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(11)

AGREEMENT

between

THE BRIDGEPORT COMMUNITY SCHOOLS

BOARD OF EDUCATION

and

THE BRIDGEPORT EDUCATION ASSOCIATION

Bridgeport
Community
Schools
Bd. of Ed.

MEA

1966 · 67

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E. LANS., M.

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THIS AGREEMENT ENTERED INTO this twenty-ninth day of August, 1966, by and between the Board of Education, Bridgeport Community Schools, Bridgeport, Michigan, hereinafter called the "Board," and the Bridgeport Education Association, hereinafter called the "Association."

WHEREAS, The Board and the Association believe in the importance of schools as an agency for the preservation and extension of our democracy; and,

WHEREAS, the parties to this agreement have a common goal of providing the best possible education for all children consistent with community resources and all other resources; and

WHEREAS, the Board of Education is elected by the taxpayers for the purpose of establishing education policies that reflect the desire and needs of the community; and

WHEREAS, the parties agree that the Administration should retain the right to administer all school programs in accordance with the policies of the Board of Education and the terms of this ensuing agreement, and

WHEREAS, it is a mutual responsibility of all personnel in the Bridgeport Community School System to insure that the classroom teacher is fully supported in all reasonable measures taken by him to maintain good order and discipline in his classroom, and

WHEREAS, the parties acknowledge that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed to insure that the energy of the teachers is primarily utilized to this end, and

WHEREAS, the success of the Bridgeport Community School System education program is dependent upon the knowledge, skill and creativity of teachers and administrators, and

WHEREAS, to obtain this goal it is imperative that there be understanding and cooperation between the teachers in the classroom, the administration and the Board which is responsible for the operation of the school system, and

WHEREAS, the parties to this agreement believe that the best interest of public education will be served by establishing procedures to bargain with teacher representatives in matters of common concern and to provide orderly channels for appeals should any differences not be resolved, and

WHEREAS, the Association has been duly selected by a majority of teachers as exclusive representatives of teachers for purposes of dealing with the Board on matters of teacher concern, and

WHEREAS, the laws of the State of Michigan authorize collective bargaining for public employees and authorize public employers to enter into collective bargaining agreements with the representatives of their employees, and

WHEREAS, the parties desire to incorporate such an agreement and certain other matters into a written document and believe that such action is in the best interest of the community, children, school system and teachers.

THEREFORE, the parties agree as follows:

ARTICLE I

RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining representative to the extent required by Act 379 of the Public Acts of 1965 for the following employees: All Certificated Classroom Teachers, Permanent Substitute Teachers, Guidance Counselors, School Librarian, but excluding Superintendent, Principals, Assistant Principal, Team Leaders in the following departments: English, Social Studies, Industrial Arts, Mathematics, Business Education, and Science, Director of Athletics, Administrative Intern, Director of Instructional Materials, Research Directors, Dean of Students, Director of Curriculum, Director of Elementary Education, Nurses, Substitute Permit Teachers, Daily Substitute Teachers and Supervisory and Executive Personnel, for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment. The term "teacher" when used hereinafter in this Agreement, shall refer to all employees recognized in this paragraph and such reference shall mean both male and female teachers.

ARTICLE II

DUES CHECK OFF

- A. The Bridgeport Board of Education agrees that as early as practicable after the date of the Agreement, payroll deduction for the payment of Bridgeport Education Association and Michigan Education Association and/or National Education Association dues shall be made from the pay of the employees who voluntarily request such dues deduction, who are members in good standing of the Association and who are employed in occupations listed under the Recognition Clause of this Agreement.
- B. The Association shall present the Board with a certified check-off list along with proper authorization for check off and shall be fully responsible for the validity and correctness of the list and agrees to reimburse the Board for any deduction made and paid over to the Association which may later be held to have not been authorized by the individual involved or which may constitute illegal deductions.

