

*Teacher*  
*June 30, 1971*

*Lamphere Public Schools*

THIS AGREEMENT IS MADE AND ENTERED INTO BY AND BETWEEN THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 4, LAMPHERE PUBLIC SCHOOLS OF THE CITIES OF MADISON HEIGHTS AND TROY, OAKLAND COUNTY, MICHIGAN (hereinafter referred to as the "Board") AND THE LAMPHERE EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

ARTICLE I.

Recognition

A. The Board recognizes the Association for the purposes of Professional negotiations as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, of a unit consisting of all certified teaching personnel and professionally related employees under a contract of the Lamphere Public Schools District No. 4 of the Cities of Madison Heights and Troy, excluding Superintendent, Administrative Assistant to Superintendent, Director of Personnel and Pupil Services, Director of Curriculum, Business Manager, Director of Vocational and Adult Education, Supervisor of Instructional Media, Project Director, Assistant Project Director, Coordinator of Special Services, Principals, Assistant Principals, Elementary Teaching Assistant Principals, and Director of Athletics.

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 reference to the 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 unless otherwise required by law.

C. 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 laws. It is agreed that the teacher shall have exhausted all steps and procedures to protect those rights as outlined in this Agreement before employing the Michigan and civil laws referred to in this paragraph.

D. The members of the bargaining unit as described in Section A of this Article shall indicate by ratification of this Master Agreement that they are obligated to pay a representation fee to the Association for costs incurred to negotiate and administer the Master Agreement. The Association shall notify each member of the bargaining unit of this obligation. The members of the bargaining unit may fulfill this obligation in one of the following three ways:

1. Pay the full amount of the representation fee or membership dues to the treasurer of the Association.
2. Submit and deliver to the Board an assignment authorizing deduction of membership dues and assessments of the Association. Such sums shall be deducted during the ten (10) consecutive pay periods commencing the first pay period in October from all teachers authorizing deductions and remitted to the Association within thirty days (30) of collection.
3. Sign and deliver to the Board an assignment authorizing deduction of a representation fee. Such sums shall be deducted during the ten (10) consecutive pay periods commencing the first pay of October from the salary of all teachers authorizing deductions and remitted to the Association within

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thirty (30) days of collection.

In the event the obligation fee shall not be met, the Board upon receiving a signed statement from the Association indicating the teacher has failed to comply with this condition, shall take proper action as determined by the Superintendent. The action of the Superintendent shall be final.

## ARTICLE II.

### Teacher Rights

A. Teachers have a right to join any teachers' organization, but membership in any such organization, including the Association, shall not be a condition of employment.

B. 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 or any other teachers' organization for the purpose of engaging in collective bargaining or negotiation. As a duly elected body exercising governmental power under 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 or any other teachers' organization, his participation in lawful activities of the Association or any other teachers' organization, 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.

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. However, in no way shall a finding, decision or order by the foregoing be binding on either the Board or Association.

D. School rooms may be used by the Association for meetings after regular working hours provided that (a) such meetings occur during the regular shift hours of the custodian for the building in question, (b) request is made to the Principal not less than three (3) days in advance, and (c) there is no conflict with other activities. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association or any other teachers' organization, either on or off school premises. A bulletin board in the teachers' lounge, school mailboxes, and a telephone for local calls only, which calls do not result in any additional expense to the Board, shall be made available to the bargaining unit. Mail from the Association shall be identified as such and signed by an agent of the Association before it shall be allowed to be put in the school mailboxes. The Board shall in no way be liable for any loss or damage to the Associations' mailed materials.

E. The Association shall have the right to use school facilities and equipment when such equipment and facilities are not otherwise in use. The decision of the administration shall be final as to what equipment and facilities may be used and, what, if any, reimbursement shall be made by the Association.

F. At any time prior to or during a meeting with the administrator, a teacher who feels a need for professional representation may request the Association representative to attend the meeting.

G. If the Association requests, the administration shall state on the Building Staff Meeting Agenda that the Association will have a meeting immediately after the Staff Meeting is adjourned.

H. The Association may have announcements read over the school's public address system during the times that students are not scheduled for classes. The announcements shall be limited to those informing the teachers of a specific meeting time and/or instructions relative to papers that must be completed and returned to the Association. The administration shall give its approval prior to reading any announcements over the public address system. The decision of the administrator shall be final as to content.

I. At times it may become necessary for the Association president or his delegate, with the consent of the Superintendent, to be released from classroom duties to handle urgent school problems that cannot be handled outside of regular school hours.

### ARTICLE III.

#### Health Examinations

A. As a condition of continued employment, upon initial hiring, and every year thereafter, all members of the staff must submit a recent chest X-ray or skin test showing that the person is free from tuberculosis. The Board will pay for the skin test and/or chest X-ray, provided the tests are taken at the Oakland County Health Center.

B. As a condition of continued employment, upon initial hiring, and every five (5) years thereafter, every staff member must submit a physical report showing that the person has undergone a physical examination and is capable of performing his duties. The teacher may take this examination from a physician designated by the Board at the Board's expense. The teacher may choose to have this examination performed by his personal physician, in which case the Board shall reimburse the teacher for the cost of the examination, not to exceed fifteen (\$15.00) dollars.

### ARTICLE IV.

#### Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A, entitled "Teacher's Salary Scale", and Schedule B, entitled "Supplemental Pay Scale", which Schedules are attached to and incorporated in this Agreement. Such salary schedules shall remain in effect during the two-year term of this Agreement.

B. Teachers who earn enough credits (or degree) shall move to a higher salary on the Teacher's Salary Scale. Upon proper evidence of such attainment, the pay shall be adjusted to the pay period following the date of such qualification. The hours of credit described in the Teacher's Salary Scale, Schedule A, are full semester hours.

C. Credit for past teaching experience shall be given up to a maximum of six (6) years. Of the above, (1) full credit shall be given for previous teaching experience in other public school systems; (2) credit not to exceed two years may be given for military experience involving teaching upon initial employment; (3) credit for teaching experience outside the public schools may be given; (4) as to Items 2 and 3 above, the amount of credit to be given for past teaching experience will be determined on an individual basis by the Superintendent of Schools.

