

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made this \_\_\_\_ day of June 2024, by and between the West Shore School District ("District") and the West Shore Education Association ("Association").

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement ("Agreement") covering the period of September 1, 2022 through August 31, 2027; and

WHEREAS, the Association petitioned the Pennsylvania Labor Relations Board on February 1, 2024 via a unit clarification to include the registered nurses (RNs) into the Association's bargaining unit;

WHEREAS, on April 10, 2024 the Pennsylvania Labor Relations Board approved the amendment of the Nisi Order of the WSEA to include the position of Registered Nurse;

WHEREAS, the District and Association consequently entered into negotiations to discuss the incorporation of the RNs into the current Agreement; and

NOW THEREFORE, intending to be legally bound hereby, the District and the Association agree as follows:

1. All provisions of the WSEA collective bargaining agreement shall be applied to the RNs except as modified below.
2. Effective May 13, 2024, the RNs work hours were reduced from seven and one half (7 ½) hours, excluding lunch, to be consistent with section 8.00, Work Hours, of the Agreement. Also on May 13, 2024, the requirement for RNs to maintain a timeclock ceased.
3. The RN work year is reduced to one hundred ninety-one (191) days per section 8.06, Work Year, of the Agreement. On an annual basis, the RNs will be authorized to work additional days during the summer months to support student programs. The rate of pay for time worked during summer programs shall be paid in accordance with the additional rates of pay identified in Appendix "D" (i.e. \$45.14 for 2023-2024). Time worked as part of an RN's duties in preparation for the upcoming school year (immunization records, etc.), up to a maximum of 5 days (37.5 hours) per RN, shall be based upon a daily proration of said RN's respective compensation. No later than September 31, 2024, the parties agree to assemble to discuss how the scheduling of summer time hours worked. If concerns exist with this approach, the parties will begin discussing alternative options for how summer days will be structured in future years.
4. The salary schedule will be modified to include an RN column. All RNs will be placed on the RN column. The RN column was calculated by taking 95% of the Bachelors Step 1 to create the RN Step 1. A value of one thousand dollars (\$1,000) was added to each step to

create the additional steps on the salary schedule. This incremental difference is consistent with all other step differentials found on the salary schedule. The existing salary schedules shall be modified as follows:

WEST SHORE								
2023-2024 (Year 2)								

<u>From Top</u>	<u>Step</u>	RN	Bachelors	B+15	Masters	M+15	M+30	Doctorate
17	1	53,313	56,119	61,111	64,329	67,928	70,204	72,480
16	2	54,313	57,119	62,111	65,329	68,928	71,204	73,480
15	3	55,313	58,119	63,111	66,329	69,928	72,204	74,480
14	4	56,313	59,119	64,111	67,329	70,928	73,204	75,480
13	5	57,313	60,119	65,111	68,329	71,928	74,204	76,480
12	6	58,313	61,119	66,111	69,329	72,928	75,204	77,480
11	7	59,313	62,119	67,111	70,329	73,928	76,204	78,480
10	8	60,313	63,119	68,111	71,329	74,928	77,204	79,480
9	9	61,313	64,119	69,111	72,329	75,928	78,204	80,480
8	10	62,313	65,119	70,111	73,329	76,928	79,204	81,480
7	11	63,313	66,119	71,111	74,329	77,928	80,204	82,480
6	12	64,313	67,119	72,111	75,329	78,928	81,204	83,480
5	13	65,313	68,119	73,111	76,329	79,928	82,204	84,480
4	14	66,313	69,119	74,111	77,329	80,928	83,204	85,480
3	15	67,313	70,119	75,111	78,329	81,928	84,204	86,480
2	16	68,313	71,119	76,111	79,329	82,928	85,204	87,480
1	17	69,313	72,119	77,111	80,329	83,928	86,204	88,480
Top	18	70,313	73,119	78,111	81,329	84,928	87,204	89,480

WEST SHORE  
2024-2025 (Year 3)