- C. The Association shall indemnify the Board and hold it harmless against any loss or claims for damages resulting from the payment to the Association of any sums deducted under this article and, in the event any actions or claims are commenced against the Board to recover from it any sums deducted under this Article, the Association shall intervene and defend such action or claim.
- D. When an employee does not have sufficient money due him, after deductions have been made for Social Security, Insurance, Garnishments, etc. or any other deductions authorized by the employee or required by law, Association dues for that month will be collected by the Association directly from the employee.
- F. If an employee who is absent on account of sickness, leave of absence, or for any other reason has no earnings due him for that period, no deduction shall be made. The Association will arrange collection of dues for that period directly with the employee.
- G. All deductions of Association dues provided for in this Article shall be automatically terminated in the event of loss of exclusive recognition by the Association.

ARTICLE III

TEACHERS' RIGHTS

- A. The Board agrees not to negotiate with any teachers' 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 this Agreement, provided that the Association has been given opportunity to be present at such adjustment.
- B. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection.

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 hereunder shall be deemed to be in addition to those provided elsewhere.

- C. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization.
 - 1. The Association agrees that any grievance concerning an alleged violation of this clause that is resolved in the Grievance Procedure will be final and binding and the Association will not participate in any other hearings.

ARTICLE IV
BOARD RIGHTS

Subject to the provisions of this Agreement, the Board on its own behalf and on behalf of the electors of the district reserves unto itself full rights, authority and discretion in the discharge of their duties and responsibilities to control, supervise and manage the Bridgeport School System and its professional staff under the laws and the Constitution of the State of Michigan and of the United States.

The exercise of the foregoing rights, authority and discretion shall be limited only by the terms of this Agreement and then only to the extent such terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

The parties agree that this contract incorporates their full and complete understanding and that any prior oral agreements or practices are superseded by the terms of this agreement. The parties further agree that no such oral understandings or practices will be recognized in the future unless committed to writing and signed by the parties as a supplement to this agreement.

ARTICLE V
NO STRIKE

The Association and the Board recognize that strikes and other forms of work stoppage by teachers are contrary to law and public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association therefore agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, nor shall any teacher take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the school system. Failure or refusal on the part of any teacher to comply with any provision of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

ARTICLE VI
TEACHING HOURS

- A. A teacher's normal working hours in grades 7 - 12 shall be from 7:30 a. m. to 3:15 p. m.
- B. A teacher's normal working hours in grades K - 6 shall be 8:15 a. m. through 3:45 p. m. Local conditions can vary these hours.

- C. Teachers shall report to their assigned stations no later than fifteen minutes before class begins. Teachers shall remain at their assigned stations at least fifteen minutes after the last class of the day. Exceptions to these regulations shall be only with the permission of the building principal.
- D. All teachers should attend P. T. A. meetings.
- E. All teachers shall attend a reasonable number of meetings called by the Administration.
- F. All teachers shall have at least a thirty-minute, duty-free uninterrupted lunch period.

ARTICLE VII
TEACHING LOAD

A. Junior and Senior High Schools.

- 1. Teachers will not be required to meet in classes in excess of five (5) periods per day plus homerooms.
- 2. A minimum of one (1) preparation period per day will be scheduled.

B. Elementary Schools.

- 1. Teachers will not be required to meet in classes in excess of five (5) hours and fifteen (15) minutes per day.

ARTICLE VIII
ASSIGNMENT

Without his consent, no teacher shall be reassigned outside his area of competence, or outside the scope of his teaching certificate, except in experimental, emergency, or unusual circumstances.

A. Definition of "Area of Competence" shall be:

- 1. Primary . . . K-3.
- 2. Intermediate . 4 - 6.
- 3. Junior High. . Major or minor field of study.
- 4. Senior High. . Major or minor field of study.

B. Where the necessity of the above changes is known prior to July 1, the teacher shall be notified and given an opportunity for consultation, as soon as possible and at least prior to July 1. A teacher who is involuntarily reassigned prior to July 1 shall, upon request prior to July 1, be released from any previous contractual obligation .

