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OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

AGREEMENT

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BETWEEN THE

MARSHALL BOARD OF EDUCATION

AND THE

MARSHALL TEACHERS' ASSOCIATION

Marshall Bd. of Ed.

MARSHALL PUBLIC SCHOOL SYSTEM
MARSHALL, MICHIGAN

AGREEMENT

THIS AGREEMENT made and entered into this 5th day of July, 1966, by and between the BOARD OF EDUCATION of the City of Marshall, Michigan, hereinafter referred to as the Board and the MARSHALL TEACHERS' ASSOCIATION, hereinafter referred to as the Association,

WITNESSETH:

ARTICLE I - PURPOSE AND INTENT

The general purpose of this agreement is to set forth the bases for wages, hours and other conditions of employment which shall prevail for the duration of this agreement.

The Board and the Association recognize and declare that providing a quality education for the children in the Marshall Public Schools is their mutual aim and intent and that the character of such education depends in large measure upon the quality and morale of the teaching service and upon the Board's ability to acquire and retain a qualified staff.

The Board and the Association, for and in consideration of the mutual promises, stipulations and conditions hereinafter specified, agree to abide by the terms and provisions set forth herein for the duration of this agreement.

ARTICLE II - RECOGNITION

SECTION 1: The Board recognizes the Marshall Teachers' Association as the sole agent for professional negotiations and collective bargaining relating to wages, hours and other conditions of employment for the certificated employees of the Marshall Public Schools excluding the certificated employees exercising authority, supervision or direction of employees. The Board further agrees that for the duration of this agreement or any extension thereof, it will not recognize nor bargain with any entity other than the Association with respect to the compensation and working conditions of its teachers.

- (a) For those teachers who sign and deliver to the School Administration appropriate authorizations, the Board will deduct the Association dues from their last pay check each month (or at less frequent intervals if so directed by the teacher) and shall promptly remit the same to the Treasurer of the Association.

SECTION 2: Reserved exclusively to the Board are all responsibilities, powers, rights and authority vested in it by the laws and constitution of Michigan, of the United States or which have been heretofore properly exercised by it excepting where expressly and in specific terms limited by the provisions of this agreement.

- (a) It is agreed that the Board retains the right, among others, to establish and equitably enforce reasonable rules and personnel policies

relating to the duties and responsibilities of teachers and their working conditions which are not inconsistent with the provisions of this agreement or violative of the law. The Board agrees, however, that prior to the effective date of any such rules or personnel policies established by it related to wages, hours and working conditions of teachers, it shall give the Association reasonable notice of any proposed rule or policy. Such notification shall be given to afford the Association the opportunity to consult with the Board as to the same before its effective date.

SECTION 3: It is agreed by the Board and the Association that neither shall discriminate against any teacher because of race, color, marital status, creed, sex or nationality nor shall they discriminate against any teacher because of his exercising rights reserved to him under State or Federal Law.

SECTION 4: It is agreed that except as specifically provided herein, teachers shall not engage in Association activities during the school day.

SECTION 5: The Association shall have the right to use school building facilities for meetings provided (1) such meetings are held at hours other than school day hours, (2) advance permission for such usage has been given by the administration and (3) the administrative personnel are free to attend such meetings.

- (a) Bulletin boards shall be made available for the use of the Association in the teachers' lounges only.
- (b) The Association shall distribute all written material by placing such material in the teachers' mail boxes which shall be made available for such distribution.
- (c) All material either posted or distributed shall relate to the official business of the Association.

SECTION 6: The Board agrees to furnish to the Association in response to reasonable requests from time to time all public information.

ARTICLE III - COMPENSATION

SECTION 1: The salaries of teachers covered by this agreement are set forth in Appendix A attached hereto and incorporated in this agreement. Such salary schedule shall remain in effect for the duration of this agreement.

SECTION 2: The salary schedule is based upon a normal weekly teaching load during normal teaching hours. Compensation for additional teaching hours during the regular school day teaching academic subjects shall be determined by dividing the teachers annual base salary by six (6) for a full school year's teaching. For teaching less than a school year, it shall be pro rated by using the number of membership days. If such additional teaching hours are for a study hall, a flat rate of \$200.00 per semester shall be paid.

