

6-30-72

1970-72

Mason Co. Eastern
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(Mason Co.)

AGREEMENT BETWEEN THE MASON COUNTY EASTERN
EDUCATION ASSOCIATION AND THE BOARD OF EDUCATION
OF THE MASON COUNTY EASTERN SCHOOL DISTRICT

This agreement between the Board of Education of the Mason County Eastern School District, Custer, Michigan, hereinafter called the "Board" and the Mason County Eastern Education Association, herein after called the "Association", wherever used in this Agreement the term "Board" means the duly elected governing body of the school district. Superintendent, Principals and Assistant Principals will hereafter be referred to in this contract as the "Administration", which for all purposes shall be considered as the agent of the Board of Education.

IN CONSIDERATION OF THE FOLLOWING MUTUAL COVENANTS
THE PARTIES AGREE AS FOLLOWS:

The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11, of Public Act No. 336, as amended by No. 379 of Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, guidance counselors, librarians, speech and hearing therapists, special education teachers, employed now or in the future by the Board, but excluding supervisory and executive personnel and office and clerical employees. The term "teacher" when used hereinafter in the Agreement shall refer to all employees represented by the Association in the bargaining or negotiating units as above defined, and references to male teachers shall include female teachers.

Nothing contained herein shall be construed to prevent any individual teacher from presenting a written grievance and having the grievance adjusted without intervention of the Association. If the grievance is not inconsistent with the terms of this Agreement or contrary to Public Act No. 336, as amended by Act No. 379, provided that the Association has been given the opportunity to be present at such agreement.

All teachers as a condition of continued employment shall either;
(1) Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish, such sum shall be deducted as dues from the regular salaries of all the teachers so authorizing.
(2) Cause to be paid to the Association a representation local fee equivalent to the dues and assessments of the Association including N.E.A. & M.E.A. fees within sixty school days of the commencement of employment. In the event the representation fee shall not be paid, the Board, upon receiving a signed statement from the Association indicating the teacher has failed to comply with this condition, shall immediately notify the said teacher his services shall be discontinued at the end of the current semester. The refusal of said teacher to contribute fairly to the costs of negotiation and administration of this and subsequent agreements is recognized as just and reasonable cause for termination of employment.

Mason County Eastern School District

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University
DEC 13 1974

6/30/72

MEA
1216 Nordale
Custer, Mich.

Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School laws or applicable civil service laws and regulations. The rights granted to teachers under this contract shall be deemed to be in addition to above mentioned laws and regulations, unless contractual rights are in conflict therewith.

ARTICLE II TEACHER'S RIGHTS

A. Pursuant to Act 336, as amended by Act 379, of the Public Acts of 1965, the Board hereby agrees that every teacher employed by the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in all collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 336, as amended by Act 379, or other laws of Michigan or the Constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his agreement or otherwise with respect to any terms or conditions of employment. The Association agrees it will not discriminate against any teacher who is not a member of the Association but is being represented by it.

B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from this public agency.

C. The Association and its members shall have the right by request to use school buildings and facilities when such buildings are open and staffed and when classes are in session. Teachers shall be prevented from wearing membership pins or other identification of membership in the Association during or off school premises, provided said pins, signs or identification are not larger than one (10 inch in dimension) bulletin board and other poster-sized media of communication shall be available to the Association and its members for use in relation to official business of the employee organization and signed by a designated employee organizational official.

D. The Association may request from time to time information relative to problems to be discussed. Information will be available in the form of standard school reports.

ARTICLE III BOARD'S RIGHTS CLAUSE

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

- (1) to the executive management and administrative occupational control of the school system and its properties and facilities, and the occupational activities of its employees.
- (2) To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued

employment, or their dismissal or demotion, and to promote, and transfer all such employees subject to the provision set forth in this agreement.

(3) To establish grades and courses of instruction, including special programs and to provide for athletic recreational and social events for students, all as deemed necessary or advisable by the Board.²

(4) To decide upon the books and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature. The Board will consult with the teacher in affected areas with respect to these matters.

(5) To determine class schedules, the hours of instruction, and the duties, and responsibilities and assignments of teachers and other employees with respect to administrative and non-teaching activities, and the terms and conditions of employment.

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

ARTICLE IV PROFESSIONAL COMPENSATION

A. The salaries of teachers covered by this Agreement are set forth in Schedule A, which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during one year term of this agreement.

