

#2012-01  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
ATRA  
AND  
THREE RIVERS SCHOOL DISTRICT

This Memorandum of Understanding is entered into this \_\_\_ day of July, 2012, between ATRA and the Three Rivers School District. This Agreement shall not constitute any precedent between the parties.

The District and ATRA acknowledge:

1. ATRA and the District are bargaining an MOU agreement from July 1, 2012 through June 30, 2013.
2. Part of the District's proposal is a freeze on step increments for the 2012-2013 school year.
3. Such increments are credited to bargaining unit employees on July 1, 2012.
4. Meeting and Conferring will not conclude prior to June 30, 2012.
5. If ATRA and the District reach agreement on an MOU that includes a freeze on step increments after such increments have been credited, ATRA employees would be required to pay back such increments to the district.
6. Such a payback could present a financial hardship to ATRA employees, as well as accounting issues for the District.

**AGREEMENT:**

ATRA agrees to freeze step increments for the 2012-2013 school year pending the outcome of meeting and conferring on an MOU.

Should ATRA and the District negotiate an MOU that does not include a freeze on step increments; the District will compensate those employees eligible for step increments for such increments retroactive to July 1, 2012.

ATRA acknowledges that the District will not be increasing the insurance cap on July 1, 2012, pending the outcome of the meeting and conferring on an MOU.

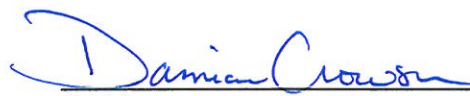

Both parties agree to reduce up to 10 days, but not more than any other employee group. Furlough days may be taken at the individual administrator's discretion upon approval by the Superintendent or direct supervisor.

Administrators and the Superintendent will continue to meet and confer regarding all aspects of the agreement.

This Memorandum of Understanding shall become effective upon the signature of the parties and shall expire June 30, 2013.

Agreed to this \_\_\_\_\_ day of July, 2012.

\_\_\_\_\_  
District

  
\_\_\_\_\_  
ATRA  
  
\_\_\_\_\_  
ATRA