

MEA OFFICE
4020 ... Ave. S.E.
Grand Rapids, Mich. 49508

DEC 3 REC'D

MASTER CONTRACT
of the
BOARD OF EDUCATION
BYRON CENTER PUBLIC SCHOOLS
and the
BYRON CENTER EDUCATION ASSOCIATION

49315

Byron Bd. of Educ.

6/15/66 -
6/30/69

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DEC 10, '68

OFFICE OF
PROFESSIONAL NEGOTIATIONS

MEA
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I N D E X

<u>Title</u>	<u>Article Number</u>	<u>Page Number</u>
Recognition	I	2
Teacher Rights	II	3
Professional Compensation	III	5
Working Hours	IV	6
Teaching Loads and Assignments	V	7
Teaching Conditions	VI	7
Vacancies and Promotions	VII	8
Transfers	VIII	9
Leave Pay	IX	9
Teacher Evaluation	X	13
Protection of Teachers	XI	13
Negotiation Procedures	XII	15
Professional Grievance Negotiation Procedure	XIII	16
Miscellaneous Provisions	XIV	17
Duration of Agreement	XV	18
Schedule A		20
Schedule B		22

MASTER CONTRACT

This agreement entered into this 15th day of June, 1966, by and between the Board of Education of Byron Center Public Schools, Byron Center, Michigan, hereinafter called the "Board," and the Byron Center 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 Byron Center Public Schools is their mutual aim and that the character of such education depends predominately 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 standards, 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 memorialize,

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 professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, librarians, but excluding supervisory and executive personnel and office and clerical employees, custodians and bus drivers. 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 references to male teachers shall include female teachers.

B. 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.

C. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an Assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish.

D. 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.

ARTICLE II

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher 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. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its teachers appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this agreement, and the Board and Association agrees to be bound by any lawful order or award thereof.

C. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to

process any grievance of complaint.

D. The Association and its' representatives shall have the right to use school buildings at all reasonable hours for meetings, provided that when special custodial services are required, the Board may make a reasonable charge therefor. No charge shall be made for use of school rooms on attendance days.

Duly authorized representatives of the Association and their respective local affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to use.

The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service and teacher mail boxes for communications to teachers. No teacher shall be prevented from wearing insignia pins, or other identification of membership in the Association either on or off school premises.

The Board shall inform the Association on any new or modified fiscal, budgetary or tax programs, construction programs, or major revisions of educational policy, which are proposed or under consideration and the Association shall be given opportunity to advise the Board with respect to said matters prior to their adoption and/or general publication. A copy of board minutes is to be given to the president of the local Association.

E. There is reserved exclusively to the Board all responsibilities, powers, rights and authority vested in it by the laws and constitution of Michigan and the United States or which have been heretofore properly exercised by it, excepting

where expressly, and in specific terms, limited by the provisions of the agreement. It is further recognized that the Board, in meeting such responsibilities and in exercising its powers and rights, acts through its administrative staff. It is agreed that the Board retains the responsibilities for establishing and equitably enforcing reasonable rules and rights including, but not limited to, the rights:

1. To the executive management and administrative control of the school system and its properties and facilities, and the duties of its employees.
2. To hire all employees and, subject to the provisions of the law, to determine their qualifications and the conditions of their continued employment.
3. To establish grades and courses of instruction, including special programs; and to provide athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, the use of teaching aids of every kind and nature, after staff discussion.
5. It is agreed that the Board retains the right, among others, to establish and equitably enforce reasonable rules and personnel policies relating to the duties and responsibilities of teachers and their working conditions which are not inconsistent with the provisions of this agreement or violation of law.

ARTICLE III

Professional Compensation

A. The salaries of teachers covered by this agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the three-year term of this Agreement, provided, however, that upon written notice to the other party at least sixty (60)

days prior to the first day of May of every year of this Agreement, either party may upon request reopen negotiations of the salary schedule.

B. The salary schedule is based upon a normal weekly teaching load as hereinafter defined in Article V. For extra work the teacher shall be entitled to appropriate additional professional compensation. (See Schedule A.)

C. 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.

ARTICLE IV

Working Hours

A. Teachers are expected to be at school by 8:15 in the morning and remain until 3:45. These hours are established as minimum hours to be followed by all personnel. On the last school day of the week teachers are allowed to leave 10 minutes after the buses leave or as soon as the students leave after 3:45 p.m., whichever occurs first. Any deviation from this schedule must have the approval of the Principal.

B. Teachers are expected to be in or in the vicinity of the classroom at least 15 minutes before school starts.

C. All teachers shall be entitled to a lunch period of no less than fifty minutes, fifteen minutes of which will be spent in the classroom supervising students eating lunch and the last five minutes in the vicinity of the classroom.

