

*Byron Center*  
6/30/76

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

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

*Byron Center Public Schools  
8542 Byron Center Ave.  
Byron Center, MI 49315*

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MASTER CONTRACT

This agreement entered into this IIth day of December, 1973,  
by and between the Board of Education of Byron Center Public Schools, Byron  
Center, Michigan, hereinafter called the "Board," and the Byron Center Educa-  
tion Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board has a statutory obligation, pursuant to the Public  
Employment Relations Act 379 of the Michigan Public Acts of 1965, to bargain  
in good faith 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, 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 and probation classroom teachers, guidance counselors, librarians, but excluding supervisory and executive personnel, office and clerical employees, custodians, bus drivers, cafeteria workers, aides, and para-professionals. The term "teacher," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in 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.

D. Association members shall sign and deliver to the Board of Education an assignment authorizing deduction of membership dues and assessments of the Association, including the National and Michigan Education Associations, and such authorization shall continue in effect from year to year unless revoked, in writing, between June 1 and the succeeding September 15th. Non-members, as a condition of employment, shall pay the Association a service fee equivalent to the amount of dues uniformly required of Association members.

E. 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 Employment Relations Commission, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this agreement.

C. The Board agrees to furnish on request to the Association all available information concerning the financial resources of the district and tentative budgetary requirements and allocations so that teachers can do intelligent planning of programs.

D. The Association and its' representatives shall have the right to use school buildings at all reasonable hours for meetings, after consultation with the building principal. When special custodial services are required, the Board may make a reasonable charge. 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 of any revisions in educational policy which are proposed or under consideration and the Association shall be given opportunity to consult with 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.

Article II - Teacher Rights (con't.)

E. Should substantial and unforeseen changes in student population or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board will retain (those teachers qualified for existing teaching positions with permanent teaching certificates having the longest service in the district.)

The Board will assist any released teacher in an effort to secure other employment. Nothing herein shall relieve the Board from fulfilling any contractive obligation pursuant to the provisions of the Michigan Teacher Tenure Act.

F. 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.

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, shall be released from regular duties without loss of salary.

## ARTICLE IV

### Working Hours

- A. The Association shall provide adequate teacher supervision at each school building preceding the arrival of student buses each morning of each school day. Teachers not on morning supervision shall arrive at school in time to reach their classrooms at least 15 minutes before classes begin and stay at school at least one-half hour after school is dismissed with the exception of Fridays and the day preceding school vacation at which time teachers may leave 10 minutes after buses leave or as soon as the students leave after 3:45 p.m. whichever occurs first. Teachers providing before school supervision will be allowed to leave 15 minutes after school is dismissed. Any deviation from this schedule must have the approval of the principal.
- B. Teachers are expected to be in the classroom at least 15 minutes before school starts, and remain in the classroom at least 15 minutes after school dismisses, unless on other assignments.
- C. All teachers shall be entitled to a duty free lunch period of one-half hour minimum unless emergency situations or problems connected with inclement weather dictate otherwise.
- D. The president of the Association shall attempt to provide an adequate number of teacher chaperons for student buses, student dances, student productions, class parties or any other function involving students where teacher supervision is desirable.
- E. The negotiating bodies of the Association and the Board will negotiate a calendar submitted by the Superintendent for the following year which shall be included as Schedule B.



## ARTICLE V

### Teaching Loads and Assignments

- A. The normal weekly teaching load in the High School and Middle School 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 grades or courses outside the scope of their teaching certificates or their major or minor field of study unless acceptable to the teacher.
- 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 immediately upon knowledge of such changes. 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 of 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 (teacher or administrative) 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 seven 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.

C. All teachers interested in academic vacancies should supply to the Superintendent a list of all subject areas for which he is qualified to teach so that he may be considered for such vacancies which may occur within those areas. Desires for any extra-curricular activities should also be listed.

