

**LETTER OF AGREEMENT**  
**Between**  
**WAVERLY COMMUNITY SCHOOLS (the "District")**  
**and the**  
**WAVERLY EDUCATIONAL SUPPORT PROFESSIONAL ASSOCIATION (the**  
**"Association")**

WHEREAS, The District is anticipating a one-time surplus of revenues over expenditures for the 2020-2021 fiscal year as a result of better than expected State School Aid Fund revenue forecasts for the 2020-2021 fiscal year.

WHEREAS, The District and the Association would like to modify specific terms of their Master Agreement

WHEREAS, This letter of agreement affects only the items outlined below, and has no effect on any part of the agreement not specifically outlined.

Therefore, the District and the Association agree as follows:

- 1) This agreement shall be in effect from July 1, 2020 through June 30, 2023.
- 2) The attached replacement for Appendix A (attached hereto and hereinafter identified as "Appendix A (LOA-01)") shall be considered incorporated into the parties 2020-2021 Master Agreement and shall be given full force and effect as soon as it is administratively possible to do so, but shall not have any retroactive effect.

This is a one-time Agreement, and this Agreement shall not be construed as precedent setting nor does it constitute a past practice.

*Colleen A. Wenzel*  
WESPA President Secretary

11/16/20  
Date

*Kelly Blake*  
Superintendent

11/17/20  
Date

**APPENDIX A (LOA-01): WAGES****2020-2021 WAGES**

<b>2020-2021 Secretarial/Para Educator/Technical Schedule (effective July 1, 2020)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
A1	\$20.34	\$21.52	\$22.17	\$23.07
A	\$18.18	\$19.27	\$19.82	\$20.55
I	\$16.60	\$17.90	\$18.25	\$18.99
II	\$15.26	\$16.35	\$16.90	\$17.61

<b>2020-2021 Food Service Schedule (effective July 1, 2020)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
FS1	\$13.80	\$14.38	\$14.92	\$15.61
FS2	\$13.48	\$14.12	\$14.65	\$15.35
FS3	\$12.02	\$13.12	\$13.67	\$14.35
FS4	\$10.61	\$11.14	\$11.41	\$11.67

Bargaining unit members employed by May 1, 2020 shall receive a \$500 off schedule payment, payable July 17, 2020.

<b>2020-2021 Secretarial/Para Educator/Technical Schedule (effective January 4, 2021)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
A1	\$20.75	\$21.95	\$22.61	\$23.53
A	\$18.54	\$19.66	\$20.22	\$20.96
I	\$16.93	\$18.26	\$18.62	\$19.37
II	\$15.57	\$16.68	\$17.24	\$17.96

<b>2020-2021 Food Service Schedule (effective January 4, 2021)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
FS1	\$14.08	\$14.67	\$15.22	\$15.92
FS2	\$13.75	\$14.40	\$14.94	\$15.66
FS3	\$12.26	\$13.38	\$13.94	\$14.64
FS4	\$10.82	\$11.36	\$11.64	\$11.90

**2021-2022 WAGES**

<b>2021-2022 Secretarial/Para Educator/Technical Schedule (effective July 1, 2021)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
A1	\$21.17	\$22.39	\$23.06	\$24.00
A	\$18.91	\$20.05	\$20.62	\$21.38
I	\$17.27	\$18.63	\$18.99	\$19.76
II	\$15.88	\$17.01	\$17.58	\$18.32

<b>2021-2022 Food Service Schedule (effective July 1, 2021)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
FS1	\$14.36	\$14.96	\$15.52	\$16.24
FS2	\$14.03	\$14.69	\$15.24	\$15.97
FS3	\$12.51	\$13.65	\$14.22	\$14.93
FS4	\$11.04	\$11.59	\$11.87	\$12.14

**2022-2023 WAGES**

<b>2022-2023 Secretarial/Para Educator/Technical Schedule (effective July 1, 2022)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
A1	\$21.59	\$22.84	\$23.52	\$24.48
A	\$19.29	\$20.45	\$21.03	\$21.81
I	\$17.62	\$19.00	\$19.37	\$20.16
II	\$16.20	\$17.35	\$17.93	\$18.69

<b>2022-2023 Food Service Schedule (effective July 1, 2022)</b>				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
FS1	\$14.65	\$15.26	\$15.83	\$16.56
FS2	\$14.31	\$14.98	\$15.54	\$16.29
FS3	\$12.76	\$13.92	\$14.50	\$15.23
FS4	\$11.26	\$11.82	\$12.11	\$12.38

Educational Credit: Bargaining unit members hired after July 1, 2018, holding an Associate's Degree at the time of hire, shall be placed at Year 2 of the applicable Salary Schedule.

Bargaining unit members hired after July 1, 2018, holding a Bachelor's Degree at the time of hire, shall be placed at Year 3 of the applicable Salary Schedule.

## Ann Marie Lindsay

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**From:** Theresa Such  
**Sent:** Monday, November 16, 2020 11:17 AM  
**To:** Matt Corliss; DaVasha L. Lobbins; Kelly Blake; Ann Marie Lindsay; Parkinson, Ron; Colleen Weinfeld; Marcie VanWormer  
**Subject:** Delegation of LOA Signing

I spoke to Ron. He said we can delegate another officer of the union to sign the LOA but we need documentation.

I, Theresa Collett-Such, President of WESPA do hereby delegate Colleen Weinfeld, Secretary of WESPA, to sign the LOA's regarding the new contract.

Colleen, when you a chance, please sign the documents.

Theresa Collett-Such  
President WESPA  
Student Support Center  
Waverly East Intermediate  
517 484-8830 Ext. 4717

*Whatever you are, be a good one ~ Abe Lincoln*