

6-30-68

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For Review

67-68

R-8

No Charge

Byron Board of Education

PROPOSED
AGREEMENT
BETWEEN THE
BYRON BOARD OF EDUCATION
AND THE
BYRON EDUCATION ASSOCIATION

June 5, 1967

MEA
1216 Kendall
E. Lansing, MI
48823
$$\begin{array}{r} 1021 \\ \times 7 \\ \hline 7150 \\ 1021 \\ \hline 71507 \end{array}$$

MASTER CONTRACT

This Agreement entered into this _____ day of _____, 196__ by and between the Board of Education of the Byron Area School District in the counties of Shiawassee, Livingston and Genesee, hereinafter called the "Board", and the Byron Education Association, hereinafter called the "Association".

ARTICLE I

Preamble

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

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve the quality of education, 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 employments, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize,

THEREFORE BE IT RESOLVED in consideration of the following mutual covenants, it is hereby agreed as follows:

2.

ARTICLE II

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, employed or to be employed by the Board, but excluding supervisory and executive personnel and office and clerical employees. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. Within thirty days of the beginning of their employment hereunder, teachers must sign and deliver to the Board an assignment authorizing deductions of any professional dues or assessments, insurance premiums, and credit union deposits upon such conditions as the Association and Board shall establish. Professional dues shall be deducted from the regular salaries of all teachers who execute an unrevoked wage assignment out of 2 paychecks as approved by the Association.

C. Nothing contained herein shall be construed to deny or restrict to any teacher, rights he may have under the Michigan General School Laws. The rights granted to teachers under the master contract shall be deemed to be in addition to those provided elsewhere.

ARTICLE III

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support an 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 the laws 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 parties involved recognize the right of each appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency.

C. The Association and its members shall have the privilege to use school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia or pins as identification of membership in the Association either on or off school premises. Bulletin boards in the teachers' lounge shall be made available to the Association and its members.

D. The Board agrees to furnish to the Association in response to reasonable requests all available information concerning the financial resources of the district, and such other information which may be necessary for the Association to process any grievance or complaint, except information from confidential personnel files.

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E. The salary committee of the Association may check teacher's contracts in the presence of a representative of the superintendent to determine if the salary schedule agreed to in this master schedule is being followed.

ARTICLE IV

Board of Education Rights

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and or the United States, including, but without limiting the generality of the foregoing: the management and control of school properties, facilities, grades and courses of instruction, athletic and recreational programs, methods of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel.

The exercise of these powers, rights, authority, duties and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and express terms of this agreement.

ARTICLE V

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 for one year, with salary negotiations being reopened annually. Such salary schedule, however, may be reopened during the effective period upon mutual agreement of both parties.

B. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, Christmas Day. School shall be closed Friday after Thanksgiving and shall close not later than the end of the school day of December 22 and shall remain closed through New Year's Day.

C. Teachers shall be released from regular duties without loss of salary two days each year for the purpose of participating in area or regional meetings of the Michigan Education Association and one day each year for Shiawassee County Institute, provided such days are allowable as membership days by the Michigan Department of Education.

D. Attendance at conferences for professional growth being encouraged, the board will allow released time and reimbursement of expenses for approved conferences. Such conferences must have the approval of the superintendent. Requests in writing with a copy of the general format of the conference must be submitted to the superintendent at least two weeks in advance.

E. A teacher may elect at the beginning of the contractual year to receive his pay in 20 or 26 pay periods. Once the decision is made it cannot be changed during that year. The first pay period will be the second Friday after the opening of school.

ARTICLE VI

Teaching Assignments

A. The normal weekly teaching load in the junior and senior high school will not exceed 30 assigned periods, and 5 unassigned preparation periods. Released time for noon period and preparation time when enrichment activities are scheduled, during which time a specialized teacher administers the entire class for the periods prescribed shall be granted to the elementary teacher. However, in the event of inclement weather or

emergencies, duties shall be distributed equitably.

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 fields of study.

C. Elementary level or subject areas in junior and senior high school assignments will be placed on teacher contracts. Teachers affected by grade or class assignments due to changing enrollment or available building facilities will be consulted by the administrator in charge. If a voluntary teaching assignment change cannot be arranged the assignment will be required of the teacher with the least amount of experience in the Byron School System, providing that the qualifications for the assignment are equivalent.