B. The salary schedule is based upon a 36 week weekly teaching load, as hereinafter defined during normal teaching hours. (for extra work the teacher shall be entitled to appropriate additional professional compensation as set forth in Schedule B which is attached to and incorporated in this Agreement.)

C. Teachers' contracts shall be issued for one (1) calendar year. Refer to Schedule C.

D. A teacher engaged in negotiating in behalf of the Association, or participating in professional grievance negotiations, shall do so during his conference period or after regular school hours.

ARTICLE V TEACHING HOURS

A. All teachers' normal teaching hours shall be as follows:
8:20 A.M. to 4:00 P.M.

(1) The Association agrees that the management of students before, during and immediately after the school days is an integral part of every teacher's duty and further agrees to cooperate with Building Principals in effective action to promote conditions which are conducive to good discipline.

(2) The period immediately following dismissal will be used for assisting students or for class preparation, or other school related activities.

(3) Teachers will make themselves available for staff meetings not to exceed six (6) per semester. Curriculum study planning and contribution to reasonable extra curriculum activities will be expected of all teachers. Staff meetings held prior to 4:00 P.M. are not considered as part of the above.

(4) The above teaching hours will prevail except when the High

School or Elementary Staff working together with Principals mutually agree on any modification thereof.

The Board and Administration recognize the principle of a standard forty hour work week and will, as far as possible, set forth schedules and make professional assignments which can reasonably be completed within such standard work week. The Board and Administration will not require teachers regularly to work in excess of such standard work week within any school building.

B. All teachers shall be entitled to a duty-free uninterrupted lunch period in no event less than thirty minutes.

C. Teacher need not be present when school is closed because of weather conditions and/or mechanical failures.

ARTICLE VI TEACHING LOADS AND ASSIGNMENTS

A. The Board, Administration and Association realizes that there is a normal teaching load at the high school level and that this load should not be exceeded. The Administration will set teaching loads consistent with good teaching practices and sound economic judgment, as determined by the Board of Education. Each secondary teacher is entitled to a conference preparation period equivalent to one class period. Both parties agree that teachers shall utilize such preparation periods in pursuit of activities that are directly related to improving their performance as teachers.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, every effort will be made by the Administration to assign teachers their major or minor field of study.

C. Tentative grade assignments in the Elementary School and subject assignments in the Secondary School will be given prior to the closing of school. The Administration will notify teachers of any changes in the above assignments prior to the week preceding July 1st. Any changes after that date will be voluntary, by teacher or teachers involved, or may resign within 24 hours of such change.

ARTICLE VII TEACHING CONDITIONS

A. The Board and Administration mutually realize that the pupil teacher ratio is an important aspect of the educational program. The Board is aware that class size should be in the vicinity of 25 or 30 pupils, and will continue in its effort to meet this need. The Administration agrees to consult with the teachers in regard to the class size.

B. The Board and Administration recognize that appropriate tests, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment and current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The Administration will confer with teachers for the purpose of improving and selection and use of such educational tools.

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

D. Existing telephone facilities shall be made available to teachers for their reasonable use for local calls only, except for school business.

E. Vending machines may be installed in teachers' lounges, the proceeds to be used for teacher recreational purposes. The Board and Administration shall assume no responsibility for the operation or financial arrangements of such machines. Only one machine per teachers' lounge will be permitted. It shall be the responsibility of the Association for proper operation of such machine.

F. The Board shall make available adequate parking facilities to non-student personnel for their exclusive use.

G. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship as guaranteed by the Constitution of Michigan and that of the United States.

H. The provisions of this Agreement and wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age to 65, sex, marital status, or membership in or associated with the activities of any employee's organization. A teacher may be employed after age 65 at the discretion of the Board of Education.

ARTICLE VIII VACANCIES AND PROMOTIONS

Whenever a vacancy occurs within the professional staff, the Board will publicize the same within the school system for a period of not less than five (5) days by giving written notice thereof to the Association and by posting such notice in each school building on the official bulletin board. Any qualified teacher may apply for such vacancy and will be considered along with all other applicants. In the interest of providing the best available educational environment for the students of the District, the Board will fill such opening with the best available personnel.

