

MEMORANDUM OF AGREEMENT 2023 SCHOOL UNIT NEGOTIATIONS

After negotiation, the parties have reached agreement on a three (3) year successor collective bargaining agreement, reflecting the following changes to the existing contract which expires on March 31, 2023:

1. Art. 67 will be revised to reflect the following hire-in rates:
 - a. Assistant Teachers - \$20.10/hr. (a \$5/hr. increase)
 - b. Instructor/Specialist - \$23/hr. (a \$5/hr. increase)
 - c. General Ed. Teachers - \$33.50/hr. (a \$1,000/bi-weekly increase)
 - d. Special Ed Certified Teachers - \$37.50/hr. (a \$1,000/bi-weekly increase)
2. Current employees earning more than the above applicable hire-in rate will continue to receive their higher rate. This includes the two teacher assistants (a position referred to in the CBA as "Assistant Teachers") whose pay rates were recently increased by agreement of the Parties to \$20.40/hr.
3. It is understood that the above rates are current pay rates that were initially made possible by temporary ARPA funding, and that although ARPA funding was recently exhausted the Parties are agreeing through this MOA that the pay rates will continue through March 31, 2026.
4. Teachers are required to maintain their licenses in good standing in order to receive the rates specified herein (Special Education; General Education) and it is the teacher's responsibility to do so. For avoidance of doubt, and by way of example, a Special Education certified teacher who fails to maintain the required certification may be reduced to the General Education rate.
5. Except as expressly set forth herein, the remainder of the current collective bargaining agreement is unchanged and will remain in effect through March 31, 2026,

Any disputes over the enforcement, interpretation or application of this MOA shall be subject to the grievance and arbitration provisions contained in the collective bargaining agreement.

Cora Gaulin
Union Steward
New Directions School
Date: 4/6/23

Tina Champagne
Tina Champagne, CEO
Cutchins Programs for Children and Families, Inc.
Date: 4/24/2023

Nancy Fish
UAW Local 2322
Date: 4/3/2023

