

MEMORANDUM OF UNDERSTANDING

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

WHEREAS, the Board and the Association are parties to a Negotiated Agreement effective from July 1, 2024 through June 30, 2027; and,

WHEREAS, the parties negotiated a successor Negotiated Agreement, effective July 1, 2024 through June 30, 2027, which was reduced to a Tentative Agreement and ratified by the Association membership on October 1, 2024 (the "Tentative Agreement"); and

WHEREAS, the salary schedules set forth in the the Tentative Agreement contained errors and errors both typographical and content related within the contract, which the parties wish to correct; and

NOW, THEREFORE THE PARTIES HEREBY AGREE:

Section 1: The salary schedules for contracts years 2024 - 2027, attached hereto as Exhibit A, are the true and accurate salary schedules reflecting the parties' agreed-upon salary increases. Specifically, the parties agree that Exhibit A should be accepted in its entirety and should be updated in the final agreement. Wages based on salary schedule will be reflected in the January 24, 2025 check disbursement. The board agrees to retro pay of any employee, by February 7, 2025, who was underpaid due to the error in the salary schedule dating back to July 1, 2024. The board further agrees that any employee who received an overpayment will not be required to repay funds per this agreement.

Section 2: Article 13.A.1 shall be amended in the final agreement to reflect the deletion of time clocks and replaced with bulletin boards.

Section 3: Article 17.B shall be amended in the final agreement to reflect that the deletion of the following statement:

Special Educational I SED/MD Bus Assistants will bid on their bus route in order of seniority, and stay with that route without change for the remainder of the school year.

Section 4: Article 23.E shall be amended in the final agreement to reflect the deletion of five (5) and replaced with three (3).

Section 5: Article 31 shall be amended in the final agreement to reflect that the deletion of

the following statement:

The district will pilot a stretch pay for 9 and 10 month employees for the 2021-2022 school year – to be eligible, all members of a series must participate.

Section 6: In all other respects, the terms and conditions of the existing Tentative Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding effective the 6th day of January 2025.

The Board and the Association agree that all other provisions of the Agreement will remain in place, and this agreement is only for the purposes mentioned above, and will expire on June 30, 2027.

