

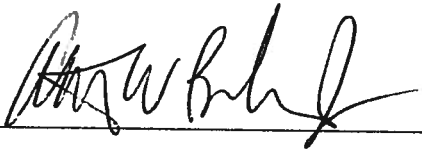
Marion Schools Education Association

Letter of Agreement

Insurance Taxes and Fees

It is agreed upon between the District (Marion Public Schools) and the Association (Marion Schools Education Association) that the District will pay 50% of the total monthly taxes and fees that have been added to the Bargaining Unit Members' insurance costs in the 2016-17 school year. The District will begin paying 50% of the total monthly taxes and fees starting with the first pay in December 2016.

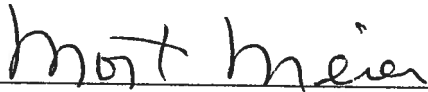
This Letter of Agreement will expire with the current Master Contract on August 20, 2018 or when mutually amended by both parties and will not constitute a precedent or past practice, nor a waiver of rights whatsoever by either party.



Anthony W. Baldwin, Jr., MSEA President

11-22-16

Date



Mort Meier, Superintendent

11/22/16

Date

TA 6/7/16 Mont
 TA 6/7/16 [Signature]

Calendar

As was presented 5-24-16 and agreed upon on 5-24-16

Schedule B

As was presented on 5-24-16 and agreed upon on 5-31-16

Insurance Cap Proposal

Negotiated Cap Proposed was calculated by taking the state cap and adding the value of our 1% raise plus the ~23% retirement contribution and ~7% FICA.

<u>2016-17 Proposed Negotiated Cap</u>	
Single	\$6,468.59 (76%)
2-Person	\$13,662.27 (73%)
Full Family	\$17,657.84 (78%)

<u>2016-17 State Cap</u>	
Single	\$6,142.11 (73%)
2-Person	\$12,845.04 (69%)
Full Family	\$16,751.36 (74%)

Pay Schedule Proposal

We will give up the 1% raise for the ¹⁵⁻¹⁶2015-16 school year, however steps and lane changes are continuing.

2015-2016

2016-2017

2017-2018

(Same as 2008-2009)

(Same as 2015-16)

(2% Increase of 2015-16)

Step	BA	BA + 20	MA
1	\$32,780	\$33,437	\$36,727
2	\$34,838	\$35,608	\$38,699
3	\$36,895	\$37,778	\$40,667
4	\$38,954	\$39,948	\$42,639
5	\$41,010	\$42,120	\$44,608
6	\$43,067	\$44,290	\$46,581
7	\$45,125	\$46,462	\$48,550
8	\$47,183	\$48,631	\$50,521
9	\$49,240	\$50,802	\$52,490
10	\$51,300	\$52,973	\$54,460
11	\$53,352	\$55,091	\$56,637
16	\$54,378	\$56,151	\$57,727
20	\$56,009	\$57,836	\$59,459
25	\$57,689	\$59,571	\$61,242

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Step	BA	BA + 20	MA
1	\$33,439	\$34,109	\$37,465
2	\$35,538	\$36,324	\$39,477
3	\$37,637	\$38,537	\$41,484
4	\$39,737	\$40,751	\$43,496
5	\$41,834	\$42,967	\$45,505
6	\$43,933	\$45,180	\$47,517
7	\$46,032	\$47,396	\$49,526
8	\$48,131	\$49,608	\$51,536
9	\$50,230	\$51,823	\$53,545
10	\$52,331	\$54,038	\$55,555
11	\$54,424	\$56,198	\$57,775
16	\$55,471	\$57,280	\$58,887
20	\$57,135	\$58,999	\$60,654
25	\$58,849	\$60,768	\$62,473

Signing Bonus Proposal

Each member will get a one-time signing bonus of \$75 to be paid the first pay of the 2016-17 school year.