



MEMO OF UNDERSTANDING

BETWEEN
CONFIDENTIAL EMPLOYEES GROUP
AND
THREE RIVERS SCHOOL BOARD

For the 2009-2010 school year, the Confidential Group has met and wishes to recommend the following scenarios as an extension of good faith and fairness as we face budget uncertainties. This memorandum of understanding between the Confidential employees and the TRSD school board shall be in place for the 2009-2010 school year.

Set forth below are the defined COLA amounts and recommended reduction in days should the budget shortfall reach the following benchmarks:

\$6 Million Dollar Shortfall: The Confidential Employee Group agrees to a ‘step-only’ increase on the 2009-10 salary schedule and a maximum of five (5) days to be reduced.

\$4 Million Dollar Shortfall: The Confidential Employee Group agrees to a ‘step and 1% COLA increase on the 2009-10 salary schedule and a maximum of five (5) days to be reduced.

\$2 Million Dollar Shortfall: The Confidential Employee Group agrees to a ‘step and 2.5% COLA increase on the 2009-10 salary schedule and a maximum of five (5) days to be reduced.

Signed and executed this _____ day of _____, 2009 by:

Confidential Employees Group:

For, The TRSD Board:

