

DEC 13 1974

70-72

Bullock Creek 12

ARTICLE XIV

1. This article in its entirety represents compensation to be paid for certified teaching personnel under this contract, excluding Superintendent, Assistant Superintendent, Principal, Assistant Principal, Counselor Coordinator, Department Heads, Director of Cafeteria and Director of Transportation.
2. Student Teacher Supervisors, if this be negotiable: Eighty percent of the amount paid by the college to the school district shall be paid to the supervising teacher.
3. Special Education Teachers may be allowed up to \$600 above the base pay.
4. Extra duties: Providing that the Board elects to sponsor such activity or activities and also providing that the persons to whom they are assigned, fall within the bargaining unit thereby making the item negotiable with this particular bargaining unit. The compensation for such extra duties shall be paid as follows:

Band	\$500
Summer Band	900
Varsity Cheerleaders	100
Jr. Varsity Cheerleaders	100
Freshman Cheerleaders	50
Sr. High Student Council	150
Jr. High Student Council	50
Debate	500
Forensics	200
Boys Intramurals (3 days/week and 1/2 day on Saturday)	400
Girls Intramurals (3 days/week)	300
School Paper	300
Yearbook	400
Varsity Football	800
Assistant and Freshman Football	500
Cross Country	500
Golf	300
Varsity Basketball	800
Assistant and Freshman Basketball	500
5th & 6th grade Basketball	300
7th & 8th grade Basketball	500
Wrestling	700
Track	700
Assistant Track	500
Baseball	700
Assistant Baseball	500
Prom	75

RECEIVED

JUL 13 1970

OFFICE OF
PROFESSIONAL NEGOTIATIONS

Bullock Creek School District

All other club and/or activity advisors are to be paid not less than \$50 nor more than \$100 subject to the approval of the activity and the length of the activity, said approval to be recommended by the principal and submitted for final approval by the superintendent.

MEA
1216 Stordahl
East Lansing, Mich.

All paid duties will be assigned by the Board of Education or their delegated administrator. Such assignments will be made to various personnel carrying out these duties subject to mutual consent. The administrator in charge shall assign all other non-paid duties. Extra duty assignments under this Article do not come under the provision of Article IV - pertaining to teacher load.

The assistant basketball coach is to be paid \$75 for one week of Christmas if requested to report and does so. Assistant football coaches and cross country coaches shall be paid \$75 per week for pre-school practice when requested to report and do so.

5. Driver Education: If this activity is carried on as a summer activity over and above the regular school year, the following remuneration would apply:

\$5.00/hour for actual classroom instruction - classes to be not less than 30 nor more than 60 students depending upon the type of class.

\$4.50/hour for driving time - that is, actual driving time with the student behind the wheel, not to exceed an average of six hours per student and not to exceed 40 hours per week.

6. Ticket takers: If the Board elects to utilize teachers in the following capacities, the rates shall be as follows:

A) Ticket Takers:

Basketball ticket takers shall receive \$3.00 for one game or \$6.00 for two games or \$8.00 for three games.

Ticket takers at football games will be paid \$4.00 per night.

Ticket takers for all other athletic events shall be paid \$4.00 per night.

Only people working at games, including registered supervisors, will be admitted without charge.

- B) Scorekeepers for varsity and J.V. ballgames will be paid at the rate of \$3.00 per game for basketball and \$5.00 per night for football.

- C) Statisticians shall be paid \$5.00 per night.

- D) Timers for football games shall be paid \$5.00 per night and for basketball games shall be paid \$2.50 per game.

7. Inasmuch as this amount is approved for teaching personnel only, it would be necessary for the names of the people assigned to the duties listed in item 6 to be submitted to the principal for approval who in turn submits such to the Superintendent of Schools for final approval.

8. Summer government teachers shall be paid \$5.00 per hour for actual classroom instruction.

9. Authorized mileage on school business is to be paid at the rate of ten cents per mile.

10. Adjustments shall be made on the salary schedule twice annually:

- a) beginning of the 1st semester
- b) beginning of the 2nd semester

At these times all teaching personnel seeking a new classification of training shall submit proof of eligibility and make a written request for such adjustment at the earliest possible date but no later than two weeks after the beginning of the semester. Failure to make a proper request and submit evidence of eligibility would invalidate the adjustment that semester.

