 1) Retroactive to February 8, 2024 through June 30, 2024, the Board of Education shall pay all employees who supervise students and/or provide related services at District-sponsored activities and events that occur outside of the contractual teacher workday (as set forth in Section 10.9 of the parties' 2022-2026 collective bargaining agreement) and the Work Week/Day for ESP Employees (as set forth in section 11.7 of the parties' 2022-2026 collective bargaining agreement) \$19.13 per hour. This hourly pay rate shall increase to \$19.61 for the 2024-2025 school year and \$20.10 for the 2025-2026 school year.
- 2) The Board of Education, via the Administration, may request licensed employees to perform and/or engage in specific professional development, curriculum and committee work or activities outside of the contractual teacher workday (i.e. in addition to the two (2) mandatory monthly building-level meetings) and, subject to the prior written approval by the District's Chief School Business Official or his/her designee, shall pay them \$40 per hour for all such work.
- 3) Beginning April 2, 2024, educational support personnel employees who substitute teach shall be paid \$30 per hour for all such work.
- 4) No other provision(s) or aspect(s) of the parties' 2022-2026 collective bargaining agreement shall be considered altered or modified by this Memorandum of Agreement.



Association

3/21/2024

Date



Board of Education

3/20/2024

Date