

**North Fayette Valley Community School District**  
**Proud to be NFV**

600 N. Pine Street, P.O. Box 73, West Union, Iowa 52175  
 Phone (563) 422-3851 - Fax (563) 422-3854  
[www.nfvschools.com](http://www.nfvschools.com)

April 11, 2022

**Memorandum of Understanding**


In the past few years, our support staff wages have not remained competitive. In addition, we have also seen sign-on, retention, and longevity bonuses become more common. These bonuses are nice but do not give a much-needed long-term wage increase. Our hope is that a wage increase can act both as retention for current employees and employment incentives for new hires.

I have shown below what the Board plans as wage increases for our support staff over the next three years. The first is a healthy increase for next year (averaging 6.19%), followed by a public statement of our intention to increase total packages by 3% for the following two years.

Pending Board Approval, we have created a Memorandum of Understanding (MOU) for FY23 and the following two years (FY24, FY25) as the minimum increase of 3% in the total package. In midwinter, an official opening statement will be delivered to the association reflecting the FY24 and FY25 percentages. Additionally, I recommend we increase the rate drivers are paid for activity routes and shop work. Those are also shown below. You will also find the proposed increases for the upcoming school years.

<b>Recommended</b>	<b>Para</b>	<b>Food Service</b>	<b>Custodian</b>	<b>Secretary</b>	<b>Bus Driver</b>
<b>FY22- Current</b>	\$12.00	\$11.63	\$12.75	\$12.50	\$31.57
<b>FY23</b>	\$12.75	\$12.30	\$13.55	\$13.25	\$33.27
<b>FY24</b>	\$13.14	\$12.66	\$13.95	\$13.65	\$34.27
<b>FY25</b>	\$13.53	\$13.04	\$14.37	\$14.06	\$35.27
	<b>FY22- Current</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>	
<b>Activity Routes</b>	\$15 first hour/\$9 after	\$16.00/hour	\$17.00/hour	\$18.00/hour	
<b>Shop work</b>	\$9/hour	\$10.00/hour	\$11.00/hour	\$12.00/hour	

We will also work with the support staff association to determine a pay differential for those that work with students with behavioral issues or severe health concerns that require specialized training. The goal will be to have something in place for the FY24 school year.

NFV Board:   
 NFVSPA: 