SECTION 3: The Board agrees that in establishing a school calendar, it will not schedule more than one hundred eighty-five (185) membership days. In the event circumstances occur beyond the control of the Board of Education, the school calendar may be expanded to include the necessary membership days in order to meet minimum requirements, either State or Federal.

SECTION 4: Thanksgiving Day and the Friday following, Labor Day, Memorial Day, and the afternoon of Good Friday shall be considered as vacation days. There shall be a minimum of one (1) week recess at Christmas including Christmas and New Year's Day and the days in between. The first major week of April shall be designated as spring recess. Major week shall be defined as the first week in April which includes four (4) or more calendar days. If school is in session the day preceding these recesses and vacations, the dismissal time shall be 3:00 P.M. with the exception of Good Friday.

- (a) Pre-school conference will be conducted over a four (4) day period. Those teachers returning to the school system will be scheduled to attend only the equivalent of three (3) days of conference during this period.
- (b) There shall be a minimum of two (2) in-service days included in the school calendar.
- (c) Teachers shall be dismissed not later than 12:00 noon on the last day of the school calendar.

SECTION 5: The equivalent of one (1) full day designated as "record day" shall be set aside at the end of both the first and second semesters.

SECTION: 6: Teachers transferring to the Marshall Public Schools system shall be given credit for their semesters of teaching experience in other accredited systems (not to exceed twelve (12) semesters of credit) it being understood that up to two (2) years of military service or service with the Peace Corps may be included in such credited service.

SECTION 7: When a teacher with a Bachelors Degree earns a Masters Degree, he shall immediately be placed on the same step of the Masters Degree schedule and shall thereafter receive the annual increment applicable to Masters Degree teachers until such time as he receives the maximum of that schedule.

SECTION 8: Teachers under contract with the Board who attend on-campus summer school and receive a minimum of six (6) semester hours credit therefor shall be paid, in addition to their regular contract, the sum of \$150.00. Such sum shall be paid the first pay period after start of classes, providing the teacher is teaching in the Marshall Public Schools. This payment shall be made regardless of any scholarship received by the teacher. Teachers completing less than six (6) hours credit during a summer session shall be paid, in addition to their regular contract, a sum equal to \$15.00 per semester hour of credit earned during such summer. Correspondence courses will not qualify a teacher for remuneration under this paragraph.

Teachers shall be paid \$15.00 per semester credit hour earned during the regular school year, not to exceed four (4) semester hours in any one (1) year. It is recommended that only two (2) semester hours per semester be taken. Payment shall be made upon presentation of credits at the superintendent's office.

SECTION 9: The teaching day for all positions from kindergarten through the twelfth grade shall remain as nearly as possible to that presently existing.

- (a) The recommended normal weekly teaching load to guide the administration in establishing such load will be twenty-five (25) teaching periods and five (5) planning periods in the senior high; twenty-five (25) teaching periods, five (5) study halls, and five (5) planning periods in the junior high.
- (b) Teachers will be guaranteed a fifty (50) minute duty free lunch period except in those special education areas where the teachers' hours are established to include continuous teaching through the lunch period.
- (c) A reasonable time set by the administration not to exceed thirty (30) minutes before the scheduled time of beginning classes in the morning and fifteen (15) minutes after the scheduled time for dismissal of classes.

SECTION 10: There shall be twenty-six (26) pay periods. Teachers shall receive their pay every other Friday. In an emergency situation, an employee may request to be paid up-to-date at any time during the school year. At the end of the school year any employee may ask to be paid up-to-date.

ARTICLE IV - TEACHING CONDITIONS

SECTION 1: The parties recognize that the availability of optimum school facilities for both students and teachers is desirable to insure the high quality of education that is the goal of both the Association and the Board. It is acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day shall be directed at insuring that the energies of the teacher is primarily utilized to this end.

