

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE HURON CITY SCHOOL DISTRICT BOARD OF EDUCATION
AND
THE HURON CLASSIFIED EMPLOYEES ASSOCIATION**

This Memorandum of Understanding is made and entered into this 15th day of FEBRUARY, 2011 by and between the Huron City School District Board of Education (the "Board") and the Huron Classified Employees Association (the "Association").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement ("Agreement") in effect from July 1, 2007 through June 30, 2010; and

WHEREAS, the Board and the Association have previously extended the Agreement for one year through June 30, 2011; and

WHEREAS, the Parties desire to extend the Agreement for a term of two (2) years beyond its current expiration date.

NOW, THEREFORE, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and the Association agree to the following terms:

1. The Agreement will be extended for the term of two (2) additional years, from July 1, 2011 through June 30, 2013.
2. Article XXIX of the Agreement will be modified to reflect a Base Increase for School Year 2011-2012 of 1.0% effective July 1, 2011, and a Base Increase for School Year 2012-2013 of 1.0% effective July 1, 2012.
3. All other provisions of the Agreement shall remain unchanged.
4. This constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by both parties.
5. The Association and the Board have reviewed and understand this Agreement and each signatory to this Agreement represents that he or she has the authority to enter into this Agreement and bind his/her Party.

FOR THE BOARD

Judith M. Miller 2-15-11
Superintendent Date

Donna Green 2-15-11
Board President Date

[Signature] 2-15-11
Treasurer Date

FOR THE ASSOCIATION

Marta J. Espinoza 2/9/11
Association President Date

Robert J. Kelly 2/9/11
Association Vice-President Date

[Signature] 2/9/11
Labor Relations Consultant Date

HCEA Schedule

FY 12

School Year

2011-2012

STEP	SECRETARY	Tech/Library	HANDICAP			PLAYGROUN			MAINTENAN			HD			HANDICAP			CAFT		
			HAIDE	DAIDE	CE	DAIDE	CE	CUSTODIAN	CUSTODIAN	MECHANIC	BUS DRIVER	BUS AIDE	HEAD COOK	ASST COOK	WORKER	CASHIER				
0	13.44	13.87	11.22	9.95	16.10	15.46	14.48	16.65	19.16	10.94	13.48	11.40	9.79	10.96						
1	13.67	14.09	11.45	10.18	16.32	15.68	14.70	16.98	19.39	11.17	13.69	11.63	10.02	11.20						
2	13.89	14.32	11.67	10.40	16.55	15.91	14.93	17.33	19.61	11.39	13.92	11.86	10.26	11.41						
3	14.11	14.54	11.90	10.63	16.77	16.13	15.15	17.68	19.84	11.62	14.14	12.08	10.49	11.64						
4	14.35	14.79	12.14	10.86	17.01	16.36	15.39	18.01	20.07	11.85	14.38	12.32	10.71	11.87						
