

## 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>
<del>1-5</del> 1-2	1		21-22	11
<del>6-10</del> 3-4	2		23-24	12
<del>11-15</del> 5-6	3		25-26	13
<del>16-20</del> 7-8	4		27-28	14
<del>21-25</del> 9-10	5		29-30	15
<del>26-30</del> 11-12	6		31-32	16
<del>31-35</del> 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.

<b>Bargaining Unit Member</b>	<b>Pre-Marion Experience</b>	<b>17-18 Step/Years in Marion</b>	<b>18-19 Step/Years in Marion</b>	<b>19-20 Step/Years in Marion</b>
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

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Monica Cox, Marion BOE President      Date

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Greg Salisbury, Marion BOE Vice-President      Date

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Anthony Baldwin, Jr., MSEA Co-President      Date

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Heather Deighton, MSEA Co-President      Date