

MEMORANDUM OF AGREEMENT

*Between the
THE WEST CHESTER AREA SCHOOL DISTRICT
and the
WEST CHESTER AREA EDUCATION ASSOCIATION*

This Agreement is made the 27th day of November, 2023 between the West Chester Area School District (herein after referred to as the "District") and the West Chester Area Education Association (hereinafter referred to as the "Association"). The District and the Association will be referred to collectively as "the Parties".

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement that expires June 30, 2027 ("CBA").

WHEREAS, the Parties recognize the importance of teacher recruitment and retention and wish to improve recruitment and retention by increasing the salaries of the Bargaining Unit Member in the Association

WHEREAS, page 14 section 9.031.5.a of the CBA states that:

The IRS defines a qualified high deductible health plan by mandating minimum thresholds. The district's current HDHP is considered a qualified high deductible health plan as defined by the IRS, by which contributions can be made to a Health Savings Account. If the IRS increases the thresholds above the district's current HDHP's thresholds, the district will amend the plan to meet the definition of a qualified high deductible health plan as defined by the IRS.

WHEREAS, page 14 section 9.031.B.b of the CBA specifies the District contribution to the Health Savings Account (HSA) of Bargaining Unit Member in the Association who elected the HD1-HC-1 as "\$500 for employee only coverage and \$1,000 for employee +1 or more coverage in each year of the agreement." The Parties acknowledge that the intent of this clause was for the district contribution to be *one-third* of the deductible of the IRS defined threshold for a qualified high deductible health plan. The IRS threshold will be increasing in 2024.

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:

- 1) Effective on the 12th pay of the 2023-2024 school year (occurring on January 31, 2024), each Bargaining Unit Member will be paid per the Salary Schedule in Addendum A. Adjustments in pay shall not be retroactive and the salary is prorated for the 2023-2024 school year.

- 2) Effective July 1, 2024, each Bargaining Unit Member will be paid per the Salary Schedule in Addendum B. Step movement occurs for individuals eligible for movement.
- 3) Effective July 1, 2025, each Bargaining Unit Member will be paid per the Salary Schedule in Addendum C. Step movement occurs for individuals eligible for movement
- 4) Effective July 1, 2026, each Bargaining Unit Member will be paid per the Salary Schedule in Addendum D. Step movement occurs for individuals eligible for movement.
- 5) Bargaining Unit Members enrolled in the IBC HDHP HD1-HC-1 will be eligible for an employer HSA contribution in each year of the agreement. Effective July 1, 2024, those employees enrolled in the plan will receive a contribution of one-third of the applicable deductible as specified by the IRS qualified high deductible health plan minimum threshold.
- 6) This Agreement will not be considered as precedent for any other incident or issue arising between and among the parties.
- 7) The terms and conditions of the Agreement are incorporated fully into the parties' CBA and are fully enforceable thereunder.
- 8) All other terms of the Parties' CBA shall remain in full force and effect.
- 9) This is the whole and complete Agreement between the parties.

Wherefore, the Representative of the Parties agree on the 27th day of November, 2023

WEST CHESTER AREA
SCHOOL DISTRICT

By: Ane Tiernan, Board President
50C Tiernan, Board President
 Date: 11.27.23

WEST CHESTER AREA
EDUCATION ASSOCIATION

By: A. Cuatrecasas
 Date: 11/27/23

ADDENDUM A
2023-2024 School Year Salary Schedule
Effective starting with the 12th Pay (occurring on January 31, 2024)

Step	BS	BS+12	BS+24	ME	MS	MS+15	MS+30	MS+45	MS+60	DOC
LTS	\$53,221									
1	\$56,023	\$57,290	\$58,558	\$59,907	\$62,767	\$63,628	\$65,488	\$67,349	\$69,209	\$71,070
2	\$58,214	\$59,482	\$60,749	\$62,098	\$65,052	\$65,912	\$67,773	\$69,633	\$71,494	\$73,354
3	\$59,021	\$60,289	\$61,556	\$62,905	\$65,952	\$66,812	\$68,673	\$70,533	\$72,394	\$74,254
4	\$59,828	\$61,096	\$62,363	\$63,712	\$66,852	\$67,712	\$69,573	\$71,433	\$73,294	\$75,154
5	\$60,735	\$62,003	\$63,270	\$64,619	\$67,852	\$68,712	\$70,573	\$72,433	\$74,294	\$76,154
6	\$61,642	\$62,910	\$64,177	\$65,526	\$68,852	\$69,712	\$71,573	\$73,433	\$75,294	\$77,154
7	\$62,549	\$63,817	\$65,084	\$66,433	\$69,852	\$70,712	\$72,573	\$74,433	\$76,294	\$78,154
8	\$63,689	\$64,956	\$66,224	\$67,573	\$71,084	\$71,945	\$73,805	\$75,666	\$77,526	\$79,387
9	\$64,585	\$65,853	\$67,120	\$68,469	\$72,213	\$73,074	\$74,934	\$76,795	\$78,655	\$80,516
10	\$66,306	\$67,574	\$68,841	\$70,190	\$73,934	\$75,795	\$77,655	\$79,516	\$81,376	\$83,237
11	\$69,664	\$70,932	\$72,199	\$73,548	\$77,339	\$79,199	\$81,060	\$82,920	\$84,781	\$86,641
12	\$73,751	\$75,019	\$76,286	\$77,635	\$81,193	\$83,054	\$84,914	\$86,775	\$88,635	\$90,496
13	\$78,519	\$79,786	\$81,054	\$82,403	\$86,193	\$88,054	\$89,914	\$91,775	\$93,635	\$95,496
14	\$84,123	\$85,391	\$86,658	\$88,007	\$91,751	\$93,612	\$95,472	\$97,333	\$99,193	\$101,054
15	\$90,844	\$92,111	\$93,379	\$94,728	\$98,053	\$99,960	\$101,821	\$103,681	\$105,542	\$107,402

ADDENDUM B
2024-2025 School Year
Salary Schedule

Step	BS	BS+12	BS+24	ME	MS	MS+15	MS+30	MS+45	MS+60	DOC
LTS	\$55,111									
1	\$58,012	\$59,351	\$60,689	\$62,242	\$65,141	\$66,005	\$67,906	\$69,808	\$71,710	\$73,612
2	\$59,737	\$61,076	\$62,415	\$63,967	\$66,931	\$67,805	\$69,707	\$71,609	\$73,511	\$75,414
3	\$60,569	\$61,908	\$63,247	\$64,799	\$67,827	\$68,701	\$70,603	\$72,506	\$74,408	\$76,310
4	\$61,402	\$62,741	\$64,080	\$65,631	\$68,723	\$69,598	\$71,500	\$73,402	\$75,305	\$77,207
5	\$62,337	\$63,676	\$65,015	\$66,566	\$69,722	\$70,597	\$72,499	\$74,402	\$76,304	\$78,206
6	\$63,272	\$64,611	\$65,950	\$67,501	\$70,721	\$71,596	\$73,499	\$75,401	\$77,304	\$79,206
7	\$64,207	\$65,546	\$66,885	\$68,436	\$71,720	\$72,596	\$74,498	\$76,401	\$78,303	\$80,205
8	\$65,302	\$66,641	\$67,980	\$69,531	\$72,879	\$73,757	\$75,659	\$77,561	\$79,464	\$81,366
9	\$66,179	\$67,518	\$68,857	\$70,407	\$73,917	\$74,796	\$76,698	\$78,601	\$80,503	\$82,406
10	\$67,960	\$69,298	\$70,636	\$72,184	\$75,699	\$77,601	\$79,504	\$81,406	\$83,308	\$85,211
11	\$71,141	\$72,479	\$73,817	\$75,365	\$78,913	\$80,815	\$82,718	\$84,621	\$86,523	\$88,426
12	\$74,967	\$76,305	\$77,643	\$79,190	\$82,578	\$84,480	\$86,383	\$88,286	\$90,188	\$92,091
13	\$79,805	\$81,143	\$82,481	\$84,027	\$87,577	\$89,480	\$91,382	\$93,285	\$95,187	\$97,090
14	\$85,225	\$86,563	\$87,901	\$89,447	\$92,965	\$94,868	\$96,770	\$98,673	\$100,575	\$102,478
15	\$91,422	\$92,760	\$94,098	\$95,645	\$98,871	\$100,806	\$102,709	\$104,612	\$106,514	\$108,417

ADDENDUM C
2025-2026 School Year
Salary Schedule

Step	BS	BS+12	BS+24	ME	MS	MS+15	MS+30	MS+45	MS+60	DOC
LTS	\$57,204									
1	\$60,215	\$61,632	\$63,050	\$64,827	\$67,769	\$68,637	\$70,584	\$72,532	\$74,479	\$76,427
2	\$61,423	\$62,841	\$64,259	\$66,036	\$69,012	\$69,900	\$71,848	\$73,797	\$75,745	\$77,694
3	\$62,283	\$63,702	\$65,120	\$66,895	\$69,904	\$70,792	\$72,741	\$74,689	\$76,638	\$78,587
4	\$63,144	\$64,562	\$65,980	\$67,755	\$70,796	\$71,685	\$73,634	\$75,582	\$77,531	\$79,480
5	\$64,111	\$65,529	\$66,947	\$68,721	\$71,794	\$72,684	\$74,633	\$76,581	\$78,530	\$80,479
6	\$65,077	\$66,495	\$67,913	\$69,687	\$72,791	\$73,683	\$75,632	\$77,580	\$79,529	\$81,478
7	\$66,043	\$67,461	\$68,879	\$70,653	\$73,789	\$74,682	\$76,630	\$78,579	\$80,528	\$82,477
8	\$67,088	\$68,506	\$69,924	\$71,698	\$74,867	\$75,763	\$77,711	\$79,660	\$81,609	\$83,558
9	\$67,944	\$69,362	\$70,780	\$72,553	\$75,803	\$76,703	\$78,652	\$80,600	\$82,549	\$84,498
10	\$69,791	\$71,208	\$72,624	\$74,392	\$77,652	\$79,601	\$81,550	\$83,499	\$85,448	\$87,397
11	\$72,777	\$74,193	\$75,609	\$77,376	\$80,656	\$82,605	\$84,554	\$86,503	\$88,452	\$90,401
12	\$76,314	\$77,730	\$79,146	\$80,912	\$84,111	\$86,060	\$88,009	\$89,959	\$91,908	\$93,857
13	\$81,229	\$82,645	\$84,061	\$85,826	\$89,109	\$91,059	\$93,008	\$94,957	\$96,906	\$98,855
14	\$86,445	\$87,861	\$89,277	\$91,042	\$94,309	\$96,258	\$98,207	\$100,157	\$102,106	\$104,055
15	\$92,063	\$93,479	\$94,895	\$96,660	\$99,777	\$101,743	\$103,693	\$105,642	\$107,592	\$109,541

ADDENDUM D
2026-2027 School Year
Salary Schedule

Step	BS	BS+12	BS+24	ME	MS	MS+15	MS+30	MS+45	MS+60	DOC
LTS	\$59,499									
1	\$62,630	\$64,135	\$65,639	\$67,663	\$70,652	\$71,523	\$73,521	\$75,518	\$77,516	\$79,514
2	\$63,272	\$64,777	\$66,282	\$68,305	\$71,295	\$72,198	\$74,197	\$76,196	\$78,195	\$80,195
3	\$64,163	\$65,669	\$67,174	\$69,195	\$72,181	\$73,086	\$75,085	\$77,085	\$79,084	\$81,083
4	\$65,055	\$66,560	\$68,065	\$70,085	\$73,069	\$73,975	\$75,974	\$77,974	\$79,973	\$81,972
5	\$66,056	\$67,561	\$69,065	\$71,085	\$74,065	\$74,973	\$76,972	\$78,972	\$80,971	\$82,971
6	\$67,056	\$68,561	\$70,066	\$72,085	\$75,062	\$75,971	\$77,971	\$79,970	\$81,970	\$83,969
7	\$68,057	\$69,562	\$71,066	\$73,085	\$76,059	\$76,969	\$78,969	\$80,969	\$82,968	\$84,968
8	\$69,048	\$70,552	\$72,057	\$74,076	\$77,047	\$77,963	\$79,963	\$81,962	\$83,962	\$85,962
9	\$69,880	\$71,385	\$72,889	\$74,907	\$77,872	\$78,794	\$80,794	\$82,794	\$84,794	\$86,794
10	\$71,799	\$73,302	\$74,804	\$76,813	\$79,795	\$81,795	\$83,795	\$85,795	\$87,795	\$89,795
11	\$74,570	\$76,072	\$77,574	\$79,582	\$82,568	\$84,568	\$86,568	\$88,568	\$90,568	\$92,568
12	\$77,791	\$79,293	\$80,794	\$82,800	\$85,792	\$87,793	\$89,793	\$91,793	\$93,794	\$95,794
13	\$82,791	\$84,292	\$85,794	\$87,799	\$90,790	\$92,790	\$94,791	\$96,791	\$98,791	\$100,792
14	\$87,783	\$89,284	\$90,786	\$92,791	\$95,783	\$97,783	\$99,784	\$101,784	\$103,785	\$105,785
15	\$92,766	\$94,268	\$95,769	\$97,774	\$100,771	\$102,771	\$104,772	\$106,772	\$108,773	\$110,774