## 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 agreed that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. The administration reserves the right to transfer personnel from one building to another when conditions within the system, as determined by the administration, warrant such change. The transfers shall be voluntary on the part of the affected teachers provided that the overall objectives of the administration are satisfied and the needs of the district are not impaired.

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. Policy for absences due to personal and family illness.
1. Sick leave will be accumulative at the rate of 12 days per year until 120 days total.
  2. 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.
  3. Any teacher not completing the school year shall be entitled to one day for each month taught.
  4. 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.
  5. School authorities may request verification by medical statement from a reputable physician certifying that the employee was unable to be on duty during a sick leave or a leave of absence due to personal or family illness.
  6. Upon retirement from the system at the retirement age specified by the current state law governing retirement and pensions, a teacher will be entitled to one-half his accumulated sick leave at his current rate of pay, not to exceed \$1,000.
- B. Policy for absences other than personal or family illness.
1. A total of 4 days will be allowed, when requested from the Superintendent, for each death in the immediate family.
    - a. (2) additional days may be allowed, but taken from sick leave.
    - b. If there be no sick leave credit available, a full deduction will be made for these 2 additional days.
    - c. The immediate family is interpreted to include father, mother, sister, brother, husband, wife, son, daughter, foster children, and the equivalent in-law relationships of the above.
  2. 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.
    - a. An additional 2 days may be allowed but taken from the sick leave credit.
    - b. A full deduction for these 2 days will be taken when no sick leave credit is available.
    - c. In the event of sudden death in one's immediate 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.
  3. 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.
  4. 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 Board of Education prior to the meeting. For such meetings expenses will be paid by the Board of Education.

Article IX - Leave Pay - (con't.)

5. The parties agree that there may be personal conditions or circumstances which may require teacher absenteeism for other reasons than heretofore mentioned. The Board agrees that such leave, not to be accumulated nor deducted from sick leave, may be used under the following conditions:
  - a. This leave shall be used only in situations of urgency, for the purpose of conducting personal business which is impossible to transact on the weekends, after school hours or during vacation periods.
  - b. Teachers desiring to use such leave shall submit their request on the application form provided by the Board at least five (5) working days in advance of the anticipated absence except in cases of emergency; in such case, the teacher shall apply as soon as possible. This form must be filed with the principal or immediate supervisor. The general reason, unless extremely confidential, shall be briefly explained on the form.
  - c. Such leave shall not be used for seeking other employment, rendering services, or working either with or without remuneration for themselves or anyone else, for religious purposes, for hunting, for fishing or other recreational activities. It is further understood such leave shall not be granted for the first or last day of the school year nor on the first working days preceding or following a vacation period or holiday (exceptions: graduation exercises for the teacher, wife, son or daughter; honors convocation honoring the teacher and/or military departure of a son or daughter).
  - d. Maximum length of leave shall not exceed 2 days per school year.)
6. 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.
7. Leave of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:
  - a. Absence when a teacher is called for jury service.
  - b. Court appearance as a witness in any case connected with the teacher's employment or the school or whenever teacher subpoenaed by the court to attend any proceeding except when the teacher is at fault.
  - c. Approved visitation at other schools or for attending educational conferences or conventions, including Association meetings, with approval of Superintendent.
  - d. Time necessary to take the selective service physical examination.
8. Upon becoming pregnant women employees will immediately arrange for a withdrawal from service by informing the Superintendent of Schools in writing. A maternity leave of absence not exceeding one year, may be requested although such a leave carries no salary, no sick leave, no annual increment or other fringe benefits. The time of withdrawal and the tentative time of return to active teaching shall be agreed upon by the teacher, the superintendent and the Board. The time of return shall correspond with the beginning date of a new quarter or a semester.

C. Administration of Sick Leave Policy

1. 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.
2. 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.
3. 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.
4. Holidays or vacations occurring during illness shall not be considered deductible from the employee's sick leave accumulation.
5. The question of employing a substitute or replacement for an absent employee has no relation to deductions made under this policy.
6. Deductions from salary made under this policy shall be a teacher's base salary divided by the total yearly teacher attendance days for each day of absence.

