LETTER OF UNDERSTANDING  
between  
LAKE ORION COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION  
and  
LAKE ORION EDUCATION ASSOCIATION, MEA/NEA

The District and the Association agree to the following:

For the 2022-2023 School Year employees who were employed with the district during the 2021-2022 school year and who are eligible for step advancement shall advance one full step on the salary schedule effective August 25, 2022.

This shall replace the current contract language as written:

For the 2022-2023 School Year employees who are eligible for step advancement shall advance on the salary schedule to the next one half (1/2) for the first thirteen (13) pays of the school year and then advance to the next one half (1/2) step for the remaining thirteen (13) pays of the school year.

Individuals who were hired for the 2022-2023 School Year and started their employment prior to October 1, 2022 shall advance one half step on the salary schedule for the final thirteen (13) pay periods of the 2022-2023 School Year.

In addition, individuals who were employed by Lake Orion Community Schools and on Step 15 during the 2021-2022 School Year shall receive compensation for additional responsibilities performed in the amount of One Thousand Five Hundred Dollars ($1500). This additional compensation payment shall be considered as off schedule compensation, and shall not carry forward beyond the 2022-2023 School Year. Payment will be made on the October 21, 2022 pay period.

\[\text{Signature}\]  \[\text{Signature}\]  
Jeff Faber  
For the Association  

\[\text{Signature}\]  \[\text{Signature}\]  
Rick Arnett  
For the District

Date 8/24/22  
Date 8/24/22