NORTON BOARD OF EDUCATION

OAPSE Association Local #167

Board President

Association President

Superintendent

Treasurer

Date

	Year	Step	0	1	2	3	4		5	6	8	10	12	14	16	19	22	25	28	30
							\$0.15	\$0.15												
Secretary																				
Secretary	24-25	\$1.25	16.56	17.05	17.66	18.35	18.50	18.65	18.80	18.95	19.10	19.25	19.40	19.55	19.70	19.85	20.05	20.25	20.45	
			10294	10666	11078															
	25-26	\$0.95	17.51	18.02	18.68	19.40	19.55	19.70	19.85	20.00	20.15	20.30	20.45	20.60	20.75	20.90	21.10	21.30	21.50	
			10294	10666	11078															
26-27	\$1.00	18.51	19.05	19.74	20.51	20.66	20.81	20.96	21.11	21.26	21.41	21.56	21.71	21.86	22.01	22.21	22.41	22.61		
			10294	10666	11078															
Cook																				
Head Cook	24-25	\$1.00	15.63	16.23	16.96	17.53	17.68	17.83	17.98	18.13	18.28	18.43	18.58	18.73	18.88	19.03	19.23	19.43	19.63	
				10383	10854	11277														
	25-26	\$0.85	16.48	17.11	17.89	18.49	18.64	18.79	18.94	19.09	19.24	19.39	19.54	19.69	19.84	19.99	20.19	20.39	20.59	
				10383	10854	11277														
26-27	\$1.00	17.48	18.15	18.97	19.61	19.76	19.91	20.06	20.21	20.36	20.51	20.66	20.81	20.96	21.11	21.31	21.51	21.71		
				10383	10854	11277														
Cook I	24-25	\$1.00	13.89	14.52	15.32	15.95	16.10	16.25	16.40	16.55	16.70	16.85	17.00	17.15	17.30	17.45	17.65	17.85	18.05	
				10450	11032	11462														
	25-26	\$0.85	14.74	15.40	16.26	16.92	17.07	17.22	17.37	17.52	17.67	17.82	17.97	18.12	18.27	18.42	18.62	18.82	19.02	
				10450	11032	11462														
26-27	\$1.00	15.74	16.45	17.36	18.07	18.22	18.37	18.52	18.67	18.82	18.97	19.12	19.27	19.42	19.57	19.77	19.97	20.17		
				10450	11032	11462														
Cook II	24-25	\$1.00	13.84	14.47	15.27	15.90	16.05	16.20	16.35	16.50	16.65	16.80	16.95	17.10	17.25	17.40	17.60	17.80	18.00	
				10482	11096	11488														
	25-26	\$0.85	14.69	15.35	16.21	16.88	17.03	17.18	17.33	17.48	17.63	17.78	17.93	18.08	18.23	18.38	18.58	18.78	18.98	
				10482	11096	11488														
26-27	\$1.00	15.69	16.40	17.32	18.02	18.17	18.32	18.47	18.62	18.77	18.92	19.07	19.22	19.37	19.52	19.72	19.92	20.12		
				10482	11096	11488														
Custodian																				
Head	24-25	\$0.75	19.00	19.83	20.45	21.02	21.17	21.32	21.47	21.62	21.77	21.92	22.07	22.22	22.37	22.52	22.72	22.92	23.12	
				10438	10782	11063														
	25-26	\$0.70	19.70	20.56	21.20	21.79	21.94	22.09	22.24	22.39	22.54	22.69	22.84	22.99	23.14	23.29	23.49	23.69	23.89	
				10438	10782	11063														
26-27	\$0.80	20.50	21.40	22.06	22.68	22.83	22.98	23.13	23.28	23.43	23.58	23.73	23.88	24.03	24.18	24.38	24.58	24.78		
				10438	10782	11063														
Custodian	24-25	\$0.75	19.28	19.03	19.66	20.22	20.37	20.52	20.67	20.82	20.97	21.12	21.27	21.42	21.57	21.72	21.92	22.12	22.32	
				10411	10753	10951														
	25-26	\$0.70	19.98	19.76	20.41	20.99	21.14	21.29	21.44	21.59	21.74	21.89	22.04	22.19	22.34	22.49	22.69	22.89	23.09	
				10411	10753	11061														
26-27	\$0.80	19.78	20.59	21.27	21.88	22.03	22.18	22.33	22.48	22.63	22.78	22.93	23.08	23.23	23.38	23.58	23.78	23.98		
				10411	10753	11061														
Maintenance																				
Maintenance I	24-25	\$0.75	21.30	21.97	22.65	23.12	23.27	23.42	23.57	23.72	23.87	24.02	24.17	24.32	24.47	24.62	24.82	25.02	25.22	
				10916	10933	10958														
	25-26	\$0.70	22.00	22.70	23.39	23.88	24.03	24.18	24.33	24.48	24.63	24.78	24.93	25.08	25.23	25.38	25.58	25.78	25.98	
				10916	10933	10958														
26-27	\$0.80	22.80	23.52	24.24	24.75	24.90	25.05	25.20	25.35	25.50	25.65	25.80	25.95	26.10	26.25	26.45	26.65	26.85		
				10916	10933	10958														
Maintenance II	24-25	\$0.75	20.69	21.23	22.00	22.67	22.82	22.97	23.12	23.27	23.42	23.57	23.72	23.87	24.02	24.17	24.37	24.57	24.77	
				10901	10932	10968														
	25-26	\$0.70	21.39	21.95	22.74	23.44	23.59	23.74	23.89	24.04	24.19	24.34	24.49	24.64	24.79	24.94	25.14	25.34	25.54	
				10901	10932	10958														
26-27	\$0.80	22.19	22.77	23.59	24.32	24.47	24.62	24.77	24.92	25.07	25.22	25.37	25.52	25.67	25.82	26.02	26.22	26.42		
				10901	10932	10968														
Courier	24-25	\$0.50	17.53	18.14	18.78	19.44	19.59	19.74	19.89	20.04	20.19	20.34	20.49	20.64	20.79	20.94	21.14	21.34	21.54	
				10346	10793	11090														
	25-26	\$0.70	18.23	18.86	19.53	20.22	20.37	20.52	20.67	20.82	20.97	21.12	21.27	21.42	21.57	21.72	21.92	22.12	22.32	
				10346	10793	11090														
26-27	\$0.80	19.03	19.69	20.39	21.10	21.25	21.40	21.55	21.70	21.85	22.00	22.15	22.30	22.45	22.60	22.80	23.00	23.20		
				10346	10793	11090														