- C. Any teacher who is to be affected by a change in grade or subject matter, or outside his area of competence or scope of certification shall be notified and given opportunity for consultation. Such reassignment shall be only for the specific school year.

ARTICLE IX

TRANSFERS

No teacher shall, without his consent, be transferred to another school after July 1, except in experimental, emergency, or unusual circumstances.

- A. A teacher who is involuntarily transferred to another school prior to July 1, shall, upon request prior to July 1, be released from any previous contractual obligation.
- B. Any teacher who is to be affected by a transfer to another school shall be notified and given an opportunity for consultation.

ARTICLE X

VACANCIES

Whenever any vacancy in any professional position in the bargaining unit shall occur, the Board shall publicize the same by giving written notice of such vacancy. No vacancy shall be filled, except in case of emergency, until such vacancy shall have been posted for at least fifteen days.

ARTICLE XI

TEACHING CONDITIONS

- A. Damage to Personal Property.

If in the performance of regular or assigned teaching duties a teacher, without negligence on his part, shall suffer damage to his clothing or other personal property, but not including damage to automobiles or loss of money, to the extent of \$10.00 but not more than \$100.00 per year, the Board shall make reimbursement. The Board may require subrogation, assignment and full cooperation by such teacher in seeking recovery from any party responsible for said loss.

- B. Hazardous Weather.

When hazardous weather conditions prevent the opening of school, teachers shall make a reasonable effort to attend; however, they shall not be required to report to work.

C. Reporting Absences.

The teacher shall be informed of a telephone number to call prior to 6:45 a. m., to report inavailability for work. Whenever possible teachers should give the maximum amount of notice when they become aware that they will not be available for duty.

D. Materials.

1. High School.

- a. The present practice of filling out requisitions in the High School will be continued.
- b. A procedure will be worked out so teachers may be informed of the disposition by the administration.

2. Elementary and Junior High School.

- a. The present practice of grade level meetings in the Elementary School and subject area in the Junior High School for the purpose of reviewing and recommending instructional material will be continued.

E. Elementary.

1. Recess.

- a. The present procedure of rotating recess schedules in the elementary schools will be continued to provide relief periods for elementary teachers. Both parties recognize the fact that this is subject to inclement weather and other factors beyond the control of the Administration.

2. Milk Money.

- a. Teachers will not be required to collect milk money during the 1966-67 school year.

ARTICLE XII

CLASS SIZE

Wherever practicable under the circumstances (e. g. availability of staff and facilities), in both elementary schools and secondary schools:

A. Efforts will be made to achieve a goal of thirty-two students as the maximum class size.

1. The foregoing standards are subject to modification for educational purposes such as specialized or experimental instructions (e. g. team teaching, typing classes, T. V., physical education, etc.)

- B. Children shall not be assigned to any classroom in larger number than the capacity of the teaching facilities available in that classroom.
- C. An effort shall be made to schedule classes in the secondary schools so that secondary teachers shall not be required to teach more than two fields nor more than three teaching preparation classes.

ARTICLE XIII

LEAVES

A. Basic Provisions of Sick Leave.

- 1. Sick leave at full pay is provided for all regular professional employees at the rate of eleven (11) days per school year effective with the 1966-67 season.
- 2. Unused days may be accumulated up to a maximum of ninety (90) days.
- 3. Absence from duty for sick leave may be granted for personal illness and up to four (4) days per year may be used for the following reasons:
 - a. Illness in the immediate family.
 - b. Death in the immediate family.

B. Miscellaneous Provisions of Sick Leave.

- 1. The Board of Education reserves the right to require a doctor's certificate or other evidence of illness.
- 2. The Superintendent shall certify as to the legitimacy of a claim for compensation for absence.
- 3. Immediate family shall be interpreted as father, mother, spouse, child, sister, brother, or a dependent of the immediate household.
- 4. The sick leave reserve will remain intact during an officially granted leave of absence.
- 5. No payment will be made for any unused sick leave accumulated by an employee at any time.

