

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE LIBERTY CENTRAL SCHOOL DISTRICT**

**AND**

**THE LIBERTY SCHOOL EMPLOYEES ASSOCIATION**

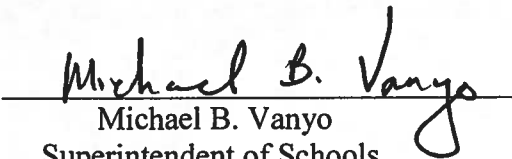
It is agreed by and between the District and the Association that the current Collective Bargaining agreement with effective dates July 1, 2007 through June 30, 2011 shall be extended for an additional two years subject to the change attached:

1. Term of Agreement: July 1, 2011 through June 30, 2013
2. Salary Increases:

The current 2010-11 salary schedule shall be increased by the following percentages  
2% increase for 2011-12  
2 % increase for 2012-13  
(Salary schedule attached)

IN WITNESS WHEREOF, the parties have entered into the agreement as of the day and year below written.

BY:  7-24-12  
Daniel Parkhurst  
President, Board of Education

BY:  7/26/12  
Michael B. Vanyo  
Superintendent of Schools

BY:  7/20/12  
William Bivins  
LSEA President

**LSEA SALARY SCHEDULES WITH 2% INCREASE**

2.00%      2.00%

Custodian	2010-11	2011-12	2012-13
Step 1	\$ 40,468	\$ 41,278	\$ 42,103
Step 2	\$ 42,062	\$ 42,903	\$ 43,761
Step 3	\$ 43,169	\$ 44,033	\$ 44,913
Step 4	\$ 44,504	\$ 45,394	\$ 46,301
Step 5	\$ 46,246	\$ 47,171	\$ 48,114
Step 6	\$ 50,634	\$ 51,646	\$ 52,679
Off-Step	\$ 50,634	\$ 51,646	\$ 52,679

Maint/Grnds	2010-11	2011-12	2012-13
Step 1	\$ 40,531	\$ 41,341	\$ 42,168
Step 2	\$ 42,135	\$ 42,978	\$ 43,837
Step 3	\$ 43,253	\$ 44,118	\$ 45,000
Step 4	\$ 44,600	\$ 45,492	\$ 46,402
Step 5	\$ 46,358	\$ 47,285	\$ 48,231
Step 6	\$ 50,298	\$ 51,304	\$ 52,330
Off-Step	\$ 50,298	\$ 51,304	\$ 52,330

Cleaner	2010-11	2011-12	2012-13
P/T Rate (St. 1 hrly)	\$ 18.29	\$18.66	\$19.03
Step 1	\$ 38,040	\$ 38,801	\$ 39,577
Step 2	\$ 39,134	\$ 39,916	\$ 40,714
Step 3	\$ 40,241	\$ 41,045	\$ 41,866
Step 4	\$ 41,575	\$ 42,406	\$ 43,255
Step 5	\$ 43,317	\$ 44,183	\$ 45,067
Step 6	\$ 44,449	\$ 45,338	\$ 46,245
Off-Step	\$ 44,449	\$ 45,338	\$ 46,245

Sr.Steno/Sr.Typist	2010-11	2011-12	2012-13
Step 1	\$ 787	\$ 802	\$ 818
Step 2	\$ 802	\$ 818	\$ 835
Step 3	\$ 818	\$ 835	\$ 851
Step 4	\$ 835	\$ 851	\$ 868
Step 5	\$ 860	\$ 877	\$ 894
Off-Step	\$ 860	\$ 877	\$ 894

Typist	2010-11	2011-12	2012-13
Step 1	\$ 647	\$ 660	\$ 673
Step 2	\$ 660	\$ 673	\$ 687
Step 3	\$ 673	\$ 686	\$ 700
Step 4	\$ 686	\$ 700	\$ 714
Step 5	\$ 707	\$ 721	\$ 736
Off-Step	\$ 707	\$ 721	\$ 736

	2010-11	2011-12	2012-13
Head Cook	19.34	19.73	20.12
Food Svc Helper	14.26	14.55	14.84
Cashier II	13.46	13.73	14.00
Cashier I	14.71	15.00	15.30
Baker	16.64	16.97	17.31
Asst. Cook	16.64	16.97	17.31