

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, 2021 through June 30, 2024; 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 11, 2024 (the "Tentative Agreement"); and

WHEREAS, the salary schedules set forth in the Appendix of the Tentative Agreement contained several typographical errors, which the parties wish to correct prior to Board action on the Tentative Agreement; and

WHEREAS, the parties further wish to ensure that the triggering insurance premium increase percentage as set forth in Article 21(A)(3) in the Tentative Agreement (currently at seven and three-quarters percent (7.75%)) matches the triggering percentage increase negotiated in the tentative agreement between the Board and the Norton Classroom Teachers Association ("NCTA") of eight percent (8.0%).

NOW, THEREFORE THE PARTIES HEREBY AGREE:

Section 1: The salary schedules for contracts years 2024-2025, 2025-2026, and 2026-2027, attached hereto as Exhibit A, are the true and accurate salary schedules reflecting the parties' agreed-upon salary increases. Specifically, the parties agree that the hourly wage amounts set forth in the highlighted areas are correct and should be updated in the final agreement from those set forth in the Tentative Agreement.

Section 2: Article 21(A)(3) shall be amended in the final agreement to reflect that the triggering insurance premium increase threshold will be eight percent (8.0%), rather than the seven and three-quarters percent (7.75%) as set forth in the Tentative Agreement.

Section 3: 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 28 day of October 2024.

NORTON CITY SCHOOL DISTRICT
BOARD OF EDUCATION

OHIO ASSOCIATION OF PUBLIC
SCHOOL EMPLOYEES #167

Board President

Superintendent

Treasurer

[Signature]

[Signature]

Nanette M. Folsom Union Representative

24-25 (Year 1)

OAPSE Salary Schedule

	ASSIGNMENT	STEP 0	STEP 1	STEP 2	STEP 3	0.15 STEP 4	0.15 STEP 5	0.15 STEP 6	0.15 STEP 8	0.15 STEP 10	0.15 STEP 12	0.15 STEP 14	0.15 STEP 16	0.15 STEP 19	0.15 STEP 22	0.2 STEP 25	0.2 STEP 28	0.2 STEP 30
1.	SECRETARY																	
	a. Secretary	16.56	17.06	17.65	18.27	18.42	18.57	18.72	18.87	19.02	19.17	19.32	19.47	19.62	19.77	19.97	20.17	20.37
2.	COOK																	
	a. Head Cook	15.63	16.19	16.88	17.41	17.55	17.71	17.86	18.01	18.16	18.31	18.46	18.61	18.76	18.91	19.11	19.31	19.51
	c. Cook I	13.89	14.47	15.22	15.80	15.95	16.10	16.25	16.40	16.55	16.70	16.85	17.00	17.15	17.30	17.50	17.70	17.90
	d. Cook II	13.84	14.42	15.17	15.75	15.90	16.05	16.20	16.35	16.50	16.65	16.80	16.95	17.10	17.25	17.45	17.65	17.85
3.	CUSTODIAN																	
	a. Head/Day Cust	19.00	19.80	20.39	21.07	21.22	21.37	21.52	21.67	21.82	21.97	22.12	22.27	22.42	22.57	22.77	22.97	23.17
	c. Custodian	18.28	19.00	19.60	20.27	20.42	20.57	20.72	20.87	21.02	21.17	21.32	21.47	21.62	21.77	21.97	22.17	22.37
4.	MAINTENANCE																	
	a. Maintenance I	21.30	22.05	22.82	23.62	23.77	23.92	24.07	24.22	24.37	24.52	24.67	24.82	24.97	25.12	25.32	25.52	25.72
	b. Maintenance II	20.69	21.41	22.16	22.94	23.09	23.24	23.39	23.54	23.69	23.84	23.99	24.14	24.29	24.44	24.64	24.84	25.04
	c. Courier	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
5.	GARAGE																	
	a. Head Shop Mechanic	26.60	27.53	28.49	29.49	29.64	29.79	29.94	30.09	30.24	30.39	30.54	30.69	30.84	30.99	31.19	31.39	31.59
	b. Vehicle Mechanic	21.05	21.79	22.55	23.34	23.49	23.64	23.79	23.94	24.09	24.24	24.39	24.54	24.69	24.84	25.04	25.24	25.44
	c. Helper	20.44	21.16	21.90	22.66	22.81	22.96	23.11	23.26	23.41	23.56	23.71	23.86	24.01	24.16	24.36	24.56	24.76
6.	EDUCATIONAL ASSTS.																	
	a. Special Education I	16.08	16.64	17.23	17.83	17.98	18.13	18.28	18.43	18.58	18.73	18.88	19.03	19.18	19.33	19.53	19.73	19.93
	b. Special Education II	14.31	14.81	15.33	15.87	16.02	16.17	16.32	16.47	16.62	16.77	16.92	17.07	17.22	17.37	17.57	17.77	17.97
10.	TRANSPORT ASST																	
	a. Transport Assistant	17.83	18.88	19.40	19.91	20.06	20.21	20.36	20.51	20.66	20.81	20.96	21.11	21.26	21.41	21.61	21.81	22.01
11.	BUS DRIVER																	
	a. Special Needs	19.94	20.64	21.36	22.11	22.26	22.41	22.56	22.71	22.86	23.01	23.16	23.31	23.46	23.61	23.81	24.01	24.21
	b. Regular Route	18.28	18.92	19.58	20.27	20.42	20.57	20.72	20.87	21.02	21.17	21.32	21.47	21.62	21.77	21.97	22.17	22.37
	c. On-Bus Instructor	18.97	19.63	20.32	21.03	21.18	21.33	21.48	21.63	21.78	21.93	22.08	22.23	22.38	22.53	22.73	22.93	23.13
	d. Van Driver	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
NOTE: RATE INCREASES EFFECTIVE JULY 1ST.																		