ARTICLE IX TRANSFERS

Any teacher who shall be transferred to a supervisory or administrative position and who shall later return to a teacher status shall be entitled to retain and accumulate such rights and services as he may have under this Agreement during the period of such transfer to supervisory or administrative status.

ARTICLE X LEAVE PAY

A. All teachers absent from duty on account of personal illness or any other approved reason shall be allowed full pay for a total of ten (10) days in the school year.

B. Each teacher may accumulate an unlimited number of days' sick leave not to exceed ten (10) days per year.

ARTICLE XI LEAVES OF ABSENCE

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

B. Leaves of absence with pay chargeable against the teacher's allowance shall be granted for the following reasons:

- (1) A maximum of five (5) days per school year for a critical illness in the immediate family,
 - (2) One (1) day when emergency illness in the family requires a teacher to make arrangements for necessary medical or nursing care,
 - (3) Time necessary for the conduct of affairs which can not normally be handled outside of school hours, such as medical and dental appointments when such appointments can not be made at any other time.
- Leaves granted under this provision shall be limited to three (3) days per year and such leave must be approved by the School Administration prior to the absence.

(4)..One (1) day for attendance at the school graduation for a son, daughter, husband or wife.

(5)..Time necessary for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance. Two days maximum under this clause are chargeable. Other days necessary to attend such funeral services will be without pay and are not chargeable.

(6)..The Board may request a doctor's verification of any illness covering the absence for which the teacher is to be paid, under Article X & XI.

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

(1)..For a death in the immediate family the first two days of the total of five are not chargeable against the teacher's sick leave. The last three days of the total of five for death in immediate family are chargeable against the teacher's allowance. The immediate family is defined as spouse, child, mother or father of current spouse, brother or sister.

(2)..Absence when a teacher is called for jury duty. The teacher shall be paid regular salary less the daily jury duty fee paid by the court, less travel expenses or reimbursement of expenses.

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

(4)..Administration approved visitation at other school, for attending Educational Conferences or In Service Workshops, but expressly excluding any functions for the purpose of negotiations. Said teacher will, upon request, submit a brief written report to the Building Principal.

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

D. Leaves of absence without pay may be granted upon application for the following purposes:

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

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

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

(4)..Attendance at a ceremony awarding a degree to a staff member for such portion of the day as necessary.

(5)..The Board reserves the right to approve or deny all requests for leave under this provision.

The teacher may return to the same or comparable position if available. The maximum leave of absence shall be two (2) years. The regular salary increment occurring during such period may be allowed at the discretion of the Board.

E. A maternity leave shall be granted without pay, commencing not later than the end of the sixth (6) month of pregnancy, except when this date falls within one (1) school month of the end of the semester. The teacher may be permitted to complete the semester.

F. Teachers who are officers of the Association or are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association.

G. Military leave shall be granted in accordance with Act 145 of the Public Acts of 1945 as amended. Teachers on Military leave shall be given

the benefits of any increments which would have been credited to them had they remained in active service in the school system up to four (4) years.

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

ARTICLE XII TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

Each non-tenure teacher will be observed a minimum of twice during the school year. An observation will be made within the first two months of each semester whenever possible by the Administration. Special effort and assistance will be given to non-tenure teachers early in each semester.

The length of time for observations will be conducive to good educational evaluation procedures. The teachers and Administration agree that steps will be taken to correct deficiencies discovered in the first observation prior to the second observation. A written copy of all observations will be given to the teacher. Whenever possible one observation per semester for tenure teachers will be made.

A. A Buddy System will be established by the Administration to assist each non-tenure teachers.

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

C. A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance. It shall be the teacher's responsibility to see that a representative is present within that school day or sooner if possible. If impossible to meet the same day, the situation will be handled prior to the beginning of classes the next school day.

ARTICLE XIII PROTECTION OF TEACHERS

A. The Board and the Association recognize that the maintenance of control and discipline in the classroom is a joint responsibility. The Board will give all reasonable support and assistance to teachers in the maintenance of this control. The Association recognizes that in a large measure the teacher's effectiveness in the classroom is governed by his ability to control the students. Failure to maintain control with reasonable assistance from the Administration will result in disciplinary action.

In the opinion of the Board, whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, or related specialist, the Board will take all reasonable steps to relieve teachers of responsibilities with respect to such students.

