

**LETTER OF AGREEMENT
between
WEST SHORE EDUCATIONAL SERVICE DISTRICT
and the
WEST SHORE ESD EDUCATION ASSOCIATION**

The following Salary Schedule A, within the West Shore ESD Education Association Master Agreement, shall be modified to include 1% accumulative adjustment, effective September 1, 2020:

**WEST SHORE EDUCATIONAL SERVICE DISTRICT
SCHEDULE A
2020-2021 through 2022-2023 SALARY SCHEDULE**

STEP	BACHELOR'S	BACHELOR'S & 18 SEM. HRS.	MASTER'S	MASTER'S & 20 SEM HRS.	EDS OR MASTERS & 40 SEM HRS.
1	41,771	43,441	44,695	46,365	47,617
2	44,402	46,177	47,511	49,286	50,617
3	47,034	48,913	50,326	52,208	53,619
4	49,665	51,651	53,142	55,128	56,618
5	52,296	54,389	55,958	58,049	59,618
6	54,928	57,125	58,774	60,970	62,617
7	57,559	59,861	61,589	63,891	65,619
8	60,191	62,598	64,405	66,812	68,617
9	62,822	65,335	67,221	69,732	71,617
10	65,454	68,071	70,036	72,653	74,617
11	68,085	70,808	72,852	75,575	77,617
12			75,667	78,495	80,617
13			78,483	81,417	83,617
*14					86,617
*15					89,617


***Steps 14 and 15 do not apply to employees hired on or after September 1, 2015**

- 2018-2019 – 1.4% accumulative pay rate adjustment
- 2019-2020 – Pay rate adjustment same as Administration, but no less than 1% (1.87%)
- 2020-2021 – Pay rate adjustment same as Administration, but no less than 1% (1%)
- 2021-2022 – Pay rate adjustment same as Administration
- 2022-2023 – Pay rate adjustment same as Administration

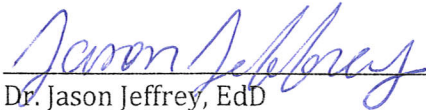
This Letter of Agreement is hereto entered into this 16th of July 2020

For the West Shore ESD Education Association

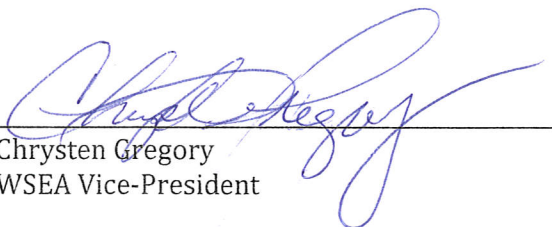
For the West Shore Educational Service District



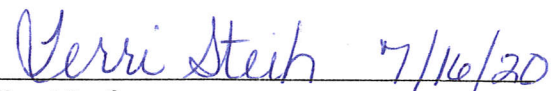
Sarah Cole
WSEA President



Dr. Jason Jeffrey, EdD
Superintendent



Chrysten Gregory
WSEA Vice-President



Terri Steih
Director of Human Resources