

**Letter of Agreement Article 14
6-11-18**

This agreement will be in effect through the 2018-19 school year.
It is agreed between MSEA and Marion Public Schools that Article 14 shall be amended as follows:

**ARTICLE 14
TEACHING EXPERIENCE**

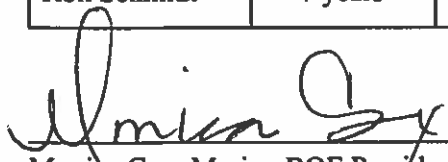
Any teacher newly employed by Marion Public Schools will be started on step as follows:


<u>Number of Years' Experience</u>	<u>Step Placement</u>		<u>Number of Years' Experience</u>	<u>Step Placement</u>
1-5 1-2	1		21-22	11
6-10 3-4	2		23-24	12
11-15 5-6	3		25-26	13
16-20 7-8	4		27-28	14
21-25 9-10	5		29-30	15
26-30 11-12	6		31-32	16
31-35 13-14	7		33-34	17
15-16	8		35-36	18
17-18	9		37-38	19
19-20	10		39-40	20

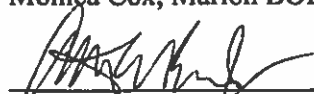
After the new member's initial year, they will accrue steps normally from the beginning placement.

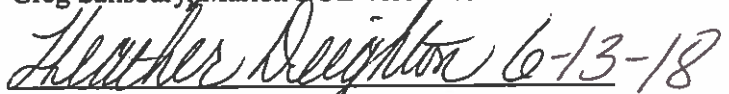
All of the Bargaining Unit Members hired under the current Article 14 shall be credited one extra step as indicated in the 18-19 column below. Highlighted years signify extra step included.

Bargaining Unit Member	Pre-Marion Experience	17-18 Step/Years in Marion	18-19 Step/Years in Marion	19-20 Step/Years in Marion
Janet Mort	5.5 years	7/6	9/7	10/8
Emily Cannell	6 years	3/2	5/3	6/4
Joanie Whittaker	1 year	5	7/6	8/7
Ron Schmidt	7 years	4/3	6/4	7/5


Monica Cox, Marion BOE President 6/13/18 Date


Greg Salisbury, Marion BOE Vice-President 6-13-18 Date


Anthony Baldwin, Jr., MSEA Co-President 6-13-18 Date


Heather Deighton, MSEA Co-President 6-13-18 Date