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, or any evaluation of teacher performance which the teacher considers unjust, or any violation of professional ethics asserted by the Board of any agent or representative thereof shall be subject to the professional grievance procedure hereinafter set forth, provided, however, that any matter within the jurisdiction of the State Tenure Commission and any unjust teacher evaluation may be processed through Paragraph C of Article XIII.



## 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 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 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 the resolving any such matters.

B. 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 proper ratification by the Board of Education and by 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.

E. The Association agrees that neither it nor any of the employees in the bargaining unit will participate in, authorize, assist or support any strike within the Byron Center Public School system during the expressed dates of this contract. In the event of violation of the clause, the Board retains the right to take whatever disciplinary action it deems appropriate, including discharge.

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, 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 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.
- E. (If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period provided above, the grievance may be submitted to arbitration before an impartial arbitrator. If the parties cannot agree as to the arbitrator within five calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Only those grievances arising from an alleged violation, misinterpretation or misapplication of the terms and provisions of this Agreement may be submitted for advisory arbitration. Grievances which do not arise from an alleged violation, misinterpretation or misapplication of this Agreement may be submitted directly to the Board for further disposition in accordance with this Article, but such grievances shall not be arbitrable. The authority of the arbitrator stems from this Agreement and his sole function is to interpret and apply this Agreement and to pass upon alleged violations thereof on an advisory basis. Neither the Association nor the Board are required to accept the decision of the arbitrator. The fees and expenses of the arbitrator shall be paid by the party found in violation. If neither the Association nor the Board are found in violation the fees and expenses shall be shared equally.)

## 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 6:45 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

Insurance Protection

The Board shall provide without cost to the teacher MESSA's Super Med (1) health care protection for a twelve month period. Each employee is eligible for health care benefits ranging from self to full family, provided the employee, or the family is not covered by health care insurance provided by the employer of the employee's spouse.

Teachers not wishing health insurance subsidy through the school may apply the equivalent of an individual employee's single subscriber premium toward any of the MESSA's Super Med (1) options. If a husband and wife are employed by the district they will be eligible for health care protection and the single subscriber rate options.

Each employee shall provide all information necessary for the determination of coverage to be paid by the Board under this article.

ARTICLE XVI

Duration of Agreement

This Agreement shall be effective as of the 11th day of December,  
1973 , and shall continue in effect for two (2) years until the  
30th day of June, 1975 , This agreement shall not be extended orally and  
it is expressly understood that it shall expire on the date indicated.

BYRON CENTER EDUCATION ASSOCIATION

BY \_\_\_\_\_  
President

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

Arthur VanderHart, Chairman

William Colyer

William Erridge

Kenneth Jager

Arlene Schultze

William Stouffer

Thomas Wiersma

BY \_\_\_\_\_  
President

Members of Board Negotiation Team

Ed Berends, Chairman

James Swinson

Thurston Rynbrandt

Harvey Lugten

\_\_\_\_\_

SCHEDULE A

1973 - 1974

<u>STEP</u>	<u>B.A. DEGREE</u>	<u>M.A. DEGREE</u>	<u>PERCENT</u>
1	\$ 8,500.00	\$ 9,100.00	100
2	8,946.25	9,577.75	105.25
3	9,392.50	10,055.50	110.5
4	9,838.75	10,533.25	115.75
5	10,285.00	11,011.00	121
6	10,731.25	11,488.75	126.25
7	11,177.50	11,966.50	131.5
8	11,623.75	12,444.25	136.75
9	12,070.00	12,922.00	142
10	12,516.25	13,399.75	147.25
11	12,962.50	13,877.50	152.5
16	13,162.50	14,077.50	

1974 - 1975

The schedule shall be based on the Consumer Price Index (United States City Average) percent change from one year ago for June 1974. (All items)

If the percentage is:

The base for the B.A. Degree shall be:

2% or above/below	\$8,750.00
3% or above	8,800.00
4% or above	8,850.00
5% or above	8,900.00
6% or above	8,950.00
7% or above	9,000.00

The M.A. Degree base shall be \$600.00 more than the B.A. Degree base.

