

AMENDMENT TO THE AGREEMENT

BETWEEN WEST CHESTER AREA SCHOOL DISTRICT

AND

WEST CHESTER AREA EDUCATION SUPPORT PROFESSIONALS ASSOCIATION

This Agreement is made this 25th day of October, 2022 between the West Chester Area School District (hereinafter referred to as the “District”) and the West Chester Education Support Professionals Association (hereinafter referred to as the “Association”).

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement which starts on July 1, 2019 and expires June 30, 2024 (“CBA”);

WHEREAS, the parties have discussed and agreed to amendments to the CBA which shall remain in place until its expiration noted herein;

NOW, THEREFORE, in consideration of the covenants and conditions herein contained, the adequacy and sufficiency of which are hereby acknowledged, and intending to be legally bound hereby, the Parties agree to the following:

A. This Agreement will reflect only salary charts, step placement for the 2022-2023 school year, hiring limitations for step, and ratification of this agreement.

B. Salary Charts for the 2022-2023 school year are as follows:

Group 1

SALARY CHARTS

Step	2022-2023
1	\$16.75
2	\$17.25
3	\$17.77
4	\$18.30
5	\$18.85
6	\$19.42

Group 1B

SALARY CHARTS

Step	2022-2023
1	\$17.00
2	\$17.51
3	\$18.04
4	\$18.58
5	\$19.13
6	\$19.71

Group 2

SALARY CHARTS

Step	2022-2023
1	\$20.75
2	\$21.37
3	\$22.01
4	\$22.67
5	\$23.35
6	\$24.05
7	\$24.78
8	\$25.52
9	\$26.29
10	\$27.07

Group 3

SALARY CHARTS

Step	2022-2023
1	\$23.25
2	\$23.95
3	\$24.67
4	\$25.41
5	\$26.17
6	\$26.95
7	\$27.76
8	\$28.59
9	\$29.45
10	\$30.34

**Group 3 A - New – Directors’
Administrative Assistants**

SALARY CHARTS

Step	2022-2023
1	\$24.75
2	\$25.49
3	\$26.26
4	\$27.04
5	\$27.86
6	\$28.69
7	\$29.55
8	\$30.44
9	\$31.35
10	\$32.29

Group 7

SALARY CHARTS

Step	2022-2023
1	\$16.75
2	\$17.25
3	\$17.77
4	\$18.30
5	\$18.85
6	\$19.42

Group 8

SALARY CHARTS

Step	2022-2023
1	\$23.00
2	\$23.69
3	\$24.40
4	\$25.13
5	\$25.89
6	\$26.66
7	\$27.46
8	\$28.29
9	\$29.14
10	\$30.01

Group 9

SALARY CHART

Step	2022-2023
1	\$29.40
2	\$29.79
3	\$30.20
4	\$30.64
5	\$31.09
6	\$31.55
7	\$32.48
8	\$33.46
9	\$34.06
10	\$36.93

Group 10

SALARY CHARTS

Step	2022-2023
1	\$29.40
2	\$29.79
3	\$30.20
4	\$30.64
5	\$31.09
6	\$31.55
7	\$32.48
8	\$33.46
9	\$34.06
10	\$36.93

Group 11

SALARY CHARTS

Step	2022-2023
1	\$35.12
2	\$35.52
3	\$35.92
4	\$36.36
5	\$36.81
6	\$37.27
7	\$38.20
8	\$39.18
9	\$39.78
10	\$42.66

C. Step placement shall reflect the following language:

- a. Group 1: All employees move to Step 1
- b. Group 1B: All employees move to Step 1
- c. Group 2:
 - i. Employees currently on Steps 1-8 shall move to Step 1
 - ii. Employees currently on Step 9 shall move to Step 3
 - iii. Employees currently on Step 10 shall move to Step 4
- d. Group 3:
 - i. Employees currently on Steps 1-8 move to Step 1
 - ii. Employees currently on Step 9 moves to Step 5
 - iii. Employees currently on Step 10 moves to Step 6
- e. Group 3A: New chart – contains certain members previously in Group 3
 - i. Employees currently on Steps 1-8 move to Step 1
 - ii. Employees currently on Step 9 moves to Step 5
 - iii. Employees currently on Step 10 moves to Step 6
- f. Group 7: All employees move to Step 1
- g. Group 8:
 - i. Employees currently on Steps 1-6 move to Step 1
 - ii. Employees currently on Step 7 moves to Step 2
 - iii. Employees currently on Step 8 moves to Step 3
 - iv. Employees currently on Step 9 moves to Step 6
 - v. Employees currently on Step 10 moves to Step 7
- h. Groups 9, 10 and 11 maintain current step

- D. New hires in the 2022-2023 school year in Groups 1, 1B, 2, 3, 3A, 7, and 8 cannot be hired above Step 1.
- E. Regardless of signature date (provided the CBA is approved by both parties at the October 25, 2022 Board meeting) this MOU will go into effect November 2, 2022 for the period (November 2, 2022 through June 30, 2023). This is the first day of the pay cycle following ratification. Pay adjustments shall not be retroactive.
- F. The terms and conditions of this Agreement are incorporated fully into the parties' CBA and are fully enforceable thereunder.
- G. All other terms of the parties' CBA shall remain in full force and effect.
- H. This is the whole and complete Agreement between the parties surrounding the Amendment to the current CBA.

WHEREFORE, the Representatives of the Parties set their hands this 25th day of October, 2022.

WEST CHESTER AREA SCHOOL DISTRICT

By: *Aue Ferran*
Attest: *Jinda Chashore*
Date: *10/25/22*

WEST CHESTER EDUCATION SUPPORT PROFESSIONAL ASSOCIATION

By: *Marilyn Yoegel*
Attest: *Ruth Alexander*
Date: *10/25/22*