

LETTER OF UNDERSTANDING
BETWEEN
LAKE ORION COMMUNITY SCHOOL DISTRICT
AND
LAKE ORION EDUCATION ASSOCIATION

**Re: Approval for Non-Degree Seeking Credit Consideration for a Lane Change on the Salary Schedule.
(BA+, MA+15, MA=30)**

The parties agree to the following clarification and processes for employee lane change consideration on the LOEA Salary Schedule:

There are two methods for advancing to the B.A.+18, MA+15, and MA+30 lane.

Method 1: Individuals may earn credits outside of a degree-seeking program and receive consideration for up to nine (9) credits per academic semester. It is further agreed that there are four (4) academic semesters per academic year in a traditional credit granting college or university, and official transcripts speak to those semesters. This shall allow individuals to apply up to thirty-six (36) credits for consideration per academic year. The Board and Association acknowledge that accredited institutions of higher learning are constantly evolving to provide new, non-traditional opportunities for students to earn graduate-level credit. Individuals who have an opportunity to earn credits outside of a degree-seeking program at a pace faster than defined in this paragraph must seek approval from C5 before the credits are earned.

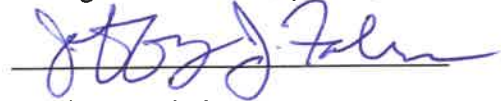
Lane changes under Method 1 are limited to one per school year.

Method 2: Individuals may enroll in a degree-seeking program at a regionally accredited college or university and earn the credits in the manner and pace determined by the academic program. The Board and Association recognize and respect the approved academic plan and pace designed by these accredited colleges and universities.

Credits earned shall be directly related to the advancement of the individual's professional development as an educator. Credits earned outside of the field of education must be preapproved by the C5 committee before the credits are earned.

This Letter of Understanding shall not be retroactive prior to the date of the agreement and therefore any credits earned prior to this agreement that did not qualify under previous contract language or policies in place at the time the credits were earned shall not be considered.

This agreement shall expire on June 30, 2025.



For the Association

Date 11/15/23



For the District

Date 11/15/2023