D. The Board shall pay for Blue Cross-Blue Shield insurance coverage an amount equal to the cost of single subscriber of the type presently offered by the Board to all teachers. Further, teachers approved as head of household shall receive Blue Cross-Blue Shield insurance paid by the Board equal to the cost of full family coverage of the type being offered by the Board. The "head of household" shall be defined as follows:

1. For unmarried persons as defined for Internal Revenue purposes.
2. For married persons, if both parties have an income, then the person earning the larger income shall be identified as head of household. If only one party has an income, then the party having the income shall be identified as head of household.

E. In any secondary school situation where a substitute is not available and a classroom teacher is required to utilize any preparation or other period during which he does not have teaching duties, he shall be paid for such time, in addition to his regular salary, at the rate of \$6.00 per hour.

F. The life insurance premium of not less than \$50.00 provided by the Board shall continue.

G. Teachers who shall be authorized to drive personal cars for school business shall receive a car allowance of ten (10) cents per mile.

H. Teachers shall receive their yearly salary in twenty-one (21) installments.

I. Teachers who shall work during the summer, outside of the normal school year, shall be paid at the rate of six (\$6.00) dollars an hour.

J. Teachers who shall be employed as Driver Education instructors shall be paid at the rate of six (\$6.00) dollars an hour.

## ARTICLE V.

### Teaching Hours

A. Teachers shall be required to report on duty 15 minutes before the opening of the students' regular school day in the morning. Teachers shall be permitted to leave 15 minutes after the close of the students' regular school day. Inasmuch as both the Board and the Association recognize that our building program will interfere with the regular school day, in some cases, it is agreed that the school day shall be adjusted for teachers to be no longer than the regular school day were the building completed.

B. At times it may be necessary for a teacher to deviate from these normal teaching hours. When this occurs, it shall be at the mutual agreement of the teacher and the administrator.

C. All teachers shall be entitled to a duty-free, uninterrupted lunch period of at least twenty-five (25) minutes.

D. When parent-teacher conferences are held in the evening, teachers who are scheduled for these evening conferences shall be given equivalent released time from the normal working hours during the days the conferences are held. These conferences will

not occur more than two (2) evenings in any one week.

## ARTICLE VI.

### Teaching Assignments

A. Teachers will, whenever possible, be assigned within the scope of their teaching certificates of their major or minor field of study.

B. Teachers who will be affected during the school year by a change in grade assignments in the elementary school grades and by changes in subject matter assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable. Teachers who will be affected by such changes in the ensuing school year will be notified and consulted by their principals before the last day of school, except in those cases where the change could not be anticipated. Provided, however, that in all cases of reassignment of teachers, whether voluntary or involuntary, the administration's decision shall be final.

## ARTICLE VII.

### Teaching Conditions

#### A. Class Size:

Class size, in both the elementary and secondary schools, varies because of subject matter, special pupil needs or abilities, student population and finances. It is impossible to formulate an ideal class size that would adequately cover all areas.

#### B. Pupil-Teacher Ratio:

1. Elementary - The Board shall attempt to maintain an average ratio on a system-wide basis of 30 to 1. When an individual class load reaches 35, the administration shall attempt to reduce this number.
  - (a) Kindergarten: When an average of all sections of kindergarten in a given building reaches a ratio of 25 to 1 the administration shall attempt to reduce this number.
  - (b) First Grade and Second Grade: When the average of all sections of First Grade or Second Grade in a given building reaches a ratio of 31 to 1, the administration shall attempt to reduce this number.
2. Secondary - The 30 to 1 ratio of the North Central Association shall serve as the guide in secondary schools, with the exception of activity classes such as physical education and typing.
3. It is realized by both parties that the above-mentioned goals may not be attainable and, therefore, the decision of the Board on class size and pupil-teacher ratios shall be final, whether or not in accordance with said goals.

#### C. 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 Board agrees at all times to keep the school reasonably and properly equipped and maintained.

D. The Board shall make every effort to relieve teachers of non-instructional responsibilities.

E. The Board shall make available in each school building, facilities for the use of consultants and teachers. Said facilities shall include a desk and chair for the teacher and consultant and student desks adequate for the number of students involved.

F. Whenever practicable, the Board shall provide lavatory facilities exclusively for teacher use and at least one (1) room appropriately furnished, which shall be reserved for use as an employee lounge and lunch room in which smoking shall be permitted.

G. Whenever practicable, the Board shall provide adequate parking facilities for teachers for their exclusive use.

H. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be employed 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.

I. All elementary special area teachers (Fine Arts, Physical Education, Reading, etc.) shall be given preparation time at least equal to that provided the elementary classroom teacher.

J. In cases where special teachers of Fine Arts and Physical Education are utilized, the regular teacher shall not be required to remain in the classroom when the special teacher is in charge. However, it is recognized that in many instances a teacher will want to remain with the class under the special teacher in order to learn techniques to be used for the regular classroom follow-up. This practice shall not be discouraged.

K. Attendance at PTA meetings by teachers shall be voluntary.

## ARTICLE VIII.

### Promotions and Vacancies

A. A "Promotion" is a change in position which results in additional compensation for additional duties or responsibilities to be performed during the regular working day and regular working hours.

Promotions are not meant to include the taking on of additional duties in connection with extra-curricular activities.

B. Whenever any vacancy in any professional position in the District shall occur during the school year, which position shall be considered to be a promotion as defined in "A"

above, 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. The vacancy notice shall include the descriptive title or scope of responsibilities, duties, salary and location of the position. No such vacancy shall be filled, except on a temporary basis, until such vacancy shall have been posted for at least five (5) days.

C. Any teacher may apply for a vacancy in a position considered to be a promotion as defined in "B" above. In filling such vacancy, the Board shall consider the professional background and attainments of all applicants, and other relevant factors. Provided, however, in all appointments to positions the Board's decision shall be final.

D. Whenever any vacancy, deemed to be a promotion as described in "A" above, occurs during the normal summer recess, vacancy notices shall be sent only to those employees who have filed an "intent of interest" with the Director of Personnel. Copies of all such vacancy notices will also be sent to the Association President.