SECTION 2: Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible and/or practical. The recommended class sizes are as follows:

Kindergarten	22-25 pupils
Elementary School (1 - 6 grades)	25-28 pupils
Special Classes for handicapped or mentally retarded	15 pupils
Secondary	
English	25 pupils
Social Studies	25 pupils
Mathematics	25 pupils
Science	22-25 pupils

Languages	15-25-pupils
Business	30 pupils
Typing	25-30 pupils
Homemaking	16-24 pupils
Art	30 pupils
Physical Education	40 pupils
Industrial Arts	24 pupils

The recommended pupil teacher ratio for high school is 27-1. The recommended teaching load in the junior high is 150 pupils.

SECTION 3: The Board agrees that it will confer from time to time with representatives of the Association for the purpose of improving the selection and the use of educational tools.

SECTION 4: No teacher should be transferred from one assignment to another without the mutual consent of the teacher and administration. Assignment of teachers to school positions and their transfer shall rest solely in and shall be the responsibility of the superintendent of schools.

SECTION 5: Ten (10) days of sick leave per year with full pay shall be granted which may be used by teachers in case of necessary absence due to (1) personal illness of the teacher, (2) illness in the teacher's immediate family or (3) exposure to contagious disease in which the health of others would be endangered by his or her attendance on duty. Unused sick leave days shall be allowed to accumulate for each teacher to a maximum of ninety (90) days.

- (a) During a teacher's first year of employment by the Board, he shall accumulate one (1) day of paid sick leave for each month worked. In case of necessity, such teacher can borrow not to exceed ten (10) days of leave yet to be earned during his first year of employment.

SECTION 6: Department heads shall be created for the major curriculum areas to include: Social Studies, English, Mathematics, Science, Commercial and Physical Education and shall be considered non-executive and appointed by the administration. Department heads shall be advisory in position but shall be granted one (1) hour of released time a day to exercise his duties and responsibilities.

SECTION 7: A funeral leave shall be granted with pay for a period of not to exceed three (3) days to attend the funeral of a teacher's immediate family to include the present spouse, children, mother, father, brother or sister.

ARTICLE V - LEAVES OF ABSENCE

SECTION 1: Any teacher whose personal illness extends beyond the period compensated under Article IV shall be granted a leave of absence without pay for such time as is necessary for complete recovery. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position if any position is available.

SECTION 2: In addition to sick leave, each teacher shall be allowed five (5) days discretionary leave per school year. This leave will be without pay and only upon the superintendent's approval.

SECTION 3: A teacher may be granted a leave of absence for one (1) continuous school year without pay for the purpose of travel or study in pursuit of wider knowledge and greater skill in his or her teaching profession. Teachers given leaves of absence without pay shall receive one (1) year credit toward annual salary increment on the appropriate schedule.

SECTION 4: Teachers who enter the military service by draft or enlistment shall be granted a leave of absence for that period and at the conclusion of such leave of absence shall be reinstated in accordance with all applicable provisions of the Selective Service Training Act and any other applicable laws then effective. When an employee has been on duty in the military service during years when he would be normally advancing on the salary schedule, he shall receive full time credit.

SECTION 5: Teachers who are elected to major offices of the Michigan Education Association, upon proper application shall be given a leave of absence without pay for the purpose of performing their duties for the Michigan Education Association not to exceed one (1) year. Teachers given leaves of absence without pay shall receive one (1) year credit toward annual salary increment on the appropriate schedule.

ARTICLE VI - GRIEVANCE PROCEDURE

SECTION 1: A grievance shall be defined as any dispute regarding the meaning, interpretation or application of the terms and provisions of this agreement.

SECTION 2: A teacher who believes he has a grievance shall first discuss the matter with his principal personally or accompanied by an Association representative within five (5) school days after the occurrence of the event upon which the grievance is based. It shall be the objective of both parties to resolve the matter in this informal manner. In the event the grievance is not settled in this manner, the following formal grievance procedure shall apply:

SECTION 3: FIRST STEP. Any grievance that is not settled as set forth in Section 2 of this Article or those grievances submitted by the Association shall be submitted in writing to the principal of the school in which the grievance arises. All grievances shall state the facts upon which they are based, when they occurred and shall be signed by the teacher who is filing the grievance or an officer of the Association when the Association files a grievance and shall be submitted to the principal within three (3) school days after the informal meeting described in Section 2 above or the occurrence of the event upon which the grievance is based for those matters submitted by the Association. The principal shall give a written answer to the aggrieved teacher or the Association within two (2) school days after receipt of the written grievance. If the an-

swer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the principal.

