

**Letter of Agreement Between**  
**Beaver Island Community School Board of Education**  
**and**  
**Beaver Island Education Association**

9/14/20

**Purpose**

The purpose of this Letter of Agreement (LOA) is to incentivize committed and highly experienced teachers to continue to work at Beaver Island Community School (BICS).

**Background**

Often, teachers are hired into a district at a step on the salary schedule that is below their number of years of teaching service in another public K-12 district. The current master agreement does not clearly provide for the superintendent-principal to credit steps to account for a teacher's previous years of service after the teacher's initial hire date. The language in this Letter of Agreement provides a mechanism by which a successful BICS teacher's salary schedule step may be increased based on previous years of service in another district.

**Both Parties Agree to the Following**

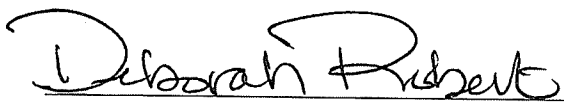
- 1) When a bargaining unit member is first hired by BICS, the bargaining unit member may be credited up to ten (10) years of experience earned at previous K-12 public school district.
- 2) Bargaining unit members first hired at a step below their years of previous teaching service in a public K-12 school (up to a maximum of 10 years) may be moved up on the salary schedule in the following manner:
  - a. Upon successful completion (as defined by the Michigan Teachers' Tenure Act) of the bargaining unit member's first (1<sup>st</sup>) year of teaching at BICS, the bargaining unit member may be credited up to an additional three years of service on the salary schedule.
  - b. Upon successful completion (as defined by the Michigan Teachers' Tenure Act) of the bargaining unit member's second (2<sup>nd</sup>) year of teaching at BICS, the bargaining unit member may be credited up to an additional three years of service on the salary schedule.
  - c. Upon successful completion of the bargaining unit member's third (3<sup>rd</sup>) year of teaching at BICS, the bargaining unit member may be credited up to an additional four years of service on the salary schedule.
  - d. Between the years credited at the date of the initial hire and the additional credited years with each successive year of service at BICS, the cumulative years of

service credited shall not exceed ten (10), regardless of the number of years of previous teaching service in a public K-12 district the bargaining unit member may have.

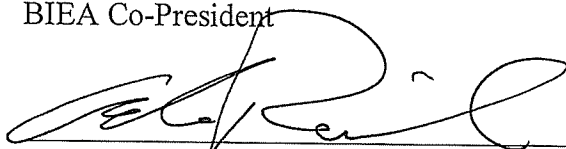
- e. A bargaining unit member shall not be credited for more experience than the bargaining unit member has earned teaching in a public K-12 school.
  - f. If the above language applies to two or more bargaining members hired at the same time, all members will be treated with equity in an effort to be consistent.
- 3) This provision shall be applied to those bargaining unit members hired previously who have consistently performed in a successful manner since their original date of hire. The cumulative years of service credited (including those at time of hire and those applied pursuant to this LOA) shall not exceed ten (10). For example, a bargaining unit member with eleven previous years of experience who was initially hired at step three (3), and who has successfully completed three years of service at BICS, may be credited with seven (7) additional steps in the current school year.
- 4) This agreement will expire on August 31, 2022 (consistent with the expiration date of the current Master Agreement), or when incorporated into future versions of the Master Agreement so long as both parties agree.

**Signatories to this Agreement**

For the Beaver Island Education Association:

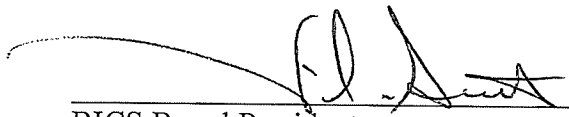
  
\_\_\_\_\_  
BIEA Co-President

9-15-20  
Date


  
\_\_\_\_\_  
BIEA Co-President

09-15-20  
Date

For the Beaver Island Community School Board of Education:

  
\_\_\_\_\_  
BICS Board President

9-15-20  
Date

  
\_\_\_\_\_  
BICS Secretary

9-15-20  
Date