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*Lake City
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*Lake Co.
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1966-67

**OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association**

MASTER CONTRACT

for school year

1966-67

between

**LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University**

Lake City Board of Education

and

Lake City Education Association

Lake City Board of Education

July 5, 1966

*MEA
1216 Hendale
East Lansing, Mich.
48823*

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This Agreement entered into this 5th day of July, 1966,
by and between the Board of Education of the City of Lake City, Michigan,
hereinafter called the "Board" and the Lake City Education Association,
hereinafter called the "Association".

WITNESSETH

WHEREAS the Board and the Association recognize and declare
that providing a quality education for the children of Lake City is
their mutual aim and that the character of such education depends
predominately upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly
qualified to assist in formulating policies and programs designed to
improve educational standards, and

WHEREAS the Board has a statutory obligation, pursuant to
Act 379 of the Michigan Public Acts of 1965, to bargain with the
Association as the representative of its teaching personnel with respect
to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate pro-
fessional negotiations, have reached certain understandings which they
desire to memorialize,

In consideration of the following mutual covenants, it is
hereby agreed as follows:

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counselors, librarians, speech and hearing therapists, visiting teachers, advising or critic teachers, school nurses, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding supervisory and executive personnel and office and clerical employees. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

C. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deductions of membership dues or assessments of the Association (Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of all such teachers when voluntarily authorized in writing and remitted not less frequently than monthly to the local chapter of the M.E.A.

D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II

Section 1. Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board agrees to be bound by any lawful order or award thereof.

C. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings and communications at the discretion of the administration.

D. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

Section 2. Board Rights

A. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the constitution of the State of Michigan, and of the United States.

1. To the executive management and administrative control of the school system and its properties and facilities.
2. To hire all employees and, subject to the provisions of law and this contract, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion, and to promote, and transfer all such employees.
3. To establish student classes and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgement and discretion in connection therewith shall be limited only by the specific and express terms hereof and are in conformance with the Constitution and laws of the State of Michigan and of the United States.

ARTICLE III

Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the one year term of this Agreement, provided, however, that upon written notice to the other party at least sixty (60) days prior to the first day of May of every year of this Agreement, either party may request the reopening of negotiation of such salary schedule.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, during the normal teaching year which in 1966-67 shall be from September 1 to June 2 inclusive.

C. Teachers shall not be required to report more than two days prior to the beginning of classes in September or to remain more than two days after classes end, provided their assigned duties are fulfilled.

D. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, Christmas Day.

E. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration,

shall be released from regular duties without loss of salary.

F. A teacher may be released from regular duties without loss of salary at least one day each semester for the purpose of participating in area or regional meetings of the Michigan Education Association.

G. If a teacher is hired into this District at a rate greater than that of Schedule A, all salaries shall move up by this salary becoming the new base.

ARTICLE IV

Teaching Hours

A. The teacher's normal teaching hours in the secondary and elementary schools shall be as follows:

1. Teachers shall be at the school no later than 8:15 a.m. and be in their rooms no later than 8:30 a.m.
2. Teachers shall leave school no earlier than 3:45 p.m.
3. Faculty members shall not leave the school premises during regular class hours without administrative approval.
4. No teacher shall be required to return to school after 3:45 p.m. or work beyond the end of his yearly contract.
5. If a teacher is asked and on his own accord agrees to work after 3:45 p.m. or beyond his contract date, he shall be remunerated for this service, except a teacher shall attend and/or participate in P.T.A. meetings when required to do so by his principal or supervisor.

A Junior high and Senior high teacher shall be expected to assume at least one extra school responsibility each semester, which is not part of the extra pay for extra-duty policy.

6. The Board and the Association agree that some supervisory responsibilities shared among the teachers on an equitable basis are necessary at student functions. The principal and Association shall determine to which of these events teacher attendance is expected, which are eligible for extra compensation, and from which teachers may be excused.

B. If at all possible, through cooperative scheduling and use of lay personnel, teachers shall be relieved of cafeteria and playground supervision.

C. Elementary teachers shall be provided a fifteen minute relief time per day, if at all possible.

ARTICLE V

Teaching Loads and Assignments

A. Each teacher in the junior and senior high school will have one conference period a day equal to a regular class period. If a teacher is assigned and accepts another class, he shall be remunerated by 1/6 of his yearly salary.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.

