

**LETTER OF AGREEMENT**  
**between**  
**WEST SHORE EDUCATIONAL SERVICE DISTRICT**  
**and**  
**WEST SHORE EDUCATIONAL SERVICE DISTRICT EMPLOYEES CHAPTER OF LOCAL 2389**  
**affiliated with**  
**MICHIGAN COUNCIL #25, AFSCME, AFL-CIO**

The following Article within the AFSCME Master Agreement shall be modified as follows, effective July 1, 2020

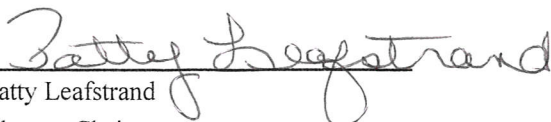
Article 37; Classification and Rates; Rates

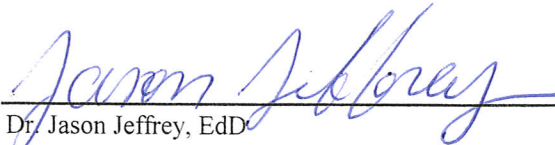
Classifications	Start	6 months	1-5 years	6-10 years	11-15 years	16-20 years	1.00%		
1 thru 8	\$ 16.65	\$ 17.22	\$ 17.78	\$ 18.03	\$ 19.38	\$ 19.61			
Classifications	Start	6 months	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26+years	
9 thru 12	\$ 22.30	\$ 22.88	\$ 23.43	\$ 23.67	\$ 23.90	\$ 24.13	\$ 24.36	\$ 24.61	

This Letter of Agreement is hereto entered into this 16th day of July, 2020

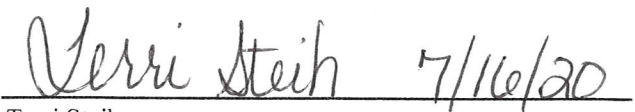
*For AFSCME Chapter of Local 2389*

*For West Shore Educational Service District*

  
 Patty Leafstrand  
 Chapter Chairperson

  
 Dr. Jason Jeffrey, EdD  
 Superintendent

  
 Lynda Fortich  
 Vice Chapter Chairperson

 7/16/20  
 Terri Steih  
 Director of Human Resources