

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding made and entered into this 24<sup>th</sup> day of April, 2022, by and between the Board of Education of Jacksonville Public School District (“Board” or “the District”) and Jacksonville Support Staff Association, IEA-NEA, (“JSSA”) (and collectively “the parties”).

### WITNESSETH:

WHEREAS, Board and JSSA are parties to a collective bargaining agreement covering the 2021-2022 through 2022-2023 school years (“the CBA”); and

WHEREAS, during the summer of 2022 the parties negotiated additional wage increases for staff within the Association;

WHEREAS, the parties have reached agreement and the parties wish to memorialize the same herein.

NOW, THEREFORE, in consideration of the premises and the mutual promises, covenants, and agreements contained herein, and for other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

**Section 1. Incorporation of Preambles.** The parties hereby find that all of the recitals contained in the preambles to this Memorandum are full, true and correct and do incorporate them into this Memorandum by this reference.

**Section 2. Revised Wages, 6.1.** 6.1 of the Collective Bargaining Agreement shall be modified as follows:

For the 2022-2023 school year, paraprofessional and parent educator wage rates will increase from the 2021-2022 rate by: 3.5% wages shall be increased as shown in the table below:

Starting rate of pay for LPN paraprofessionals for the 2022-2023 school year shall be: ~~\$22.07~~  
\$22.22

Starting rate of pay for all other paraprofessionals in the 2022-2023 school year shall be: ~~\$15.53~~  
\$16.60 per hour

Starting rate of pay for parent educators for the 2022-2023 school year shall be: ~~\$23.17~~ \$23.29

The table set forth on page 27 at 6.1 shall be superseded in its entirety by the following:

<u>Paraprofessional 2021-2022</u> Wage	<u>Paraprofessional 2022-2023</u> Wage
\$15.10	<u>\$16.70</u>
\$15.30	<u>\$16.90</u>
\$15.45	<u>\$17.05</u>
\$15.60	<u>\$17.20</u>
\$15.75	<u>\$17.35</u>
\$15.90	<u>\$17.50</u>
\$16.25	<u>\$17.85</u>
\$16.67	<u>\$18.27</u>
\$16.74	<u>\$18.34</u>
\$17.41	<u>\$18.81</u>
\$17.76	<u>\$19.16</u>
\$18.10	<u>\$19.50</u>
\$18.46	<u>\$19.86</u>
\$18.84	<u>\$20.24</u>
\$19.22	<u>\$20.62</u>
\$20.00	<u>\$21.00</u>
\$20.13	<u>\$21.13</u>
\$21.32	<u>\$22.32</u>
\$22.63	<u>\$23.63</u>
\$24.83	<u>\$25.83</u>

**Section 3. Revised Wages, 6.2.** 6.2 of the Collective Bargaining Agreement shall be modified as follows:

(2) \*\*\*

For the 2022-2023 school year, secretarial wage rates will increase from the 2021-2022 rate by: 3.5% shall be increased as shown in the table below:

The starting hourly rates for new hires shall be as follows for 2022-2023:

- (1) all secretaries who are employed for elementary, Pre-K, .11-1S and JMS in the positions of Principal's Secretary, Athletic Director, Attendance, Receptionist, Dean's Secretary and Guidance Secretary, and the secretary employed at Crossroads shall be paid a starting base hourly rate of \$15 \$16.20 per hour;

- (2) ~~all secretaries~~ the secretary who are employed as secretaries who reports directly to the Transportation Director and the Director of Student Services/Special Education shall paid at a starting base hourly rate of ~~\$15.53~~ \$16.70 per hour.

The table set forth on page 28 at 6.2 shall be superseded in its entirety by the following:

<u>Secretaries 2021-2022 Wage</u>	<u>Secretaries 2022-2023 Wage</u>
\$14.50	<u>\$16.30</u>
\$14.75	<u>\$16.55</u>
\$15.14	<u>\$16.64</u>
\$15.37	<u>\$16.87</u>
\$15.61	<u>\$17.11</u>
\$16.43	<u>\$17.93</u>
\$16.96	<u>\$18.36</u>
\$17.70	<u>\$19.10</u>
\$20.62	<u>\$21.87</u>
\$21.92	<u>\$23.17</u>

**Section 4. Entirety of Agreement.** This Memorandum constitutes the whole and entire agreement between the parties. Except as so amended, the Collective Bargaining Agreement between the parties shall remain in full force and effect. No prior agreement, negotiations, relationships, understanding, course of dealing, or usage forms any part of this Memorandum.

**Section 5. Superiority.** This Memorandum shall be read as superior to the Collective Bargaining Agreement between the parties on all matters addressed specifically herein. In the event of direct and clear conflict between this Memorandum and the Collective Bargaining Agreement, this Memorandum shall control from its date of execution, and the Collective Bargaining Agreement shall control before the date of execution of this Memorandum.

**Section 6. Execution.** This Memorandum may be executed in counterparts, and any party herein may sign any counterpart. The Memorandum shall be effective when each party


hereto shall have signed a counterpart, and a set of counterparts bearing the signatures of each party hereto shall constitute the Memorandum as fully as if all the parties shall have signed a single document.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum to be executed on the date first written above.

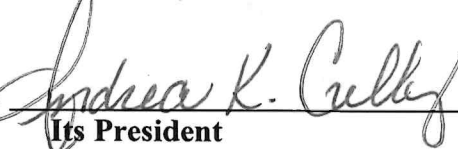
**BOARD OF EDUCATION OF  
JACKSONVILLE PUBLIC SCHOOL  
DISTRICT**

By:   
Its President


ATTEST:

  
Secretary

**STAFF  
JACKSONVILLE SUPPORT PERSONNEL  
ASSOCIATION, IEA/NEA**

By:   
Its President

ATTEST:

  
Secretary Co-President