5	14.58	15.00	12.36	11.09	17.24	16.59	15.62	18.35	20.29	12.07	14.61	12.55	10.93	12.09						
6	14.80	15.23	12.59	11.31	17.46	16.80	15.84	18.69	20.52	12.30	14.83	12.77	11.17	12.33						
7	15.03	15.45	12.82	11.54	17.69	17.03	16.06	19.04	20.75	12.53	15.06	12.99	11.39	12.56						
8	15.26	15.68	13.03	11.76	17.92	17.26	16.29	19.38	20.97	12.75	15.29	13.22	11.62	12.78						
9	15.49	15.92	13.27	12.00	18.14	17.49	16.53	19.71	21.21	12.98	15.51	13.45	11.85	13.00						
10	15.72	16.14	13.50	12.23	18.37	17.71	16.75	20.06	21.44	13.22	15.74	13.68	12.07	13.23						
11	15.94	16.37	13.72	12.45	18.60	17.94	16.98	20.40	21.66	13.44	15.97	13.91	12.31	13.47						
12	16.16	16.59	13.95	12.68	18.83	18.16	17.20	20.73	21.88	13.67	16.19	14.13	12.54	13.69						
13	16.39	16.82	14.18	12.90	19.06	18.38	17.43	21.09	22.11	13.89	16.42	14.36	12.75	13.92						
14	16.63	17.05	14.41	13.14	19.28	18.61	17.66	21.42	22.35	14.11	16.66	14.60	12.98	14.14						
15	16.85	17.28	14.63	13.36	19.51	18.83	17.89	21.64	22.57	14.34	16.89	14.81	13.21	14.37						
16	17.08	17.50	14.86	13.59	19.73	19.06	18.11	21.98	22.80	14.58	17.11	15.04	13.44	14.61						
17	17.31	17.73	15.08	13.81	19.96	19.29	18.34	22.21	23.02	14.80	17.33	15.27	13.67	14.83						
18	17.53	17.96	15.31	14.04	20.18	19.51	18.56	22.55	23.24	15.03	17.55	15.49	13.90	15.05						
19	17.75	18.18	15.54	14.26	20.41	19.74	18.79	22.78	23.47	15.26	17.79	15.73	14.12	15.28						
20	17.98	18.40	15.76	14.49	20.65	19.96	19.01	23.12	23.70	15.47	18.02	15.96	14.35	15.50						
21	18.20	18.62	15.99	14.71	20.88	20.18	19.23	23.35	23.92	15.70	18.24	16.18	14.58	15.74						
22	18.43	18.86	16.21	14.94	21.10	20.41	19.46	23.68	24.15	15.93	18.47	16.41	14.80	15.97						
23	18.65	19.08	16.44	15.16	21.33	20.63	19.69	23.91	24.37	16.15	18.70	16.63	15.03	16.19						
24	18.89	19.32	16.67	15.40	21.56	20.88	19.92	24.25	24.61	16.38	18.92	16.85	15.26	16.42						
25	19.11	19.54	16.90	15.63	21.78	21.10	20.15	24.48	24.84	16.61	19.14	17.08	15.48	16.64						
26	19.34	19.77	17.12	15.85	22.01	21.33	20.38	24.82	25.05	16.84	19.37	17.31	15.71	16.86						
27	19.57	20.00	17.35	16.07	22.23	21.54	20.60	25.04	25.28	17.07	19.60	17.53	15.94	17.09						
28	19.79	20.21	17.57	16.30	22.46	21.77	20.83	25.38	25.51	17.29	19.82	17.76	16.15	17.32						
29	20.02	20.44	17.80	16.53	22.69	21.99	21.05	25.61	25.73	17.51	20.04	17.98	16.38	17.54						
30	20.24	20.66	18.02	16.75	22.91	22.22	21.27	25.95	25.96	17.74	20.27	18.20	16.61	17.77						
SUBS	11.43	11.79	9.54	8.46	13.69	13.14	12.31	14.15	16.29	9.30	11.45	9.69	8.32	9.32						