D. Tentative student scheduling for the next year shall be completed by the conclusion of the current school year.

ARTICLE VII

Teaching Conditions

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

A. Teaching Hours

1. Elementary teachers shall be in their building twenty minutes before the beginning of the first class period of the school day, and may leave twenty-five minutes after the last class period of the school day. Elementary teachers shall be at their

regular assigned teaching station ten (10) minutes before the start of the first regularly scheduled class period.

2. All teachers at the elementary school level shall have a duty free lunch period of not less than thirty (30) minutes, except on stay-in days, when the duty free lunch period will not be less than twenty (20) minutes. On stay-in days, teachers may leave as soon as the building is cleared of students at the end of the school day. Elementary teachers will supervise their children at noon until they reach the Cafeteria. Recess assignments will be assigned by the building principal on an equitable basis. Hall duty assignments will not be made as long as the present system of utilizing student patrol continues to work satisfactorily.
3. Secondary teachers shall be in their building at their assigned station fifteen (15) minutes before the beginning of the first scheduled class period of the school day and may leave the building fifteen (15) minutes after the last regularly scheduled class period of the school day.
- 4.. Education is a cooperative process with teachers, parents, and community agencies working together for the benefit of the child. Attendance at evening meetings, such as P.T.O., civic affairs and educational meetings shall be at the option of the individual teacher. While there is no set requirement for attendance, in which the public is involved, teachers recognize that they are the schools' representatives and that during the course of the year the meetings should be attended by a sufficient number of staff members to demonstrate the sincere professional interest that the school has in community affairs.

5. All teachers shall be expected to attend teachers' meetings as necessary.

B. Teaching Load

It is recognized by the Board and the Association that the pupil-teacher ratio is an important aspect of an effective school program. Therefore it is agreed that every effort will be made to bring class sizes to an acceptable number as dictated by financial conditions of the school district, the building facilities available, and the best interest of the children. As an initial step the following class loads shall be recognized for the 1967-68 school year.

Kindergarden 25 - 30

Elementary 28 - 32

JUNIOR HIGH AND HIGH SCHOOL

English	35	Vocational shop	25
Social Studies	36	Homemaking	24
Math	35	Music Theory	35
Jr. High Science	35	Art	28
Sr. High Biology	35	Physical Education	50
Chemistry and Physics	28	Band	60 (or more at the discretion of band director)
Business	28	Industrial Arts	25
Typing	30		
Drafting	30		

C. The school calendar shall be worked out between the representatives of the School Board and a committee of the Association. If the parties can not reach an agreement the representatives of the Board will proceed to set up a school year calendar that shall not exceed 181 membership days and 185 contractual days.

D. The Board recognized that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, physical education equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board will undertake to implement all joint recommendations thereon made by its representative and the Association. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained.

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

F. The Board shall make available in each school adequate lunchroom space, restroom and lavatory facilities exclusively for teacher use and at least one room appropriately furnished, which shall be reserved for use as a faculty lounge.

G. Office telephone facilities shall be made available to teachers for their reasonable use.

H. Adequate parking facilities shall be made available to teachers for their exclusive use.

I. Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board unless the teacher's conduct shall adversely affect his professional status.

J. The provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, creed,

religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion sex, color nationality, opportunity to all pupils.

ARTICLE VIII

Vacancies and Promotions

A. Teachers who meet qualifications for vacancies may apply. All applicants will receive notice of the outcome, and may receive reasons for non-acceptance if requested by an applicant. All other conditions being equal, priority for vacancies will be given to teachers with Byron experience.

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

ARTICLE IX**Transfers**

A. Any teacher who shall be transferred to a supervisory or administrative position and shall later return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or administrative status.

ARTICLE X**Leave Pay**

A. All regular teaching employees shall be entitled to ten (10) days sick leave annually, accumulative to sixty (60) days, beginning the first day of the contract. Provided no teacher shall be reimbursed for a larger number of sick days than the number of days said teacher has taught in the Byron Area Schools. The number of days of sick leave allowed new employees shall be reduced one day for each month or major fraction thereof during the school year that the said teacher was not employed. After a teacher's sick leave is used up the difference between regular pay and substitute pay is to be paid to the regular teacher.

B. Teachers employed for a period longer than the regular teaching contract shall receive one additional day of sick leave for each additional full month of employment.