B. Any case of assault upon a teacher shall be promptly reported to the Board via the Administration. The Board will provide legal counsel of its selection to advise the teacher of his rights and obligations.

tions with respect to such assault and shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities.

C. If any teacher is sued by reason of disciplinary action taken by the teacher against a student, the teacher may through the Association request assistance from the Board in such matters, including financial aid for services of legal counsel. Such request shall be made to the Superintendent of Schools, who will determine whether the conduct of the teacher involved justifies any assistance from the Board. The teacher or Association may appeal the Superintendent's decision in a hearing before the Board. The decision of the Board will be final regarding financial or other assistance to the teacher.

Further, the Board will maintain a comprehensive liability insurance policy which will provide protection for all teachers in its employ. Limits will be \$100,000 for a single injury, \$300.00 for a single occurrence and \$5,000 or aggregate \$25,000 for property of third parties within the scope of his duties as such, subject to any exclusions of the policy. Such policy will provide legal services from the insurance carrier for protection of teachers in assault cases.

D. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher, unless the teacher is finally adjudged guilty of a crime in connection with said incident by a court of competent jurisdiction.

E. Any legitimate complaints directed toward a teacher shall promptly be called to the teacher's attention.

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

ARTICLE XIV PROFESSIONAL GRIEVANCE PROCEDURES

A. Any teacher, group of teachers or the Association, believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, relating to wages, hours, terms or conditions of employment, may within five days of the alleged grievance file a written grievance with the Board or its designated representative. The Board hereby designates as its representative for such purposes, the Principal and Superintendent. The Association shall have no right to initiate a grievance involving the right of a teacher or group of teachers without his or their express approval in writing therein.

Written grievances as required herein shall contain the following:

- (1) It shall be signed by the Grievant or grievants
- (2) It shall be specific
- (3) It shall contain a synopsis of the facts giving rise to the alleged violation
- (4) It shall cite the section or subsections of this contract or the written Board policy) alleged to have been violated
- (5) It shall contain the date of the alleged violation
- (6) It shall specify the relief requested.

Any written grievance not substantially in accordance with the above requirements, may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

B. Within ten (10) days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meetings. If the meeting is with the school Principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent. He shall have fifteen (15) days thereafter to approve or disapprove it. If the grievance is transmitted directly to the Superintendent, he shall have ten (10) days from receipt to approve or disapprove it. If the grievance shall be denied by the Superintendent either upon review of the action of the school Principal, or the first instance, the grievance shall immediately be transmitted to the Secretary of the Board, with a statement of reasons why it is being disapproved.

C. Within thirty (30) days from receipt of the grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however that in no event except with express written consent of the Association, shall final determination of the grievance be made by the Board, more than thirty (30) days after its submission to the Board.

D. 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. If the parties cannot agree as to the arbitrator within five calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceedings. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or 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. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court or competent jurisdiction. The cost of arbitrator shall be borne equally by the parties except each party shall assume its own cost for representation including any expense of witnesses.

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

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

G. It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion).

ARTICLE XV. PROFESSIONAL STUDY COMMITTEES

A. There is hereby established a Professional Study Committee composed of eight (8) members, four (4) members selected by the Board and four (4) members selected by the Association. Only one Board Representative shall be a member of the Administrative Staff. The Committee shall meet no later than January 15, and shall submit an annual report and recommendations to the Board by March 1 each year.

B. Topics for consideration will be arrived jointly by Committee members.

C. The clerical expense of such Committees shall be borne by the Board.

ARTICLE XVI. MISCELLANEOUS PROVISIONS

A. The Board agrees to maintain a list of substitute teachers. Teachers will be informed of a telephone number which they shall make every effort to call between 7:00 and 7:30 A.M. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the Administration to arrange for a substitute teacher.

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

C. 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 contract and shall be hereafter made expressly subject to the terms of this Agreement.

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

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

ARTICLE XVII. DURATION OF AGREEMENT

This agreement shall be effective for two (2) years.

A maximum of five (5) non economic items may be presented during the second year of this Agreement. Additional items may be presented by mutual consent of both parties. This Agreement shall not be extended orally and it is expressly understood that it shall expire on June 30, 1972.