The schedule shall use the same index as the 1973-74 schedule with a \$200.00 longevity increase at the 16th and the 21st steps.

Academic Schedule

1973 - 1974, 1974 - 1975

Senior Advisor	2 @ \$100.00
Junior Advisor	2 @ 200.00
Sophomore Advisor	2 @ 60.00
Freshmen Advisor	2 @ 60.00
Student Council Advisor (HS)	180.00
Band Director	400.00
Forensics	150.00
Debate	150.00
Driver's Training · \$5.50 per hr.	
Safety Patrol Director	300.00
Play Director	200.00
Set Construction	100.00
Yearbook Advisor	500.00
Student Council Advisor (MS)	120.00
Cheerleader Advisor (MS)	90.00



## ATHLETIC SCHEDULE

1973 - 1974

Steps

<u>Assignment</u>	<u>Increment</u>	<u>Steps</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Faculty Manager	\$50	800	850	900	950	1,000
Varsity Football	50	800	850	900	950	1,000
Varsity Basketball	50	800	850	900	950	1,000
Varsity Wrestling	50	800	850	900	950	1,000
Varsity Baseball	40	540	580	620	660	700
Varsity Track	40	540	580	620	660	700
Girls' Varsity Basketball	40	540	580	620	660	700
Varsity Football Ass't	40	540	580	620	660	700
Jr. Varsity Football	40	540	580	620	660	700
Jr. Varsity Basketball	40	540	580	620	660	700
Cross Country	30	430	460	490	520	550
Golf	30	430	460	490	520	550
Jr. V. Football Ass't	30	43-	460	490	520	550
Jr. V. Baseball	30	430	460	490	520	550
Freshmen Football	30	430	460	490	520	550
Fresh. Football Ass't (2)	30	430	460	490	520	550
Freshmen Basketball	30	430	460	490	520	550
Jr. V. Wrestling	30	430	460	490	520	550
8th Grade Basketball	20	320	340	360	380	400
7th Grade Basketball	20	320	340	360	380	400
Jr. High Track	20	320	340	360	380	400
Jr. High Wrestling (2)	20	320	340	360	380	400
Cheerleader Advisor	20	320	340	360	380	400
Girls Jr. V. Basketball	20	320	340	360	380	400
Girls' Varsity Softball	20	320	340	360	380	400
Girls' Volleyball ( 2 teams)	20	320	340	360	380	400

The final placement of any coach on this schedule is left to the Sup't. after due consideration as to ability, previous coaching assignments and previous coaching experience, either within or outside the system.

## ATHLETIC SCHEDULE

1974 - 1975

<u>Assignment</u>	<u>Increment</u>	<u>Steps</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Faculty Manager	\$50	880	930	980	1,030	1,080
Varsity Football	50	880	930	980	1,030	1,080
Varsity Basketball	50	880	930	980	1,030	1,080
Varsity Wrestling	50	880	930	980	1,030	1,080
Varsity Baseball	40	594	634	674	714	754
Varsity Track	40	594	634	674	714	754
Girls' Varsity Basketball	40	594	634	674	714	754
Varsity Football Ass't	40	594	634	674	714	754
Jr. Varsity Football	40	594	634	674	714	754
Jr. Varsity Basketball	40	594	634	674	714	754
Cross Country	30	473	503	533	563	593
Golf	30	473	503	533	563	593
Jr. V. Football Ass't	30	473	503	533	563	593
Jr. V. Baseball	30	473	503	533	563	593
Freshmen Football	30	473	503	533	563	593
Fresh. Football Ass't	30	473	503	533	563	593
Freshmen Basketball	30	473	503	533	563	593
Jr. V. Wrestling	30	473	503	533	563	593
8th Grade Basketball	20	352	372	392	412	432
7th Grade Basketball	20	352	372	392	412	432
Jr. High Track	20	352	372	392	412	432
Jr. High Wrestling (2)	20	352	372	392	412	432
Cheerleader Advisor	20	352	372	392	412	432
Girls' Jr. V. Basketball	20	352	372	392	412	432
Girls' Varsity Softball	20	352	372	392	412	432
Girls' Volleyball (2 teams)	20	352	372	392	412	432