ARTICLE VI

Teaching Conditions

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible and attempt not to exceed the following maximums.

(1) Kindergarten	26 pupils
(2) Elementary school grades	30 pupils
(3) Special classes for handicapped or mentally retarded	15 pupils
(4) Special sight-saving and hearing conservation classes	12 pupils
(5) Emotionally disturbed classes	9 pupils
(6) Junior and senior high classes as follows:	
English	25 pupils
Social Studies	25 pupils
General Education	25 pupils
Mathematics	25 pupils
Science	25 pupils
Language	25 pupils
Business	25 pupils
Typing	30 pupils
Health Education	40 pupils
Industrial Arts	20 pupils
Drafting	30 pupils
Vocational Shops	20 pupils
Homemaking	20 pupils
Art	25 pupils
General Music	35 pupils

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession.

The parties will confer from time to time for the purpose of improving the selection and use of such educational tools. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained.

C. To relieve teacher of cafeteria, patrol, bus and study hall duty, an attempt shall be made to make use of aids in the elementary, junior high and high schools, The aides will handle patrol duties, inventorying of supplies and equipment, duplication of teaching materials, operating audio-visual equipment, collecting moneys for milk and lunch, and similar non-professional responsibilities.

D. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

E. The Board shall make available in each school adequate restroom and lavatory facilities primarily for teacher use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

F. Private telephone facilities shall be made available to teachers for their reasonable use.

G. Adequate parking facilities shall be made available to teachers.

H. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The teacher in the classroom shall not advocate or pursue his religious or political beliefs. The private and personal life of any teacher, within the limits of professional behaviour, is not within the appropriate concern or attention of the Board unless such activity effects their efficiency in the classroom.

I. The provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color, or national origin and to seek to achieve full equality of educational opportunity to all pupils.

ARTICLE VII

Vacancies and Promotions

A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency, until such vacancy shall have been posted for at least fifteen days.

B. Any teacher may apply for such vacancy. In filling such vacancy the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district, and other relevant factors. An applicant with less service in the system shall not be awarded such position unless his qualifications therefor shall be substantially superior to applicants with greater service. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels. "Service" in the system, for purposes of this Agreement, shall mean continuous employment in a school of the district, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause.

ARTICLE VIII

Transfers

A. Since the frequent transfers of teachers from one assignment is disruptive of the educational progress and interferes with optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.

ARTICLE IX

A. All teachers absent from duty on account of personal illness shall be allowed full pay for a total of ten days per school year with unlimited accumulation to include present accumulation. If abuse of this leave is in evidence, proof of illness may be required.

B. In addition to the ten days above, each teacher shall be granted two days for personal business use at the discretion of the administration, to be nonaccumulative.

C. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law shall receive from the Board the difference between the allowance under Workman's Compensation Law and his regular salary for the duration of the illness or duration of the current school year with no subtraction of sick leave.

ARTICLE X

Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article IX shall be granted a leave of absence without pay

for such time as is necessary for complete recovery from such illness. Upon return from leave, a teacher shall be assigned to the same position, if available.

B. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:

(1) A maximum of five days per school year for a death in the immediate family. Family is to be considered as spouse, parent, or grandparent of employee or spouse, children, brother or sister of employee or spouse, grandchildren.

(2) Absence when a teacher is called for jury service.

(3) Court appearance as a witness in any case connected with the teacher's employment or the school or whenever teacher is subpoenaed to attend any proceeding.

(4) Approved visitation at other schools or for attending educational conferences or conventions, including Association meetings at the discretion of the superintendent or Board of Education.

(5) Time necessary to take the selective service physical examination.

C. Leaves of absence without pay shall be granted upon application for the following purposes:

(1) Study related to the teacher's certificated field.

(2) Study to meet eligibility requirements for a certificate other than that held by the teacher.

(3) Study, research or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such period shall be allowed.

D. A maternity leave shall be granted without pay, commencing

not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the end of the semester the teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at any time within five years to an available position.

E. Teachers who are officers of the Association or are appointed to its staff should, upon proper application, be given leaves of absence without pay for the purpose of performing duties for the Association. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank.

F. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States.

Teachers on military leave shall be given the benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school system while meeting his military obligation.

H. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

ARTICLE XI

Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish to all teachers the following insurance protection.

