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:

In accordance with the collective bargaining agreement all credits for consideration must be graduate level credits that are earned after a Bachelor’s Degree for the BA+ lane, and after a Master’s Degree for the MA+15 and MA+30.

It is agreed and understood that all credits must be earned from a regionally accredited college or university. The following are examples of regionally accredited organizations:

- Higher Learning Commission (HLC) formerly North Central Association of Colleges (NCA)
- Council for the Accreditation of Educator Preparation (CAEP)

It is further agreed that individuals can receive consideration for up to eight (8) 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 two (32) credits for consideration per academic year.

It is further understood that credits earned shall be directly related to the advancement of the individuals professional development as an educator and in an area related to the discipline in which they are assigned or certified. Credits earned outside of the field of education or in areas not directly related to an individual’s discipline, area of assignment, or certification will not qualify for consideration.

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, 2023.

For the Association

Date 6-30-21

For the District

Date 6-30-21