<u>From Top</u>	<u>Step</u>	RN	Bachelors	B+15	Masters	M+15	M+30	Doctorate
17	1	55,119	58,020	63,012	66,230	69,829	72,105	74,381
16	2	56,119	59,020	64,012	67,230	70,829	73,105	75,381
15	3	57,119	60,020	65,012	68,230	71,829	74,105	76,381
14	4	58,119	61,020	66,012	69,230	72,829	75,105	77,381
13	5	59,119	62,020	67,012	70,230	73,829	76,105	78,381
12	6	60,119	63,020	68,012	71,230	74,829	77,105	79,381
11	7	61,119	64,020	69,012	72,230	75,829	78,105	80,381
10	8	62,119	65,020	70,012	73,230	76,829	79,105	81,381
9	9	63,119	66,020	71,012	74,230	77,829	80,105	82,381
8	10	64,119	67,020	72,012	75,230	78,829	81,105	83,381
7	11	65,119	68,020	73,012	76,230	79,829	82,105	84,381
6	12	66,119	69,020	74,012	77,230	80,829	83,105	85,381
5	13	67,119	70,020	75,012	78,230	81,829	84,105	86,381
4	14	68,119	71,020	76,012	79,230	82,829	85,105	87,381
3	15	69,119	72,020	77,012	80,230	83,829	86,105	88,381
2	16	70,119	73,020	78,012	81,230	84,829	87,105	89,381
1	17	71,119	74,020	79,012	82,230	85,829	88,105	90,381
Top	18	72,119	75,020	80,012	83,230	86,829	89,105	91,381

WEST SHORE  
2025-2026 (Year 4)

<u>From Top</u>	<u>Step</u>	RN	Bachelors	B+15	Masters	M+15	M+30	Doctorate
17	1	57,058	60,061	65,053	68,271	71,870	74,146	76,422
16	2	58,058	61,061	66,053	69,271	72,870	75,146	77,422
15	3	59,058	62,061	67,053	70,271	73,870	76,146	78,422
14	4	60,058	63,061	68,053	71,271	74,870	77,146	79,422
13	5	61,058	64,061	69,053	72,271	75,870	78,146	80,422
12	6	62,058	65,061	70,053	73,271	76,870	79,146	81,422
11	7	63,058	66,061	71,053	74,271	77,870	80,146	82,422
10	8	64,058	67,061	72,053	75,271	78,870	81,146	83,422
9	9	65,058	68,061	73,053	76,271	79,870	82,146	84,422
8	10	66,058	69,061	74,053	77,271	80,870	83,146	85,422
7	11	67,058	70,061	75,053	78,271	81,870	84,146	86,422
6	12	68,058	71,061	76,053	79,271	82,870	85,146	87,422
5	13	69,058	72,061	77,053	80,271	83,870	86,146	88,422
4	14	70,058	73,061	78,053	81,271	84,870	87,146	89,422
3	15	71,058	74,061	79,053	82,271	85,870	88,146	90,422
2	16	72,058	75,061	80,053	83,271	86,870	89,146	91,422
1	17	73,058	76,061	81,053	84,271	87,870	90,146	92,422
Top	18	74,058	77,061	82,053	85,271	88,870	91,146	93,422