EXHIBIT A

25-26 (Year 2)

OAPSE Salary Schedule

	ASSIGNMENT	STEP 0	STEP 1	STEP 2	STEP 3	0.15 STEP 4	0.15 STEP 5	0.15 STEP 6	0.15 STEP 8	0.15 STEP 10	0.15 STEP 12	0.15 STEP 14	0.15 STEP 16	0.15 STEP 19	0.15 STEP 22	0.2 STEP 25	0.2 STEP 28	0.2 STEP 30
1.	SECRETARY																	
a.	Secretary	17.51	18.12	18.76	19.41	19.56	19.71	19.86	20.01	20.16	20.31	20.46	20.61	20.76	20.91	21.11	21.31	21.51
2.	COOK																	
a.	Head Cook	16.48	17.04	17.73	18.27	18.42	18.57	18.72	18.87	19.02	19.17	19.32	19.47	19.62	19.77	19.97	20.17	20.37
c.	Cook I	14.74	15.37	16.07	16.65	16.80	16.95	17.10	17.25	17.40	17.55	17.70	17.85	18.00	18.15	18.35	18.55	18.75
d.	Cook II	14.69	15.27	16.02	16.60	16.75	16.90	17.05	17.20	17.35	17.50	17.65	17.80	17.95	18.10	18.30	18.50	18.70
3.	CUSTODIAN																	
a.	Head/Day Cust	19.70	20.50	21.10	21.84	21.99	22.14	22.29	22.44	22.59	22.74	22.89	23.04	23.19	23.34	23.54	23.74	23.94
c.	Custodian	18.98	19.70	20.33	21.04	21.19	21.34	21.49	21.64	21.79	21.94	22.09	22.24	22.39	22.54	22.74	22.94	23.14
4.	MAINTENANCE																	
a.	Maintenance I	22.00	22.77	23.57	24.39	24.54	24.69	24.84	24.99	25.14	25.29	25.44	25.59	25.74	25.89	26.09	26.29	26.49
b.	Maintenance II	21.39	22.14	22.91	23.72	23.87	24.02	24.17	24.32	24.47	24.62	24.77	24.92	25.07	25.22	25.42	25.62	25.82
c.	Courier	18.23	18.87	19.53	20.21	20.36	20.51	20.66	20.81	20.96	21.11	21.26	21.41	21.56	21.71	21.91	22.11	22.31
5.	GARAGE																	
a.	Head Shop Mechanic	27.30	28.26	29.24	30.27	30.42	30.57	30.72	30.87	31.02	31.17	31.32	31.47	31.62	31.77	31.97	32.17	32.37
b.	Vehicle Mechanic	21.75	22.51	23.30	24.11	24.26	24.41	24.56	24.71	24.86	25.01	25.16	25.31	25.46	25.61	25.81	26.01	26.21
c.	Helper	21.14	21.88	22.65	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
6.	EDUCATIONAL ASSTS.																	
a.	Special Education I	16.93	17.52	18.14	18.77	18.92	19.07	19.22	19.37	19.52	19.67	19.82	19.97	20.12	20.27	20.47	20.67	20.87
b.	Special Education II	15.16	15.69	16.24	16.81	16.96	17.11	17.26	17.41	17.56	17.71	17.86	18.01	18.16	18.31	18.51	18.71	18.91
10.	TRANSPORT ASST																	
a.	Transport Assistant	18.78	19.83	20.35	20.86	21.01	21.16	21.31	21.46	21.61	21.76	21.91	22.06	22.21	22.36	22.56	22.76	22.96
11.	BUS DRIVER																	
a.	Special Needs	20.89	21.62	22.38	23.16	23.31	23.46	23.61	23.76	23.91	24.06	24.21	24.36	24.51	24.66	24.86	25.06	25.26
b.	Regular Route	19.23	19.90	20.60	21.32	21.47	21.62	21.77	21.92	22.07	22.22	22.37	22.52	22.67	22.82	23.02	23.22	23.42
c.	On-Bus Instructor	19.92	20.62	21.34	22.09	22.24	22.39	22.54	22.69	22.84	22.99	23.14	23.29	23.44	23.59	23.79	23.99	24.19
d.	Van Driver	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

NOTE: RATE INCREASES EFFECTIVE JULY 1ST.