E. The Director of Personnel, commencing March 1 and continuing each month through the end of the school year, shall list all known teaching vacancies for the ensuing school year. Each revised monthly list shall be posted in the schools. The list shall indicate grade or subject area, self-contained or team situation and name of school for each vacancy.

## ARTICLE IX.

### Transfers

A. "Transfer" shall mean relocation of teaching personnel to another building.

B. The following procedure shall be followed in transferring teachers from one school to another:

If a teacher wishes to transfer, he shall proceed in the following manner:

1. Notify the principal of the school at which he is presently working of his desire to be transferred, and discuss the matter with said principal.
2. Notify and discuss the matter with the principal of the school at which he wishes to be transferred.
3. Request the Board's Director of Personnel to permit the transfer.

If all parties, the teacher, the principal of the school at which the teacher is presently working, the principal of the school at which the teacher wishes to be transferred and the Director of Personnel are in favor of such transfer, then the transfer shall take place.

C. It is recognized by both parties that teachers may have to be transferred against their wishes. The Board agrees that it will attempt to avoid unrequested transfers. The decision of the Superintendent of Schools shall be final.

D. 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.

E. Decisions denying requested transfers will be communicated in writing to all persons involved. A written statement of reasons will be furnished to the teacher involved.

F. The Board shall attempt to give one (1) week's notice to any teacher transferred after the commencement of the school year.

G. When it becomes necessary to eliminate a team leader position, the affected team leader will receive first consideration in applying for a transfer to an existing vacancy in another team for which the affected team leader is qualified. If there is more than one (1) such applicant, preference shall be given on the basis of seniority as team leader within the District, all other qualifications being equal.

H. In the event that student load conditions or instructional requirements necessitate transfer of staff from one school, all efforts for the voluntary transfer of qualified instructional personnel shall be exhausted. In the event a tenure teacher must be transferred under these conditions, time of service within the building will be given consideration as a factor in any choice between two or more tenure teachers qualified for the same position. If this is equal, length of service in the District will be given consideration.

I. If a vacancy occurs in a teaching position after the start of the school year, the position shall be only temporary in nature for the remainder of the school year. Such vacancies that occur during the school year will be made known to all teachers as provided for in Article VIII of this Agreement. Any teacher may then apply to be transferred to fill this position for the ensuing school year according to the provisions of Section B of this Article.

## ARTICLE X.

### Teacher Evaluation

A. Each teacher shall have the right upon request to review the contents of his own personnel file in the presence of a witness, except that all material deemed to be confidential by the Personnel Director may be removed from the file and shall not be subject to review by the teacher. A representative of the Association may be requested to accompany the teacher in such review.

No non-confidential material which reflects on the teacher's performance shall be placed in a teacher's file unless the teacher is shown such material and is given the right to file an answer if he so desires, which shall be attached or kept in the same file with such material.

At the teacher's request and expense, the Board shall reproduce any non-confidential material in the teacher's file.

B. No teacher shall be disciplined, reprimanded or reduced in rank or compensation without just cause. Any such discipline, reprimand or reduction in rank or compensation, not covered by the Michigan Tenure of Teachers Act (Act 4 P.A. of 1937), as amended, shall be subject to the professional grievance negotiations procedure hereinafter set forth. Such reduction in rank and compensation for purposes of the grievance procedure, shall be limited to the teacher's basic contract and not apply to those duties covered by a supplementary contract. Discharge and/or third-year probation proceedings shall not be interpreted as part of this Section, inasmuch as they are adequately covered by existing state and federal laws.



C. Probationary teachers will be observed in their classroom by their principal for the purpose of evaluation at least three (3) times during each school year. The first observation will be completed by approximately November 15, the second by January 15, and the third by approximately March 1. Each classroom observation shall be for a minimum of thirty consecutive minutes and there shall be one such visitation during each evaluation period.

Tenure teachers will be observed at least once during each school year.

Within ten (10) days after each classroom observation, a written report in triplicate shall be completed, discussed and signed by the administrator and the teacher. The teacher's signature indicates he is familiar with the contents. One (1) copy is to be retained by the principal, one (1) copy is to be sent to the Superintendent and one (1) copy is given to the teacher. A teacher may submit his own evaluation if he does not agree with the administrator. Both evaluations are to be placed in the teacher's personnel file. A teacher may confer with the Superintendent regarding his evaluation.

D. If the principal suspects or has reason to believe that there will be a marked adverse change from the previous evaluation of a tenure teacher, this fact is to be brought to the teacher's attention in order that said tenure teacher may have some time within which to attempt to correct the situation. The present standards of evaluations are: Superior, Above Average, Average, Below Average and Unsatisfactory. Examples of a marked adverse change would be in going from Average, Above Average, or Superior to Below Average or Unsatisfactory.

E. In the event a probationary teacher is not continued in employment, the Superintendent shall advise the teacher in writing. A copy will be given to the Association with the approval of the teacher concerned. Upon request, the Board shall grant the teacher a hearing in executive session.

F. The supervisor's evaluation of a teacher shall not be subject to the grievance procedure.

## ARTICLE XI.

### Tenure

A. The provisions of the Michigan Tenure of Teachers Act (Act No. 4, P. A. of 1937), as amended, shall be relied upon exclusively by all parties in connection with all matters covered thereby.

## ARTICLE XII.

### Protection of Teachers

A. The Board recognizes some student behavioral problems to be beyond the teacher's control and agrees that the school administration will take any and all action deemed necessary by the school administration when a child's behavior is such that it impedes or undermines the academic progress of the class. The Board and members of the bargaining unit will endeavor to achieve correction of student misbehavior through counseling and interviews with the student and his parents when warranted. Students removed from a class shall be dealt with in accordance with administrative policies.

B. Any case of assault upon a teacher in the course of his employment as a teacher or

because of his employment as a teacher shall be promptly reported by the teacher to the principal of the school. At the request of the teacher involved, the Board will provide and pay for an attorney to advise the teacher of his rights and obligations with respect to such assault; provided, however, that the Board, or its representative, determines that the teacher was acting in accordance with and within the scope of Board policy.

