Memorandum of Agreement
Wages and Health & Welfare Benefits
For 2022-23, 2023-24, and 2024-25

Piner-Olivet Union School District (POUSD)
and
Piner-Olivet Classified Association (POCA / CSEA, Chapter 45)

The parties agree to the following terms for Wages and Health & Welfare Benefits increases for the next three years, concluding and foreclosing further negotiations on Wages and Health & Welfare Benefits for such period, as follows:

1. <u>Wages and Health & Welfare Benefits</u>

In exercise of the parties' reopener for the 2022-23 school year, POUSD and POCA agree as follows for Wages and Health & Welfare Benefits for the next three years (2022-23, 2023-24, 2024-25).

A. Wages

Increase bargaining unit wages for the next three years, as follows:

Effective July 1, 2022: 6.56% across the board salary increase.
Effective July 1, 2023: 5% across the board salary increase.
Effective July 1, 2024: 4% across the board salary increase.

B. Health Premium Contributions

Increase the District's health premium contributions to bargaining unit members for the next three plan years (October 2022, October 2023, October 2024), as follows:

<u>Current</u>		<u>New (per month, 12 months)</u>		
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Single coverage:	$850/month	$900/month	$925	$950
Employee + 1:	$1000/month	$1250/month	$1300	$1350
Family:	$1200/month	$1400/month	$1475	$1550

C. Other Items Still to be Negotiated

The parties agree that the following two items are not closed, but instead are still open for negotiation between POCA and POUSD:

1. Stipend for 2022-23 related to COVID-19.
2. Juneteenth holiday.

2. Reopeners – CBA Section 30.2

This MOU concludes and fully satisfies the parties' obligations and rights to negotiate Wages and Health & Welfare Benefits for a three-year period. Accordingly, the parties agree that there shall be no reopener on Wages or Health & Welfare benefits for 2022-23, 2023-24, or 2024-25.

SO AGREED.

Karen Wofford
_____
For POCA

SaChara
_____
For POUSD

06 / 20 / 2022
_____
Date

6/17/2022
_____
Date