MASON COUNTY EASTERN BOARD OF EDUCATION

BY George P. Shunk
President

BY Robert M. Longquist
Secretary

MASON COUNTY EASTERN EDUCATION ASSOCIATION

BY Duane C. Jones
President

BY Edgar Schrock
secretary

SCHEDULE A

- I Candidates with experience in related fields may be allowed as much as ten (10) years' experience outside this school system provided that evaluation of that experience by the Board shows it to have been satisfactory.

- II Increments become effective September 1st of each year and advancements under the salary schedule shall be automatic as of September 1st and/ or February 1st following completion of required academic courses.

- III Non-degree teachers presently employed by Mason County Eastern shall receive \$250 less than a degree teacher on the same step. Any non-degree teacher hired by Mason County Eastern after May of 1970 shall advance no higher than the first step on the B. A. schedule.

- IV Part-time teachers shall have their place on the salary schedule determined and their rate per class hour computed from that place.

- V Substitute teachers shall be paid at the rate of \$25.00 per day.

- VI Normal teaching load in the high school consists of not more than six (6) classes with five (5) preps and a preparation period.

Six (6) preps will be by consent of the involved teacher.

A. \$900.00 paid High School Staff for lack of preparation period.

- VI Split rooms in Elementary will be with consent of involved teachers.

SCHEDULE B1971-1972

- (1) Additional pay will be paid as indicated for the following additional duties.
- (2) The Board of Education reserves the right to terminate the services of any teacher in a position on the extracurricular schedule.
- (3) Any additions on a contract are binding if signed by the Board of Education.

Athletic Director	\$400.00
Varsity Basketball Coach	650.00
Jr. Varsity Basketball Coach	500.00
Jr. High Basketball Coach	175.00
5th & 6th Grades Basketball Coach	175.00
Assistant Basketball Coach	100.00
Head Baseball Coach	350.00
Assistant Baseball Coach	150.00
Varsity Track Coach	350.00
Assistant Track Coach	150.00
School Paper	100.00
Yearbook	200.00
F.H.A.	75.00
F.T.A.	75.00
Student Council	100.00
Sr. High Cheerleading	100.00
Jr. High Cheerleading	75.00
Advisors (Classes 7-8-9-10)	ea. 100.00
Sr. Class Advisor	150.00
Jr. Class Advisor	150.00
Club 15	75.00
Drama Club	125.00
Safety Patrol	100.00
Cross Country	200.00
Vocal and Band	300.00
Audio Visual	50.00
Wrestling (if programmed)	200.00
Special College Counseling	300.00
Driver Education	
Classroom	per hr. \$6.50
Behind Wheel	per hr. 5.50

Persons holding valid Vocational Certification shall receive 1/6 of the Master's rate per hour for every hour taught in that specific related field as per Schedule "B".

MASON COUNTY EASTERN SCHOOL CALENDAR

1971-1972

- (1) The calendar dates following include those events, activities and programs scheduled in accordance with the 188 teaching and contracted days for the school year of 1971-1972.
- (2) Schedules for other programs, events and activities, not included in this calendar will be made available to the staff by bulletins, announcements or other media of information as soon as definite dates, times and places are established.