SECTION 4: SECOND STEP. If the grievance has not been settled in the First Step and if it is to be appealed to the Second Step, the grievant and/or his Association representative or representatives shall notify the superintendent in writing within three (3) school days after receipt of the principal's First Step answer of the desire to appeal. If such written request is made, the superintendent or someone by him designated shall meet with the grievant and/or Association representative or representatives within five (5) school days to consider the grievance. The superintendent shall give a written answer to the aggrieved teacher and/or his Association representative or representatives within five (5) school days after the date of this meeting. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the superintendent.

SECTION 5: THIRD STEP. If the grievance has not been settled in the Second Step and if it is to be appealed to the Third Step, the grievant and/or his Association representative or representatives shall notify the superintendent in writing within five (5) school days after receipt of the superintendent's Second Step answer of the desire to appeal. If such request is made, the grievance shall be reviewed at a meeting between the Board or its designated representative, the superintendent, the grievant and/or the Association representative or representatives within ten (10) school days after receipt by the superintendent of the notice of desire to appeal. A written answer shall be given by the Board's representative to the aggrieved teacher and the Association representative within fifteen (15) school days after the date of the Third Step meeting.

SECTION 6: If the grievance has not been settled in the Third Step, the grievant and/or his Association representative or representatives may submit the matter to mediation under the Act or if mutually agreed upon by both parties may submit such grievance except as provided below (teacher discharge) to arbitration provided such submission is made within ten (10) school days after receipt of the Third Step answer.

- (a) All matters submitted to arbitration shall be submitted to the American Arbitration Association in accordance with its Voluntary Rules and Regulations then obtaining within the time specified above and such rules shall govern the arbitration hearing. The arbitrator shall have no power or authority to alter, amend, add to or subtract from the terms of this agreement nor hear any matter which is provided for under Section 8 of this article (teacher discharge). Both parties agreed to be bound by the award of the arbitrator and that the costs of any arbitration proceeding under this provision shall be borne equally between the parties.

SECTION 7: Grievances which are not appealed within the time limits specified in the above grievance procedure shall be considered to be withdrawn by the grievant and/or Association. The above grievance procedure affords the sole and exclusive remedy for complaints and grievances under the agreement and the sole method of expression or communication of a view, grievance, complaint or opinion on any matter related to this agreement.

SECTION 8: In the event any teacher under the jurisdiction of the Association shall be discharged from his employment from and after the date hereof and he believes he has been unjustly discharged, such discharge shall constitute a case arising under the laws of the State of Michigan to include the Tenure Act of 1937, as amended.

SECTION 9: The presentation and discussions of grievances provided for in this Article shall take place outside of the regular school hours except during the first two (2) steps of this procedure (Sections 3 and 4 of this article) which will be held during school hours so long as all persons involved could so meet without interference of their assigned duties.

SECTION 10: In the event grievances filed under this article shall not be satisfactorily settled during the school year, they shall continue after the end of the school year with the weekdays Monday through Friday being as if they were school days in determining the time limits set forth above.

ARTICLE VII - PROFESSIONAL STUDY COMMITTEE

SECTION 1: The Board and the Association recognize that there are certain matters that need continuing study and improvement relating to the school instructional program. It is agreed that the parties shall cooperate in a continuing program whereby the teachers may recommend and suggest desirable changes and innovations in teaching methods and techniques, class composition, curriculum and other phases of the instructional program. The Association agrees, therefore, to establish a committee to provide effective consultation with and assistance to the Board necessary to make recommendations it determines to be feasible. Additional *ad hoc* committees or subcommittees may be established as deemed necessary.

SECTION 2: The parties agree that all committees shall serve in an advisory, consultive, and fact-finding capacity only for the duration of this agreement.

