

**Letter of Understanding  
Between the  
Waterford School District  
and the  
Waterford Education Association**

On November 18, 2021, with conversation with WEA, the Waterford Board of Education agreed to support the administrative proposal to increase the steps and wages of WEA member to the fully corrected step as related to their years of service in WEA with Waterford School District. In addition, for those staff whose corrected salary is lower on the 2021-2022 elongated 20-step salary schedule as compared to the 2019-2020 15-step schedule, the WEA member's step will be increased to a new salary equal to or greater than the salary of their correct step on the 2019-2020 salary schedule.

The parties also agree that this change in wages shall not prohibit negotiations for the 2022-2023 or 2023-2024 wage reopeners scheduled to commence in February 2022.

As such, Article III. A. 7. of the 2021-2024 Master Agreement for the Waterford Education Association states:

*“Up to eight (8) years’ credit on the salary schedule may be given to teachers who enter Waterford Schools for previous teaching or appropriate military or work experiences, as judged by the Board. A major fraction of a year’s experience is considered a full year.”*

The parties agreed the above language shall be amended to:

*“Credit on the salary schedule may be given to teachers who enter Waterford Schools for previous teaching or appropriate military or work experiences, as judged by the Board.”*

This change shall go into effect immediately and shall be non-precedent setting.

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For the Board

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Date

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For the Association

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Date