

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

**2022-2023 School Year Existing Licensed Staff Salary Adjustments**

The Board of Education and Association mutually seek to clarify and explain language contained in the parties' 2022-2026 collective bargaining agreement relating to: (1) the impact of the agreement's new salary placement grid (i.e. Exhibit A) on existing licensed staff salaries during the 2022-2023 school year. Accordingly, the Board of Education and Association hereby agree as follows:

- 1) Exhibit A to the parties' 2022-2026 collective bargaining agreement provides in relevant part that "[n]ew hires shall be hired at their actual years of experience. For example, if someone has 8 years [sic] experience he or she shall be hired for the upcoming school year at step 8 on the placement grid. This is to ensure that no new hire shall make more than an existing Troy employee with the same years of experience and degree."

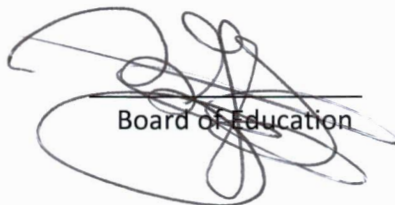
To the extent not done already, and so as to ensure implementation of the above-underlined language, the Board shall raise the 2022-2023 school year salary of any returning licensed staff member (i.e. an individual who was employed by the Board during the 2021-2022 school year in a position requiring teacher licensure) up to at least the amount shown on Exhibit A that corresponds to his or her years of experience (i.e. step) and educational attainment (i.e. lane) as of the 2022-2023 school year. Any such required salary adjustment will be paid in equal installments, beginning with the first full pay period subsequent to the execution of this Memorandum of Understanding and concluding on or before June 30, 2023.

No salary adjustment will be paid, however, to any returning licensed staff member whose current 2022-2023 salary, after application of the 5.5% annual increase (per Section 10.21 of the parties' agreement), already exceeds the amount shown on Exhibit A that corresponds to his or her years of experience (i.e. step) and educational attainment (i.e. lane).

- 2) This Memorandum of Understanding shall expire and be of no further force or effect as of June 30, 2026.

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 Understanding.

  
Association      3/24/23  
Date

  
Board of Education      3/22/23  
Date