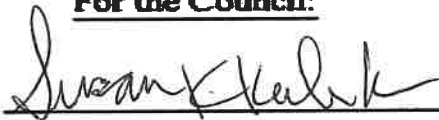


**Memorandum of Understanding
Manhattan SD 114 Staff CPI Salary 2022-2023**

1. The Manhattan 114 Board of Education and the Manhattan Council AFT Local 604 agree to the following Memorandum of Understanding relating exclusively to the current salaries of non-certified employees.
2. For the 2022-2023 school year starting wages for non-certified staff will increase to \$16.00 per hour for the Paraprofessional License Certificate, \$17 per hour for an Associates Degree and \$18 per hour for a Bachelor's Degree.
3. Existing employees receive the contractual 5% increase and an additional \$3.50 per hour increase in conjunction with increase to the beginning wage increase.
4. 2023-2025 negotiated salary increases will be what is currently within the contract.
5. Once approved by Manhattan SD 114 Board of Education and the Manhattan Council AFT Local 604, this MOU will take effect beginning with the August 26, 2022 payroll.

For the Council:



President



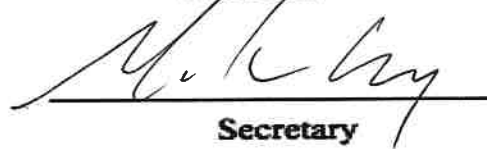
VP of Support Staff

Date: 08/10/2022

For the Board of Education:



President



Secretary

Date: 08/10/2022

**Memorandum of Understanding
Manhattan SD 114 TRS Certified Staff
2023-2028 Salary Compensation**

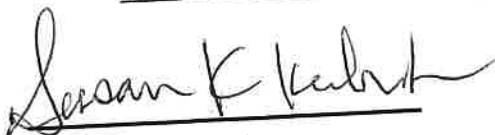
1. The Manhattan 114 Board of Education and the Manhattan Council AFT Local 604 agree to the following Salary and TRS Compensation agreement for the school years of 2023-2024 through 2027-2028 for the Certified Staff, in accordance with the Memorandum of Understanding, signed March 8, 2023 and adopted by the Board of Education, March 8, 2023.

2. The following Salary and TRS Benefits would be in force beginning July 1, 2024:
 - Salary Increase for 2023-2024, 2024-2025, 2025-2026 = 5%
 - Salary Increase for 2026-2027 & 2027-2028 = CPI + 1% (Floor of 3% - Ceiling of 5%)
 - Starting Teacher Salary will increase by:
 - 2023-24: 2.5% 2024-25: 2.5% 2025-26: 2.5%
 - 2026-27: 1.0% 2027-28: 1.0%
 - Teacher Pays 6% TRS for 2023-2024; Board pays all remaining TRS/THIS
 - Teacher Pays 3% TRS for 2024-2025; Board pays all remaining TRS/THIS
 - Teacher Pays 0% TRS for 2025-2026; Board pays all TRS/THIS
 - Teacher Pays 0% TRS for 2026-2027; Board pays all TRS/THIS
 - Teacher Pays 0% TRS for 2027-2028; Board pays all TRS/THIS

3. **Article 12.1- Teacher Retirement Contributions will be phased out and removed completely after year three of this agreement.**
 - a. In 2023-2024 the Board of Education agrees to pay to the Teacher Retirement System, on behalf of each teacher, 6.0% to be deducted from his/her salary as set forth in the current Salary Schedule in Appendix A, other duty schedule in Appendix B, and any other TRS creditable earnings.
 - b. In 2024-2025 the Board of Education agrees to pay to the Teacher Retirement System, on behalf of each teacher, 3.0% to be deducted from his/her salary as set forth in the current Salary Schedule in Appendix A, other duty schedule in Appendix B, and any other TRS creditable earnings.
 - c. In 2025-2026, Article 12.1 will no longer apply.

4. **This MOU only applies to Salary and TRS/THIS Benefits for the Certified Staff. In 2025 once the CBA expires, the Board of Education and Manhattan Council AFT Local 604 will negotiate language for all parties and economics only for classified and extra duties.**

For the Council:



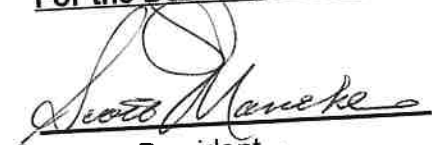
President




VP of Support Staff

03/08/2023
Date

For the Board of Education



President



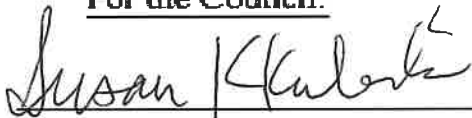
Secretary

03/08/2023
Date

**Memorandum of Understanding
Manhattan SD 114 Staff CPI Salary 2023-2024**

1. The Manhattan 114 Board of Education and the Manhattan Council AFT Local 604 agree to the use of the US Department of Labor 12-month CPI Index, January 1, 2022 through December 31, 2022 for the salary increase for July 1, 2023 - June 30, 2024, in accordance with the Memorandum of Understanding, signed February 8, 2023 and adopted by the Board of Education, February 8, 2022.
2. The Consumer Price Index for All Urban Consumers published by the U.S. Bureau of Labor Statistics for the 12-month period of January 1, 2022 through December 31, 2022 is 6.5%.
3. Therefore, the overall increase in accordance with the Memorandum of Understanding agreed to by both parties (CPI + 2%, not to exceed 5% or fall below 3%), will be 5.0% for the 2023-2024 school year, effective beginning with the August 25, 2023 payroll.

For the Council:



President



VP of Support Staff

Date: 02/08/2023

For the Board of Education:



President



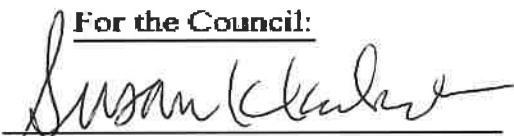
Secretary

Date: 02/08/2023


**Memorandum of Understanding
Manhattan SD 114 Staff CPI Salary 2023-2024**

1. The Manhattan 114 Board of Education and the Manhattan Council AFT Local 604 agree to the following Memorandum of Understanding relating exclusively to the current salaries of non-certified employees.
2. For the 2023-2024 school year starting wages for non-certified will increase to \$16.00 an hr. for the Paraprofessional License Certificate, \$17 for an Associates Degree and \$18 for a Bachelor's Degree.
3. Existing employees receive the contractual 5% increase.
4. 2023-2025 negotiated salary increases will be what is currently within the contract.
5. Once approved by Manhattan SD 114 Board of Education and the Manhattan Council AFT Local 604, this MOU will take effect beginning with the August 25, 2023 payroll.

For the Council:



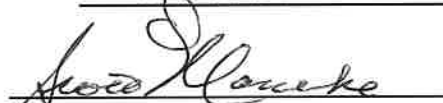
President



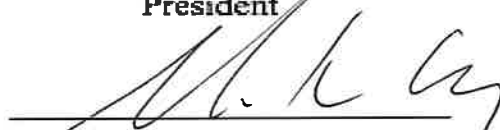
VP of Support Staff

Date: 02/08/2023

For the Board of Education:



President



Secretary

Date: 02/08/2023