

This MEMORANDUM OF UNDERTSANDING (“MOU”) made this 23 day of May, 2022, by and between the UPPER ST. CLAIR SCHOOL DISTRICT (“School District”) and the UPPER ST. CLAIR SPECIAL SERVICE FEDERATION, AFTPA, AFT (“Federation”) (referred to collectively as “the Parties”).

WHEREAS, the Parties entered into a Collective Bargaining Agreement (CBA) effective July 1, 2020 through June 30, 2025; and

WHEREAS, the Parties mutually agreed to open the CBA and bargained in good faith for revised salary schedules for custodial employees and food service employees; and

WHEREAS, the Parties have mutually agreed to amend the CBA and wish to enter into a Memorandum of Understanding to fully set forth their mutual agreement and understanding.

NOW, THEREFORE, in consideration of the mutual promises contained herein and intending to be legally bound hereby, the Parties agree as follows:

1. The following food service salary schedule shall replace the food service salary schedule in the CBA effective July 1, 2022 through June 30, 2025:

GENERAL WORKERS	2022-23	2023-24	2024-25
1	\$13.61	\$13.98	\$14.38
2	\$14.14	\$14.52	\$14.94
3	\$14.41	\$14.79	\$15.22
COOKS @ ELEM/MIDDLE SCHOOL			
1	\$14.41	\$14.79	\$15.22
2	\$14.94	\$15.34	\$15.79
3	\$15.20	\$15.61	\$16.07
COOKS @ HS			
1	\$15.03	\$15.44	\$15.89
2	\$15.65	\$16.07	\$16.54
3	\$16.24	\$16.68	\$17.17
4	\$16.86	\$17.31	\$17.82
5	\$20.34	\$20.89	\$21.50

2. The following custodial salary schedule shall be added to the CBA and apply for new custodial staff hired after May 23, 2022:

Step	5/23/2022- 6/30/2023	2023-2024	2024-2025
1	\$33,575.81	\$34,499.14	\$35,534.12
2	\$34,781.32	\$35,737.81	\$36,809.94
3	\$35,987.88	\$36,977.55	\$38,086.87
4	\$38,500.00	\$39,558.75	\$40,745.51

5	\$41,000.00	\$42,127.50	\$43,391.33
6	\$54,162.75	\$55,652.23	\$57,321.79

3. The District will adjust the salaries of current employees if they are paid less than a newly hired employee with **similar work experience** (versus District seniority) who is placed on the new salary scale. This adjustment could be achieved by upward movement on the old salary scale or movement to the new salary scale.

4. The Parties agree that this MOU shall become a part of the CBA. However, the terms of this MOU shall not, in any way, alter any other provisions of the CBA, except where explicitly indicated herein.

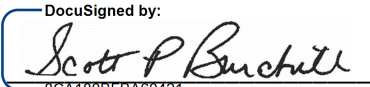
5. By signing this MOU, the Parties hereto acknowledge that they understand this Agreement and enter into it voluntarily and that there are no written or oral understandings or agreements that are not set forth herein. This represents the Parties' full understanding on this issue, as of the date it was executed by the Parties.

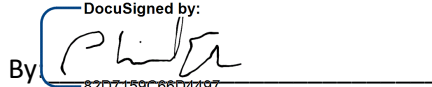
6. Any disputes regarding this agreement shall be enforceable through the grievance procedure of the Collective Bargaining Agreement.

IN WITNESS WHEREOF, the Parties hereto have set their hand(s) and seal(s) the date first above.

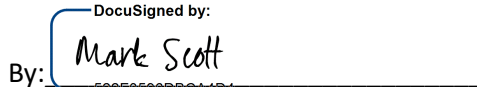
WITNESSES:

UPPER ST. CLAIR SCHOOL DISTRICT

DocuSigned by:

8CA180BFBA60421...
 Secretary

DocuSigned by:

 By: _____
82D7159C66D4497...
 Board President

UPPER ST. CLAIR SPECIAL SERVICE FEDERATION

DocuSigned by:

 By: _____
522F0596DBCA4D4...
 President