

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into by and between the East Knox Education Association ("Association") and the East Knox Local School District Board of Education ("Board") for the purpose of confirming their mutual agreement on the terms of a one-year successor contract to the parties' 2013-2016 Collective Bargaining Agreement ("the 2013-2016 Agreement"). The parties now agree as follows:

1. The first paragraph of Article VI, Section 601 of the 2013-2016 Agreement is amended, effective July 1, 2016, to read as follows:

The base salary will continue to be \$30,399.00. It is further understood that each incumbent bargaining unit member who returns to service for the 2016-17 school year will receive one (1) year of additional vertical salary schedule placement credit as of the start of the 2016-17 school year.<sup>1</sup> This provision does not affect horizontal movement on the teachers' salary schedule, which will be implemented in accordance with normal procedure. With respect to supplemental contracts paid under Article VI, Section 608 of the 2013-2016 Agreement, each incumbent bargaining unit member with a supplemental contract for the 2015-16 school year who returns to that supplemental contract position for the 2016-17 school year will receive one (1) year of service credit for the position effective with the 2016-17 school year.<sup>2</sup>

2. An incumbent bargaining unit member who returns to service for the 2016-17 school year but who does not receive a vertical step increase in salary by operation of the second sentence of Paragraph 1 above will receive a payment of \$1,700.00 (less applicable payroll withholdings) for the 2016-17 school year, to be paid over 24 pays consistent with Article V, Section 5.10 of the 2013-2016 Agreement. It is mutually understood that this is a one-time pay adjustment that operates independently of the teachers' salary schedule and that pertains solely to the 2016-17 school year.
3. This Memorandum of Agreement shall remain in force and effect through June 30, 2017, unless otherwise mutually agreed by the parties in writing, and

---

<sup>1</sup> For example, a teacher placed in the MA column of the salary schedule at Step 8 for the 2015-16 school year will move to Step 9 for the 2016-17 school year. A teacher placed in the MA column of the salary schedule at Step 22 for the 2015-16 school year will receive one additional year of vertical placement credit for the 2016-17 school year, which may or may not result in placement of the teacher at Step 26, depending on how many years of vertical credit after the initial Step 22 placement of the teacher has accrued as of the end of the 2015-16 school year.

<sup>2</sup> For example, a Group IV supplemental contract holder placed at Step 3 for the 2015-16 school year will move to Step 4 for the 2016-17 school year. A Group IV supplemental contract holder placed at Step 4 for the 2015-16 school year will receive one additional year of service credit for the 2016-17 school year, which may or may not result in placement of the employee at Step 7, depending on how many years of service credit after the initial Step 4 placement the employee has accrued as of the end of the 2015-16 school year.

supersedes Article IX of the 2013-2016 Agreement. Bargaining for a successor contract to this Memorandum of Agreement will be governed by Article I, Section 102 of the 2013-2016 Agreement, unless otherwise mutually agreed by the parties in writing.

4. Except as otherwise specified above, all terms of the 2013-2016 Agreement remain in force and effect.

FOR THE ASSOCIATION

By: Kevin P. Oldaker 5/13/16  
Name Date

EKEA President  
Title

FOR THE BOARD

By: Dust Buckel 5/12/16  
Name Date

Board President  
Title