

**Letter of Agreement  
between  
St. Joseph County Intermediate School District Board of Education  
and  
St. Joseph County Intermediate Education Association (IEA)  
Speech Language Pathologist Candidate Placement on the Salary Schedule**

This Agreement shall be deemed to come into effect March 21, 2023 and shall remain in effect up to and including June 30, 2024. The modification of the language is only for one Speech Language Pathologist candidate, for hire at the start of the 2023-2024 school year contingent upon graduation, that had prior ISD comparable experience and will not include any other employment category within the bargaining unit. The modification is only for this one current candidate due to prior comparable work experience.

This agreement does not include salary movements for any current Speech Language Pathologist staff members. No additional moves or placements will be granted to current staff based on the current language as indicated in Section 2.

**Article XI: Section 2**

**Current Language:** An employee's salary shall be determined by her/his placement on the salary schedule. An employee's placement on the salary schedule will depend upon the number of years of experience granted and the academic degree and approved hours in a particular specialization or in an approved related field.

**Modification to the current language for Speech Language Pathologist Candidate:**

This change will apply to one specific new hire Speech Language Pathologist:

1. Grant total number of years experience (Step 6 in 2023-2024) in a comparable position in Special Education, beginning when the candidate enrolled in college courses with the goal to become a SLP.

In witness thereof, the parties hereto have caused this modification to be signed by their representatives on this 21st day of March 2023.

All terms and conditions of the current IEA Master Agreement not modified by this Agreement remain in effect.

No precedent, custom, or binding past practice is established by this Agreement.

St. Joseph County Intermediate School District Board of Education

By: *Elizabeth O'Neil*

It's: Board President

Date: March 24, 2023

St. Joseph County Intermediate Education Association (IEA)

By: *Amy Butler*

It's: President

Date: March 22, 2023