D. Each year of this Agreement the negotiating bodies of the Association and the Board will approve a calendar as presented by the Superintendent for the following year which will be included as Schedule B.

ARTICLE V

Teaching Loads and Assignments

A. The normal weekly teaching load in the Senior and Junior High Schools will be 25 teaching periods and 5 unassigned preparation periods. The normal weekly teaching load in the elementary school will be 30 teaching periods. No departure from these norms, except in case of emergency, shall be authorized without prior consultation with the Association. In the event of any disagreement between the representative 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 teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable, and prior to June 1st if possible. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.

D. It is agreed that whenever possible class sizes will be limited to not more than 25 pupils per elementary and secondary classrooms with the exception of typing, band, vocal music, physical education, and study hall. Whenever the class size makes it impossible for the teacher to adequately meet the needs of each student, he shall have the moral obligation to confer with the administration on possible steps to remedy the situation. The administration will try to limit class loads not to exceed thirty students.

ARTICLE VI

Teaching Conditions

A. 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, band

and vocal music, large instruments, musical equipment, vocational education equipment, 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 education tools and the Board undertakes to implement all joint decisions thereon made by its representative and the Association. The Board agrees at all times to keep the schools properly equipped and maintained.

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

C. Notwithstanding their employment teachers shall be entitled to full rights of citizenship and no lawful 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 unless detrimental to the United States. The private and personal life of any teacher is not within the appropriate concern or attention of the Board as long as the teacher in private life shall abstain from conduct which affects his relationship with students or the discharge of his teaching duties.

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 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 fifteen 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 therefor 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, including promotions to supervisory and executive levels. "Service" in the system, for purposes of this Agreement, shall mean continuous employment in a school of the district, including substitute service, irrespective of tenure status, 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 unrequested transfers of teachers are to be minimized and avoided whenever possible.

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

C. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to have such rights as he would have had under this Agreement if he had not been transferred to supervisory or executive status.

ARTICLE IX

Leave Pay

A. The Board hereby authorizes the following policy on leave pay.

I. Policy for absences due to personal and family illness.

A. All full time employees shall receive sick leave credit at the rate

of one teaching day per month, and the full allowance for the year shall be credited at the beginning of the school year.

B. When an employee requests a leave of absence due to illness, the employee has the privilege of electing to use the benefits accrued under the sick leave policy.

C. Sick leave will be accumulative at the rate of 10 days per year until 80 days total.

D. Sick leave will be granted upon certificate of certified physician and for only personal health needs when requested by School Authorities.

E. Any teacher not completing the school year shall be entitled to one day for each month taught.

II. Policy for absences other than personal illness.

A. A total of 4 days will be allowed, when requested from the Superintendent, for each death in the immediate family.

1. (2) additional days may be allowed, but taken from sick leave.
2. If there be no sick leave credit available, a full deduction will be made for these 2 additional days.
3. The immediate family is interpreted to include father, mother, sister, brother, husband, wife, son, daughter and foster children.

B. One day will be allowed, when requested, for the death of a relative outside the immediate family, or for persons where closeness of relationship would warrant.

1. An additional 2 days may be allowed but taken from the sick-leave credit.
2. A full deduction for these 2 days will be taken when no sick-leave

credit is available.

3. In the event of sudden death in one's family, time shall be granted for travel. Such travel shall be granted in excess of 4 days and shall be deducted from the sick leave credit.

C. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law, shall receive from the Board the difference between the allowance under the Workmen's Compensation Law and his regular salary for the duration of the illness not to exceed two years with no subtraction of sick leave.

D. Absence to attend conventions and other educational meetings may be permitted to a limited extent without salary deduction, provided they are approved by the Superintendent and/or the Board of Education prior to the meeting. For such meetings expenses will be paid by the Board of Education.

E. Employees shall be allowed one day per year for personal or business reasons not subject to deduction in salary with prior approval of the Superintendent.

F. Absences due to circumstances beyond the control of the teacher, such as accident to and from work, Acts of God, and such like shall be allowed and such absences are to be deducted from the sick leave credit not in excess of 2 days per year.

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

1. Absence when a teacher is called for jury service.
2. Court appearance as a witness in any case connected with the teacher's employment or the school or whenever teacher is subpoenaed by the court to attend any proceeding except when the teacher is at fault.

3. Approved visitation at other schools or for attending educational conferences or conventions, including Association meetings, with approval of Superintendent.
4. Time necessary to take the selective service physical examination.