11. Teachers must have all outside teaching and/or job related experience certified to the superintendent to get allowance, which shall be up to 7 years.
12. Experience before receiving a BA Degree will be allowed as follows:
1/4 year for each year of experience gained with one year of training;
1/2 year for each year of experience with 2 years of training; 3/4 year for each year of experience with 3 years of training; and one year with each year of experience with 120 semester hours work.
13. BA+15 and BA+30 are to be graduate hours applying on an advanced degree and admitted to graduate school (properly reported to the Superintendent) except hours required to qualify for a permanent certificate.

14. Salary Schedule - 1970-1971

	3/yr's but not 4/yr's	4/yr's or 120 hrs	BA*	BA+15	BA+30	MA	MA+15	MA+30
0	5,900	7,100	7,700	7,850	8,000	8,300	8,550	8,800
1	6,000	7,200	7,930	8,080	8,230	8,580	8,830	9,080
2	6,100	7,300	8,160	8,310	8,460	8,860	9,110	9,360
3	6,200	7,400	8,390	8,540	8,690	9,140	9,390	9,640
4	6,300	7,500	8,620	8,780	8,940	9,440	9,690	9,940
5	6,400	7,600	8,850	9,020	9,190	9,740	9,990	10,240
6	6,500	7,700	9,080	9,260	9,440	10,040	10,290	10,540
7	6,600			9,500	9,690	10,340	10,590	10,840
8	6,700			9,740	9,940	10,640	10,890	11,140
9	6,800			9,980	10,190	10,940	11,190	11,440
10	6,900				10,440	11,240	11,490	11,740
11							11,790	12,040

*Persons having a BA+10 and/or a BA Permanent Certificate will qualify:

7th step - in the amount of 9,310

8th step - in the amount of 9,540

15. Salary Schedule for 1971-1972

	3/yr but not 4/yr	4/yr or 120/hrs	BA*	BA+15	BA+30	MA	MA+15	MA+30
0	6,200	7,500	8,000	8,150	8,300	8,600	8,850	9,100
1	6,300	7,600	8,230	8,380	8,530	8,880	9,130	9,380
2	6,400	7,700	8,460	8,610	8,760	9,160	9,410	9,660
3	6,500	7,800	8,690	8,840	8,990	9,440	9,690	9,940
4	6,600	7,900	8,920	9,090	9,240	9,740	9,990	10,240
5	6,700	8,000	9,150	9,340	9,490	10,040	10,290	10,540
6	6,800	8,100	9,380	9,590	9,740	10,340	10,590	10,840
7	6,900			9,840	9,990	10,640	10,890	11,140
8	7,000			10,090	10,240	10,940	11,190	11,440
9	7,100			10,340	10,490	11,240	11,490	11,740
10	7,200				10,740	11,540	11,790	12,040
11							12,090	12,340

*Persons having a BA+10 and/or a BA Permanent Certificate will qualify:

7th step - in the amount of 9,610

8th step - in the amount of 9,840

16. This Article in its entirety shall be known as Article XIV of the existing Master Contract and for dated duration shall become Article XIV of any future Master Contract negotiated by the Board of Education and the Bullock Creek Education Association.
17. This Article XIV shall become effective July 1, 1970, following ratification of the Board of Education and the Bullock Creek Education Association and will expire July 1, 1972 and will be subject to re-opening on January 1, 1972.

It is hereby agreed we take the above proposal to our respective constituency and recommend its ratification.

For the Board of Education -

Dalton O. Coe

Paul A. Wolf

Theodore W. Holmsen

John C. Pangborn

For the Bullock Creek Education Association -

Linda Lou Bruin

Allene Tapp

Robert F. Cole

Certified by the Board of Education -----

Month _____ Day _____ Year _____

Signed _____

Certified by the Bullock Creek Education Association -----

Month _____ Day _____ Year _____

Signed _____

INSURANCE PROPOSAL -

In compliance with Article XVI of the Master Agreement ratified by the Bullock Creek Education Association (employees) and the Board of Education of the Bullock Creek School District (employer), September, 1968 covering the years 1968-69, 1969-70 and 1970-71, the joint committee was duly formed and formally functioned.