C. Business Day.

- 1. A professional staff member may be granted one (1) business day per school year.
- 2. The business day shall be approved in advance by the building principal.

3. A business day leave will be denied the day before and after a school holiday.

4. Business days may not be accumulated.

D. Maternity Leave.

A maternity leave shall be granted without pay, commencing not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the end of the semester, the teacher may be permitted to complete the semester. Return from maternity leave shall be no earlier than six weeks after the birth of the child. The teacher shall be entitled to return from such leave anytime within two years after the birth of the child provided at least sixty (60) days notice is given the Board prior to the start of the semester or school year. Leave time accumulated prior to the leave of absence shall remain in force upon return of the teacher.

E. Military Leave.

Military leave shall be subject to conditions as established by Federal and State Laws or the action of the Board of Education. Any regular employee who may be conscripted for service or be recalled to active duty shall be reinstated to his old position or to a position of equal import with full credit for the time spent in the service. Such return shall be by written request within ninety (90) days after release and such reinstatement shall be made at the earliest possible time

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

ARTICLE XIV

TEACHER EVALUATION

Official teacher files shall be maintained under the following circumstances:

A. No material derogatory to a teacher's conduct, service, character or personality shall be placed in his personal file unless the teacher has had an opportunity to read the material. Each teacher has a right to see this file and make a copy thereof.

B. Confidential university files and/or those from placement agencies will be in separate files and retained in the Superintendent's office, and are not subject to inspection except on authorization of the Superintendent.

ARTICLE XV

PROTECTION OF TEACHERS

A. Problem Children.

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. This support would include the identification, and if necessary, the removal of the severely retarded or emotionally disturbed child, from the classroom.

Identification of the "problem" child would begin with the recommendation of the classroom teacher. This recommendation would include the documentation by the classroom teacher of the behavior or symptoms of the child. The administration would then follow through with further steps, such as calling in parents, the family physician, and such experts as might be available to the school system. (Such special personnel might include guidance counsellors assigned to the elementary, the junior high, or the senior high; a school psychologist, a school visiting teacher, speech therapist, or other specialists with training in child behavior or psychology. In the absence of school specialists, the administration would call upon agencies available in the community, such as the United Fund Family Casework agencies, the Child Guidance Clinic, etc.)

Upon expert recommendation, the teacher's responsibility for the individual child would be established, treatment of the child would be indicated, if necessary, and the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

B. Assault.

1. 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 any unprovoked assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
2. 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, provided the teacher was performing his duties in accordance with Board and school policies and was not unreasonable.
3. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher, if the teacher was acting in a reasonable manner.

ARTICLE XVI

DISCIPLINE

- A. Any teacher who is formally disciplined or reprimanded, and who has no recourse available under the Teacher Tenure Act of 1937, may process a grievance under the procedures established in this agreement if such discipline is not for just cause.
- B. No teacher shall be reprimanded or disciplined in front of students.

ARTICLE XVII

GRIEVANCE PROCEDURE

A. Definition.

- 1. A grievance shall mean a complaint by a teacher in the bargaining unit that there has been a violation, misinterpretation or inequitable application of a specific provision of this Agreement, except that the term "grievance" shall not apply to any matter as to which a method of review is prescribed by law.
- 2. A "dispute" is any complaint regarding any rule, order or regulation of the Board relating to wages, hours or working conditions which is filed by the Association. Provided that, disputes are not subject to arbitration.
- 3. As used in this Article, the term "teacher" may mean a group of teachers having the same grievance or the Association.
- 4. The Board agrees to furnish pertinent information that is germane to a grievance, properly filed, when it has such information reasonably available and such information is not readily obtainable by the Association representative.

B. Procedure.

- 1. The teacher who feels that he has a grievance should first take the matter up verbally with the principal of the school (within five (5) working days following the act or condition which is the basis of his grievance), who will attempt to resolve it with him.
- 2. If this fails to resolve the grievance (within ten (10) days of the act or condition mentioned above), the teacher shall reduce the grievance to writing specifying the section of the contract he alleges is violated, the events that caused the alleged violation, and the remedy he seeks.