H. Upon becoming pregnant married women employees will immediately arrange for a withdrawal from service by informing the Superintendent of Schools in writing. The time of withdrawal will be agreed upon by the teacher, superintendent and Board. The privileges under this policy will be forfeited in the event an employee shall fail to provide the information promptly. A maternity leave of absence carries no salary, no sick leave, no annual increment, and no guarantee of the same position upon return.

III. Administration of Sick Leave Policy

- A. A record shall be set up for each employee of the Board of Education on which there shall be a continuing accounting of sick-leave credit.
- B. At the beginning of each year a report shall be made to each employee of the Board of Education indicating the amount of sick-leave to his credit.
- C. A new employee must actually enter upon the execution of his duties with the Board of Education in order to be eligible for sick-leave credit.
- D. Holidays or vacations occurring during illness shall not be considered deductible from the employee's sick leave accumulation.
- E. The question of employing a substitute or replacement for an absent employee has no relation to deductions made under this policy.
 1. This policy does not apply to hourly rated, seasonal or temporary employed personnel.
 2. Bus drivers are not to be a part of this program.
- F. No payment under the sick-leave policy shall be made beyond the date of

resignation, death, or retirement of an employee.

G. Deductions from salary made under this policy shall be 1/20 of the month's salary of ten months personnel for each day of absence and shall be 1/22 of the monthly salary rate for those employed on the twelve-month basis.

ARTICLE X

Teacher Evaluation

A. Each teacher shall have the right upon request to review the contents of his own personnel file which are added by this school district. A representative of the Association may be requested to accompany the teacher in such review.

B. 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 or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth, provided, however, that any matter within the jurisdiction of the State Tenure Commission and any adverse teacher evaluation may be processed through Paragraph C of Article XIII but shall not be arbitrable.

ARTICLE XI

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 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 counsellors, 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 a pupil.

B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will 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.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will render all necessary assistance to the teacher in his defense.

D. Time lost by a teacher in proceedings in connection with any incident mentioned in this Article shall not be charged against the teacher.

E. The Board will reimburse teachers for any loss, damage or destruction, of clothing or personal property of the teacher while on duty in the school or on the school premises. If a teacher is injured while in the line of duty, free medical, surgical or hospital care will be furnished by the Board at a hospital of the teacher's choice as provided by Workmen's Compensation.

F. Any serious complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

G. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property.

ARTICLE XII

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 discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. In the event the salary schedule is reopened for negotiation, 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 120 days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

C. 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 by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

D. 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, including the imposition by the Association of professional sanctions to discourage teachers from working in the absence of contract.

ARTICLE XIII

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 file a written grievance with the Board or its designated representative within five school days. 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 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 be present at such a meeting. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent who shall have five days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent he shall have ten days from receipt to approve or disapprove it. If the grievance shall be denied by the Superintendent, either upon review of the action of the school principal, or 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 30 days from receipt of the grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the

grievance, provided, however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than 40 days after its submission to the Board.

D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted 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 Michigan Labor Mediation Board in accord with its rules which shall likewise govern the arbitration hearing. 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 teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

F. The Board shall pay costs of arbitration if grievance is sustained.

ARTICLE XIV

Miscellaneous Provisions

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:30 A.M. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and

the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

C. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher 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.

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

E. 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 XV

Duration of Agreement

This Agreement shall be effective as of the 15th day of June, 1966, and shall continue in effect for three (3) years until the 30th day of June, 1969. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BYRON CENTER EDUCATION ASSOCIATION

BYRON CENTER BOARD OF EDUCATION

BY W. R. Ristberg
President

BY Ed Beards
President

Members of B.C.E.A. Negotiating Team

Richard Wiley, Chairman

Everette Boggs

Joan De Glopper

Marion Kolenda

Raymond Rider

Wayne Rietberg

Members of Board Negotiating Team

Edward Berends, Chairman

Harvey Lugten

Abe Moerland

James Swinson

ARTICLE XVI

Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board of Education agrees to furnish all teachers the following insurance protection:

- A. The Board shall provide without cost to the teacher complete health care protection for a full twelve-month period for the employee, through the M.E.A. Super Med program, (\$12.00 per month.)
- B. Employees not wishing health care protection may apply the equivalent of an individual employee's Super Med premium toward the following options available through the Michigan Education Special Services Association:
 - Group Term Life
 - Loss of Time
 - "500" Major Medical

SCHEDULE A

1968-69

Step	Increase	B.A. Degree	Increase	M.A. Degree	Per Cent
1		\$6,300		\$6,800	100
2	252	6,552	272	7,072	104
3	252	6,804	272	7,344	108
4	315	7,119	340	7,684	113
5	378	7,497	408	8,092	119
6	378	7,875	408	8,500	125
7	378	8,253	408	8,908	131
8	378	8,631	408	9,316	137
9	315	8,946	340	9,656	142
10	252	9,198	272	9,928	146
11	252	9,450	272	10,200	150

Non-Degree

<u>Step</u>	<u>Salary</u>
1	\$4,300
2	4,450
3	4,600
4	4,750
5	4,900
6	5,050
7	5,200
8	5,350
9	5,500
10	5,650
11	5,800
12	5,950

Up to and including five years credit for previous teaching experience outside the system will be recognized on this schedule.

