

MEMORANDUM OF AGREEMENT

This Memorandum of Understanding ("MOU") is entered into by and between the Indian River School District Board of Education ("District") and the Indian River Education Association ("Association") (collectively, the "Parties").

Whereas, the District and the Association agreed to reopen negotiations for the purposes of discussing salary and benefits for the following employee groups: teachers, custodians, paraeducators and secretaries.

Whereas, said collective bargaining agreements between the District and the Association for teachers and custodians expire on June 30, 2022.

Whereas, said collective bargaining agreements between the District and the Association for paraeducators and secretaries expire on June 30, 2023.

Now therefore, in consideration of the foregoing and mutual promises set forth herein, the Parties agree as follows:

1. The Teacher Unit local salary increase for the 2021-2022 school year will reflect a 3% increase on scale. This increase shall be retroactive to the beginning of the 2021-2022 school year.
2. The Custodian Unit local salary increase for the 2021-2022 school year will reflect a \$750 flat rate increase on each cell. This increase shall be retroactive to July 1, 2021.
3. The Teacher and Custodian units will enter into negotiations with the District in the Spring of 2022 for the purposes of discussing contract language, as well as salary and benefits.
4. The Secretary Unit local increase for the 2021-2022 school year will reflect a 3% increase on scale. This increase shall be retroactive to July 1, 2021.
5. The Paraeducator Unit local salary increase for the 2021-2022 school year will reflect a \$500 flat rate increase on each cell. This increase shall be retroactive to the beginning of the 2021-2022 school year.
6. The additional hourly stipend provided to paraeducators when providing coverage for teachers, as defined in Article XIII.D of the Paraeducator collective bargaining agreement, shall increase from \$5.00 per hour to \$10.00 per hour effective the date of ratification of this agreement. This amount shall remain \$10.00 additional per hour until the Paraeducator collective bargaining agreement expires on June 30, 2023, or until amended by written agreement signed by each of the parties involved.
7. The Secretary Unit local increase for the 2022-2023 school year will reflect a 3% increase on scale.
8. The Paraeducator Unit local increase for the 2022-2023 school year will reflect a \$400 flat rate increase on each cell.

This Memorandum of Understanding may be amended only by written agreement signed by each of the parties involved.


This Memorandum of Understanding shall be effective beginning with the date of the last signature hereon and ending June 30, 2023.

Indian River School District Board of Education


By Authorized Designee: _____

Date: 2-28-2022

Indian River Education Association


President _____

Date: 2-28-22