PROPOSAL -

Teachers in the Bullock Creek School District may select one of these plans.

Plan I

- a) Medical, Hospital, Surgical (Major Medical)(required)
 - b) Income Protection
 - c) Life Insurance \$5,000 plus AD & D
 - d) Long Term Disability Plan from \$100 to \$300 per month
- Optional
none or one
or more

Plan II - Optional-Or One or More

- a) Income Protection
- b) Life \$5,000 plus AD & D
- c) Long Term Disability Plan from \$100 to \$300 per month

Plan III - Optional-Or One or Both

- a) Life \$5,000 plus AD & D
- b) Long Term Disability Plan from \$100 to \$300 per month

Stipulation

- a) The Board of Education will pay 50% of any premium up to Board cost of \$180 per year.
- b) Each type of coverage must be within the frame work of the attached proposals submitted by either MESSA or Horace Mann.
- c) The Board of Education will not pay for dual coverage; that is, where the employee has the same coverage or similar coverage with another insuror on medical, hospital or surgical. Where husband and wife with children are both employed, both shall be covered under one medical, hospital and surgical application.
- d) Loss of income coverage under MESSA for which the Board of Education will pay 50% of cost is as follows:

- 1st year employee may elect coverage beginning 4th to 8th day
- 2nd year employee may elect coverage beginning 8th to 16th day
- 3rd year employee may elect coverage beginning 16th to 25th day
- 4th year or more employee may elect coverage beginning 25th day and up

Other MESSA loss of income coverage must be paid for by the employee. Under Horace Mann any election on income protection will be paid for at the rate of 50% by the Board of Education.

- e) Loss of income protection weekly benefits shall not exceed 80% of the weekly salary.
- f) Employees over forty-nine years of age may not qualify for Board participation for over \$5,000 life insurance except as a double indemnity.
- g) Any coverage purchased by the teacher in addition to that specified above shall be at his own cost.

Moved by Coe, supported by Woodward, that the negotiators take the foregoing proposal to their respective groups for ratification and that said proposal (upon ratification of both groups) shall become a part of the existing Master Agreement currently in effect and shall be known as Article XVI as of September 2, 1969.

Dated this 15th day of September, 1969

Committee For B.C.E.A.

Committee For Board of Education

Robert Cole

R.W. Barker

Pat Holzhausen

Dalton O. Coe

William Wall

Theodore W. Holmsen

Larry Woodward

John Pangborn

Ratified by the Bullock Creek Board of Education on _____

Ratified by the Bullock Creek Education Association on _____

By The Board of Education

R.W. Barker, Secretary
Board of Education

By the B.C.E.A.

William Wall
B.C.E.A.

INSURANCE

Company Horace Mann Educators

Plan I -

A) Medical Hospital and Surgical (Major Medical)

Mandatory	Premium	
Self	\$ 10.26	= 1/12
Self and Spouse	\$ 21.26	= 1/12
Self and Children	\$ 21.26	= 1/12
Self, Spouse and Children	\$ 26.00	= 1/12

B) Income Protection

Optional

Salary	Benefit	Day				
		5th	10th	25th	28th	30th
7,000						
7,200	under 35 \$4.50	\$12 per day	\$10 per day	\$12.50 per day		\$20.00 per day
8,000	35-49 5.50				N.O.	
9,000	50-over 8.00					
9,500						
10,000						
Not to exceed 70% of salary.			\$13.50	\$18.50		\$20.00

C) Life - \$5,000 AD & D

Optional

Age	Premium
Under 40	\$ 3.23
40-49	5.28
50-59	6.45
60-64	N.O.

D) Long Term -

Optional

Age	Premium - per each \$100 month benefit
Under 40	\$ 7.11
40-49	11.50
50-59	17.55
60-64	N.O.

