

6/30/68

PROPOSED MERIDIAN EDUCATION ASSOCIATION AGREEMENT
1967 -- 1968

This Agreement entered into this _____ day of _____
1967, by and between the Board of Education of the Meridian District,
Sanford, Michigan, hereinafter called the "Board", and the
Meridian Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS, The Board and the Association recognize and declare
that providing a quality education for the children of the Meridian District
is their mutual aim and that the character of such education depends
predominantly upon the quality and morale of the teaching service, and

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

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

WHEREAS, the parties, following extended and deliberate professional
negotiations have reached certain understandings which they desire to confirm
in this agreement,

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

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive
bargaining representative, as defined in Section II of Act 379, Public Acts
of 1965, for all certificated personnel, but excluding supervisory and
executive personnel and office and clerical employees. The term "teacher"
when used hereinafter in this Agreement, shall refer to all employees
represented by the Association, in the bargaining or negotiating unit as
above defined, and reference to male teachers shall include female teachers.

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

Meridian Educ. Assn.

MEA
1216 Kandal
E. Lansing, Mich. 48823

given opportunity to be present at such adjustment unless the teacher involved has requested that no representative be present. The adjustment however must be reviewed by the Association. The Association must be notified of all grievance meetings.

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 service laws and regulations. The rights granted to the teacher hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II Association and Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection, provided the exercise of these rights does not interfere with the normal duties assumed by the employee nor violate any public law or regulation.

B. The Association and its members shall have the right to use school buildings, equipment and facilities without cost to the Association, provided said buildings, equipment and facilities are available and the Association use will not interfere with the normal use prescribed by the board.

C. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off the school premises.

D. The Board shall provide sufficient bulletin board space in each building where unit employees are employed to permit the posting of official Association announcements and pertinent information. The Association shall be responsible for policing the boards to guard against improper use.

ARTICLE III Professional Compensation

A. The salaries of teachers covered by this agreement, carrying a normal, weekly teaching load, are set forth in Schedule A, which is attached to and incorporated in this Agreement. Upon written notice to the other party at least (60) days prior to the first day of May of 1968, either party may request the reopening of negotiations of such salary schedule.

B. The salary schedule is based upon a normal, weekly teaching load, as herein after defined in Article V, from the Tuesday after Labor Day through the last Friday in May during normal teaching hours, (subject to State Legislative action). For assignments in excess of his normal weekly teaching load, authorized by the administration, a teacher shall be compensated at his established professional hourly rate, unless otherwise specified in Schedule A.

C. The legal holidays shall be observed as indicated on the attached school calendar. (Subject to State Legislative action.)

D. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board, or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary. This time must be scheduled in advance with the administration in order to insure against interruption of the school function.

E. A teacher shall be released from regular duties without loss of salary at least two days each year for the purpose of participating in area or regional meetings of the Michigan Education Association.

F. \$10.00 per month per teacher for a total of \$120.00 shall be provided for an insurance plan. The teacher may elect to add any amount to the above sum through payroll deduction.

G. \$500.00 shall be paid annually in addition to the teacher's basic salary to all reading specialists and special education teachers.

H. In the event that a substitute is needed and cannot be secured, any regular teacher filling this position shall be reimbursed at the rate of \$5.00 per hour. This must be by mutual agreement of the principal and the teachers involved, prearranged when possible and minimized.

The two following sections of Article III and Article XI (Terminal Leave) are contingent upon State aid payments in excess of \$20.00 over the 352.50 per student the district is presently receiving during the 1966-67 school year. Said excess shall be divided on a 50-50 basis between the Board and the Association. The Association's 50% will go to cover the cost of sections I and J of Article III and Article XI. Any sum in excess of these items shall revert to the Board. If there is not sufficient money to cover all three, Terminal Leave shall take precedence.

I. All teachers presently and newly employed shall be given full credit on the Salary Schedule set forth in Schedule A for full years of outside teaching experience in any school district in the State of Michigan and other teaching experience for which credit is allowed.

J. \$20.00 of the tuition for each semester hour of graduate credit earned beyond the Bachelor's degree (with a maximum of six hours c in any one school year), with a B grade or better at an accredited college or university, shall be reimbursed to the teacher.

