

**MEMORANDUM OF UNDERSTANDING**  
**Between the Board of Education of Waterloo School District 5 and**  
**The Waterloo Classroom Teacher Association**

**Substitute Teacher Pay**  
**July 27, 2022**

The Waterloo Classroom Teacher Association (“Union”) and the Waterloo School District 5 Board of Education (Board) enter into this Memorandum of Understanding regarding Substitute Pay:

In the current working agreement between the Union and the Board states in Appendix A:

|  |       |
|--|-------|
| Substitute Teacher Pay -                   | \$100 |
| Substitute Teacher Pay (Retired Teacher) - | \$115 |

The Union and the Board hereby agree to the following:

|  |       |
|--|-------|
| Substitute Teacher Pay -                   | \$115 |
| Substitute Teacher Pay (Retired Teacher) - | \$125 |

This MOU is effective immediately upon the receipt of signatures by both Parties.

For the Board:

\_\_\_\_\_  
(Superintendent)

\_\_\_\_\_  
(Date)

For the Union:

\_\_\_\_\_  
(President)

\_\_\_\_\_  
(Date)