ARTICLE XII

Teacher Evaluation

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

B. Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

C. A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, or disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

D. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

E. Once each semester it shall be the duty of the Superintendent or Principals to observe and evaluate all teachers in the Lake City system. This evaluation must be in writing and a copy given to the teacher at the conference which shall be held after each evaluation.

ARTICLE XIII

Protection of Teachers

A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counselors, social worker, law enforcement personnel, physicians, or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

B. Any case of assault upon a teacher while performing his professional duty shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

all reasonable and lawful claims of the teacher in connection with any such incident to law enforcement and judicial authorities.

C. If any teacher is complained against or sued by reason of taking reasonable disciplinary action against a student, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense.

D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.

E. Complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention except when deemed harmful by supervisory personnel.

F. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.

Article XIV

Negotiation Procedures

A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. In the event the salary schedule is reopened for negotiation by either party, as provided in Article II of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised

salary schedule. At least sixty days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiation or bargaining representatives of the other party from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate, including the imposition by the Association of professional sanctions to discourage teachers from working in the absence of contracts.

ARTICLE XV

Professional Grievance Negotiation Procedure

A. Any teacher, group of teachers, or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, or any other provision of law (Except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated

representative. The Board hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within five days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent, who shall have five days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent he shall have ten days from receipt to approve or disapprove it. If the grievance shall be denied by the Superintendent, either upon review of the action of the school principal, or in the first instance, the grievance shall immediately be transmitted to the secretary of the Board, with a statement of reasons why it is being disapproved.

C. The Board shall recognize the grievance at the next regular Board meeting. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than five days after its submission to the Board.

D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, he shall be selected by the American Arbitration Association in accord with its rule which shall likewise govern the arbitration hearing.

Neither the Board or the Association shall be permitted to assert in such arbitration proceeding any ground or rely on any evidence not previously disclosed. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgement thereon may be entered in any court of competent jurisdiction.

E. If any teacher from whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

F. The costs of any arbitration under this Article shall be shared by the Board and the Association.

G. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to a department head, assistant principal, or other school employee, for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedure shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of department heads, assistant principals or other employees in such informal procedures be deemed to be a supervisory or executive function.

ARTICLE XVI

Miscellaneous Provisions

A. The Board agrees at all times to maintain a list of certified substitute teachers. Teachers shall be informed of a telephone number they may call before 7:30 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. No polygraph or lie detector device shall be used in any investigation of any teacher or pupil

C. An Association representative shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

D. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

E. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

F. Copies of this Agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

G. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applicants shall continue in full force and effect.

ARTICLE XVII

Duration of Agreement

This Agreement shall be effective as of and shall continue in effect for one (1) year until the second day of June, 1967. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. Negotiations for the school year 1967-68 shall begin not later than February 1, 1967.

BOARD OF EDUCATION

By _____
Its President

By _____
Its Secretary

EDUCATION ASSOCIATION

By _____
Its President

By _____
Its Secretary

Board Negotiator

LCEA Negotiator

Board Negotiator

LCEA Negotiator

APPENDIX A

Salary Schedule for the Lake City Area School

Yearly Step	Non-Degree	BA or BS	MA
1	\$ 5,100	\$ 5,200	\$ 5,400
2	5,220	5,320	5,520
3	5,340	5,440	5,640
4	5,460	5,560	5,760
5	5,580	5,680	5,880
6		5,800	6,000
7		5,920	6,120
8		6,040	6,240
9		6,160	6,360
10		6,280	6,480
11		6,400	6,600

For the school year of 1966-67, any teacher who is within five (5) years of Social Security retirement age and who would receive \$6,400 on the above schedule will receive \$6,600.

Credit for experience outside the school system shall be evaluated by the board and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory. Full credit shall be given for the first five years of experience but no credit shall be given for a fractional part of a year. Teachers shall be advanced one step on the salary schedule for between one and three years of active military service and two steps for active military service in excess of three years.

Increments become effective September 1 of each year and advancement under the salary schedule shall be automatic as of September 1 or February 1 following completion of required academic or professional courses.

In addition to the basic teacher salary as provided in the foregoing, there shall be paid the following further sums:

Head Football	6%	Assistant Football	4%
Head Basketball	7%	Assistant Basketball	5%
Spring Sports	2.5%	Jr. High Basketball	2.5%
Band	6%	Cheerleading	1%
Vocal Music and Operetta	\$150.00	Plays	\$75 each