ARTICLE IV

Teaching Hours

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

	H.S.	J.H.S.	Elem
1. Teachers check in no later than	7:45	7:45	8:45
2. Teachers at assigned places of duty no later than	8:00	8:00	9:00
3. Teachers shall leave school no earlier than	2:45	2:45	3:45
4. These hours may be altered by a joint decision of principal and faculty, providing the length of the day is not increased.			

B. The Teacher's normal teaching hours in the elementary schools shall be as stated in Section A with the exception of the kindergarten where hours of kindergarten teachers shall be fixed by the principal at the beginning of each semester but shall in no event be longer than the foregoing.

C. All teachers shall be entitled to a duty-free unassigned lunch period equal to the building lunch hour; in no event less than 30 minutes.

D. Elementary teachers will be provided one, fifteen minute relief time per day to be arranged with their building principals.

E. All possible effort shall be made to secure a substitute teacher when any elementary music, physical education, or art teacher is absent.

ARTICLE V

Teaching Loads and Assignments

A. The normal weekly teaching load in the senior high school will be 25 teaching periods and 5 preparation periods. The normal weekly teaching load in the junior high will be the equivalent of 25 teaching periods and 5 preparation periods. The teaching time per day shall in no event be longer than at the present time. The normal weekly teaching load in the elementary schools shall not exceed 30 clock hours. No departure from these forms, except in case of emergency, shall be authorized without prior consultation with the Association. In the event of any disagreement between the representatives of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.

B. Since pupils are entitled to be taught by a teacher who is working within his area of competence, a teacher shall not be assigned, except temporarily and /or for good cause, and by mutual agreement, outside his certified field of study. Any changes in teaching assignments must be by mutual consent of the individual teacher and the Board of Education. The individual teacher may request a representative of the local association to be present at such a conference.

C. A teacher who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted by his principal as soon as practicable and prior to June 1. Such changes shall be by mutual agreement of teacher and principal. The individual teacher may request a representative of the local Association to be present at such conference. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.

ARTICLE VI Teaching Conditions

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

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible and will strive to achieve or keep within the following maximum.

- | | |
|-----------------|-----------|
| 1. Kindergarten | 22 pupils |
| 2. Elementary | 25 pupils |

The maximum class size per teacher in the secondary schools should be as follows when possible:

- | | |
|----------------|------------------------|
| Business | |
| English | |
| Social Studies | No more than 25 pupils |
| Mathematics | |
| Science | |
| Language | |

English Composition	20 pupils
Typing	30 pupils
Industrial Arts	20 pupils
Drafting	30 pupils
Homemaking	24 pupils
Music	35 pupils
Art	25 pupils
Health Education	30 pupils
Physical Education	50 pupils

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools, and the Board shall undertake promptly to implement all joint decisions thereon made by its representative and the Association.

C. To relieve teachers of cafeteria, patrol, bus, study hall and similar nonprofessional duties, the Board agrees to engage a number of aids in all schools as the budget permits.

D. Under no conditions shall a teacher be required to drive or ride a school bus as part of his regular assignment. Sponsors and coaches will be the exception to this provision.

E. The Board shall strive to make available in each school a faculty lounge with adequate lunch-room, restroom and lavatory facilities for teachers & staff.

F. Telephone facilities shall be made available to teachers for their exclusive use when available, at a reasonable cost to the school.

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

H. Notwithstanding his employment, a teacher shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board, provided it does not interfere with the performance of his contractual duties.

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

sex, color, or national origin and to seek to achieve full equality of educational opportunity to all pupils.

ARTICLE VII
Vacancies and Promotions

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

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

ARTICLE VIII
Transfers

A. Since the frequent transfers of teachers from ^{one} school to another is disruptive of the educational process and interferes with optimum teacher performance, the parties agree that transfers of teachers shall be by mutual agreement of the individual teacher and the Board of Education.

B. In the event that transfers of teachers appear necessary, lists of available positions in other schools shall be posted in the same manner as provided in Article VII.

