

File

1967-70

Ratified
(15)
Lake City
1967-70

MASTER CONTRACT

1967 - 1970

between

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

Lake City Educational Association

and

Missaukee Co

Lake City Board of Education

Lake City Bd. of Ed.

M.E. A.

1216 KENDALE

E. LANS., MI.

48824

? / ? / 67 - 6/30/70

This Agreement entered into this
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".

Whereas, the board of education is required by law to negotiate
with the Lake City Education Association on wages, hours and the terms
and conditions of employment of teachers and the parties, through
negotiations in good faith have reached agreement on all such matters
and desire to execute this contract covering such agreement.

RECOGNITION

A. The Board hereby recognizes the Lake City Education Association
as the exclusive bargaining representative, as defined in Section 11 of
Act 379, Public Acts of 1965, for all certified teaching personnel under
contract, but excluding supervisory and executive personnel, office,
clerical, and maintenance and operating employees. (a) The term "teacher"
when used hereinafter in this agreement shall refer to all employees
(represented by the name of employee organization) in the bargaining or
negotiating unit as above defined. (b) The term "Board" shall include
its officers and agents.

B. The Board agrees not to negotiate with any organization other
than that designated as the representative pursuant to Act 379, Public
Acts of 1965, for the duration of this agreement.

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 to the local chapter of the M.E.A. The teacher organization will indemnify and save harmless the Board of Education for all sums improperly checked off and remitted to the Teachers Organization plus any costs, including attorneys' fees incurred by the board in connection therewith.

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. Nothing herein shall require any teacher to be a member of, or participate in the activities of any organization.

C. 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 the Agreement, and the Board agrees to be bound by any lawful order or award thereof.

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

E. The Board agrees to furnish to the Association in response to reasonable requests from time to time pertinent information on the financial resources of the district, tentative budgetary requirements & allocations, and such other information as will assist the Association in developing constructive programs on behalf of their teachers and their students. The employee organization will be required to specify the information desired and the purpose for which it is desired. Original records will be examined only at the office of the Board.

MANAGEMENT RIGHTS

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itslef, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

- (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, 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 grades 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;

- (4) To decide upon the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;
- (5) To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-teaching activities, and the terms and conditions of employment.

The exercise of the foregoing powers, right, authority, duties and responsibilities by the /Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

PROFESSIONAL COMPENSATION

A. The salaries of teachers covered by this Agreement are set forth in a schedule which is attached to and incorporated in the Agreement. Such salary schedule shall remain in effect during the 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 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 will be a minimum of 180 session days and will commence on Tuesday after Labor Day.

C. Teachers shall be required to report two days prior to the beginning of classes in the fall and to remain after classes until 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. If a teacher is hired into this District at a rate greater than that of the schedule, all salaries shall move up by this salary becoming the new base.

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 8:30 a.m. and be in their rooms no later than 8:45.
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 activity 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. Through cooperative scheduling or use of lay personnel, teachers shall be relieved of cafeteria and playground supervision.

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. A conference period shall be used to meet with parents, students, and administration to discuss problems. If a teacher is assigned and accepts another class he will be remunerated 1/6 of his regular 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.

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.

It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its effort to keep class sizes at an acceptable number as dictated by the financial condition of the District, the building facilities available, the availability of qualified teachers, and the best interests of the District as deemed administratively feasible.

(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 purposes 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, aides will be used 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 the reasonable use.

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

H. Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be ground 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 behavior, is not within the appropriate concern or attention of the Board unless such activity affects their efficiency in the classroom, to be determined by the administration and the Board of Education.

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.

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.

A teacher may apply for any position at any time. Such application should be in writing, addressed to the superintendent of schools. Applications will be considered should such vacancy occur, either during the school year or during the summer. This application should be renewed annually.

PERSONAL LEAVE

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. The personal business leave shall be used only in situations of urgency, for the purpose of conducting personal business which is impossible to transact on the weekend or after school hours. Certain types of family obligations, legal commitments, religious observance, unusual circumstance related to professional growth, and emergencies are considered to be justification for the utilization of the personal business policy.

Teachers wishing to make use of the leave must submit a written request to the superintendent at least five days in advance of the anticipated absence except in cases of emergency. The general reason shall be stated, with the responsibility for judging the exact reason resting with the professional teacher.

C. Any teacher who is absent because of an injury or disease compensable under the Michigan Workman'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.

LEAVES OF ABSENCE

A. Any teacher whose personal illness extends beyond the period compensated under the above article, 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, or a similar position.

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.
- (4) Leave of absence for one year will be granted to a teacher with the provision of returning if a vacancy exists in her field of certification; returning on the same salary schedule step as when she left, with tenure.

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 from 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 an 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.

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:

Any insurance and fringe benefits will be negotiated on a year - to - year basis the same as the salary schedule.

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 personal 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.

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.

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.

NEGOTIATING PROCEDURES

A. Beginning not later than February 1 of the calendar year in which this Agreement expires, the Lake City Education Association and the Board agree to negotiate over a Successor Agreement in accordance with the procedures set forth herein in a good-faith effort to reach agreement concerning wages, hours, terms, and conditions of their employment. Any Agreement so negotiated shall apply to all teachers, and shall be reduced to writing and signed by the board and the Lake City Education Association.

MEDIATION AND ARBITRATION

A. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:

- (a) The termination of services of or failure to re-employ any probationary teacher;
- (b) The placing of a non-tenure teacher on a third year of probation;
- (c) Any claim or complaint for which there is another remedial procedure or forum established by law or by regulation having the force of law, including any matter subject to the procedures specified in the Teachers Tenure Act (Act 4 of Public Acts, Extra Session, of 1937 of Michigan as amended).

