



LETTER OF AGREEMENT

By and between the Kalkaska Board of Education (“Employer”) and the Kalkaska Education Association/NMEA/MEA/NEA (“Association” and together with the Employer, the “Parties;”

WHEREAS, the Parties recognize that the Master Agreement dated 09/01/2021 in Section 5.3 Item 2

a. All teachers shall be given, not to exceed twelve (12) steps, credit for prior teaching experience. Prior teaching experience shall be at the rate of one (1) step for each year of experience

NOW THEREFORE, the Employer and the Association agree as follows:

a. All teachers shall be given, not to exceed fourteen (14) steps, credit for prior teaching experience. Prior teaching experience shall be at the rate of one (1) step for each year of experience for the 2022-2023 School Year.

THIS LETTER OF AGREEMENT IS EXECUTED by the parties on this 28th day of July 2022.

For the Employer:

Rick Heitmeyer
Superintendent of Schools

For the Association:

Lisa Sutton
Kalkaska Public Schools, EA President