ARTICLE IX
Temporary Leave

A. Three (3) days personal leave for tenure teachers and two (2) days for probationary teachers and twelve (12) days sick leave for tenure teachers and ten (10) days sick leave for probationary teachers shall be granted annually to all teaching personnel without loss of salary. The personal leave days may not be used immediately before or after a scheduled vacation except by permission of the Superintendent. Any part of the above may be accumulated as sick leave up to forty five (45) days at full pay, with twenty (20) additional days at regular pay less substitute wages.

B. In addition to the above, five (5) leave days for death or emergency illness requiring bedside or household attention by the teacher in his immediate family will be allowed in any one death or illness. Additional days will be allowed at the discretion of the Board. Immediate family shall be interpreted as father, mother, husband, wife, child, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, or dependent of the immediate household residence-others by Administrative approval.

C. Approved visitation at other schools or for attending educational conferences or conventions, including Association meetings, may be allowed when requested and by previous approval of principal.

D. Leave time, without compensation, may be used for any purpose, provided that no extended scheduled vacation be taken by an employee, except by permission of the Superintendent of Schools. Requests for such leave shall be submitted in writing at least twenty (20) days before desired vacation.

ARTICLE X Extended Leave

A. Maternity leave of up to five (5) years shall be granted without pay beginning not later than the end of the sixth month of pregnancy, except when this date falls within one (1) school month of the end of the semester, in which event the teacher will, if she desires and is physically able, be permitted to complete the semester. A teacher may return in no event earlier than six (6) weeks after the termination of the pregnancy.

B. Any employee who has used all current and accumulated leave shall be placed on leave of absence without pay by the Board of Education for the duration of the illness. Leave of absence may be used for the remainder of the current contract year and tenure employee will receive credit for full semester of service. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position. A teacher shall not return from such leave until the beginning of the following semester, unless by mutual agreement with the Administration. Leave may be renewed each year upon written request by the teacher.

C. 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 held by the teacher.
3. Study research pr special teaching assignments being advantageous to the school system.

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

D. A teacher who is an officer of the State Association or appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association. A teacher given leave of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to his rank if he teaches next year.

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

F. A teacher who is on leave for one school year or more must notify the Board no later than April 1st of ^{his} their desire to return for the following school year.

ARTICLE XI Terminal Leave

In the event that State Aid exceeds that of \$372.50 per pupil, received by the District for the 1966-67 school year, 50% of such money shall be used for the following first, and then for sections I and J of Article III. Any sum in excess of the cost of these items shall revert to the Board.

A. If a teacher has completed ten (10) or more years of service in the Meridian School System, he shall be paid fifty dollars for each year of service in Meridian up to a maximum of \$1,000 if he terminates his employment under any of the following circumstances:

1. Voluntary retirement under the provisions of the State Retirement Act.
2. Forced retirement, prior to regular retirement age, for health reasons.
3. Death while in the employ of the Board.

B. If, after receiving a payment under this provision, a former employee resumes employment with the Board and again becomes eligible for payment hereunder, payments previously made will be deducted from any subsequent payments to which he is entitled.

C. Teachers who are officers of the State 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. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank if they teach next year.

D. The Board may upon approval of Superintendent grant a leave of absence without pay to any teacher to campaign, or serve in public office.

ARTICLE XII
Teacher Evaluation

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

B. Each teacher shall have the right upon request to review the contents of his own personnel file, not credentials. A representative of the Association may be requested to accompany the teacher in such review.

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

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

ARTICLE XIII Protection of Teachers

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

B. Any case of assault upon a teacher will 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, exclusive of separate damage suits filed by the teacher.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student the Board will provide legal counsel and render all necessary assistance to the teacher in his defense, unless the action was a deliberate violation of written Board Policy.

D. Any complaints by a parent of a student directed toward a teacher shall be promptly reported to the teacher concerned.

ARTICLE XIV
Negotiation Procedures

- A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussion, furnishing necessary information and otherwise constructively considering and resolving any such matter.
- B. In the event the salary schedule is reopened for negotiations by either party, as provided in Article III of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised salary schedule at least sixty (60) days prior to the expiration of this Agreement.
- C. The parties will begin negotiations for the following year's Agreement covering wages, hours, terms, and conditions for employment of teachers employed by the Board not later than March 1 of the calendar year in which this Agreement expires.
- D. 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 and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification of a majority of the membership of the Association, and the Board of Education, but the parties mutually pledge that representatives selected by each, shall be clothed with all necessary power and authority to make proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- E. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate.

