

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made by and between the **WEST SHORE SCHOOL DISTRICT** and **DISTRICT COUNCIL 89 OF THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, AFL-CIO**.

WHEREAS, the West Shore School District (“District”) and District Council 89 of the American Federation of State, County, and Municipal Employees, AFL-CIO (“Union”) are parties to a certain Collective Bargaining Agreement (“Agreement”) executed on or about July 1, 2020; and

WHEREAS, the parties wish to make wage rate adjustments for all bargaining unit employees prior to the expiration of the current CBA; and

WHEREAS the parties have reached an understanding and wish to finalize an agreement with respect to the adjustment of the wage rates for bargaining unit employees, as outlined below.

NOW, THEREFORE, it is agreed as follows:

1. The 2023-2024 Wage Schedule attached to this Memorandum of Understanding will replace the original 2023-2024 schedule contained within the current Agreement.
2. The terms as set forth in this Agreement are non-precedential and cannot be construed as precedent, past practice, or an admission by any party in any past, present, or future action or dispute. This agreement will have no influence on how future salary adjustments may be determined.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized officers after due and proper action authorizing the same, intending that both parties be legally bound hereby this _____ day of _____, 2023.

WITNESS:

WEST SHORE SCHOOL DISTRICT

By: _____
Printed Name: Brian K. Guistwhite
Title: Board President

WITNESS:

DISTRICT COUNCIL 89 OF THE AMERICAN
FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES, AFL-CIO

By: _____
Printed Name:
Title:

2023-2024

	1	2	3	4	5	6	7	8	9	10
Step	FS4	FS3	FS3 - Lead	FS2, FS Driver, Cust 3, Painter	Cust 2, M-5 Grounds, Courier	M-4 Grounds M-5 Carpentry M-5 HVAC	Cust 2 High School	M4 - Carpentry, M4-HVAC	M-3	M-2
1	\$10.80	\$14.00	\$14.75	\$16.75	\$17.25	\$18.00	\$19.00	\$19.50	\$21.30	\$24.80
2	\$11.10	\$14.30	\$15.05	\$17.05	\$17.60	\$18.35	\$19.35	\$19.85	\$21.65	\$25.15
3	\$11.40	\$14.60	\$15.35	\$17.35	\$17.95	\$18.70	\$19.70	\$20.20	\$22.00	\$25.50
4	\$11.70	\$14.90	\$15.65	\$17.65	\$18.30	\$19.05	\$20.05	\$20.55	\$22.35	\$25.85
5	\$12.00	\$15.20	\$15.95	\$17.95	\$18.65	\$19.40	\$20.40	\$20.90	\$22.70	\$26.20
6	\$12.30	\$15.50	\$16.25	\$18.25	\$19.00	\$19.75	\$20.75	\$21.25	\$23.05	\$26.55
7	\$12.60	\$15.80	\$16.55	\$18.55	\$19.35	\$20.10	\$21.10	\$21.60	\$23.40	\$26.90
8	\$12.90	\$16.10	\$16.85	\$18.85	\$19.70	\$20.45	\$21.45	\$21.95	\$23.75	\$27.25
9	\$13.20	\$16.40	\$17.15	\$19.15	\$20.05	\$20.80	\$21.80	\$22.30	\$24.10	\$27.60
10	\$13.60	\$16.65	\$17.40	\$19.40	\$20.35	\$21.10	\$22.10	\$22.60	\$24.40	\$27.90
11	\$14.00	\$16.90	\$17.65	\$19.65	\$20.65	\$21.40	\$22.40	\$22.90	\$24.70	\$28.20
12	\$14.40	\$17.15	\$17.90	\$19.90	\$20.95	\$21.70	\$22.70	\$23.20	\$25.00	\$28.50
13	\$14.80	\$17.40	\$18.15	\$20.15	\$21.25	\$22.00	\$23.00	\$23.50	\$25.30	\$28.80
14	\$15.20	\$17.65	\$18.40	\$20.40	\$21.55	\$22.30	\$23.30	\$23.80	\$25.60	\$29.10
15	\$15.60	\$17.90	\$18.65	\$20.65	\$21.85	\$22.60	\$23.60	\$24.10	\$25.90	\$29.40
16	\$16.00	\$18.15	\$18.90	\$20.90	\$22.15	\$22.90	\$23.90	\$24.40	\$26.20	\$29.70
17	\$16.40	\$18.40	\$19.15	\$21.15	\$22.45	\$23.20	\$24.20	\$24.70	\$26.50	\$30.00
18	\$16.80	\$18.65	\$19.40	\$21.40	\$22.75	\$23.50	\$24.50	\$25.00	\$26.80	\$30.30
Bonus FY				\$1,160	\$1,255	\$1,295	\$1,340	\$1,380	\$1,495	\$1,695
Bonus SY	\$495	\$560	\$585	\$865						