

**Memorandum of Agreement between  
Seaside School District 10 and  
Seaside Education Association (SEA)**

**June 28, 2023**

The Seaside School District (District) and the Seaside Education Association (SEA) hereby agree to the following Memorandum of Agreement (MOA), to modify language in the current SEA negotiated contract for the purpose of, increasing the number of years awarded for initial placement on the salary schedule. The District and the SEA, hereby agree to the following:

**ARTICLE 22 - PROFESSIONAL COMPENSATION**


1. **22.B - Experience Credit.** The SEA contract currently awards credit for up to eight years of experience outside the District. This will be amended as follows:

For initial placement on the salary schedule, the educator shall be awarded credit for up to fourteen years of experience outside the District, depending on education placement, as shown below.

- **BA** - Up to 11 years of credit may be awarded, for a maximum placement of step 12.
- **BA+15** - Up to 12 years of credit may be awarded, for a maximum placement of step 13.
- **BA+30** - Up to 13 years of credit may be awarded, for a maximum placement of step 14.
- **BA+45 and Above** - Up to 14 years of credit may be awarded, for a maximum placement of step 15.

2. Implementation will begin with the first payroll period of the 2023-2024 school year.
3. Educators who began employment between July 2021 and June 2023 will be awarded years of experience according to the above terms, however, they will not receive retroactive pay.

**SEASIDE EDUCATION ASSOCIATION:**

  
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Becky Seybold, President

7-13-23  
\_\_\_\_\_  
Date

**SEASIDE SCHOOL DISTRICT 10:**

  
\_\_\_\_\_  
Susan Penrod, Superintendent

7-18-23  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Brian Taylor, Chair, Board of Directors

7-18-23  
\_\_\_\_\_  
Date

Board Approved: July 18, 2023