

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (*MOU*) is entered into between the Franklin-McKinley School District (*District*) and the Franklin-McKinley Education Association (*FMEA*).

1. The District will be offering a signing bonus for the 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 school years.
2. Both parties have agreed to a \$15,000 Signing Bonus to all new Special Education, Speech and Language Pathologists, Hearing Specialists, Psychologists, and **School Nurses**. **This new agreement supersedes the previous three-year agreement, and extends those currently under the three-year agreement terms to a total of five years, not to exceed \$15,000 or beyond the 2024/25 school year.**
3. This bonus will be paid out over the first 5 years as noted below;

\$3,000	1 st Year
\$3,000	2 nd Year
\$3,000	3 rd Year
\$3,000	4 th Year
\$3,000	5 th Year
4. The District also agrees to add \$500 per RSP/SDC teacher to each school site "A" Budget for teacher supplies, 1st year **of employment** only.
5. **The District agrees to provide a ~~\$500~~ \$1,000 yearly stipend to all existing Special Education staff who are not recipients of a signing bonus through the 2024/25 school year.**
6. This agreement in no way establishes a past practice for either party.



Annette Grasty,
Assistant Superintendent, HR



Scott Shulimson,
FMEA President

8/8/2023

Date

8/15/2023

Date