3. Within five working days of receipt of the grievance, the principal shall attempt to arrange a conference with the view of satisfactorily resolving the grievance. At the time of conference, the teacher may appear personally or he may be represented by an Association representative, or both. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the teachers.
4. Within five working days, or longer if mutually agreed to, the principal shall answer such grievance in writing.
5. If the grievance is not appealed within five working days, the principal's decision will be final.
6. If the Association does not accept the principal's answer, the grievance may be appealed to the Superintendent of Schools by sending such notice to him within five working days from the date of the principal's decision.
7. Within ten working days of receipt of the appeal, the Superintendent, or his designated representative, will arrange for a conference to satisfactorily resolve the grievance. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the teachers.
8. Within ten working days, or longer if mutually agreed to, the Superintendent, or his designated representative, shall answer such grievance in writing.
9. Such answer shall be final and binding unless appealed to the next step within ten working days from the date of the decision.
10. If the grievance is not settled at the preceding step it may be submitted to arbitration at the election of either party. The matters to be arbitrated shall be submitted to a board of three (3) arbitrators as follows:
 - a. Within the ten days referred to above (step 9) the party choosing to arbitrate must give written notice to the other party, setting forth specifically the nature of grievance to be arbitrated, and designating one (1) arbitrator selected by it.
 - b. Within five (5) working days from the receipt of such notice, the other party shall notify the first party of the arbitrator selected by it, and may also serve on the first party its statement of matters to be arbitrated.

c. Within ten (10) days after the selection of the second arbitrator, the two (2) arbitrators shall select a third. If they are unable to agree on a third arbitrator within five (5) days, the American Arbitration Association will be asked to immediately submit a panel of five (5) arbitrators. Upon receipt of the list the Association will first strike two names, then the Board of Education will strike two names. The remaining person shall be the third arbitrator; provided, within thirty (30) days of notice of his appointment the arbitrator accepts and schedules a date for a hearing in the matter which he is to decide. If the arbitrator does not so accept and schedule a hearing as above provided, the American Arbitration Association will again be requested to immediately submit a list of five (5) names and the above procedure for selecting an arbitrator from the panel will be followed.

11. This Agreement constitutes a contract between the parties which shall be interpreted and applied by the parties and by the Board of Arbitration in the same manner as other collective bargaining agreements. The function and purpose of the Board of Arbitration is to determine disputed interpretations of terms actually found in the Agreement, or to determine disputed facts upon which the application of the Agreement depends. The Board shall therefore not have authority, nor shall it consider its function to include, the decision of any issue not submitted or to so interpret or apply the Agreement as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules of contract construction. The Board shall not give any decision which in practical or actual effect modifies, revises, detracts from or adds to any of the terms of provisions of this Agreement. Past practice of the parties in interpreting or applying terms of the Agreement can be relevant evidence, but may not be used so as to justify, or result in, what is in effect a modification (whether by addition or deletion) of written terms of this Agreement. The Board of Arbitration has no obligation or function to render decision or not to render a decision merely because in its opinion such decision is fair or equitable or because in its opinion it is unfair or inequitable.
12. If either party shall claim before the arbitrators that a particular grievance fails to meet the tests of arbitrability, as the same are set forth in this Article, (Professional Grievance Procedure) the arbitrators shall proceed to decide such issue before proceeding to hear the case upon the merits. The arbitrators shall have the authority to determine whether they will hear the case on its merits at the same hearing in which the jurisdictional question is presented. In any case where the arbitrators determine that such grievance fails to meet said test of arbitrability, they shall refer the case back to the parties without a recommendation on the merits.

