Memorandum of Agreement

Between Springfield Partners for community Action and the International Union, United Automobile, Aerospace and Agricultural Implement workers of America ("UAW") and its Local 2322.

The Parties' agree to the following wage rates effective January 1, 2020

starting rates: Teacher Aide ............... $12.75
                Kitchen Coordinator ... $12.75
                Teacher...................... $13.50
                Lead Teacher............... $14.25

Employees will receive the new starting rate or 3% increase whichever is greater

Springfield Partners for community Action                                  UAW Local 2322
Paul F. Bailey                                                            Henry Pires
                                                        Maria Perez

[signatures on file]