Plan II -

A) Income Protection -

Optional

Salary	Benefit	\$12.00 per day	\$13.50 per day	\$18.50 per day	NO	\$20.00 per day
		5th	10th	25th	Day	28th
7,000		\$				
7,200	Under 35	4.50				
8,000	35-49	5.50				
9,000	50+over	8.00				
9,500						
10,000						

B) Life -

Optional - 5,000 - *Death for any reason*

Age	Premium
Under 40	\$ 3.23
40-49	5.28
50-59	6.45
60-64	N.O.

*A D + D
accidental Death*

C) Long Term -

Optional

Age	Premium
Under 40	\$ 7.11
40-49	11.50
50-59	17.55
60-64	N.O.

-14.22

Plan III -

A) Life

Optional

<u>Age</u>	<u>Premium</u>
Under 40	\$ 3.23
40-49	5.28
50-59	6.45
60-64	NO

B) Long Term Disability -

Optional

<u>Age</u>	<u>Premium</u>
Under 40	\$ 7.11
40-49	11.50
50-59	17.55
60-64	NO

This may include minimum of lost time. If so, indicate.

INSURANCE

Company MESSA

Plan I -

A) Medical, Hospital and Surgical (Major Medical)

<u>Mandatory</u>		<u>Premium</u>	
Self	\$	12.00	= 1/12
Self and Spouse	\$	24.15	= 1/12
Self and Children	\$	21.15	= 1/12
Self, Spouse and Children	\$	29.95	= 1/12

Included in premium \$3,000 Ad & D life insurance

B) Income Protection

Optional

Salary	Benefit	Day				
		8th	10th	25th	28th	30th
7,000	\$ 100/wk	\$ 8.00			\$ 6.00	
7,200	100/wk	8.00			6.00	
8,000	120/wk	9.60			7.20	
9,000	130/wk	10.40			7.80	
9,500	140/wk	11.20			8.40	
10,000	140/wk	11.20			8.40	

Not to exceed 80 % of salary.

C) Life - \$5,000 AD & D

Optional

Age	Premium
Under 40	\$ 1.50/mt
40-49	3.00/mt
50-59	6.50/mt
60/64	11.50/mt

D) Long Term -

Optional

Age	Per \$100 monthly \$ Premium	200	300	400
		\$.40	\$.60	\$.80
Under 40	.20			
40-49	.50	1.00	1.50	2.00
50-59	1.40	2.80	4.20	5.60
60-64	1.40	2.80	4.20	5.60

Plan II -

A) Income Protection -

Optional

Salary	Benefit	Day				
		8th	10th	25th	29th	30th
7,000	\$ 100/wk	\$ 9.15			\$ 7.05	
7,200	100/wk	9.15			7.05	
8,000	120/wk	10.25			8.25	
9,000	130/wk	11.55			8.85	
9,500	140/wk	12.35			9.45	
10,000	140/wk	12.35			9.45	

Also includes \$3,000 AD & D Life

B) Life -

Optional - \$5,000

Age	Premium
Under 40	\$ 1.50
40-49	3.00
50-59	6.50
60-64	11.50

C) Long Term -

Optional

Age	Per \$100 monthly Premium			
		200	300	400
Under 40	\$.20	\$.40	\$.60	\$.80
40-49	.50	1.00	1.50	2.00
50-59	1.40	2.80	4.20	5.60
60-64	1.40	2.80	4.20	5.60

Plan III -

A) Life

Optional - \$5,000

Age	Premium
Under 40	\$ 1.50
40-49	3.00
50-59	6.50
60-64	11.50

B) Long Term Disability -

<u>Optional</u>	Per \$100 monthly Premium	200	300	400
Age				
Under 40	\$.20	\$.40	\$.60	\$.80
40-49	.50	1.00	1.50	2.00
50-59	1.40	2.80	4.20	5.60
60-64	1.40	2.80	4.20	5.60

This may include minimum of lost time. If so, indicate

\$2.75 - 8th day waiting period @ \$20 per week

\$2.25 - 29th day waiting period @ \$20 per week