

MEMORANDUM OF UNDERSTANDING
Between The
NORTON CITY SCHOOL
DISTRICT BOARD OF EDUCATION
And The
Ohio Association of Public School Employees Local #167

This Memorandum of Understanding ("MOU") is entered into by and between the Norton City School District ("District") Board of Education (hereinafter "the Board"), and the Ohio Association of Public School Employees Local #167 (hereinafter "the Association").

WHEREAS, the Board and the Association are parties to a Negotiated Agreement having a term of July 1, 2021 through June 30, 2024 ("the Agreement"); and

WHEREAS, the Board has the need to create the position of Courier (the "new position") which would replace the current Central Receiving and Central Receiving II position(s) and establish a job description and salary schedule for the new position; and

WHEREAS, the Board, the Employee, and the Association desire to enter into this MOU to address the issues set forth above.

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Section 1: Effective November 1, 2023, the Board will create the position of Courier consistent with the job description attached hereto as Exhibit A, and eliminate the position of "Central Receiving and Central Receiving II".

Section 2: The Board and the Association agree that the salary schedule for the new position for the 2023-2024 school year will be as set forth at Exhibit B attached hereto.

Section 3: The Board and the Association agree that the position will be one hundred eighty (180) days, plus paid holidays and plus twenty (20) days.

Section 4: The Board and the Association agree that the position will be four (4) hours.

Section 5: The Board and the Association further agree that every mention of "Central Receiving and Central Receiving II" as set forth in the Agreement shall be replaced with "Courier".

This Memorandum of Understanding is hereby entered into this day of October 31, 2023, by and between the following:

OHIO ASSOCIATION OF PUBLIC SCHOOL
EMPLOYEES LOCAL #167

NORTON CITY SCHOOL DISTRICT
BOARD OF EDUCATION

OAPSE Local 167 President

Superintendent

School Board President

Exhibit A - Job Description

Exhibit B - Pay Scale

Step 0	17.03
Step 1	17.70
Step 2	18.32
Step 3	18.89
Step 4 +.15	19.04
Step 5 +.15	19.19
Step 6 +.15	19.34
Step 8 +.15	19.49
Step 10 +.15	19.64
Step 13 +.15	19.79
Step 15 +.15	19.94
Step 20 +.15	20.09
Step 25 +.15	20.24
Step 28 - 1.1%	20.46
Step 30 +.15	20.61