SECTION 3: The committee established may consider, but shall not be restricted to, the following matters:

- (a) What role should teachers play in the Citizen's Committee?
- (b) Is there a need for special classes for the emotionally disturbed?
- (c) Should there be separate full time curriculum coordinators for the elementary and the secondary levels?

- (d) Should there be a full time audi-visual director and consultant for the entire school system?
- (e) Should the method of compensating a critic teacher be on an hourly basis?
- (f) Should an extra activity hour or home room be included in the secondary school?
- (g) Should there be a better evaluation procedure that would include report cards and parent-teacher conferences?
- (h) How should professional growth be implemented under the new laws?
- (i) Should administrators teach in a classroom situation at least once every three (3) years for the purpose of understanding the mutual aims and character of teaching services?
- (j) Should there be a review of all existing school policies and what shall the teacher's role be in formulation and implementation of all school policies?
- (k) Should there be a full time resident school nurse(s) employed by the Marshall Public Schools?
- (l) Means to relieve the teachers of those duties and responsibilities now associated with the distribution and collection of textbooks.

ARTICLE VIII - TEACHER'S RIGHTS

SECTION 1: All teacher evaluations both probationary and tenure shall be conducted in the following manner:

- (a) A teacher at his own request shall be entitled to have present a representative of the Association when any reprimand or discipline is being exercised under the above section. When a request for such representation is made, no action shall be taken with respect to that teacher until such representative of the Association is present provided said representative is available within a reasonable time not to exceed one (1) calendar week.

SECTION 2: Any evaluation of the teacher's professional performance shall reflect the principles contained within the Michigan Education Association Code of Ethics.

SECTION 3: Any complaint by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

SECTION 4: The Board agrees at all times to maintain an adequate list of substitute teachers. All substitutes should be listed and certified at the superintendent's office. Secondary school substitutes are arranged for through the high school principal's office; grade school substitutes through the superintendent's office. Teachers shall be informed of telephone numbers they may call before 7:30 a.m.

SECTION 5: The Association hereto shall deal with any ethical problem arising under the Code of Ethics

of the educational profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the educational profession is considered by the Association and its membership as defining acceptable criteria of professional behavior.

SECTION 6: Teachers who will be affected by a change in grade assignments or building assignment in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted as soon as is practical by their principals and whenever possible prior to June 1. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels and/or buildings unless the teacher requests such change.

- (a) 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 fields of study.

SECTION 7: The Board and the Association recognize that an optimum educational environment includes a teacher who is working within his area of special competence and in the school setting best suited to his personal circumstances. Therefore, the superintendent shall advise the President of the Association of any existing vacancy by letter and shall provide opportunities for teachers to express their desires for changes in assignment.

SECTION 8: A committee of teachers may be selected by the Association by the levels they represent to work with the Board's representatives in planning the preschool conference and in-service training program.

SECTION 9: A teacher may be released at the discretion of the Administration from regular duties without loss of salary for the purpose of participating in professional meetings or in area or regional meetings of the Michigan Education Association.

SECTION 10: Any case of assault upon a teacher 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.

SECTION 11: The Board shall furnish insurance protection for teacher liability and corporal punishment liability for all teachers in an amount not less than \$25,000.00 physical property, \$100,000.00 bodily injury per individual, and \$300,000.00 per accident. Said insurance protection shall be available only after the individual teacher has utilized that protection available under "Teachers Liability Insurance" provided by the Michigan Education Association, if available.

SECTION 12: No teacher shall be reduced in rank or compensation without written notification specifying the cause.

SECTION 13: Time lost by a teacher in connection with any incident mentioned in Sections 10 and 11 of this Article shall not be charged against the teacher.

SECTION 14: Each teacher shall have the right, upon request, to review the contents of his own personnel file with the exception of confidential material which shall be removed. A representative of the Association may be requested to accompany the teacher in such review.

SECTION 15: Only teachers shall be admitted to all school events without charge.

