

MEMORANDUM OF UNDERSTANDING

Salary Reopener

This agreement is by and between the Cincinnati City School District ("CPS"), Cincinnati Federation of Teachers ("CFT"), American Federation of State, County, and Municipal Employees, Local 232 ("AFSCME"), Cincinnati Federation of Office Professionals ("CFOP"), Greater Cincinnati Building Trades Council ("GCBTC"), International Union of Operating Engineers, Local 20 ("IUOE"), and Cincinnati Association of Administrators and Supervisors ("CAAS").

Subject to approval of the Board of Education and ratification by the above bargaining units, the parties agree as follows:

1. The parties agree that base salary/wage schedules shall be increased by 4.0% effective July 1, 2023 (for CFT, CFOP, AFSCME, IUOE, and GCBTC) and August 1, 2023 (for CAAS). The increase shall not apply to stipends, bonuses, or other increments in the contracts, such as (but not limited to) Schedule E and Schedule G of the CFT contract.
2. The parties agree that the wage tables for all represented employees shall be increased to a minimum of \$20 per hour effective not later than July 1, 2025. Attached is a draft wage table for the 2023-24, 2024-25, and 2025-26 school years, together with the projected cost impact to CPS for each year.
 - a. Longevity stipends now included in the AFSCME contract shall be incorporated into a final wage table in the same amounts that are presently in the AFSCME contract.
 - b. For the 2024-25 and 2025-26 school years, all employee classifications in the attached draft salary index shall receive the higher of the wage increase in the salary table or the renegotiated COLA for that respective year. Once an employee reaches \$20 per hour any subsequent increases will be based on the negotiated COLA for that year.
 - c. For clarity, the \$20 per hour equity adjustment shall be applicable to substitute teachers according to what is in the draft salary index.

Agreed this 12th day of June __, 2023:

For CPS:

David J. Hoyung

For AFSCME:

Elizabeth Bell

For GCBTC:

[Signature]

For IUOE (Carpenters):

[Signature]

For CFT:

Julie Sellers

For CFOP:

Fannie Caradone

For CAAS:

[Signature]