

Memorandum of Agreement Between
Erie County Technical School (ECTS) Operating Committee
And

Erie County Technical School Federation of Teachers, Local 1589, AFT, AFL-CIO

Purpose

This Memorandum of Agreement (MOA) is entered into by and between the Erie County Technical School (ECTS) Operating Committee and the Erie County Technical School Federation of Teachers, Local 1589, AFT, AFL-CIO (collectively referred to as "the Parties"). The purpose of this MOA is to establish a new provision for step advancement for new hires and current employees based on years of experience for Classified staff.

This agreement applies to all employees covered under the Classified contracts for the 2024-2025 school year and shall remain in effect until reopened or incorporated into subsequent agreement.

1. Effective from the start of the 2024-2025 school year, the following provisions will be incorporated into the Classified contracts:
2. Effective from the start of the 2024-2025 school year, the **Classified** employees will receive a retroactive application of Article VI - Section 1- Wages for all of their applicable service inside and outside of the ECTS.
 - a. Years of experience shall be calculated, based on a solicitation of service by HR and based on the employee's documented experience **in a school setting as of** the start of the 2024-2025 school year.
 - b. Classified employees will receive a 1 to 1 credit for each year of experience they can document working in a school setting.
3. The Union will have the right to review and verify service credited by the school.
4. The implementation of this provision will require the Human Resources Department to review and verify the professional experience of all employees.
5. Adjustments to the salary scales will be made accordingly to reflect the new step placements based on verified experience retroactively to the beginning of the 2024-2025 school year.
6. This MOA will remain in effect for the duration of the current collective bargaining agreements for Classified employees and will be subject to renegotiation upon the expiration of these agreements.

7. Amendments to this MOA can only be made with the mutual written consent of both Parties.

This agreement is hereby incorporated into the existing contracts and shall take precedence in any conflict of provisions.

Signatures

**For the Erie County Technical School
Operating Committee:**

**For the Erie County Technical School
Federation of Teachers, Local 1589, AFT,
AFL-CIO:**

Name:

Name:

Title:

Title:

Date:

Date: