

**Memorandum of Understanding
Between
Wayne RESA
And
Wayne County Salaried Staff Federation (WCSSF) Local 4479**

RE: Article 20 - Compensation

The parties mutually agree to amend Article 20 to read:

**ARTICLE 20
COMPENSATION**

20.1 Degree Stipend

Employees receiving a degree at the culmination of a planned degree program that is eligible for tuition reimbursement under Article 14 will be eligible for a one-time only stipend at the following rates:

Associates Degree	\$500.00
Bachelors Degree	\$1,000.00
Masters Degree	\$1,250.00
Education Specialist Degree Double Masters, MA+ 30hrs	\$1,500.00
Doctor of Philosophy/Education Degree	\$1,750.00

20.2 Application of Salary Provisions

The following salary provisions shall be in effect on July 1, 2022.

20.2.1 Percentage Increases

- a. Effective July 1, 2022, 1.0% increase is included in the salary schedules as shown in Appendix A.
- b. Effective July 1, 2023, 1.0% increase is included in the salary schedules as shown in Appendix A.
- c. Effective July 1, 2024, there will be a 3.0% increase included in the salary schedules as shown in Appendix A.

20.2.2 Off Schedule Compensation

a. For the fiscal year 2022-2023, a lump sum payment equal to 2.5% of the employee's annual or pro-rated contract amount will be paid in two installments, the last pay in December, 2022 and the last pay in June, 2023.

b. For the fiscal year 2023-2024, a lump sum payment equal to ~~1.2~~2.0% of the employee's annual or pro-rated contract amount will be paid in two installments, the last pay in December, 2023 and the last pay in June, 2024.

c. ~~For the fiscal year 2024-2025, a lump sum payment equal to 1.25% of the employee's annual or pro-rated contract amount will be paid in two installments, the last pay in December, 2024 and the last pay in June, 2025.~~

20.2.3 Ratification Bonus

Effective with the ratification of this Agreement, all employees represented by this Master Agreement and actively employed as of July 29, 2022 will be paid a \$750.00 ratification bonus on July 29, 2022.

20.3 **Salary Distribution**

Annual salary for all employees will be distributed electronically by direct deposit in equal biweekly amounts from July 1 through June 30. Employees working less than full time will be paid at an hourly rate for days/hours worked only.

Should a payday fall on a bank holiday, the payday shall become the bank work day immediately prior to the bank holiday.

20.4 **Extended Employment**

Bargaining unit members will be compensated at her/his per diem/hourly rate for work approved to be performed beyond the approved work year/day as stipulated in Section 13.2 with the exception of adjusted time. There will be no additional sick leave or Flex accrual for such work performed beyond the approved work year / workday. Sick leave or Flex days may not be accessed during the period of time that bargaining unit members are scheduled to perform work beyond her/his approved work year/day. Assignment of work beyond the approved workday / work year is subject to the approval of the director or other administrator authorized by the Superintendent.

20.5 **Increment (Step) Eligibility**

Increments (steps) are granted each July 1 provided the employee was hired prior to January 1 in the preceding fiscal year.

20.6 **New Hires**

A new hire may be placed anywhere on the salary schedule that the Employer determines appropriate.

20.7 Longevity

Longevity payments for continuous years of service within the bargaining unit will be made annually according to the following schedule:

Years 10-14	\$600
Years 15-19	\$800
Years 20-24	\$1,000
Years 25+	\$1,500

Payment will be made on the first pay date in June based upon continuous years of service within the bargaining unit as of May 1.

Continuous years of service within the bargaining unit will be measured using an employee's seniority date.

Payment will be prorated for periods of unpaid leave during the previous year, excluding approved FMLA.

Employees must be currently employed and not on unpaid leave (excluding approved FMLA) on the date the payment is made.

Employees returning to work from an approved unpaid leave after the payment is made will receive a pro-rated payment within 30 days of their return as long as they remain employed during that 30-day period.

20.8 Schedule Premium

A premium equal to 4.7% of step 10 on the salary schedules may be provided to employees as additional compensation under the following circumstances:

- a. Employees who are leading and/or coordinating agency work at the request of their supervisor. Positions identified as Schedule Premium eligible will be posted and filled using the internal posting procedures in Article 5.3.

Employees identified as working in a difficult to fill position where market analysis merits additional pay. This determination will be made by the Human Resources Department. In the event there are multiple employees currently working in the classification deemed eligible for this additional compensation, the existing employees will also receive the additional compensation.

**APPENDIX A
SALARY SCHEDULES**

July 1, 2022 - June 30, 2023					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
<u>Schedule</u>	<u>Step</u>	<u>246 days</u>	<u>231 Days</u>	<u>216 Days</u>	<u>Per Diem</u>
A	1	38,009	35,692	33,374	154.51
A	2	39,801	37,374	34,947	161.79
A	3	41,676	39,134	36,593	169.42
A	4	43,640	40,979	38,318	177.40
A	5	45,696	42,910	40,123	185.76
A	6	47,850	44,932	42,014	194.51
A	7	50,104	47,049	43,994	203.68
A	8	52,465	49,266	46,067	213.27
A	9	54,937	51,588	48,238	223.32
A	10	57,526	54,018	50,510	233.85
B	1	42,647	40,047	37,447	173.37
B	2	44,657	41,934	39,211	181.54
B	3	46,761	43,910	41,059	190.08
B	4	48,965	45,979	42,994	199.04
B	5	51,272	48,146	45,019	208.42
B	6	53,688	50,414	47,141	218.24
B	7	56,218	52,790	49,362	228.52
B	8	58,867	55,277	51,688	239.30
B	9	61,640	57,882	54,123	250.57
B	10	64,545	60,609	56,673	262.38
C	1	47,107	44,235	41,363	191.50
C	2	49,327	46,320	43,312	200.52
C	3	51,651	48,502	45,353	209.97
C	4	54,086	50,788	47,490	219.86
C	5	56,635	53,181	49,727	230.22
C	6	59,303	55,687	52,071	241.07
C	7	62,097	58,311	54,525	252.43
C	8	65,024	61,059	57,093	264.33
C	9	68,087	63,936	59,784	276.78
C	10	71,296	66,948	62,601	289.82

July 1, 2022 - June 30, 2023					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
Schedule	Step	246 days	231 Days	216 Days	Per Diem
D	1	51,572	48,426	45,282	209.64
D	2	54,002	50,709	47,416	219.52
D	3	56,546	53,099	49,651	229.87
D	4	59,210	55,601	51,990	240.69
D	5	62,001	58,220	54,440	252.04
D	6	64,922	60,964	57,004	263.91
D	7	67,981	63,836	59,691	276.35
D	8	71,185	66,844	62,504	289.37
D	9	74,539	69,994	65,449	303.00
D	10	78,051	73,292	68,533	317.28
E	1	57,027	53,549	50,073	231.82
E	2	59,714	56,073	52,432	242.74
E	3	62,528	58,715	54,903	254.18
E	4	65,474	61,482	57,489	266.16
E	5	68,559	64,378	60,198	278.70
E	6	71,790	67,412	63,035	291.83
E	7	75,172	70,589	66,006	305.58
E	8	78,714	73,915	69,115	319.98
E	9	82,424	77,398	72,372	335.06
E	10	86,308	81,044	75,782	350.84
F	1	62,484	58,674	54,864	253.99
F	2	65,428	61,438	57,449	265.96
F	3	68,511	64,334	60,156	278.50
F	4	71,739	67,365	62,991	291.63
F	5	75,120	70,539	65,959	305.36
F	6	78,660	73,863	69,067	319.76
F	7	82,366	77,344	72,321	334.83
F	8	86,247	80,988	75,729	350.60
F	9	90,311	84,804	79,297	367.11
F	10	94,566	88,800	83,034	384.42

July 1, 2022 - June 30, 2023					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
Schedule	Step	246 days	231 Days	216 Days	Per Diem
G	1	68,578	64,396	60,214	278.77
G	2	71,809	67,431	63,052	291.91
G	3	75,192	70,608	66,023	305.67
G	4	78,736	73,935	69,133	320.07
G	5	82,446	77,419	72,392	335.15
G	6	86,331	81,067	75,803	350.93
G	7	90,399	84,886	79,375	367.48
G	8	94,658	88,886	83,115	384.79
G	9	99,118	93,075	87,031	402.92
G	10	103,790	97,461	91,132	421.91
H	1	74,673	70,120	65,567	303.55
H	2	78,192	73,424	68,656	317.86
H	3	81,877	76,884	71,892	332.83
H	4	85,734	80,506	75,279	348.51
H	5	89,774	84,300	78,826	364.93
H	6	94,005	88,272	82,540	382.13
H	7	98,434	92,432	86,430	400.14
H	8	103,073	96,787	90,502	418.99
H	9	107,929	101,347	94,767	438.73
H	10	113,015	106,124	99,233	459.41

July 1, 2023 - June 30, 2024					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
Schedule	Step	246 days	231 Days	216 Days	Per Diem
A	1	38,389	36,049	33,708	156.06
A	2	40,199	37,748	35,296	163.41
A	3	42,092	39,526	36,959	171.11
A	4	44,076	41,389	38,702	179.17
A	5	46,153	43,339	40,524	187.62
A	6	48,328	45,381	42,434	196.46
A	7	50,605	47,519	44,434	205.72
A	8	52,990	49,758	46,528	215.40
A	9	55,486	52,104	48,720	225.55
A	10	58,101	54,558	51,015	236.19
B	1	43,074	40,447	37,821	175.10
B	2	45,104	42,354	39,603	183.36
B	3	47,229	44,349	41,469	191.98
B	4	49,454	46,439	43,424	201.03
B	5	51,784	48,627	45,469	210.50
B	6	54,224	50,918	47,612	220.42
B	7	56,780	53,318	49,855	230.81
B	8	59,456	55,830	52,205	241.69
B	9	62,257	58,461	54,664	253.08
B	10	65,191	61,215	57,240	265.00
C	1	47,578	44,677	41,776	193.42
C	2	49,821	46,783	43,745	202.53
C	3	52,168	48,987	45,807	212.07
C	4	54,626	51,296	47,965	222.06
C	5	57,201	53,712	50,225	232.52
C	6	59,896	56,244	52,591	243.48
C	7	62,718	58,894	55,070	254.95
C	8	65,674	61,669	57,664	266.97
C	9	68,768	64,575	60,382	279.55
C	10	72,009	67,617	63,227	292.72

July 1, 2023 - June 30, 2025					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
Schedule	Step	246 days	231 Days	216 Days	Per Diem
D	1	52,087	48,911	45,735	211.74
D	2	54,542	51,216	47,891	221.72
D	3	57,111	53,630	50,147	232.17
D	4	59,802	56,157	52,510	243.10
D	5	62,621	58,803	54,984	254.56
D	6	65,571	61,573	57,574	266.55
D	7	68,661	64,474	60,288	279.11
D	8	71,897	67,512	63,129	292.26
D	9	75,284	70,694	66,104	306.03
D	10	78,831	74,025	69,218	320.45
E	1	57,597	54,085	50,574	234.14
E	2	60,311	56,634	52,956	245.17
E	3	63,153	59,302	55,452	256.72
E	4	66,129	62,097	58,064	268.82
E	5	69,244	65,022	60,800	281.49
E	6	72,508	68,087	63,665	294.75
E	7	75,924	71,295	66,666	308.64
E	8	79,501	74,654	69,806	323.18
E	9	83,248	78,172	73,095	338.41
E	10	87,171	81,855	76,540	354.35
F	1	63,108	59,261	55,413	256.53
F	2	66,082	62,053	58,023	268.62
F	3	69,196	64,977	60,757	281.29
F	4	72,457	68,039	63,621	294.55
F	5	75,871	71,245	66,619	308.41
F	6	79,446	74,602	69,758	322.96
F	7	83,189	78,117	73,044	338.18
F	8	87,109	81,798	76,486	354.11
F	9	91,214	85,652	80,090	370.78
F	10	95,512	89,688	83,864	388.26

July 1, 2023 - June 30, 2025 2024					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
Schedule	Step	246 days	231 Days	216 Days	Per Diem
G	1	69,264	65,040	60,816	281.56
G	2	72,527	68,105	63,683	294.83
G	3	75,944	71,314	66,683	308.73
G	4	79,523	74,674	69,825	323.27
G	5	83,271	78,193	73,116	338.50
G	6	87,194	81,877	76,561	354.44
G	7	91,303	85,735	80,169	371.15
G	8	95,605	89,775	83,946	388.64
G	9	100,110	94,005	87,901	406.95
G	10	104,828	98,436	92,044	426.13
H	1	75,420	70,821	66,223	306.59
H	2	78,974	74,158	69,342	321.04
H	3	82,695	77,653	72,611	336.16
H	4	86,591	81,311	76,032	352.00
H	5	90,672	85,143	79,615	368.58
H	6	94,945	89,155	83,366	385.95
H	7	99,418	93,356	87,294	404.14
H	8	104,103	97,755	91,407	423.18
H	9	109,008	102,361	95,715	443.12
H	10	114,145	107,185	100,225	464.00

July 1, 2024 - June 30, 2025

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July 1, 2024 - June 30, 2025					
		12 Month	11 Month	10 Month	
		Contract	Contract	Contract	
Schedule	Step	246 days	231 Days	216 Days	Per Diem
A	1	39,541	37,131	34,719	160.74
A	2	41,405	38,880	36,355	168.31
A	3	43,355	40,712	38,068	176.24
A	4	45,399	42,630	39,863	184.55
A	5	47,538	44,639	41,740	193.24
A	6	49,778	46,743	43,707	202.35
A	7	52,123	48,945	45,767	211.88
A	8	54,580	51,251	47,924	221.87
A	9	57,151	53,667	50,182	232.32
A	10	59,844	56,195	52,546	243.27
B	1	44,366	41,660	38,956	180.35
B	2	46,457	43,624	40,791	188.85
B	3	48,645	45,679	42,713	197.75
B	4	50,938	47,832	44,726	207.07
B	5	53,338	50,086	46,833	216.82
B	6	55,851	52,446	49,041	227.04
B	7	58,483	54,917	51,351	237.74
B	8	61,239	57,505	53,771	248.94
B	9	64,124	60,215	56,304	260.67
B	10	67,146	63,052	58,957	272.95
C	1	49,006	46,018	43,029	199.21
C	2	51,315	48,186	45,057	208.60
C	3	53,733	50,457	47,181	218.43
C	4	56,265	52,835	49,404	228.72
C	5	58,917	55,324	51,731	239.50
C	6	61,693	57,932	54,169	250.78
C	7	64,599	60,661	56,722	262.60
C	8	67,644	63,519	59,394	274.98
C	9	70,831	66,513	62,193	287.93
C	10	74,169	69,646	65,124	301.50

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July 1, 2024 - June 30, 2025

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		<u>12 Month</u>	<u>11 Month</u>	<u>10 Month</u>	
		<u>Contract</u>	<u>Contract</u>	<u>Contract</u>	
<u>Schedule</u>	<u>Step</u>	<u>246 days</u>	<u>231 Days</u>	<u>216 Days</u>	<u>Per Diem</u>
D	<u>1</u>	53,650	50,378	47,107	218.09
D	<u>2</u>	56,178	52,753	49,327	228.37
D	<u>3</u>	58,825	55,239	51,652	239.12
D	<u>4</u>	61,596	57,841	54,085	250.39
D	<u>5</u>	64,500	60,567	56,634	262.19
D	<u>6</u>	67,538	63,420	59,302	274.55
D	<u>7</u>	70,721	66,409	62,097	287.48
D	<u>8</u>	74,054	69,538	65,023	301.03
D	<u>9</u>	77,543	72,815	68,087	315.22
D	<u>10</u>	81,196	76,245	71,294	330.07
E	<u>1</u>	59,325	55,707	52,091	241.16
E	<u>2</u>	62,121	58,333	54,545	252.52
E	<u>3</u>	65,048	61,082	57,115	264.42
E	<u>4</u>	68,113	63,959	59,806	276.88
E	<u>5</u>	71,322	66,973	62,624	289.93
E	<u>6</u>	74,683	70,129	65,575	303.59
E	<u>7</u>	78,202	73,434	68,666	317.89
E	<u>8</u>	81,887	76,894	71,901	332.87
E	<u>9</u>	85,746	80,517	75,288	348.56
E	<u>10</u>	89,786	84,311	78,836	364.98
F	<u>1</u>	65,002	61,038	57,075	264.23
F	<u>2</u>	68,065	63,914	59,764	276.69
F	<u>3</u>	71,272	66,927	62,580	289.72
F	<u>4</u>	74,630	70,080	65,529	303.38
F	<u>5</u>	78,147	73,382	68,617	317.67
F	<u>6</u>	81,830	76,840	71,850	332.64
F	<u>7</u>	85,685	80,461	75,236	348.31
F	<u>8</u>	89,723	84,252	78,781	364.73
F	<u>9</u>	93,951	88,221	82,493	381.91
F	<u>10</u>	98,377	92,379	86,380	399.91

July 1, 2024 - June 30, 2025

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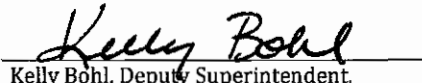
Schedule	Step	12 Month	11 Month	10 Month	Per Diem
		Contract	Contract	Contract	
		246 days	231 Days	216 Days	
G	1	71,342	66,991	62,641	290.01
G	2	74,703	70,148	65,593	303.67
G	3	78,223	73,454	68,683	317.98
G	4	81,909	76,915	71,920	332.96
G	5	85,769	80,538	75,309	348.65
G	6	89,810	84,334	78,857	365.08
G	7	94,042	88,307	82,574	382.29
G	8	98,473	92,468	86,464	400.30
G	9	103,113	96,825	90,538	419.16
G	10	107,972	101,389	94,805	438.91
H	1	77,683	72,946	68,210	315.78
H	2	81,343	76,383	71,423	330.66
H	3	85,176	79,983	74,789	346.25
H	4	89,189	83,750	78,313	362.56
H	5	93,392	87,697	82,003	379.64
H	6	97,793	91,829	85,867	397.53
H	7	102,400	96,157	89,913	416.26
H	8	107,226	100,688	94,149	435.88
H	9	112,278	105,432	98,586	456.42
H	10	117,569	110,401	103,232	477.92



Robert Kaminski, President
WCSSF AFT 4479

8-9-2023

Ratification Date



Kelly Bohl, Deputy Superintendent,
Administrative Services Wayne RESA

7-19-2023

Ratification Date