HCEA Schedule

FY 13

School Year

2012-2013

STEP	SECRETARY	Tech/Library	HANDICAP AIDE	PLAYGROUN D AIDE	MAINTENAN CE	HD CUSTODIAN	CUSTODIAN	MECHANIC	BUS DRIVER	HANDICAP BUS AIDE	HEAD COOK	ASST COOK	CAFT WORKER	CASHIER
0	13.58	14.01	11.33	10.05	16.26	15.61	14.62	16.82	19.35	11.05	13.61	11.52	9.89	11.07
1	13.81	14.23	11.56	10.28	16.49	15.84	14.85	17.15	19.58	11.28	13.83	11.75	10.12	11.31
2	14.03	14.47	11.79	10.50	16.71	16.07	15.08	17.50	19.81	11.51	14.06	11.98	10.37	11.53
3	14.25	14.69	12.02	10.74	16.94	16.29	15.30	17.86	20.04	11.74	14.28	12.21	10.59	11.76
4	14.50	14.94	12.26	10.97	17.18	16.52	15.55	18.19	20.27	11.97	14.53	12.44	10.82	11.99
5	14.72	15.15	12.48	11.20	17.41	16.75	15.77	18.53	20.50	12.19	14.75	12.67	11.04	12.22
6	14.95	15.38	12.71	11.43	17.63	16.97	16.00	18.88	20.73	12.43	14.98	12.90	11.28	12.45
7	15.18	15.61	12.95	11.65	17.87	17.20	16.22	19.23	20.95	12.65	15.21	13.12	11.51	12.68
8	15.41	15.83	13.16	11.88	18.10	17.43	16.45	19.57	21.18	12.88	15.44	13.35	11.74	12.91
9	15.65	16.08	13.41	12.12	18.32	17.66	16.70	19.90	21.42	13.11	15.67	13.59	11.97	13.13
10	15.88	16.30	13.63	12.35	18.56	17.88	16.92	20.26	21.65	13.35	15.90	13.82	12.19	13.36
11	16.10	16.54	13.86	12.57	18.78	18.11	17.15	20.61	21.88	13.58	16.13	14.05	12.43	13.60
12	16.33	16.76	14.09	12.81	19.02	18.34	17.37	20.94	22.10	13.81	16.36	14.27	12.66	13.83
13	16.55	16.99	14.32	13.03	19.25	18.57	17.61	21.30	22.33	14.03	16.59	14.50	12.88	14.06
14	16.79	17.22	14.55	13.27	19.47	18.79	17.83	21.64	22.57	14.25	16.82	14.74	13.11	14.28
15	17.02	17.45	14.78	13.50	19.70	19.02	18.07	21.86	22.80	14.49	17.06	14.96	13.34	14.52
16	17.25	17.68	15.01	13.72	19.93	19.25	18.29	22.20	23.02	14.72	17.28	15.19	13.58	14.75
17	17.48	17.90	15.23	13.95	20.16	19.48	18.52	22.43	23.26	14.95	17.50	15.42	13.81	14.98
18	17.71	18.14	15.46	14.18	20.39	19.70	18.75	22.77	23.47	15.18	17.73	15.65	14.04	15.20
19	17.93	18.36	15.69	14.41	20.61	19.94	18.98	23.01	23.71	15.41	17.97	15.89	14.26	15.43
20	18.16	18.59	15.92	14.63	20.85	20.16	19.20	23.35	23.94	15.63	18.20	16.12	14.49	15.66
21	18.39	18.81	16.15	14.86	21.09	20.38	19.43	23.58	24.16	15.86	18.42	16.34	14.72	15.90
22	18.61	19.05	16.37	15.09	21.31	20.61	19.66	23.92	24.39	16.09	18.66	16.57	14.95	16.13
23	18.84	19.27	16.60	15.32	21.54	20.84	19.89	24.15	24.62	16.32	18.88	16.79	15.18	16.36
24	19.08	19.51	16.84	15.55	21.78	21.09	20.12	24.49	24.86	16.54	19.11	17.02	15.41	16.59
25	19.30	19.74	17.07	15.79	22.00	21.31	20.35	24.72	25.09	16.77	19.33	17.25	15.64	16.80
26	19.53	19.96	17.29	16.01	22.23	21.54	20.58	25.07	25.31	17.01	19.56	17.48	15.87	17.03
27	19.77	20.20	17.52	16.23	22.45	21.76	20.81	25.29	25.53	17.24	19.80	17.71	16.09	17.26
28	19.99	20.41	17.75	16.46	22.68	21.99	21.04	25.64	25.76	17.46	20.02	17.94	16.32	17.49
29	20.22	20.65	17.98	16.70	22.91	22.21	21.26	25.87	25.99	17.69	20.24	18.16	16.55	17.72
30	20.44	20.87	18.20	16.92	23.14	22.44	21.49	26.21	26.22	17.92	20.48	18.39	16.77	17.95
SUBS	11.54	11.90	9.63	8.54	13.82	13.27	12.43	14.30	16.45	9.39	11.57	9.79	8.40	9.41