13. Unless expressly agreed to by the parties, in writing the Board of Arbitrators are limited to hearing one grievance, including its arbitrability at any one hearing, upon its merits. Separate Boards of Arbitration shall be constituted for each issue appealed to advisory arbitration.
14. All cases shall be presented to the Arbitrators in the form of a written brief prepared by each party setting forth the facts and its position and the arguments in support thereof. The Arbitrators may make such investigation as they deem proper and may at their option hold a public hearing and examine all such witnesses and to make a record of all such proceedings.

Within thirty (30) days after the close of the hearing, or the date established for filing Post Hearing Briefs, if so desired by either party, the Board of Arbitration shall issue their decision which shall be final and binding.
15. The fees and expenses of the third impartial arbitrator, cost of transcript (if one is requested by the Board of Arbitration), hearing room, shall be borne by the loser as evidenced by the decision of Board of Arbitrators. Should the decision of the Arbitrators result in a compromise decision the arbitrators shall make as part of their decision a ruling as to how the above expenses shall be pro-rated.

ARTICLE XVIII

PROFESSIONAL COMPENSATION

A. Salaries.

1. Teaching salaries shall be paid in accordance with the schedule provided below.
2. The base figure in the index (1.00) shall be \$5, 650.00 and all teachers' salaries shall be adjusted accordingly.

<u>Years of Experience</u>	<u>Without Degree</u>	<u>B. A. Degree</u>	<u>M. A. Degree</u>
0	.86	1.00	1.06
1	.88	1.05	1.12
2	.90	1.10	1.17
3	.93	1.16	1.22
4	.95	1.21	1.27
5	.97	1.26	1.32
6	.99	1.31	1.38
7	1.01	1.37	1.43
8	1.03	1.42	1.48
9	1.05	1.47	1.54
10	1.07	1.52	1.59
11		1.58	1.64
12			1.70

3. All teachers on the staff previous to this contract shall be entitled to one-hundred dollars per year added to their base salary, for half-year experience which was granted when they were hired.
4. When new teachers are employed their experience outside the school system shall be evaluated by the Board of Education and credit may be allowed whenever the prior service of the teacher is deemed satisfactory; however, this shall not exceed eight (8) years credit.
5. Teachers employed by the Board who are called to active military service may be given up to one year's experience on the salary scale if approved by the Board.
6. The above salary payments are for forty weeks per calendar year. Teachers who are required to work longer will have their salary adjusted accordingly in an amount equal to their normal pay.
7. The above salary schedule will be effective July 1, 1966.

B. Athletics.

In addition to the basic teacher salary as provided in the foregoing, high school and junior high athletics personnel shall be paid according to the following schedule during the 1966-67 contract year:

HIGH SCHOOL ATHLETICS

Business Manager	10%
Football:	
Head Coach	10%
Varsity Assistant	6%
Varsity Assistant	6%
Junior Varsity Head Coach	6%
Assistant Junior Varsity	5%
Freshman Head Coach	4%
Freshman Assistant	3%
Basketball:	
Head Coach	10%
Junior Varsity Coach	5%
Freshman Coach	5%
Baseball:	
Head Coach	7%
Junior Varsity Coach	5%
Track:	
Head Coach	7%
Assistant Coach	5%
Cross Country	3%
Golf	3%
Tennis	3%
Wrestling	8%
Girls' Sports	4%
Athletic Equipment Manager	8%

JUNIOR HIGH ATHLETICS

Football:	
Head Coach	4%
Assistant Coach	3%
Basketball:	
Seventh Grade	4%
Eighth Grade	4%
Baseball	4%

1. Any teacher who shall fill a particular athletic vacancy shall have the above percentages applied to the index base salary. This application shall advance one year on the index for each year of athletic experience. (Experience shall be computed separately for each of the above classifications.)
2. No teacher shall receive a reduction in pay by virtue of progressing to a higher classification within the experience of a particular sport.

C. Additional Duties.

1. In addition to the basic teacher salary as provided in the foregoing, guidance personnel shall be paid according to the following schedule:

Director of Guidance	\$600.00
Counsellors with three or more years' experience	\$300.00

The above sums cover any time spent during the fiscal year in addition to their regular salary.

