

**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:

|                    |                |
|--------------------|----------------|
| <b>Years 10-14</b> | <b>\$600</b>   |
| <b>Years 15-19</b> | <b>\$800</b>   |
| <b>Years 20-24</b> | <b>\$1,000</b> |
| <b>Years 25+</b>   | <b>\$1,500</b> |

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        |                 |
| <u>Schedule</u>              | <u>Step</u> | <u>246 days</u> | <u>231 Days</u> | <u>216 Days</u> | <u>Per Diem</u> |
| 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        |                 |
| <u>Schedule</u>              | <u>Step</u> | <u>246 days</u> | <u>231 Days</u> | <u>216 Days</u> | <u>Per Diem</u> |
|                              |             |                 |                 |                 |                 |
| 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, 2025 |      |          |          |          |          |
|------------------------------|------|----------|----------|----------|----------|
|                              |      |          |          |          |          |
|                              |      | 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, 20252024 |             |                 |                 |                 |                 |
|----------------------------------|-------------|-----------------|-----------------|-----------------|-----------------|
|                                  |             | 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> |
| 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 <del>2024</del> |             |                 |                 |                 |                 |
|--|-------------|-----------------|-----------------|-----------------|-----------------|
|  |             | 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> |
| 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 |      |          |          |          |          |
|------------------------------|------|----------|----------|----------|----------|
|                              |      | 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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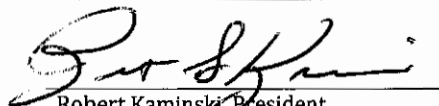
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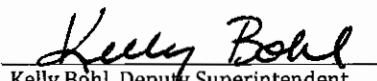
| July 1, 2024 - June 30, 2025 |      |          |          |          |          |
|------------------------------|------|----------|----------|----------|----------|
|                              |      | 12 Month | 11 Month | 10 Month |          |
|                              |      | Contract | Contract | Contract |          |
| Schedule                     | Step | 246 days | 231 Days | 216 Days | Per Diem |
| D                            | 1    | 53,650   | 50,378   | 47,107   | 218.09   |
| D                            | 2    | 56,178   | 52,753   | 49,327   | 228.37   |
| D                            | 3    | 58,825   | 55,239   | 51,652   | 239.12   |
| D                            | 4    | 61,596   | 57,841   | 54,085   | 250.39   |
| D                            | 5    | 64,500   | 60,567   | 56,634   | 262.19   |
| D                            | 6    | 67,538   | 63,420   | 59,302   | 274.55   |
| D                            | 7    | 70,721   | 66,409   | 62,097   | 287.48   |
| D                            | 8    | 74,054   | 69,538   | 65,023   | 301.03   |
| D                            | 9    | 77,543   | 72,815   | 68,087   | 315.22   |
| D                            | 10   | 81,196   | 76,245   | 71,294   | 330.07   |
| E                            | 1    | 59,325   | 55,707   | 52,091   | 241.16   |
| E                            | 2    | 62,121   | 58,333   | 54,545   | 252.52   |
| E                            | 3    | 65,048   | 61,082   | 57,115   | 264.42   |
| E                            | 4    | 68,113   | 63,959   | 59,806   | 276.88   |
| E                            | 5    | 71,322   | 66,973   | 62,624   | 289.93   |
| E                            | 6    | 74,683   | 70,129   | 65,575   | 303.59   |
| E                            | 7    | 78,202   | 73,434   | 68,666   | 317.89   |
| E                            | 8    | 81,887   | 76,894   | 71,901   | 332.87   |
| E                            | 9    | 85,746   | 80,517   | 75,288   | 348.56   |
| E                            | 10   | 89,786   | 84,311   | 78,836   | 364.98   |
| F                            | 1    | 65,002   | 61,038   | 57,075   | 264.23   |
| F                            | 2    | 68,065   | 63,914   | 59,764   | 276.69   |
| F                            | 3    | 71,272   | 66,927   | 62,580   | 289.72   |
| F                            | 4    | 74,630   | 70,080   | 65,529   | 303.38   |
| F                            | 5    | 78,147   | 73,382   | 68,617   | 317.67   |
| F                            | 6    | 81,830   | 76,840   | 71,850   | 332.64   |
| F                            | 7    | 85,685   | 80,461   | 75,236   | 348.31   |
| F                            | 8    | 89,723   | 84,252   | 78,781   | 364.73   |
| F                            | 9    | 93,951   | 88,221   | 82,493   | 381.91   |
| F                            | 10   | 98,377   | 92,379   | 86,380   | 399.91   |

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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 |
| 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   |

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 Robert Kaminski, President  
 WCSSF AFT 4479  
8-8-2023  
 Ratification Date

  
 Kelly Bohl, Deputy Superintendent,  
 Administrative Services Wayne RESA  
7-19-2023  
 Ratification Date