


**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN FRANKLIN COMMUNITY SCHOOLS (FCS)**  
**AND FRANKLIN COMMUNITY TEACHERS ASSOCIATION (FCTA)**

1. **Parties:** This Memorandum of Understanding (hereinafter referred to as “MOU”) is made and entered into by and between the Board of School Trustees of the Franklin Community School Corporation, herein referred to as the Board, and the Franklin Community Teachers Association, herein referred to as the FCTA.
2. **Purpose:** The purpose of this MOU is to establish an amendment to the Collective Bargaining Agreement for August 1, 2022 to June 30, 2023. This amendment will be included as part of Article II Salary/Wages. The amendment adds “teacher retention catch-up pay raises” under the Academic Need factor.
3. **Contract Language Addendum** – The academic need factor provides for a previously hired and current FCS teacher with a catch-up contribution to his/her salary. The teacher retention catch-up raises allow the Superintendent the discretion to adjust the salary of a current teacher to the amount on the New Hire Replacement Base Salary Schedule for a new teacher, with comparable education and experience. The amount will be established by the difference between the New Hire Replacement Base Salary Schedule and the present salary of the employee. This factor was inadvertently omitted from the Collective Bargaining Agreement ratified on October 5, 2022, but was amended during the negotiation period of September 15, 2022 through November 15, 2022.
4. **Term of MOU:** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the parties to this MOU and shall remain in full force and effect for not longer than June 30, 2023.
5. **Responsibilities of the Board:** It is the intent of the Board to amend the 2022-23 Collective Bargaining agreement to add any necessary catch-up raises to ensure that a new teacher will not be able to begin employment at FCS at a higher salary than the existing FCS teacher with the same years of experience and education.
6. **Responsibilities of FCTA:** It is the intent of Franklin Community Teachers Association to ratify this amendment to add catch-up raises that are necessary for existing FCS teachers to not make a lesser salary than a new teacher with the same education and experience .
7. **Signatures:** In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

**Ratified and signed by:**

**Board of School Trustees of the Franklin Community School Corporation**

  
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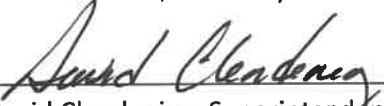
Kristi Ott, President

11-14-22  
Date

  
\_\_\_\_\_

Andrew Lamm, Secretary


11-14-22  
Date

  
\_\_\_\_\_

David Clendening, Superintendent

11/7/22  
Date

**Franklin Community Teachers Association**

  
\_\_\_\_\_

Anthony Harris, FCTA President

11/1/22  
Date

  
\_\_\_\_\_

Ashley Jennings, FCTA Chief Spokesperson

11/2/22  
Date

Full Name	Catch-up Raise to Base Salary
1 ANDERSON, CANDACE REGINA	\$ 1,338.00
2 BARGER, EMILY L	\$ 560.00
3 BATTA, DANIEL P	\$ 1,007.00
4 BENNETT, SARAH M	\$ 560.00
5 BROYER, MARIE R	\$ 560.00
6 BURSAK, BETHANY K	\$ 983.00
7 CHARBONEAU-EICKHOFF, DENISE M	\$ 1,471.00
8 CRAFT, KAYLA M	\$ 1,056.00
9 DAILY, MADELINE C	\$ 560.00
10 DAY, KELLY L	\$ 1,133.00
11 DAY, MATTHEW W	\$ 1,081.00
12 DERHEIMER, EMILY D	\$ 560.00
13 EDWARDS, MEAGAN L	\$ 1,030.00
14 ELLINGHAUSEN, CAROLE S	\$ 1,217.00
15 FEWELL, JOSHUA L	\$ 560.00
16 FOREMAN, MARY E	\$ 960.00
17 HALL, ALYSSA N	\$ 1,287.60
18 HASSER, TALLIA M	\$ 1,056.00
19 HAYNES, CASSANDRA E	\$ 500.00
20 JOHNSON, NATHAN E	\$ 983.00
21 JONES, JAN M	\$ 1,471.00
22 KING, MADELINE E	\$ 960.00
23 KIRKHAM, BRIANNA E	\$ 560.00
24 LAMAN, TESSA E	\$ 560.00
25 LECHER, LORI A	\$ 1,217.00
26 MAYFIELD, LANCE A	\$ 1,246.00
27 MCCURREN, MONICA M	\$ 1,107.00
28 OLIVER, COLE M	\$ 1,412.98
29 PALAFOX, JESSICA E	\$ 560.00
30 PELL, MORGAN K	\$ 983.00
31 RODMAN, JENNIFER E	\$ 960.00
32 ROESSLER, AMBER M	\$ 1,347.60
33 ROLLINS, MADELINE A	\$ 560.00
34 RUDDLE, JILL E	\$ 560.00
35 SILVERMAN, EMILY D	\$ 1,318.30
36 SMITH, PRISCILLA L	\$ 560.00
37 STILL, HEATHER M	\$ 1,276.00
38 SURFACE, MELANIE B	\$ 1,081.00
39 TAYLOR, MADISON J	\$ 960.00
40 THOMAS, BROOKLYNNE M	\$ 560.00
41 ULMER, CONNOR S	\$ 1,007.00
	\$ 38,729.48