

**Memorandum of Understanding
Between the Board of Education of
Berwyn South School District 100 and
South Berwyn Education Association IEA/NEA Custodians' Unit**

Article XI Salary and Fringe Benefits

The Board of Education and Association mutually seek to temporarily amend the parties' 2018-2023 collective bargaining agreement relating to starting salaries for the bargaining unit. The parties hereby agree as follows:

- 1) The Superintendent shall have discretion to place newly hired bargaining unit members up to step five (5) on the salary placement schedule in Appendix A of the 2018-2023 CBA. Outside-of-district, comparable work experience will be considered in the hiring placement, and the Superintendent, or designee, will notify the Association President of the placement and salary for all newly hired bargaining unit members within five (5) days of hiring the new employee.
- 2) No newly employed bargaining unit member shall be paid a salary greater than an already employed bargaining unit member within the same job classification who has the same number of years of documented, comparable work experience as the newly employed bargaining unit member.
- 3) Any current employee whose salary was surpassed by a newly hired employee in the same job classification with documented, comparable previous work experience during the period between May 1, 2022 and November 1, 2022 will have their salary increased to equal the salary of the newly hired employee. This salary adjustment will be limited to the employees listed below and will be retroactive to the date of hire of the new employee as described above. The salary adjustment will be disbursed throughout the remainder of the pay periods for the 2022-2023 school year.

4)

Employee Number	Salary Amount
3095	\$40,449
3599	\$52,190
3082	\$52,190
3626	\$58,083

- 5) This Memorandum of Understanding shall expire on June 30, 2023, unless it is extended by written mutual consent.
- 6) This Memorandum of Understanding is not precedential in effect and shall not constitute a practice or precedent under the CBA, any Successor CBA, or any other collective bargaining agreement.
- 7) The Memorandum of Understanding is subject to the grievance/arbitration provisions of the parties' Collective Bargaining Agreement.

8) To the extent of any conflict or inconsistency between this Memorandum of Understanding and the CBA the provisions of this Memorandum of Understanding shall control.

Association Date _____ _____
Board of Education Date