


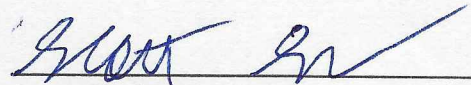
MEMORANDUM OF UNDERSTANDING

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/Hearing Specialists, and Psychologists. 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 |
3. The District also agrees to add \$500 per RSP/SDC teacher to each school site "A" Budget for teacher supplies, 1st year only.
4. The District agrees to provide a \$500 yearly stipend to all existing Special education staff who are not recipients of a signing bonus through the 2024/25 school year.
5. This agreement in no way establishes a past practice for either party.


Annette Grasty,
Assistant Superintendent, HR


Scott Shulimson,
FMEA President

3-19-2020
Date

3-19-20
Date