ARTICLE XV
Professional Grievance Negotiation Procedure

- A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, relating to wages, hours, terms, or conditions of employment, may be processed as a grievance as hereinafter provided.

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

B. Within five (5) days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. If the meeting is with the school principal and parties cannot agree, the grievance shall be promptly transmitted to the Superintendent who shall have five (5) days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent he shall have ten (10) days from receipt of the grievance to approve or disapprove it. If the grievance shall be denied by the Superintendent, either upon review of the action of the school principal, or in the first instance, the grievance shall immediately be transmitted to the secretary of the Board, with a statement of reasons why it is being disapproved.

C. Within fifteen (15) 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 expressed written consent of the Association, shall final determination of the grievance be made by the Board more than twenty (20) days after its submission to the Board.

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

Neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. ~~The 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 of competent jurisdiction.

E. If any probationary teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated and made whole for his losses. 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. Tenure Law shall cover tenure teachers.

F. The costs of any arbitration under this Article shall be shared by the Board and Association on a 50-50 basis.

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

ARTICLE XVI

Professional Study Committees

A. There is hereby established a Professional Study Committee composed of four members, two members selected by the Association and two by the Board. The Professional Study Committee shall investigate into the following matters and submit a written report and recommendations to the parties on or before April 1, 1968. Additional Professional Study Committees may be established as required.

B. The Committee shall consider the following questions:

1. Team Teaching.
2. Curriculum development.
3. Music program in the high school and junior high.
4. Vocational programs to fit the needs of our students.
5. Maximum use and growth of the libraries.
6. Educational T V
7. Language Laboratories.
8. Possibility of working with adjoining districts to offer a broader program.
9. Evaluation of our Educational Program.
10. Reducing teacher paper work and record keeping.
11. How we can make use of results of latest research.
12. Use of field trips for educational purposes.

C. The clerical expense of this committee shall be borne by the Board.

ARTICLE XVII

Dues Deduction

The Board agrees to deduct from teachers' salaries dues for the Meridian Education Association, the Michigan Education Association or the

National Education Association, or any one or any combination of such Associations as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to the appropriate Associations. The dues shall be deducted in equal installments within the first five (5) pay periods.

ARTICLE XVIII
Personal Injury Benefits

A. Whenever a teacher is absent from school as a result of personal injury caused by an accident or an assault upon him arising out of and in the course of his employment, he will be paid his full salary (less the amount of any workmen's compensation paid for temporary disability due to said injury) for the period of such absence not to exceed ten (10) school months, and no part of such absence will be charged to his annual sick leave. The Board may, at its option, request a confirming statement from a medical doctor relative to the duration of such absence from the teaching assignment. As soon as such teacher is physically able to return to work, he will be restored to his previous position or an equivalent position. At the Board's request, a teacher may be required to submit a statement from a medical doctor certifying that he is able to resume his duties as a teacher before he is permitted to return to work.

B. The Board will reimburse teachers for:

1. Any clothing or other personal property damaged or destroyed as the result of an accident or assault upon him suffered in the course of his employment: and
2. The cost of medical , surgical or hospital services (less the amount of any workmen's compensation or insurance reimbursement incurred as the result of any injury sustained in the course of his employment.

C. If the injury is a result of teacher action in violation of Board written policy, the compensation in parts A & B above shall not be paid.

ARTICLE XIX
Miscellaneous Provisions

A. The Board agrees at all times to try and maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they shall call before 7 AM 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.

AND B. The Association shall be duly advised by the Board of fiscal , budgetary, and tax programs affecting the district and the Association, shall have the opportunity to consult, in advance with the Board with respect thereto prior to general publication.

C. The Association shall deal with ethical problems arising under the present 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 to define acceptable criteria of professional behavior.

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

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

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

G. It should be recognized that communications will become one of the major factors in our working relationship. There must be a fluent and reciprocal arrangement of information, idea, and philosophy between the Association and the Board of Education. Failure to extend this mutual regard to the other's position will result in general breakdown of communications which will produce an unnecessary negativism across the bargaining table.

