



Exhibit D

September 16, 2025

RE: MOU related to cafeteria employees filling in for cafeteria managers

The Buckeye Local Schools Board of Education and the United Auto Workers, Local 1834 desire to enter into an understanding related to differential pay for cafeteria employees filling in for cafeteria managers.

The understanding is as follows:

- Retroactively effective to 7/1/2025, cafeteria employees assigned to work as a cafeteria manager will receive a differential of \$1.00 per hour for each hour the cafeteria employee performs the work of a cafeteria manager.
- This MOU is non-precedent setting.
- This MOU is retroactively effective July 1, 2025 and will remain in effect for the remainder of the current collective bargaining agreement through June 30, 2027. All other provisions of the collective bargaining agreement remain unchanged.

Patrick E. Colucci, Sr.
Superintendent

Randy Crytzer
UAW President

Date

Date