The final placement of any coach on this schedule is left to the Sup't. after due consideration as to ability, previous coaching assignments and previous coaching experience, either within or outside the system.

SCHEDULE B

1973 - 1974

SCHOOL CALENDAR

Student Attendance Days - 180

Teacher Attendance Days - 185

SEPTEMBER				
xx	x	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
xx - Labor Day				
x - Teacher Orientation				
Student Attnd. 18		Teacher Attnd. 19		

OCTOBER				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		
Student Attnd. 23		Teacher Attnd. 23		

NOVEMBER				
			1	2
5	6	7	8	9
xx	13	14	15	16
19	20	21	x	x
26	27	28	29	30
x - Thanksgiving Recess				
xx - Parent-Teacher Conference.				
Student Attnd. 19		Teacher Attnd. 20		

DECEMBER				
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
Christmas Vacation				
Student Attnd. 15		Teacher Attnd. 15		

JANUARY				
		2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	
18 - End of Semester - Work Day				
Student Attnd. 21		Teacher Attnd. 22		

FEBRUARY				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	
Student Attnd. 20		Teacher Attnd. 20		

MARCH				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29
Student Attnd. 21		Teacher Attnd. 21		

APRIL				
1	2	3	4	5
(Spring Vacation 8 - 12)				
15	16	17	18	19
x	23	24	25	26
29	30			
x - Elem. P.T. Conf. - Sec. In-service Day				
Student Attnd. 16		Teacher Attnd. 17		

MAY				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
x	28	29	30	31
x - Memorial Day				
Student Attnd. 22		Teacher Attnd. 22		

JUNE				
3	4	5	6	7
				<u>8</u>
<u>8</u> - End of Semester - Work Day				
Student Attnd. 5		Teacher Attnd. 6		

SCHEDULE B

1974 - 1975

SCHOOL CALENDAR

Student Attendance Days - 180

Teacher Attendance Days - 185

S E P T E M B E R				
xx	x	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				
xx - Labor Day				
x - Teacher Orientation				
Student Attend. 19		Teacher Attend. 20		

O C T O B E R				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
x	22	23	24	25
28	29	30	31	
x - Parent-Teacher Conferences				
Student Attend. 22		Teacher Attend. 23		

N O V E M B E R				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	x	x
x - Thanksgiving Recess				
Student Attend. 19		Teacher Attend. 19		

D E C E M B E R				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
Christmas Vacation				
Student Attend. 15		Teacher Attend. 15		

J A N U A R Y				
			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31
<u>17</u> - End of Semester - Work Day				
Student Attend. 21		Teacher Attend. 22		

F E B R U A R Y				
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
Student Attend. 20 Teacher Attend. 20				

M A R C H				
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
(Spring Vacation 24 - 28)				
31				
Student Attend. 16		Teacher Attend 16		

A P R I L				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
x	22	23	24	25
28	29	30		
x - Elem. P.T. Conf. - Sec. In-Service Day				
Student Attend. 21		Teacher Attend. 22		

M A Y				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
x	27	28	29	30
x - Memorial Day				
Student Attend. 21		Teacher Attend. 21		

J U N E				
2	3	4	5	6
9	<u>10</u>			
<u>10</u> - End of Semester - Work Day				
Student Attend. 6		Teacher Attend. 7		