

Memorandum of Understanding

July 1, 2014 to June 30, 2017

The following shall be the approved changes under an agreement between AFSCME Local 863 and the Rochester Superintendent of Schools. The Special Step had not been considered in approving the AFSCME contract. The following changes will be followed until the next approved contract. It is expected that the next contract will incorporate the language changes listed below.

~~B. Existing Special Steps (Grandfather Clause)~~

~~The custodial employees who are on the special steps beyond Step 5 of the custodial wage scale shall be grandfathered for the term of this contract at a wage as described in Appendix A. Employees shall be eligible for movement to step 6 after ten (10) consecutive years of service.~~

~~No employee who is not paid according to the special step at the time of ratification of this contract will be eligible to progress to the special step.~~

C. Step Increments

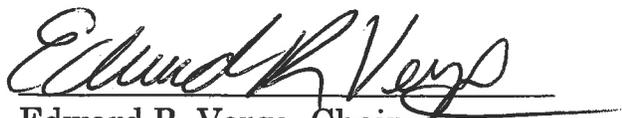
1. Covered employees shall be moved to Step 1 upon successful completion of the probationary period. Movement to steps 2 through 5-6 shall be solely on the basis of merit.

2014-2017

CLASS	1	2	3	4	5	6
CUST	14.61	14.86	15.09	15.33	15.57	15.87
GROUND	15.46	15.70	15.95	16.18	16.41	16.55
SKILLED	17.58	17.81	18.05	18.30	18.52	18.93

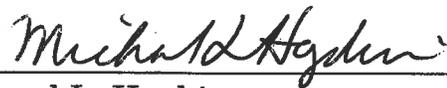
IN WITNESS WHEREOF, the parties have hereto executed this Agreement on this 8th day June of 2015.

For Local 863, AFSCME Council 93



Edward R. Verge, Chair
Chair Local 863, AFSCME

For the Rochester School Board



Michael L. Hopkins,
Superintendent of Schools