26-27 (Year 3)

OAPSE Salary Schedule

						0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.2	0.2	0.2
	ASSIGNMENT	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 8	STEP 10	STEP 12	STEP 14	STEP 16	STEP 19	STEP 22	STEP 25	STEP 28	STEP 30
1.	SECRETARY																	
a.	Secretary	18.51	19.16	19.83	20.52	20.67	20.82	20.97	21.12	21.27	21.42	21.57	21.72	21.87	22.02	22.22	22.42	22.62
2.	COOK																	
a.	Head Cook	17.48	18.09	18.73	19.38	19.53	19.68	19.83	19.98	20.13	20.28	20.43	20.58	20.73	20.88	21.08	21.28	21.48
c.	Cook I	15.74	16.32	17.07	17.65	17.80	17.95	18.10	18.25	18.40	18.55	18.70	18.85	19.00	19.15	19.35	19.55	19.75
d.	Cook II	15.69	16.27	17.02	17.60	17.75	17.90	18.05	18.20	18.35	18.50	18.65	18.80	18.95	19.10	19.30	19.50	19.70
3.	CUSTODIAN																	
a.	Head/Day Cust	20.50	21.30	21.96	22.73	22.88	23.03	23.18	23.33	23.48	23.63	23.78	23.93	24.08	24.23	24.43	24.63	24.83
c.	Custodian	19.78	20.50	21.19	21.93	22.08	22.23	22.38	22.53	22.68	22.83	22.98	23.13	23.28	23.43	23.63	23.83	24.03
4.	MAINTENANCE																	
a.	Maintenance I	22.80	23.60	24.42	25.28	25.43	25.58	25.73	25.88	26.03	26.18	26.33	26.48	26.63	26.78	26.98	27.18	27.38
b.	Maintenance II	22.19	22.97	23.77	24.60	24.75	24.90	25.05	25.20	25.35	25.50	25.65	25.80	25.95	26.10	26.30	26.50	26.70
c.	Courier	19.03	19.70	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
5.	GARAGE																	
a.	Head Shop Mechanic	28.10	29.08	30.10	31.15	31.30	31.45	31.60	31.75	31.90	32.05	32.20	32.35	32.50	32.65	32.85	33.05	33.25
b.	Vehicle Mechanic	22.55	23.34	24.16	25.00	25.15	25.30	25.45	25.60	25.75	25.90	26.05	26.20	26.35	26.50	26.70	26.90	27.10
c.	Helper	21.94	22.71	23.50	24.33	24.48	24.63	24.78	24.93	25.08	25.23	25.38	25.53	25.68	25.83	26.03	26.23	26.43
6.	EDUCATIONAL ASSTS.																	
a.	Special Education I	17.93	18.56	19.21	19.88	20.03	20.18	20.33	20.48	20.63	20.78	20.93	21.08	21.23	21.38	21.58	21.78	21.98
b.	Special Education II	16.16	16.73	17.31	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
10.	TRANSPORT ASST																	
a.	Transport Assistant	19.78	20.83	21.35	21.93	22.08	22.16	22.31	22.46	22.61	22.76	22.91	23.06	23.21	23.36	23.56	23.76	23.96
11.	BUS DRIVER																	
a.	Special Needs	21.89	22.66	23.45	24.27	24.42	24.57	24.72	24.87	25.02	25.17	25.32	25.47	25.62	25.77	25.97	26.17	26.37
b.	Regular Route	20.23	20.94	21.67	22.43	22.58	22.73	22.88	23.03	23.18	23.33	23.48	23.63	23.78	23.93	24.13	24.33	24.53
c.	On-Bus Instructor	20.92	21.65	22.41	23.19	23.34	23.49	23.64	23.79	23.94	24.09	24.24	24.39	24.54	24.69	24.89	25.09	25.29
d.	Van Driver	18.01	18.64	19.29	19.97	20.12	20.27	20.42	20.57	20.72	20.87	21.02	21.17	21.32	21.47	21.67	21.87	22.07
NOTE: RATE INCREASES EFFECTIVE JULY 1ST																		

