

## Board Counter Proposal #2

August 7, 2023

### MEMORANDUM OF UNDERSTANDING

#### Targeted SRP Referendum Implementation

This targeted addition is to the SRP Referendum Implementation MOU both dated and signed by the District and Union on May 24, 2023, whereby the parties agreed to begin processing referendum salary supplements (RSS) in anticipation of ratification. All General Provisions of the original MOU are incorporated into this MOU.

As time has passed since the signing of the SRP Referendum Implementation MOU, more accurate tax information has been made available to the District, creating the availability of a small amount of additional referendum funds. Both the District and Union have agreed to apply these funds to specific critical shortage areas within the Transportation and Maintenance departments.

#### Targeted areas:

##### 1. Transportation

\$516,167 for an additional RSS of \$1.00 per hour for bus drivers.  
\$221,214 for an additional RSS of \$2.00 per hour for relief bus drivers.  
\$737,381 total in additional RSS for targeted Transportation employees.

The amounts shown are inclusive of all employer withholdings, to include FRS Regular Class, Social Security, Medicare, Workers Compensation and Unemployment Compensation.

##### 2. Maintenance

~~\$362,845~~ \$205,800 in for an additional RSS of \$1.75 per hour to increase the minimum rate of pay for all Maintenance Technicians, P.E. Field Technicians and Vehicle Technicians in the Maintenance Department, to at least \$20.17 per hour and to ensure that existing employees in these positions receive this new minimum plus 1% for every year of District service or their current hourly rate, whichever is higher. The trades positions labeled Maintenance Technicians include Cabinetry, Carpentry, Electronics, Food Service Equipment Repair, Floor Machine Repair, Flooring, Masonry, Paint, Roofing, Site Development and Small Engine.

\$98,000 for an additional RSS of \$2.00 per hour for all Electric, Plumbing and Water/Sewer employees in the Maintenance Department.

~~\$171,211~~ \$83,790 in for an additional RSS of \$2.25 per hour to increase the minimum rate of pay for all AC Specialists, AC Chiller Mechanics and HVAC System Control Technicians in the Maintenance Department, to at least \$20.68 per hour and to ensure that existing employees in these positions receive this new minimum plus 1% for every year of District Service or their current hourly rate, whichever is higher.

\$47,040 for an additional RSS of \$2.00 per hour for all Relief Custodians.

~~\$534,056~~ \$434,630 in additional RSS to targeted Maintenance employees.

~~\$83,940~~ 98,095 for all employer withholdings, to include FRS Regular Class, Social Security, Medicare, Workers Compensation and Unemployment Compensation.

~~\$455,850~~ \$532,725 total in additional RSS plus benefits for targeted Maintenance employees.

~~\$1,272,437~~ \$1,270,106 in additional RSS to targeted critical areas in Transportation and Maintenance.

In anticipation of employee ratification of the full 2023/2024 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing as soon as possible.

**End of Memorandum**

  
\_\_\_\_\_  
For the Board

August 7, 2023  
Date

  
\_\_\_\_\_  
For the Union

8-7-2023  
Date