C. Any absences by the teacher because of an assault upon a teacher in the course of his employment or because of his employment as a teacher, shall be fully excused and shall not be considered to reduce said teacher's sick day allowance and the teacher shall receive an amount equivalent to his full salary for any time off because of said assault or because of any lawsuit arising out of said assault, (which can be full salary or the difference between full salary and compensation benefits which are in lieu of salary); provided, however, as to all of the above, that it is determined by the Board, or its representative, that the teacher was acting in accordance with and within the scope of Board policy. The dollar amount of compensation contributed by the Board shall not be increased by future salary schedule changes negotiated in subsequent agreements.

D. The Board will reimburse the teacher for loss or damage to personal property in connection with any assault on said teacher in the course of his employment or because of his employment as a teacher, provided, the teacher was acting in accordance with and within the scope of Board policy.

E. Any complaint by a parent of any student against any teacher which a principal feels may affect said principal's evaluation of said teacher, shall be promptly called to the attention of the teacher involved.

F. In cases where a conference between a parent, principal and teacher is to be held concerning a parent complaint against the teacher, the principal will consult with the teacher in private prior to the conference to advise him of the nature of the problem, except in cases of emergency.

### ARTICLE XIII.

#### Negotiation Procedures

A. It is contemplated that matters of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement, but only upon mutual consent of the parties.

B. At least sixty (60) days prior to the expiration of this Agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers within the bargaining unit.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party. It is recognized that no final agreement between the parties may be executed without ratification by each party, 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. Any time spent by any member of the bargaining unit in connection with the negotiations mentioned in this Article XIII. , shall be after his regular working hours and without additional pay or compensation, unless agreed to otherwise by the parties.

E. The Association recognizes that the statutes of the State of Michigan confer upon public employees and their organizations the duty to maintain and continue the operation of the public schools, without interruption or interference due to strikes. Accordingly, the Association agrees, on behalf of itself and on behalf of all those whom it represents, as follows:

1. The Association will not authorize, sanction, condone, participate in or acquiesce in, nor will any member of the bargaining unit take part in, any strike which is defined "the concerted failure to report for duty, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment, for any purpose."
2. In the event of any strike in violation of this Agreement or of the law, the Association will:
  - (a) Post notices immediately at any and all schools or other facilities affected, signed by the President of the Association, advising the striking teachers that their action is unlawful and unauthorized by the Association and subjects them to disciplinary action up to and including discharge, and directing them to return forthwith to the full and faithful performance of their duties.
  - (b) Join with the Board in requesting any court having jurisdiction, to issue an immediate restraining order and after such hearing as the court may order, a permanent injunction against any such strike, and cooperate fully with the Board in prosecuting such injunction suit to a successful conclusion at both trial and appellate levels.
  - (c) Take any and all other action reasonably within its power to bring the strike to an end.
3. It is further agreed that any teacher who strikes in violation of this Agreement or of the law shall be disciplined by any penalty up to and including discharge at the sole discretion of the Board. The Association and/or employees reserve the right to contest the question of whether or not an employee did in fact engage or participate in a strike in violation of this Agreement or of the law, but agree not to contest the penalty in any case where it is established that any such violation did occur. It is further agreed that any Association officer or representative who strikes may be disciplined by any penalty up to and including discharge, at the sole discretion of the Board, even though other employees are not disciplined or receive lesser discipline.

#### ARTICLE XIV.

##### Grievance Procedure

- A. Definitions:

1. A "grievance" is a complaint by a teacher or the Association alleging the violation of a specific Article or Section of this Agreement.

B. Purpose:

The primary purpose of the procedure set forth in this Section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration.

C. Procedure:

1. Level One

The teacher with an alleged grievance shall first discuss the matter informally with his building principal. If the situation is not resolved to the satisfaction of the teacher, the teacher then shall discuss the matter with the Association representative. If the Association representative concurs that a grievance exists, move to Level Two. If the Association representative does not feel a grievance exists, the aggrieved may appeal, in writing, to an Association Grievance Committee. The grievance may be taken to Level Two if the Committee agrees one does exist, but it may only be processed at the aggrieved's own initiative and in accord with the grievance procedure for a person who does not wish to be represented by the Association, without Association support if the Committee does not agree.

2. Level Two

The teacher with a grievance shall put his grievance in writing within five (5) days of the date on which the action has resulted in the grievance occurred, and then shall discuss the matter with his principal, with his Association representative present, with the objective of resolving the matter. The principal shall make his decision known, in writing, within five (5) days.

3. Level Three

In the event the grievance is not satisfactorily resolved at Level Two, the aggrieved or the Association shall file the grievance, in writing, with the Superintendent of Schools within five (5) days. Within five (5) days after receipt of the grievance, the Superintendent or his designee shall meet with the Association and shall indicate his disposition on the grievance, in writing, within five (5) days of such meeting, and shall furnish a copy thereof to the Association.

4. Level Four

If the Association is not satisfied with the disposition of the grievance by the Superintendent or his designee or if no disposition has been

made within five (5) days of such meeting, the grievance shall be transmitted to the Board by filing, within five (5) days, a written copy thereof with the Superintendent or to the designee of the Board. The Board shall meet in Executive Session, no later than its next Regular Meeting or Special Meeting, with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than five (5) days thereafter. A copy of such disposition shall be furnished to the Association.

If the teacher does not wish to be represented by the Association, he may pursue the steps outlined in this Article without such representation. However, in so doing, the individual teacher will be responsible for any costs incurred.

When agreement is reached at any of the above levels, the agreement shall be reduced to writing and both parties shall sign it. The Association will be furnished with copies of all decisions by the Board of Education or its personnel in connection with the grievance procedure.

5. Level Five

If the Association is not satisfied with the disposition of the grievance by the Board or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration before an impartial arbitrator; provided, however, notification of intent to pursue arbitration is submitted, in writing, to the Board within five (5) days. If the parties cannot agree as to the arbitrator within five (5) days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accordance with its recommendation, which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to present in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement, or substitute his judgment for that of the parties'. Any decision rendered by the arbitrator shall be binding upon the parties to this Agreement.

D. Failure at any step of the grievance procedure to communicate the decision on a grievance within the specified time limits, shall permit lodging an appeal at the next step of the procedure within the time which would have been allotted had the decision been given. Failure to file a written grievance within the time specified shall bar the grievance. Failure to appeal a decision within the specified time limits shall be determined an acceptance of the decision and shall bar further appeal.

E. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 1 of any year and strict adherence to the time limits may result in hardship to any party, the Board and the Association shall use their best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

F. When a teacher presents and appeals a grievance on his own behalf, it is understood that the furnishing of copies of decisions to the Association shall be deemed to satisfy the statutory requirement that the Association be given "opportunity to be present at such adjustment."

G. If a grievance arises from the alleged action of authority higher than the principal of a school, the grievance may be originally presented at the appropriate step of the grievance procedure.

H. Any time spent by any Association representative, member of a Grievance Committee, any other member, or any other member of the bargaining unit, in connection with the grievance, shall be after his regular working hours and without pay. Any time spent by an employee submitting a grievance at hearings or otherwise in connection with the grievance procedure shall be without pay and said hearings and meetings will be after regular working hours, unless agreed to otherwise by the parties.

I. The fees and expenses of the arbitrator shall be shared equally by the parties. Expenses of a witness shall be paid by the party calling the witness.

J. A record of participation in any grievance process shall not become part of the personnel file of any teacher other than the aggrieved.

K. The contemplating or actual filing and processing of a grievance is considered to be a confidential and private matter and both the Association and the Board agree to treat the grievance in that manner.

## ARTICLE XV.

### Leave of Absence Without Pay

A. The Board may grant teachers who have met certain criteria and procedures, as outlined in this Article, a leave of absence without pay. Each request for an unpaid leave of absence will be considered on its individual merits. The applications shall be submitted in accordance with the provisions of the Article. The particular circumstances surrounding each leave will be reviewed by the Board with the understanding that its decision will in no way establish a precedent. The decision of the Board as to whether such leave shall be granted is final.

B. Conditions:

1. Teachers who have obtained or been approved for tenure are eligible for leaves.
2. The basic leave is for a period of twelve (12) consecutive months.
3. The Board shall not be required to assign a teacher returning to duty after a leave of absence to the same building, grade or special assignment held prior to the leave. The Board shall attempt to assign the teacher to the same position, if available, or a substantially equivalent position.
4. If a teacher on leave enters into a contract for another teaching position without Board approval, his leave will be automatically terminated and his employment by this District will terminate.

5. A teacher on leave of absence shall not lose sick leave time accumulated prior to his leave. However, sick leave time shall not accumulate during his leave of absence.
6. Teachers given a leave of absence without pay shall receive all insurance benefits which are paid by the employer and which fall within the regulations of the applicable insurance carrier. Such teachers shall also be permitted to pay regular contributions to all plans permitting such contributions.

C. Procedures:

1. An eligible teacher desiring a leave of absence shall submit his request to the Board through the Superintendent of Schools. Such request shall be submitted by the Superintendent to the Board with his recommendation for action.
2. For all teachers whose leave shall terminate at the beginning of a school year, a letter of availability must reach the Superintendent no later than the preceding April 1st. For all teachers whose leave shall terminate at times other than the beginning of a school year, such letter of availability must reach the Superintendent no later than sixty (60) days preceding the termination date of the leave. Failure to comply with this provision shall be interpreted as a resignation from the District by such teacher.
3. In the case of a maternity leave the following provisions shall apply:
  - (a) The teacher shall make a request, in writing, for a maternity leave to the Board through the Superintendent of Schools at least thirty (30) days prior to the starting date of the leave and shall attach to said request a statement from her physician verifying the fact that she is pregnant and giving the estimated date of delivery.
  - (b) A maternity leave must begin on a date at least three (3) calendar months prior to the expected time of the birth of the child except that where this date is within one (1) school month of the semester, the teacher shall be permitted to complete the semester. The exact date of the leave shall be determined in accordance with the best interest of the pupils.
4. Before returning to her duties, a teacher who has been on a maternity or health leave of absence, must be certified by her physician as ready and able to return to her full teaching assignment.

D. While a teacher is on leave there shall be no advancement on the salary schedule in terms of teaching experience, except as provided for in other Sections of this Article.

E. A leave may be granted to participate in exchange teaching programs in other states, territories or countries (foreign or military) wherein the teaching experience is

determined by the Superintendent to be equivalent to similar teaching experience in the Lamphere District. Upon such determination, partial or full credit may be given for placement on the salary schedule when the teacher returns. It shall be the responsibility of the teacher to submit such evidence to the Superintendent.

F. A military leave of absence shall be granted to any eligible teacher for military duty in any branch of the Armed Forces of the United States. Upon return from such leave, a teacher shall be granted one (1) year's experience on the salary schedule for each year of the leave up to a maximum of two (2) years.

## ARTICLE XVI.

### Leave With Pay

#### A. Sick Leave

##### 1. Amount:

Teachers will earn one (1) day of sick leave per month of the regular school year. A teacher shall be granted, on his first day of employment, the total allowance for which he would be eligible during the school year. Sick leave days used in excess of the days earned shall be deducted from the teacher's contract if his employment is terminated before the end of the school year.

##### 2. Types of Sick Leave:

Absence from duty for the following causes shall result in no loss of pay within the limits of the sick leave allowance as stated in "1" above:

- (a) Personal illness.
- (b) Illness in the immediate family including husband, wife, son, daughter, or any dependent relative residing permanently with the teacher.
- (c) Deaths in the immediate family. (Immediate family includes husband, wife, son, daughter, mother, father, mother-in-law, father-in-law, close personal friends, and other approved by the Superintendent of Schools.)

##### 3. Accumulation of Sick Leave:

Teachers shall be credited with a service accumulation for sick leave purpose at the end of each school year equal to the number of unused days of the sick leave allowance for that year. Service accumulation may continue without limit during the service of the teacher.

No payment will be made for any unused sick leave days accumulated by any employee at the time of resignation, dismissal from service, leave of absence, retirement, or death.

##### 4. The privileges stated in paragraphs "1" and "2" above are expressly conditional upon the following requirements:

- (a) In the case of an emergency nature such as personal illness, illness in the immediate family, or death in the immediate family, notification of the absence must be given to the teacher's immediate supervisor at least one (1) hour before the employee normally reports for work. Failure to meet this requirement may result in forfeiture of pay for the day, at the discretion of the Superintendent.
- (b) If a teacher's absence because of personal illness exceeds ten (10)



consecutive working days, the teacher shall file in the office of his immediate supervisor before returning to duty, a physician's certification of readiness for return to duty.