WEST SHORE 2026-2027 (Year 5)
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<u>From Top</u>	<u>Step</u>	RN	Bachelors	B+15	Masters	M+15	M+30	Doctorate
17	1	59,138	62,250	67,242	70,460	74,059	76,335	78,611
16	2	60,138	63,250	68,242	71,460	75,059	77,335	79,611
15	3	61,138	64,250	69,242	72,460	76,059	78,335	80,611
14	4	62,138	65,250	70,242	73,460	77,059	79,335	81,611
13	5	63,138	66,250	71,242	74,460	78,059	80,335	82,611
12	6	64,138	67,250	72,242	75,460	79,059	81,335	83,611
11	7	65,138	68,250	73,242	76,460	80,059	82,335	84,611
10	8	66,138	69,250	74,242	77,460	81,059	83,335	85,611
9	9	67,138	70,250	75,242	78,460	82,059	84,335	86,611
8	10	68,138	71,250	76,242	79,460	83,059	85,335	87,611
7	11	69,138	72,250	77,242	80,460	84,059	86,335	88,611
6	12	70,138	73,250	78,242	81,460	85,059	87,335	89,611
5	13	71,138	74,250	79,242	82,460	86,059	88,335	90,611
4	14	72,138	75,250	80,242	83,460	87,059	89,335	91,611
3	15	73,138	76,250	81,242	84,460	88,059	90,335	92,611
2	16	74,138	77,250	82,242	85,460	89,059	91,335	93,611
1	17	75,138	78,250	83,242	86,460	90,059	92,335	94,611
Top	18	76,138	79,250	84,242	87,460	91,059	93,335	95,611

5. The RNs shall be paid retroactive compensation back to April 10, 2024, the date the Pennsylvania Labor Relations Board approved their inclusion in the bargaining unit. All RNs will be placed on the RN column based upon their years of service in West Shore School District, consistent with the hiring rubric used for all other professional staff. Prior service time working as a nurse in another school district will be taken into consideration when placing RNs on the steps of the salary schedule.
6. For the remainder of the 2023-2024 school year, RNs shall continue to have access to the vacation leave entitlement that existed before their incorporation into the WSEA bargaining unit. After that time, vacation leave will not be available to RNs, consistent with the leave entitlements defined in Article III, Leaves of Absence of the Agreement.
7. Any RN who does not have their Bachelors degree but desires to obtain a Bachelors in Nursing shall be entitled to tuition reimbursement. In such circumstance, the District shall reimburse each RN who is not otherwise reimbursed at the lesser of the actual cost or the State System of Higher Education in-state graduate tuition rate in effect at the time the course was initiated for each qualifying undergraduate credit earned up to a maximum of twelve (12) in any one school budget year. RNs who obtain or have their Bachelors degree,

and elect to pursue a School Nurse Certificate, shall be entitled to credit reimbursement consistent with the terms of the Agreement for "...Employees who have not acquired the credits necessary for initial permanent certification, i.e. a Level II certificate." Per the Agreement, "...the School District will pay the lesser of the actual cost or the State System of Higher Education in-state graduate tuition rate for six (6) graduate credits per year to a maximum of twelve (12) graduate credits. To receive reimbursement, Employees must match the School District's tuition contribution by paying for an equal and concurrent number of hours." Except as noted above, all other requirements for credit reimbursement identified in the Agreement are applicable to the RNs.

8. Any RN who has their Bachelors degree and has obtained their Level I School Nurse Certificate or has an emergency permit as a School Nurse, shall be moved to the Bachelors column. As said RN obtains additional credits, he/she shall be advanced across the salary schedule in the same manner as any other bargaining unit member.
9. RNs who are asked to mentor new hires shall be compensated consistent with Appendix "D" of the Agreement.
10. The above referenced language modification shall be incorporated into the next Agreement negotiated between the parties, absent subsequent negotiation amending the language.
11. This MOU shall not alter the terms of the Agreement, except as expressly set forth herein. All other terms of the Agreement shall remain in full force and effect.
12. No amendment to any provision of this Memorandum of Understanding shall be effective unless in writing and signed by both parties.
13. Any perceived violation of this MOU shall be subject to the grievance procedure as outlined in Article V of the Agreement.

IN WITNESS WHEREOF, the undersigned have executed this Agreement as of the day and year first above written.

WEST SHORE SCHOOL DISTRICT

By: \_\_\_\_\_  
President, Board of School Directors

Attest:

\_\_\_\_\_  
Secretary

WEST SHORE EDUCATION ASSOCIATION

By: \_\_\_\_\_  
President

Attest:

\_\_\_\_\_  
Secretary