SECTION 16: Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

ARTICLE IX - GENERAL

SECTION 1: The Board recognizes the valuable assistance to be gained in its responsibility of determining school policies from effective communications with the Association. Accordingly, it is agreed that representatives of the Board and the Association will meet not less than once each month to discuss school policies of legitimate concern to the Association and to the Board and the problems relating to the implementation of the collective bargaining agreement. These meetings shall be held after school hours and at the first meeting the Board and the Association representatives will establish rules of procedure for such meetings aimed at making them an efficient means of communications between the parties in such matters.

- (a) In no event are such meetings to be used for discussion of existing grievances, matters properly within the jurisdiction of established committees or by either party to demand any modification to the provisions of this agreement.

SECTION 2: 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 system, and similar surveillance devices shall be strictly prohibited. Unauthorized use of the public address or audio systems by students shall be prohibited.

SECTION 3: The administration shall continue to support and assist teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the administration will take reasonable steps with respect to such pupil.

SECTION 4: No polygraph or lie detector device shall be used in any investigation of any teacher or pupil unless with written consent of said teacher or the parent or guardian of said pupil.

SECTION 5: The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever

feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

SECTION 6: 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.

SECTION 7: There shall be no strikes or work stoppages for any reason whatsoever during the life of this agreement.

SECTION 8: If, during the life of this agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provision should be restrained by such tribunal pending a final determination as to its validity, the remainder of this agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Board and the Association shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

SECTION 9: 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.

SECTION 10: If the parties fail to reach an agreement in any negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures.

ARTICLE X - DURATION

This agreement shall become effective as of the 29th day of August, 1966, and the terms and provisions thereof shall remain in full force and effect through the 28th day of August, 1967, and from year to year thereafter unless either party hereto shall notify the other in writing prior to March 1st, 1967, or prior to March 1st of any subsequent automatic renewal period of its intention to amend, modify or terminate this agreement.

IN WITNESS WHEREOF, the parties hereto have executed this agreement in Marshall, Michigan on this 5th day of July, 1966.

MARSHALL TEACHER'S ASSOCIATION

By: W. WALLACE SPIEGEL, *Acting President*
PHILIP M. WUORI, *Negotiator*

BOARD OF EDUCATION

By: MARIAN D. KIBBIE, *President*
BRUCE A. GRAY, *Superintendent*

APPENDIX A

For the school year 1966-67 the following salary schedule shall apply:

Year	AB		MA		MA Plus 30 Sem. Hours Or 2nd MA	
	Degree	Index	Degree	Index		Index
1	\$5300	100	\$5600	100	\$5900	100
2	5459	103	5824	104	6136	104
3	5618	106	6048	108	6372	108
4	5830	110	6328	113	6667	113
5	6042	114	6608	118	6962	118
6	6254	118	6888	123	7257	123
7	6466	122	7168	128	7552	128
8	6731	127	7504	134	7906	134
9	6996	132	7840	140	8260	140
10	7314	138	8232	147	8673	147
11	7632	144	8624	154	9086	154
12	7844	148	8848	158

Substitute teachers shall receive \$22.00 per day.

For the life of the agreement to which this Appendix is attached, the following schedule of annual compensation (in addition to contract salary) shall apply:

Head Varsity Football Coach	\$800
Asst. Varsity Football Coach	400
Jr. Varsity Football Coach	400
Asst. Jr. Varsity Football Coach	250
Freshman Football Coach	275
Asst. Freshman Football Coach	250
Varsity Basketball Coach	800
Jr. Varsity Basketball Coach	400
Freshman Basketball Coach	250
7th Grade Basketball Coach	250
8th Grade Basketball Coach	250
Head Baseball Coach	450
Asst. Baseball Coach	250
Varsity Track Coach	450
Asst. Track Coach	250
Golf Coach	250
Tennis Coach	250
Cross Country Coach	250
Debate and Forensics Coach	300
Jr. and Sr. Class Sponsors (each)	100
Jr. and Sr. Class Plays (each)	150
Noon Hour Recreation Director	200 & lunch
Asst. Noon Hour Director	100 & lunch
Cheerleader Sponsor	150
G. A. A. Sponsor	100
Driver Education	\$4.00 per hour