		Attend- ance		Con- tracted				Attend- ance		Con- tracted	
<u>SEPTEMBER</u>						<u>FEBRUARY</u>					
3	Conference	0		1		7 - 4	Regular Sch.	4		4	
7 - 10	Regular Sch.	4		4		7 - 11	"	5		5	
13 - 17	"	5		5		14 - 18	"	5		5	
20 - 24	"	5		5		21 - 25	"	5		5	
27 - 30	"	4	18	4	19	28 - 29	"	2	21	2	21
<u>OCTOBER</u>						<u>MARCH</u>					
1	Regular Sch.	1		1		1 - 3	Regular Sch.	3		3	
4 - 8	"	5		5		6 - 10	"	5		5	
11 - 15	"	5		5		<u>FOURTH SIX WEEKS</u>					
18 - 21	Regular Sch.	4		4		13 - 17	Regular Sch.	5		5	
22	M.E.A.	0		0		20 - 24	"	5		5	
25 - 29	Regular Sch.	5	20	5	20	27 - 30	"	4	22	4	22
<u>NOVEMBER</u>						<u>APRIL</u>					
1 - 5	Regular Sch.	5		5		3	<u>EASTER VACATION</u>				
8 - 12	"	5		5		4 - 7	Regular Sch.	4		4	
15 - 19	"	5		5		10 - 14	"	5		5	
22 - 24	"	3		3		17 - 21	"	5		5	
25 - 26	THANKS VAC.	0		0		<u>FIFTH SIX WEEKS</u>					
29 - 30	Regular Sch.	2	20	2	20	24 - 28	Regular Sch.	5	19	5	19
<u>DECEMBER</u>						<u>MAY</u>					
1 - 3	Regular Sch.	3		3		1 - 5	Regular Sch.	5		5	
6 - 10	"	5		5		8 - 12	"	5		5	
<u>SECOND SIX WEEKS</u>						15 - 19	"	5		5	
13 - 17	Regular Sch.	5		5		22 - 26	"	5		5	
20 - 22	"	3	16	3	16	29	<u>MEMORIAL DAY</u>				
<u>CHRISTMAS VACATION</u>						30 - 31	Regular Sch.	2	22	2	22
<u>JANUARY</u>						<u>JUNE</u>					
3 - 7	Regular Sch.	5		5		1 - 2	Regular Sch.	2		2	
10 - 14	"	5		5		4	<u>BACCALAUREATE</u>				
17 - 21	"	5		5		5 - 6	Regular Sch.	2		2	
24 - 28	"	5		5		7	<u>RECORDS DAY</u>	0		1	
31	"	1		1		8 - 9	Regular Sch.	2	6	2	7
<u>EVENING CONFERENCES</u>						(5 - 9 Week of final exams, commence- ment & book collection					
<u>THIRD SIX WEEKS</u>						<u>GRAND TOTAL FOR YEAR</u>					
						185 188					

MASON CO. EASTERN BOARD OF EDUCATION

By _____
President

By _____
Secretary

MASON CO. EASTERN EDUCATION ASSOCIATION

By _____
President

By _____
Secretary

SALARY SCHEDULE 1971 - 1972

Hours beyond those required for a permanent certificate - \$50 for each two semester hours.

	B.A.	+2	+4	+6	+8	+10	+12	+14	+16	+18	M.A.	+2	+4
1.	7900	7850	7900	7950	8000	8050	8800	8150	8200	8250	8300	8350	8400
2.	8190	8240	8290	8340	8390	8440	8490	8540	8590	8640	8690	8740	8790
3.	8580	8630	8680	8730	8780	8830	8880	8930	8980	9030	9080	9130	9180
4.	8970	9020	9070	9120	9170	9220	9270	9320	9370	9420	9470	9520	9570
5.	9360	9410	9460	9510	9560	9610	9660	9710	9760	9810	9860	9910	9960
6.	9750	9800	9850	9900	9950	10000	10050	10100	10150	10200	10250	10300	10350
7.	10140	10190	10240	10290	10340	10390	10440	10490	10540	10590	10640	10690	10740
8.	10530	10580	10630	10680	10730	10780	10830	10880	10930	10980	11030	11080	11130
9.	10920	10970	11020	11070	11120	11170	11220	11270	11320	11370	11420	11470	11520
10.	11310	11360	11410	11460	11510	11560	11610	11660	11710	11760	11810	11860	11910
11.	11700	11750	11800	11850	11900	11950	12000	12050	12100	12050	12200	12250	12300

A. 188 Contracted Days.

B. A teacher, after each three (3) years of employment at Mason County Eastern School District shall complete a minimum of two (2) college semester hours of credit or the equivalent thereof as approved by the Board and administration, or remain on the salary step of the previous year. Teachers already on the top step shall be set back one step on the salary schedule.

C. If a teacher is within three (3) years of retirement, the two semester hour credit clause will be waived.

The base for a B.A. degree shall be \$200 less than the sum of the base for a B.A. and the insurance at Mason County Central for the 1971 - 1972 school year. The maximum for the B.A. schedule will be 1.5 times the B.A. base and will be reached in 10 equal increments (one increment for each year of experience up to a total of 10 years). The M.A. Schedule shall be the same differential between B.A. and M.A. as Mason County Central with 188 days.

MASON COUNTY EASTERN BOARD OF EDUCATION

BY *[Signature]*
President

[Signature]
Secretary

MASON COUNTY EASTERN EDUCATION ASSOCIATION

BY *[Signature]*
President

[Signature]
Secretary