B. It shall be the general practice of all parties in interest to process grievance procedures during times which do not interfere with assigned duties; provided, however, in the event it is agreed by the Board to hold proceedings during regular working hours, a teacher participating in any level of the grievance procedure, with any representative of the Board, shall be released from assigned duties without loss of salary.

C. Any individual employee at any time may present grievances to the Superintendent and have the grievances adjusted, without intervention of the bargaining representative, if the adjustment is not inconsistent with the terms of a collective bargaining contract or agreement then in effect, if the bargaining representative has been given the opportunity to be present at such adjustment.

D. Mediation If the board of education, the aggrieved teacher and the Lake City Education Association shall be unable to resolve any grievance, and it shall involve an alleged violation of a specific article and section of this agreement, it may within ten (10) days after the decision of the board of education be appealed to the mediation and fact-finding procedures established by Act 379, P.A. 1965. Such appeal shall be in writing and shall be delivered to the labor mediation board, and the representative of the board of education within said ten (10) day period, and if not so delivered, the grievance shall be deemed abandoned.

E. Arbitration If the board of education, the aggrieved teacher and the Lake City Education Association shall be unable to resolve any grievance, and it shall involve an alleged violation of a specific article and section of this agreement, it may with ten (10) days after the decision of the board of education be appealed to abritration. Such appeal shall be in writing and shall be delivered to the American Arbitration Association

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and the representative of the board of education / within said ten day period,
and if not so
delivered, the grievance shall be abandoned. If the parties are unable
to agree upon an arbitrator, he shall be appointed under the rules of the
American Arbitration Association.

The arbitrator so selected will confer with the parties and hold
hearings promptly and will issue his decision not later than twenty (20)
days from the date of the close of the hearing. The arbitrator's decision
shall be in writing and will set forth his findings of fact, reasoning, and
conclusions on the issues submitted.

The arbitrator shall have no power to alter, modify, add to, or
subtract from the provisions of this agreement. His authority shall be limited
to deciding whether a specific article and section of this agreement has
been violated and shall be subject in all cases to the rights, responsibilities
and authority of the parties under the Michigan General School laws or any
other national, state, county, district or local laws. The arbitrator shall
not usurp the functions of the board of education or the proper exercise
of its judgment and discretion under law and this agreement.

The decision of the arbitrator, if within the scope of his
authority as above set forth, shall be final and binding.

The arbitrator's fee and other expenses of arbitration shall be
divided equally between the parties. Each party shall bear his own expense
in connection therewith.

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. 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.

D. 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.

E. 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.

F. 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.

SCHOOL CALENDER 1967-68

August 21	School year begins for Principals and Clerks	
August 31 - September 1	Preschool Conference	
September 4	Labor Day	
September 5	First Full day of School	
October 5 - 6	M. E. A.	
October 21	End of First Marking Period	
Nov. 22 - 24	Thanksgiving Vacation on Nov. 22	Dismissed at Noon on Nov. 22
Nov. 27	School re-opens	
December 2	End of 2nd Marking Period	
December 22 - January 1	Christmas Vacation	
January 2	School re-opens	
January 19	End of 3rd Marking Period	
January 17-18-19	Semester Exams (Parent-Teacher Conferences)	
March 1	End of 4th Marking period	
April 11 - 15	Easter Vacation - Dismissed at Noon April 11	
April 16	School re-opens	
April 19	End of 5th Marking Period	
May 27-28-29	Final Exams	
May 30	Memorial Day	
May 31	Graduation	
June 3	Staff reports, Marks, Reports, Room Key, etc. will be turned in	
June 14	End of Year for Principals and Clerks	

Lake City

MEA AREA OFFICE
Region 14-15
223 Grandview Parkway
Traverse City, Michigan 49684

Lake City
JUL 15 1968
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RECEIVED (E)

JUL 16 1968
OFFICE OF
PROFESSIONAL NEGOTIATIONS

1968-69 SALARY SCHEDULE

Lake City (B)

Year	Non-Degree	BA
0	5,800	6,200
1	6,010	6,410
2	6,230	6,630
3	6,450	6,850
4	6,660	7,060
5	6,880	7,280
6		7,500
7		7,710
8		7,930
9		8,300

M.A. \$400 added on the Salary Schedule

100% Blue Cross Blue Shield + \$2500 Life Insurance
Full Family Coverage and \$2500 A.D. & D.

Head Football	9%	Assistant Football	7%
Head Basketball	10%	Assistant Basketball	8%
Baseball	3%	Cheerleading	1½%
Track	3%	1 Play	1½%
Band	6%	FHA	1½%
2 Operettas	2%	Yearbook & Newspaper	2½%
Forensics & Debate	2½%	Jr. High Basketball	3%

The percentage will be made on the step according to the Salary Schedule

The rest of the Contract will remain as last year.

DURATION OF AGREEMENT

This Agreement shall be effective as of and shall continue in effect for three (3) years until the thirtieth day of June, 1970. 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 1970-71 shall begin not later than February 1, 1970.

This Master Contract shall exclude salaries and fringe benefits which shall be negotiated annually.

Any part of this Contract can be opened by mutual agreement of both parties at any time.

BOARD OF EDUCATION

By W. M. Murrin
Its President

By Bernice Guest
Its Secretary

EDUCATION ASSOCIATION

By Mildred Thompson
Its President

By Elizabeth Sessions
Its Secretary

Caul McGinness
Board Negotiator

Robert H. Wells
Board Negotiator

Robert H. Wells
LCEA Negotiator

Carol Luce
LCEA Negotiator