B. Sick Bank

1. The Board and the Association agree to establish a non-accumulative sick bank equivalent to one (1) day per teacher. The number of days shall be determined by the number of teachers on the payroll as of the fourth Friday in September. This number shall be reported to the Association, in writing, and shall not be increased by the addition of staff during the year.
2. Procedures for Requesting Sick Bank Coverage:
  - (a) A teacher must use his accumulated sick leave before becoming eligible for the sick bank.
  - (b) A teacher must be absent five (5) consecutive days without pay before he can apply to the sick bank. In no instance will the sick bank be used to pay for these five (5) days.
  - (c) A physician's certificate verifying the illness must be submitted to the sick bank committee.
3. Sick Bank Committee:
  - (a) A committee composed of one (1) administrator chosen by the Superintendent, one (1) Association member chosen by the Association President, and the teacher's immediate supervisor shall decide the eligibility of a teacher and the number of days that can be used from the sick bank. The decision of this committee shall be final.

C. Personal Business Leave

1. A teacher may be allowed absences with pay, totaling not more than three (3) days within each school year, for personal or private business, which can be accomplished only during school hours.

The personal business days shall be earned at the rate of one and one-half ( $1\frac{1}{2}$ ) per semester. The total allowance for which a teacher would be eligible during the school year will be granted on the first day of employment. Personal business days used in excess of such days earned will be deducted from the teacher's contract if his contract is terminated before the end of the school year.

2. Except in cases of emergency, personal business leave with pay will not be granted in the first or last week of the school year or within three (3) school days prior to or following a vacation period.
3. All requests for personal business leave shall be in writing, and shall be initialed by the principal.
4. Except in cases of extreme emergency, failure to submit a written notification for personal business leave in advance may result in forfeiture of pay for the absence.

5. Personal business days shall not be accumulated from one school year to the next.
6. If a teacher attends an educational workshop dealing with teaching methods or curriculum development, he may use his three (3) personal business days from the present school year and three (3) personal business days from the next school year for such purpose. The teacher shall be compensated for the three (3) personal business days that he uses from the next school year in September of that school year.

D. Observation of Religious Holidays

Employees, upon request to the Superintendent of Schools, will be granted leave with pay for the purpose of observing high religious holidays. These days will be charged against Personal Business Leave.

E. Michigan Education Association and National Education Association Conferences:

Attendance to conferences of the Michigan Education Association and the National Education Association. These meetings include the following:

1. Leadership Conference - One (1) two-day (2) conference once a year for new president.
2. Representative Assembly - One (1) two-day (2) conference twice a year for one (1) L. E. A. representative.
3. Others as approved by the Superintendent of Schools.

F. Jury Duty

A teacher called for jury duty shall be paid his regular salary for time lost from his school duties. However, the teacher shall return to the Board other compensation for performance of such duties.

G. Military Reserve Duty

A teacher shall be granted leave with pay to a maximum of 20 days for emergency duty with Armed Forces Reserve Units, if such duty occurs during the regular school year. (September to June)

Emergency duty in this instance also includes issuance of orders over which the teacher had no control.

However, the teacher's pay from the Board shall be the difference between the gross pay that he receives from the reserve unit and his regular daily rate of pay.

H. Visitations

Visitation of special programs or attendance at educational workshops that have been authorized by the administration.

## ARTICLE XVII.

### Professional Study Committee and In-Service Training

A. The Board, at its discretion, may establish Professional Study Committees to investigate matters pertaining to curriculum development, methods of instruction, and/or instructional materials. The Professional Study Committees shall be composed of members selected by the Board by reason of their competence, training or knowledge of the matter under study.

All clerical expenses of any such Committees shall be paid for by the Board. Service on these Committees shall be (1) on a voluntary basis; (2) without additional compensation; and (3) in addition to the teacher's regular duties, or teachers may be excused from performance of their regular duties at the discretion of the Board.

B. In the event that the Board determines that curriculum changes require in-service training, the Board will provide the opportunity for such training. The Board will assume all expenses necessary for in-service training for which participation is required by all appropriate personnel. Attendance at in-service training programs by members of the bargaining unit shall be without additional compensation. Attendance at in-service training programs by members of the bargaining unit shall be with additional compensation if held on a day not normally defined as a teacher attendance day during the normal school year. In such cases, the rate of compensation shall be \$6.00 per hour.

## ARTICLE XVIII.

### Reduction in Personnel

A. It is recognized that under certain circumstances it may become necessary to affect a reduction of personnel. When such circumstances prevail, the terms of this Article shall take effect.

B. Before the Board makes any reduction they shall consider such factors as:

1. Qualifications of the Teacher
2. The particular position held by the Teacher
3. Tenure Status
4. Seniority

C. Both the Association and the Board agrees that the primary mission of the Lamphere Schools is the proper education of children. Therefore, the qualifications of each individual teacher shall be a prime consideration by the Board for filling the teaching positions remaining after the necessity for reduction of personnel has been determined by the Board.

## ARTICLE XIX.

### Academic Freedom

A. The Board and Association agree that all teachers should be allowed in their teaching to exercise their rights under the Constitution of the United States of America.

## ARTICLE XX.

### General

A. Teachers shall report their unavailability for teaching duties on any particular day as soon as possible and at least one (1) hour and thirty (30) minutes before their scheduled starting time. Teachers shall be informed of the telephone number they may call 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. When, in the judgment of the administrative officials authorized to make such decisions, hazardous weather conditions prevent the opening of school, teachers shall not be required to report to work. When mechanical failures or breakdowns necessitate the closing of any particular school, in the judgment of the administrative officials authorized to make such decisions, attendance of teachers will not be required in the building or buildings so affected. However, teachers may be required to fulfill or complete the workday in another building. Time lost by teachers in connection with any incident mentioned in this Section shall not be charged against the teacher but the teacher may be required to teach additional days, without additional compensation, to make up for time so lost, provided that such make-up days are required to qualify for State Aid.

