

Amendment and Extension
to the Collective Bargaining Agreement
Between
West Shore School District
And
West Shore Education Association

AND NOW, this 16th day of February, 2021, the West Shore School District (“Employer”) and the West Shore Education Association (“Association”), parties to the Collective Bargaining Agreement for the term of September 1, 2014 up to and including August 31, 2020, and an Amendment and Extension Agreement for the term of September 1, 2020 through August 31, 2021, enter into this second Amendment and Extension to the Collective Bargaining Agreement. Pursuant to Article XVIII “Miscellaneous” Section 18.09 “Modification”, the Parties desire to again modify the terms of the September 1, 2014 through August 31, 2020 Agreement. The Employer and the Association shall be referred to collectively as “the Parties”.

Intending to be legally bound hereby, the Parties agree as follows:

1. One-Year Extension. Article XVII titled “Termination Clause” is modified to extend the Collective Bargaining Agreement for one (1) additional year, from September 1, 2021 up to and including August 31, 2022.

2. Salaries for 2021-2022. Consistent with Article IX titled “Wages and Working Conditions” Section 9.00 “Classification and Rates of Pay”, each member of the Bargaining Unit shall progress one (1) step on the schedule for a year’s services or a major portion thereof. The salary increase for the 2021-2022 year shall be 2.30%. The correlating salary schedule and step placement chart are attached to this Amendment and Extension as Addendum 1.

3. Medical Benefits. Article X titled “Insurance and/or Self-Insured Benefits” Section 10.02 A “OPTION 1: PPO 600” shall be modified effective 2022 so that the employee cost share shall increase to 15% with participation in the Wellness Program and 20% if there is no Wellness Program participation. No other changes shall occur to the PPO plan. No changes shall occur to Article X titled “Insurance and/or Self-Insured Benefits” Section 10.02 B “OPTION 2: Qualified High Deductible Plan with Health Savings Account (QHDP/HSA)”.

4. Spousal Surcharge. Article X titled “Insurance and/or Self-Insured Benefits” Section 10.03 “Spousal Surcharge” shall be modified so that in the 2022 calendar year, the total yearly surcharge will be \$3,600. Over 26 pays in the year, this equates to \$138.46 per deduction.

5. Personal Leave. Article III titled “Leaves of Absence” Section 3.08 titled “Personal Leave” shall be modified for the duration of this Amendment and Extension to allow employees, upon request, to convert any personal days in excess of two (2) days to sick leave.

6. Extracurricular Pay. Consistent with Article IX titled “Wages and Working Condition” Section 9.01 “Extracurricular Pay”, the extracurricular activities compensation set forth in Appendix D and Appendix E shall also be increased by 2.30%. All previously agreed upon MOUs relative to added extracurricular activities shall remain in full force and effect as part of this Amendment and Extension.

7. Alteration of Collective Bargaining Agreement. The Parties agree that, except as otherwise expressly set forth herein, this Amendment and Extension to the Collective Bargaining Agreement does not in any way impact, alter, amend, or otherwise modify the Parties’ Collective Bargaining Agreement or either party’s interpretation or application of the Collective Bargaining Agreement language. The remaining provisions of the Collective Bargaining Agreement for the term of September 1, 2014 through August 31, 2020 shall remain in full force and effect until August 31, 2022, except as specifically amended by this document.

8. No Practice Established. The Parties agree that the covenants exchanged under this Amendment and Extension to the Collective Bargaining Agreement are non-precedent setting and do not constitute a policy, practice, or custom between the Parties, such that the Employer and Association may not rely upon the covenants set forth in this Amendment and Extension to the Collective Bargaining Agreement as precedent, policy, practice, or custom in any claims, hearings, arbitrations, lawsuits, actions, or complaints before any court or administrative body relating to the current Collective Bargaining Agreement or in any future negotiations.

9. Merger Clause. This Amendment and Extension to the Collective Bargaining Agreement constitutes the full agreement between the Employer and the Association relevant to

modifications for the 2021-2022 school year. No addendum or supplement to this Amendment and Extension, except for the attached salary schedule and step placement chart (Addendum 1), shall be enforceable unless in writing and signed by the Parties.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereby set their hands to this Amendment and Extension to the Collective Bargaining Agreement.

ATTEST:

West Shore School District

Ryan Argot

By: Frank Kambic

Secretary, Board of School Directors

President, Board of School Directors

ATTEST:

West Shore Education Association

Kevin Downs

By: Jennifer Anderson

Secretary, WSEA

President, WSEA

Handwritten signatures removed from digital version as a security measure.

Addendum 1

WEST SHORE							
2021-2022 (Year 1)							
<u>From Top</u>	<u>Step</u>	Bachelors	B+15	Masters	M+15	M+30	PhD
17	1	51,756	56,748	59,966	63,565	65,841	68,117
16	2	52,851	57,843	61,061	64,660	66,936	69,212
15	3	53,946	58,938	62,156	65,755	68,031	70,307
14	4	55,041	60,033	63,251	66,850	69,126	71,402
13	5	56,136	61,128	64,346	67,945	70,221	72,497
12	6	57,231	62,223	65,441	69,040	71,316	73,592
11	7	58,326	63,318	66,536	70,135	72,411	74,687
10	8	59,421	64,413	67,631	71,230	73,506	75,782
9	9	60,516	65,508	68,726	72,325	74,601	76,877
8	10	61,611	66,603	69,821	73,420	75,696	77,972
7	11	62,706	67,698	70,916	74,515	76,791	79,067
6	12	63,801	68,793	72,011	75,610	77,886	80,162
5	13	64,896	69,888	73,106	76,705	78,981	81,257
4	14	65,991	70,983	74,201	77,800	80,076	82,352
3	15	67,086	72,078	75,296	78,895	81,171	83,447
2	16	68,181	73,173	76,391	79,990	82,266	84,542
1	17	69,276	74,268	77,486	81,085	83,361	85,637
Top	18	70,371	75,363	78,581	82,180	84,456	86,732

Addendum 1

West Shore Salary Schedule Step Movement Chart				
From Each Step in 2020-2021 (Base Year) to Each Step in 2021-2022				
2020-2021 (Base Year)		2021-2022		
Old Numbering System	Steps to the Top Step		Steps from the Start	Steps to the Top Step
			1	17
1	17		2	16
2	16		3	15
3	15		4	14
4	14		5	13
5	13		6	12
6	12		7	11
6	12		7	11
7	11		8	10
8	10		9	9
9	9		10	8
10	8		11	7
11	7		12	6
12	6		13	5
13	5		14	4
14	4		15	3
15	3		16	2
16	2		17	1
17	1		18	Top
18	Top		18	Top

To track your movement through the schedule toward the Top Step, find your step in the 2020-2021 (Base Year) year and then move horizontally across the columns to see which steps you will move to.