		Step		0	1	2	3	4	5	6	8	10	12	14	16	19	22	25	28	30
		Increase																		
Year																				
Garage Mechanic																				
Head Shop	24-25	\$0.50	26.60	27.26	27.96	28.40	28.55	28.70	28.85	29.00	29.15	29.30	29.45	29.60	29.75	29.90	30.10	30.20	30.30	30.50
	25-26	\$0.70	27.50	27.98	28.69	29.15	29.30	29.45	29.60	29.75	29.90	30.05	30.20	30.35	30.50	30.65	30.85	31.05	31.25	
	26-27	\$0.80	28.10	28.80	29.53	30.01	30.16	30.31	30.46	30.61	30.76	30.91	31.06	31.21	31.36	31.51	31.71	31.91	32.11	
Vehicle	24-25	\$0.50	21.05	21.72	22.30	22.65	23.00	23.15	23.30	23.45	23.60	23.75	23.90	24.05	24.20	24.35	24.55	24.75	24.95	
	25-26	\$0.70	21.75	22.44	23.13	23.61	23.76	23.91	24.06	24.21	24.36	24.51	24.66	24.81	24.96	25.11	25.31	25.51	25.71	
	26-27	\$0.80	22.55	23.26	23.96	24.48	24.63	24.78	24.93	25.08	25.23	25.38	25.53	25.68	25.83	25.98	26.18	26.38	26.58	
Helper	24-25	\$0.50	20.44	20.97	21.73	22.40	22.55	22.70	22.85	23.00	23.15	23.30	23.45	23.60	23.75	23.90	24.10	24.30	24.50	
	25-26	\$0.70	21.14	21.69	22.48	23.17	23.32	23.47	23.62	23.77	23.92	24.07	24.22	24.37	24.52	24.67	24.87	25.07	25.27	
	26-27	\$0.80	21.94	22.51	23.33	24.04	24.19	24.34	24.49	24.64	24.79	24.94	25.09	25.24	25.39	25.54	25.74	25.94	26.14	
Educational Assistants																				
Special Education I	24-25	\$1.00	16.08	16.73	17.33	17.92	18.07	18.22	18.37	18.52	18.67	18.82	18.97	19.12	19.27	19.42	19.62	19.82	20.02	
	25-26	\$0.85	16.93	17.62	18.24	18.87	19.02	19.17	19.32	19.47	19.62	19.77	19.92	20.07	20.22	20.37	20.57	20.77	20.97	
	26-27	\$1.00	17.83	18.66	19.32	19.99	20.14	20.29	20.44	20.59	20.74	20.89	21.04	21.19	21.34	21.49	21.69	21.89	22.09	
Special Education II	24-25	\$1.00	14.31	14.81	15.32	15.82	15.97	16.12	16.27	16.42	16.57	16.72	16.87	17.02	17.17	17.32	17.52	17.72	17.92	
	25-26	\$0.85	15.16	15.68	16.23	16.75	16.90	17.05	17.20	17.35	17.50	17.65	17.80	17.95	18.10	18.25	18.45	18.65	18.85	
	26-27	\$1.00	16.16	16.72	17.30	17.86	18.01	18.16	18.31	18.46	18.61	18.76	18.91	19.06	19.21	19.36	19.56	19.76	19.96	
Transportation																				
Transportation Assistant	24-25	\$1.25	17.83	18.96	19.52	20.07	20.22	20.37	20.52	20.67	20.82	20.97	21.12	21.27	21.42	21.57	21.77	21.97	22.17	
	25-26	\$0.95	18.78	19.97	20.56	21.14	21.29	21.44	21.59	21.74	21.89	22.04	22.19	22.34	22.49	22.64	22.84	23.04	23.24	
	26-27	\$1.00	19.78	21.03	21.65	22.26	22.41	22.56	22.71	22.86	23.01	23.16	23.31	23.46	23.61	23.76	23.96	24.16	24.36	
Special Needs	24-25	\$1.25	19.54	20.78	21.46	22.15	22.30	22.45	22.60	22.75	22.90	23.05	23.20	23.35	23.50	23.65	23.85	24.05	24.25	
	25-26	\$0.95	20.89	21.77	22.48	23.20	23.35	23.50	23.65	23.80	23.95	24.10	24.25	24.40	24.55	24.70	24.90	25.10	25.30	
	26-27	\$1.00	21.89	22.82	23.55	24.32	24.47	24.62	24.77	24.92	25.07	25.22	25.37	25.52	25.67	25.82	26.02	26.22	26.42	
Regular Route	24-25	\$1.25	18.28	19.66	20.28	20.93	21.08	21.23	21.38	21.53	21.68	21.83	21.98	22.13	22.28	22.43	22.63	22.83	23.03	
	25-26	\$0.95	19.23	19.99	20.69	21.33	21.48	21.63	21.78	21.93	22.08	22.23	22.38	22.53	22.68	22.83	23.03	23.23	23.43	
	26-27	\$1.00	20.23	21.03	21.76	22.44	22.59	22.74	22.89	23.04	23.19	23.34	23.49	23.64	23.79	23.94	24.14	24.34	24.54	
On-Bus Instructor	24-25	\$1.25	18.97	19.73	20.44	21.11	21.26	21.41	21.56	21.71	21.86	22.01	22.16	22.31	22.46	22.61	22.81	23.01	23.21	
	25-26	\$0.95	19.92	20.72	21.46	22.17	22.32	22.47	22.62	22.77	22.92	23.07	23.22	23.37	23.52	23.67	23.87	24.07	24.27	
	26-27	\$1.00	20.92	21.76	22.54	23.28	23.43	23.58	23.73	23.88	24.03	24.18	24.33	24.48	24.63	24.78	24.98	25.18	25.38	
Van Driver	24-25	\$0.50	16.51	17.09	17.69	18.30	18.45	18.60	18.75	18.90	19.05	19.20	19.35	19.50	19.65	19.80	20.00	20.20	20.40	
	25-26	\$0.70	17.21	17.81	18.44	19.08	19.23	19.38	19.53	19.68	19.83	19.98	20.13	20.28	20.43	20.58	20.78	20.98	21.18	
	26-27	\$0.80	18.01	18.64	19.30	19.96	20.11	20.26	20.41	20.56	20.71	20.86	21.01	21.16	21.31	21.46	21.66	21.86	22.06	