

ATTACHMENT #4 - January 21,2020

Memorandum of Understanding

This Memorandum of Understanding (“MOU”) is entered into this ____ day of January 2020, by and between the Warwick School District (“District”), the Warwick Education Association (“Association”) and the Association bargaining unit members identified below to set forth their mutual understandings regarding bargaining unit members’ placements on the salary schedule under the collective bargaining agreement.

Background: The Association brought to the District’s attention its belief that certain bargaining unit members did not receive proper step credit for prior long-term substitute assignments within the District. In lieu of pursuing a continuance of this grievance, the District and Association agreed to research this issue to determine whether any bargaining unit members’ salary schedule placements should be corrected. Based upon the information that was uncovered, the District, Association and the bargaining unit members identified below wish to execute to this MOU to amicably resolve any and all claims surrounding the correction of their salary schedule placements.

Intending to be legally bound, the parties hereby agree as follows

1. **Salary Schedule Adjustments:** The District agrees to adjust the salary schedule placements of the below bargaining unit members, retroactive to the beginning of the 2019-2020 school year, as specified below:
 - a. Lynn Brubacker – M, Step 7 to M, Step 8
 - b. Lois Class – M+45, Step 11 to M+45, Step 12
 - c. Jean David - M, Step 16 to M, Step 17
 - d. Diana Delmotte - M+15, Step 10 to M+15, Step 11
 - e. Monica Hough – B, Step 6 to B, Step 7
 - f. Matthew Kemble - M+45, Step 8 to M+45, Step 9
 - g. Joseph Lacombe – B+24, Step 7 to B+24, Step 9
 - h. Austen Lambert - B, Step 4 to B, Step 5
 - i. Kelly Lutz - M, Step 12 to M, Step 13
 - j. Emily Nixdorf - M+30, Step 10 to M+30, Step 11
 - k. Jonathan Olshan – M+60, Step 9 to M+60, Step 10
 - l. Liesl Reber – M+15, Step 8.5 to M+15, Step 9.5
 - m. Shayna Sharp – M+60, Step 8 to M+60, Step 9
 - n. Kathryn Sutcliffe – B, Step 2 to B, Step 3
 - o. Jamie Weiler - M+60, Step 10 to M+60, Step 11
 - p. Jami Zimmerman - B+24, Step 5 to B+24, Step 6

2. **Payment of Backpay and adjustment of bi-week salary schedule payments:** The District shall make a lump sum payment to each of the above bargaining unit members that is equal to the difference in respective salaries of their original and corrected salary schedule placements, retroactive to the beginning of the 2019-2020 school year, within 30 days after

this MOU is approved by all of the parties. Prospective biweekly salary payments shall be adjusted to reflect each bargaining unit members' corrected salary schedule placements.

3. **No grievance:** In consideration of relief provided by this MOU, the Association and each of the bargaining unit members identified in paragraph 1 above agrees that they will not file any grievance over their salary schedule placements for any time prior to the 2019-2020 school year. Nothing in this paragraph is identified to prevent either the Association or any bargaining unit member from filing a grievance to enforce the terms of this MOU.

4. **No other relief:** In consideration of relief provided by this MOU, the Association and each of the bargaining unit members identified in paragraph 1 agree that they are waiving their rights to pursue any claim for monetary relief from the District in any forum concerning their salary schedule placements prior to the 2019-2020 school year.

5. **No precedent:** This MOU shall not be cited, relied upon or otherwise construed to be a precedent by any party with regard to the handling of any other personnel matter in the future.

The parties hereby indicate their agreement to the above terms by affixing their signatures below.

BOARD OF DIRECTORS,
WARWICK SCHOOL DISTRICT

_____	By: _____
Secretary Date	President Date

WARWICK EDUCATION ASSOCIATION

_____	By: _____
Secretary Date	President Date

{Individual Bargaining Unit Member Name}

By: _____ Date: _____