LETTER OF AGREEMENT  
between  
WEST SHORE EDUCATIONAL SERVICE DISTRICT  
and  
WEST SHORE EDUCATIONAL SERVICE DISTRICT EMPLOYEES CHAPTER OF LOCAL 2389  
affiliated with  
MICHIGAN COUNCIL #25, AFSCME, AFL-CIO

The following Article within the AFSCME Master Agreement shall be modified as follows, effective July 1, 2019.

Article 37; Classification and Rates; Rates

<table>
<thead>
<tr>
<th>Classifications</th>
<th>Start</th>
<th>6 months</th>
<th>1-5 years</th>
<th>6-10 years</th>
<th>11-15 years</th>
<th>16-20 years</th>
<th>21-25 years</th>
<th>26+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 thru 8</td>
<td>$ 16.49</td>
<td>$ 17.05</td>
<td>$ 17.60</td>
<td>$ 17.85</td>
<td>$ 19.19</td>
<td>$ 19.42</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Classifications</th>
<th>Start</th>
<th>6 months</th>
<th>1-5 years</th>
<th>6-10 years</th>
<th>11-15 years</th>
<th>16-20 years</th>
<th>21-25 years</th>
<th>26+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 thru 12</td>
<td>$ 22.08</td>
<td>$ 22.65</td>
<td>$ 23.20</td>
<td>$ 23.44</td>
<td>$ 23.66</td>
<td>$ 23.89</td>
<td>$ 24.12</td>
<td>$ 24.37</td>
</tr>
</tbody>
</table>

This Letter of Agreement is hereto entered into this 10th of April, 2019.

For AFSCME Chapter of Local 2389

Patty Leafstrand  
Chapter Chairperson

For West Shore Educational Service District

Dr. Jason Jeffrey, EdD  
Superintendent

Terri Steih  
Director of Human Resources

231.757.3716 • Fax 231.757.2406 • www.wsesd.org