C. The Board shall provide the Association with copies of all compiled and published information concerning the financial resources of the District, tentative budgetary requirements and allocations, student enrollment data and teaching personnel statistics and any information necessary for the Association to process any grievance, except for information contained in the personnel files, which is deemed to be confidential by terms of this Agreement. This information shall be forwarded to the Association upon the request of the Association. The Association will be 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 prior to general publication.

The Association shall be permitted access to those public records pertaining to wages, hours and conditions of employment for the purpose of compiling statistical data of interest to the Association.

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 by the Board and given to the Association for distribution to all members of the bargaining unit. The Board shall keep the Association supplied with sufficient copies for this purpose.

F. Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of educational policy, the operation of the schools, and the direction of the professional staff and all rights and powers conferred upon the Board by the Constitution and laws of the State of Michigan are vested exclusively in the Board or in the Superintendent when so delegated by the Board.

G. This Agreement is subject in all respects to the laws of the State of Michigan with respect to the powers, rights, duties and obligations of the Board, the Association, and employees in the bargaining unit, and in the event that any provision of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of this Agreement shall continue in effect.

H. Each member of the school staff is expected to fulfill the terms of his contract of employment. Certified employees, regardless of status, who wish to terminate employment, shall hand in written notice to the Superintendent's office as soon as their decision is final, but only after such action has been reported to and discussed with their principal or immediate supervisor. Teachers shall not discontinue their services with the Board of Education at any time after sixty (60) days before the opening of the new school term, except by mutual consent. In the event of re-employment, such employment shall be considered as a teacher new to this school system. However, the Superintendent of Schools is authorized to review each individual case to ascertain what circumstances may exist that warrant consideration beyond the normal case.

I. The present mandatory retirement age of sixty-seven (67) shall be reduced by one (1) year for each of the two (2) school years beginning with the 1969-70 school year until it reaches the age of sixty-five (65).

J. Teachers may request that deductions be made from their pay for the following purposes:

1. Income Protection Insurance approved by the Association
2. Blue Cross-Blue Shield
3. United Foundation
4. Teacher's Credit Union
5. Association Dues - local, state, national
6. Others, upon mutual agreement

K. Since Lamphere teachers recognize the superiority of Lamphere's instructional program, it is agreed that the members of the teaching staff be allowed to enroll their children as tuition students in Lamphere Public Schools.

L. Despite reference herein to the Board and the Association as such, each reserves the right to act hereunder by committee, individual member or designated representative.

M. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

N. Instructional Personnel School Calendar

Holidays:

1. Thanksgiving Day and the Friday following will be holidays.

2. Christmas: Christmas recess will begin at the close of the school day on December 22. However, if December 22 is a Saturday, Sunday or Monday, the recess will begin at the close of the school day on the Friday immediately preceding December 22nd.
3. New Year's Day:
  - (a) School resumes on January 2, except when New Year's Day falls on a Thursday, Friday or Saturday.
  - (b) School resumes on Tuesday, January 3 when New Year's Day falls on a Sunday.
4. Easter:
  - (a) Recess begins at the close of the school day on the Thursday preceding Easter.
  - (b) School will resume on the second Monday following Easter.
5. Memorial Day:
  - (a) When Memorial Day falls on Sunday, school will resume on Tuesday.
  - (b) When Memorial Day falls on Thursday, school will resume on the following Monday.
  - (c) When Memorial Day falls on Tuesday, the preceding Monday will be a holiday.
6. In no event shall there be less than 180 student attendance days.
7. There shall be no more than 186 teacher attendance days.

ARTICLE XXI.

Duration

The provisions of this Agreement shall be effective as of July 1, 1969, and shall continue and remain in full force and effect until June 30, 1971, except as otherwise expressly provided herein. All salaries agreed to on this date shall be retroactive to July 1, 1969.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 1969.

BOARD OF EDUCATION OF  
SCHOOL DISTRICT NO. 4,  
LAMPHERE PUBLIC SCHOOLS OF THE  
CITIES OF MADISON HEIGHTS AND TROY,  
OAKLAND COUNTY, MICHIGAN

By: \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

LAMPHERE EDUCATION ASSOCIATION

By: \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

SCHEDULE A

TEACHERS' SALARY SCALE

A. BA or BS	Base 1.00 + 10	at 5%
B. BA + 15 hrs.	Base 1.035 +10	at 5%
C. BA + 30 hrs.	Base 1.06 + 10	at 5%
D. Masters	Base 1.07 + 10	at 5%
E. BA +50 hrs. or MA +15 hrs.	Base 1.10 + 10	at 5%
F. MA + 30 hrs.	Base 1.14 + 10	at 5%
G. Education Specialist or MA + 45 hrs. or 2nd MA	Base 1.17 + 10	at 5%
H. Doctorate	Base 1.25 + 10	at 5%

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5% increment = yearly increment

Semester hours, as listed in B, C, E, F & G under Index Plan, shall be interpreted as any semester hours earned from accredited institutions of higher learning.

1. The B.A. base for the school year 1969-70 shall be \$7,500.00.
2. The B.A. base for the school year 1970-71 shall be \$8,200.00.