H. Lack of communication between administration and teachers represents one of the primary sources of friction. Lack of sufficient notice on such daily items as schedule changes , meetings, or any other factors associated with the continuity of the teaching program should be minimized. The worth of the individual teacher and respect for his judgment and professional competence should insure against his random manipulation without concern for opinions, feelings, or agreement.

I. Summer teaching assignments shall be made with consideration being given to seniority, training, and mutual agreement between the teacher and the Board of Education.

J. Teachers shall not be required to report for work on mud and snow and other Act of God days nor shall their salary be deducted in these cases when a pre-arrangement has been made for a leave day.

K. Time shall be set aside on six (6) days agreed upon by the Board of Education and the Association for regular local teacher meetings. In each case one hour released time shall be allowed by the Board of Education to be matched by equal time given by the teachers. Any teacher who does not attend professional meetings when school time has been allowed shall have wages for said time deducted.

L. During the regular building teachers' meetings a portion of time shall be set aside to be used by the Association business when advance request is made to the principal.

M. Paid sponsors shall attend activities of the class or organization to which they are assigned.

ARTICLE XX
Duration of Agreement

This Agreement shall be effective as of July 1, 1967 and shall continue in effect until the 30th day of June, 1968. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF, we hereunto set out hands and seals on the day and year first above written.

BOARD OF EDUCATION OF THE MERIDIAN SCHOOL DISTRICT

By: _____
Its President

And: _____
Its Secretary

We, the undersigned officers and representatives of the Meridian Education Association do hereby certify that the foregoing Master Contract was ratified pursuant to the By-Laws of said Organization on the _____ day of _____, 1967.

MERIDIAN EDUCATION ASSOCIATION

By: _____
Its President

And:- _____
Its Secretary

EXTRA CURRICULAR ACTIVITIES

<u>Position</u>	<u>% of individual ^{base} salary on the schedule, considering degree and years of experience</u>
Athletic Director	10.5%
Head football coach	10.5%
Assistant football coach	6%
JV or Freshman football	5%
Junior high football coach	3%
Junior high assistant football coach	2%
Head Basketball Coach	10.5%
JV Basketball Coach	6%
Freshman Basketball Coach	5%
8th grade Basketball Coach	3%
7th grade Basketball Coach	3%
Varsity Baseball Coach	6%
Asst. or JV Baseball Coach	3%
Jr. High Baseball Coach	2%
Varsity Track Coach	6%
Asst. or JV Track Coach	3%
Junior high Track Coach	2%
Varsity Golf Coach	6%
JV or Asst. Golf Coach	3%
Driver Education	\$7.00 per hour
Cheerleaders senior high	4%
Cheerleaders junior high	3%
Yearbook senior high	3%
Yearbook junior high	2%
Drama- 3 Act Play	2.5%
1 Act Play	1%
Class Sponsor-11th and 12th	3%
Class Sponsor 9th and 10th	1.5%
Student Council-senior high	4 1/4%
Student Council-junior high	3%

School Calendar 1967-68

- Sept. 4 Labor Day
- Sept. 5 Registration
Secondary 12:30 - 2:30
E^d elementary 1:30 - 3:30
- Oct. M. E. A. Institute
- Nov. 22 Thanksgiving Vacation begins at noon
- Nov. 23 Thanksgiving Day
- Nov. 24 Vacation
- Dec. 22 Christmas Vacation begins at noon
- Jan. 2 Classes resume
- Jan. 19 Teacher workshop
- Apr. 8-12 Easter Vacation
- Apr. 15 Classes resume
- May 26 Baccalaureate
- May 29 Teacher workshop
- May 30 Memorial Day
- May 31 Report cards and graduation

Calendar subject to State Legislative Action

SALARY SCHEDULE

Index	60-90 hours	90 hours	BA	MA <i>or 30 hrs.</i>
1.0	4600	4800	6000	6500
1.05	4830	5040	6300	6825
1.10	5060	5280	6600	7150
1.15	5290	5520	6900	7475
1.20	5520	5760	7200	7800
1.25	5750	6000	7500	8125
1.28	5888	6144	7680	8350
1.31	6026	6288	7860	8515
1.34	6164	6432	8040	8710
1.36	6256	6528	8160	8840
1.38	6348	6624	8280	8970