2. The following jobs will be compensated for in accordance with the amounts noted:

	<u>1st & 2nd Yr.</u>	<u>3rd Yr.</u>	<u>4th Yr.</u>
Debate Coach	\$150.00	\$200.00	\$225.00
Jr. High Band	\$150.00	\$200.00	\$225.00
High School Vocal	\$100.00	\$150.00	\$175.00
Cheerleading	\$200.00 per year		
Play Production	\$200.00 per play		

D. Non-routine Assignment.

1. Teachers who agree to give up their preparation period to substitute in a class will receive \$4.00 per class. (The parties agree that no violation of this will occur when members of the administration substitutes in class.)
2. Teachers who act as class sponsors shall be entitled to the following compensation:

Junior Class	\$ 50.00
Senior Class	\$150.00
3. Lunch hour supervision. (Released compensatory time.)

- 4. Chaperoning bus (outside school hours). \$5.00 per trip.
- 5. Chaperoning school dances. \$5.00 per dance.
- 6. Club sponsors. (Further studies will be made on this problem by the parties and recommendations for future negotiations.)

ARTICLE XIX

GENERAL CONDITIONS

A. Bulletin Boards.

At least one (1) bulletin board shall be reserved at an accessible place in each school for the exclusive use of the Association for the purposes of posting material dealing with the proper and legitimate Association business.

B. Use of School Buildings.

The Association and its members may use school building facilities at all reasonable hours for meetings, subject to the reasonable rules and regulations which uniformly apply to the use of the school facilities.

C. Mail Boxes.

Teachers' mail boxes and the inter-school mail service may be used by the Association and its members for the transmittal of communications.

"Office Space" or any similar successor publication may be used by the Association for announcements regarding meetings.

D. Telephones.

To provide better communications with parents, telephones will be installed in teachers' lounges.

5. Lounges.

The Board shall make available in each school, lunch-room, restroom, and lavatory facilities where at all possible for teachers' use and at least one room adequately furnished which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

ARTICLE XX

SCHOOL CALENDAR FOR 1966-67

- August 30. Pre-school conference.
- August 31. Pre-school conference.
- September 1. Pre-school conference.
- September 2. Pre-school conference.
- September 7. School officially opens.
- September 30 Official membership day.

October 27. In-service day.
 October 28. In-service day.

 November 24. Thanksgiving Day.
 November 25. Thanksgiving Vacation.

 December 22. Christmas vacation.

 January 3. School reopens.
 January 26. Record day.
 January 27. Record day - end of first semester.
 January 30. Beginning of second semester.

 March 20. Spring vacation.
 March 27. School reopens.

 May 30. Memorial Day.

 June 7. Commencement.
 June 7. Record day.
 June 8. Record day.
 June 9. School closes.
 June 12. Annual election.

ARTICLE XXI

SAVINGS CLAUSE

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.

ARTICLE XXII

WAIVER CLAUSE

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Association and the Board, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subjects or matter not specifically referred to or covered in this Agreement, even though such subjects or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement, provided that either party may reopen negotiations regarding salary or other economic items in the event of a substantial increase or decrease in state aid or other sources of revenue.

ARTICLE XXIII

FINANCIAL INFORMATION

Immediately prior to contract negotiations the Board agrees to furnish to the Association reasonable information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing its proposals.

ARTICLE XXIV

TERMINATION

This Agreement shall become effective July 1, 1966, and remain in effect until June 30, 1967.

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

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their authorized representatives as of the twenty-ninth day of August, 1966.

BOARD OF EDUCATION OF THE
BRIDGEPORT COMMUNITY SCHOOLS

(Signed) G. L. Guenther, President

(Signed) Fred M. Schrah, Secretary

BRIDGEPORT EDUCATION
ASSOCIATION

(Signed) E. R. Ramsey, President

(Signed) William A. Prout, Chairman
Professional Negotiations
Committee

Bob Ramsey
1150 Crestland Dr.
Saginaw, Mich.