LAMPHERE TEACHERS' SALARY SCALE  
SCHEDULE A  
1969-70

	A	B	C	D	E	F	G	H
	B.A.	B.A.+15	B.A.+30	M.A.	B.A.+50 M.A.+15	M.A.+30	Ed. Spec. M.A.+45 2nd M.A.	DOCTORATE
0	7,500	7,763	7,950	8,025	8,250	8,550	8,775	9,375
$\frac{1}{2}$	7,688	7,957	8,149	8,226	8,457	8,764	8,995	9,610
1	7,875	8,151	8,348	8,426	8,663	8,978	9,214	9,844
$1\frac{1}{2}$	8,072	8,355	8,557	8,637	8,880	9,203	9,445	10,090
2	8,269	8,559	8,765	8,847	9,096	9,427	9,675	10,336
$2\frac{1}{2}$	8,476	8,773	8,984	9,068	9,324	9,662	9,917	10,595
3	8,682	8,987	9,203	9,289	9,551	9,898	10,159	10,853
$3\frac{1}{2}$	8,899	9,212	9,433	9,521	9,790	10,146	10,413	11,125
4	9,116	9,436	9,663	9,753	10,029	10,393	10,667	11,396
$4\frac{1}{2}$	9,344	9,672	9,905	9,997	10,280	10,653	10,934	11,681
5	9,572	9,908	10,146	10,241	10,530	10,913	11,200	11,966
$5\frac{1}{2}$	9,812	10,156	10,400	10,497	10,794	11,186	11,480	12,265
6	10,051	10,403	10,653	10,753	11,057	11,459	11,760	12,564
$6\frac{1}{2}$	10,303	10,663	10,920	11,022	11,334	11,746	12,054	12,878
7	10,554	10,923	11,186	11,291	11,610	12,032	12,348	13,192
$7\frac{1}{2}$	10,818	11,196	11,466	11,574	11,901	12,333	12,657	13,522
8	11,082	11,469	11,745	11,856	12,191	12,634	12,965	13,852
$8\frac{1}{2}$	11,359	11,756	12,039	12,153	12,496	12,950	13,289	14,199
9	11,636	12,042	12,332	12,449	12,801	13,266	13,613	14,545
$9\frac{1}{2}$	11,927	12,343	12,641	12,760	13,121	13,598	13,954	14,909
10	12,218	12,644	12,949	13,071	13,441	13,929	14,294	15,272

LAMPHERE TEACHERS' SALARY SCALE  
SCHEDULE A  
1970-71

	A	B	C	D	E	F	G	H
	B.A.	B.A.+15	B.A.+30	M.A.	B.A.+50 M.A.+15	M.A.+30	Ed. Spec. M.A.+45 2nd M.A.	DOCTORATE
0	8,200	8,487	8,692	8,774	9,020	9,348	9,594	10,250
$\frac{1}{2}$	8,405	8,699	8,910	8,994	9,246	9,582	9,834	10,507
1	8,610	8,911	9,127	9,213	9,471	9,815	10,074	10,763
$1\frac{1}{2}$	8,826	9,134	9,355	9,444	9,708	10,061	10,326	11,032
2	9,041	9,357	9,583	9,674	9,945	10,306	10,578	11,301
$2\frac{1}{2}$	9,267	9,591	9,823	9,916	10,194	10,564	10,843	11,584
3	9,493	9,825	10,062	10,158	10,442	10,821	11,107	11,866
$3\frac{1}{2}$	9,731	10,071	10,314	10,412	10,703	11,092	11,385	12,163
4	9,968	10,316	10,565	10,666	10,964	11,362	11,662	12,459
$4\frac{1}{2}$	10,217	10,574	10,829	10,933	11,238	11,646	11,954	12,771
5	10,466	10,832	11,093	11,199	11,512	11,930	12,245	13,082
$5\frac{1}{2}$	10,728	11,103	11,371	11,479	11,800	12,229	12,551	13,409
6	10,989	11,374	11,648	11,759	12,088	12,527	12,857	13,736
$6\frac{1}{2}$	11,264	11,659	11,939	12,053	12,390	12,840	13,179	14,080
7	11,538	11,943	12,230	12,347	12,692	13,153	13,500	14,423
$7\frac{1}{2}$	11,827	12,242	12,536	12,656	13,010	13,482	13,838	14,784
8	12,115	12,540	12,842	12,964	13,327	13,811	14,175	15,144
$8\frac{1}{2}$	12,418	12,853	13,163	13,288	13,660	14,157	14,530	15,523
9	12,721	13,167	13,484	13,612	13,993	14,502	14,884	15,901
$9\frac{1}{2}$	13,039	13,496	13,821	13,953	14,343	14,865	15,256	16,299
10	13,357	13,825	14,158	14,293	14,693	15,227	15,628	16,696



G. Extra Duties - Elementary School (cont'd)

Camp Attendance

- 1. One week classroom teacher - \$100
- 2. Daily rate special teacher - \$20

Band Director - \$250

Choir Director (if performed by classroom teacher) - \$200

H. Athletic Department Positions Only

All coaching positions shall be paid as a percentage of the following schedule, according to years of experience in a given sport, as determined by the Superintendent. This schedule is in no way connected with the "Teacher's Salary Schedule," Schedule "A".

Schedule	\$7000	\$7150	\$7350	\$7600	\$7850	\$8100
Years of Exp.	0	1	2	3	4	5
Increment		150	200	250	250	350
Schedule	\$8450	\$8800	\$9250	\$9700	\$10500	\$11300
Years of Exp.	6	7	8	9	10	11
Increment		350	450	450	800	1000
Schedule	\$12300	\$13500				
Years of Exp.	12	13				
Increment		1200				

HIGH SCHOOL POSITIONS

JUNIOR HIGH SCHOOL POSITIONS  
(7 thru 9 Participation)

FOOTBALL

- 10% Head Coach
- 8% Varsity Asst.
- 8% Jr. Varsity
- 7% Assts. #2 & #3

CROSS COUNTRY

- 5% Head Coach

FOOTBALL

- 7% Head Coach
- 5% Asst. Coach

BASKETBALL

- 10% Head Varsity
- 8% Assistant

TENNIS

- 5% Head Coach

BASKETBALL

- 7% Head Coach

WRESTLING

- 10% Head Coach
- 8% Assistant

SKIING

- 6% Head Coach  
(incl. Ski Club)

WRESTLING

- 7% Head Coach

SWIMMING

- 10% Head Coach
- 8% Assistant

GIRLS' BASKETBALL

- 4% Head Coach

SWIMMING

- 7% Head Coach

TRACK

- 7% Head Varsity
- 5% Head Jr. Varsity

GIRLS' SOFTBALL

- 4% Head Coach

TRACK

- 5% Head Coach

BASEBALL

- 7% Head Varsity
- 5% Head Jr. Varsity

BOWLING

- 4% Head Coach

BASEBALL

- 5% Head Coach

CHEERLEADING

- 6% Head Coach  
(if performed by  
2 people, 3% each)

INTRAMURALS

- 5% Director (Girls)
- 7% Director (Boys)

GOLF

- 5% Head Coach

CHEERLEADING

- 3% Head Coach

I. Extra-duty pay shall be made to the teacher upon successful completion of the assignment.