Teachers who are taking courses beyond their Bachelors Degree toward a Masters Degree are to be awarded \$75 per 6 semester hours of passing graduate credit. The teacher must furnish evidence that he is enrolled in a graduate school and a certified copy of credits earned to the Superintendent by September 1, 1968.

Ten days sick leave per year will be granted accumulative to 80 days.

ACADEMIC SCHEDULE

Senior Advisor	2 @	\$ 75
Junior Advisor	2 @	40
Sophomore Advisor	2 @	25
Freshman Advisor	2 @	25
Yearbook Advisor		200
Student Council Advisor		75
Band Director		300
Forensics and Debate		250
Driver's Training \$4.00 per hour		
Safety Patrol Director		200
Shop Dept. Head		300

Bookstore - \$100 per week for weeks worked during the summer. This summer pay includes operating the bookstore during the school year.

ATHLETIC SCHEDULE

<u>ASSIGNMENT</u>	<u>INCREMENT</u>	<u>STEPS</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Varsity Basketball	50	600	650	700	750	800
Varsity Football	50	600	650	700	750	800
Wrestling	45	500	545	590	635	680
Varsity Baseball	40	400	440	480	520	560
Jr. Varsity Basketball		400	440	480	520	560
Varsity Football Assistant		400	440	480	520	560
Jr. Varsity Football		400	440	480	520	560
Faculty Manager		400	440	480	520	560
Varsity Track		400	440	480	520	560
Jr. Varsity Baseball	30	300	330	360	390	420
Freshman Basketball		300	330	360	390	420
Cross Country		300	330	360	390	420
Jr. Varsity Football Assistant		300	330	360	390	420
Freshman Football		300	330	360	390	420
Girls Athletic Assoc.		300	330	360	390	420
Golf		300	330	360	390	420
Track Assistant		300	330	360	390	420
8th Grade Basketball	20	200	220	240	260	280
7th Grade Basketball		200	220	240	260	280
Cheerleader Advisor		200	220	240	260	280
G.A.A. Assistant		200	220	240	260	280
Jr. High Track		200	220	240	260	280
Jr. High Wrestling		200	220	240	260	280
Freshman Football Assistant		200	220	240	260	280

The final placement of any Coach on this schedule is left to the discretion of the Superintendent after due consideration as to ability, previous coaching assignments and previous coaching experience either within or outside the system.

SCHEDULE B

Student Attendance Days - 180

Teacher Attendance Days - 185

1968-1969

SCHOOL CALENDAR

SEPTEMBER

	x	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

Student Attndnce 19 Teacher Attndnce 20
 x - Teacher In-Service Trng.

OCTOBER

	1	2	3	4
7	8	9	10	11
<u>14</u>	<u>15*</u>	16	17	18
21	22	23	24	25
28	29	30	31	

Student Attndnce 21 Teacher Attndnce 23
 *M.E.A. Institute

NOVEMBER

		-		1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	<u>28</u>	Thanksgiving

Student Attndnce 19 Teacher Attndnce 19

DECEMBER

	2	3	4	5	6
9	10	11	12	13	14
16	17	18	19	20	

Christmas Vacation

Student Attndnce 15 Teacher Attndnce 15

JANUARY

			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	<u>24</u> End of
27	28	29	30	31 Semester

Student Attndnce 21 Teacher Attndnce 22

FEBRUARY

	3	4	5	6	7
10	11	12	13	14	15
17	18	19	20	21	22
24	25	26	27	28	

Student Attndnce 20 Teacher Attndnce 20

MARCH

	3	4	5	6	7
10	11	12	13	14	15
17	18	19	20	21	22
24	25	26	27	28	

Student Attndnce 20 Teacher Attndnce 20

APRIL

<u>31</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

Student Attndnce 18 Teacher Attndnce 18
 *Mar. 31 - Apr. 4 - Easter Spring Vacation

MAY

			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	<u>30</u> Memorial Day

Student Attndnce 21 Teacher Attndnce 21

JUNE

	2	3	4	5	6
9	<u>10</u>	Work Day			

Student Attndnce 6 Teacher Attndnce 7