C. Each teacher shall, subject to the approval of the Superintendent, be allowed to use 2 days per year of his sick leave for personal business.

D. Conditions for which sick leave may be used for employees qualifying for sick leave in A above:

1. Employee in no condition to report for duty because of illness or injury.
2. Sick leave may be used in case of serious illness or injury in the immediate family.
3. A reasonable amount of time may be used in case of a death in the immediate family.
4. The superintendent may use discretion in situations not specifically covered in the above.

E. A record of accumulated sick leave as of the first day of school shall be submitted to each teacher during the first six weeks of each school year.

ARTICLE XI

Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article X shall be granted a leave of absence without pay, except as provided in Section A of Article X, for such time as is necessary for complete recovery from such illness. Upon return from leave, a teacher shall be assigned to the same position, or a substantially equivalent position.

B. 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 the teacher is subpoenaed to attend any court proceeding as a witness.
3. Time necessary to take the selective service physical examination.

C. Leaves of absence of one year without pay shall be granted upon application sixty (60) days prior to commencement of leave for the following purposes:

1. Study related to the teacher's license field.
2. Study to meet eligibility requirements for a license other than that held by the teacher.
3. Study, research or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such period shall be allowed provided the teacher successfully completes the years outlined program. Notice of intent to return shall be given sixty (60) days prior to the beginning of the semester the teacher wishes to return.

D. Maternity leave of absence without pay or salary increment may be granted upon written request from the teacher. Accumulated sick leave may not apply against such absence. Request for such leave must be submitted at least six (6) months prior to the expected birth, however, such request may be withdrawn prior to commencement of the leave, due to termination of the pregnancy. Replacement shall be made not later than the end of the sixth month of pregnancy, except that when this date falls within one month of the end of the semester the teacher may be permitted to complete the semester. A teacher granted a maternity leave will be allowed to return upon at least sixty (60) days notice prior to the beginning of the semester the teacher wishes to return, and will be placed in the first suitable vacancy that occurs in that teachers area of specialization or preference. The teacher shall be entitled to return from such leave anytime within three (3) years.

E. Leave of absence will be granted of up to two years to any teacher who joins the Peace Corps as a fulltime participant in such program. Any leave period so served shall be treated as time taught for purposes of the salary schedule set forth in Appendix A of this Agreement. The teacher must give sixty (60) days notice prior to leaving and sixty (60) days notice prior to the beginning of the semester they wish to return.

F. Teachers who are officers of the Association or are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association. Teachers given leaves of absence without pay shall not receive credit toward annual salary increment on the schedule appropriate to their rank. The teacher must give sixty (60) days notice prior to leaving and sixty (60) days notice prior to the beginning of the semester they wish to return.

G. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States. Teachers on military leave shall be given the benefit of any increments which would have been credited to them had they remained in active service to the school system.

H. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in a public office. They shall not receive credit toward annual salary increment. The teacher shall give sixty (60) days notice prior to the beginning of the semester they wish to return.

ARTICLE XII

Insurance Protection

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

A. Effective for the 1967-68 school year \$10.00 per month will be allowed toward insurance to any teacher who takes out insurance for health, income, or life from either Blue Cross, M.E.A., or Washington National Insurance companies.

ARTICLE XIII**Teacher Evaluation**

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

B. Each teacher shall have the right upon request to review the contents of his own personnel file except confidential credentials. A representative of the Association may be requested to accompany the teacher in such review.

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

D. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any disciplinary action without just cause shall be subject to the professional grievance negotiations procedure hereinafter set forth.

ARTICLE XIV**Protection of Teachers**

A. The Board and the Administration recognizes their responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it becomes known that a particular pupil requires the attention of special

counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take the necessary legal steps to relieve the teacher of responsibilities with respect to such pupil.

B. Any case of assault upon a teacher in performance of duty shall be promptly reported to the building administrator. The Board will provide legal counsel upon request to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance.

C. If any teacher is complained against or sued because of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render assistance to the teacher in his defense.

D. The time lost by a teacher in connection with any job related incident mentioned in this article and not otherwise covered shall not be charged against the teacher.

E. Parental complaints directed toward a teacher, which reflects upon the teacher's professional standards or conduct, shall be called to the teacher's attention.

ARTICLE XV

Negotiation Procedures

A. With respect to policies and procedures covered by this agreement which are proper subjects, under the law, for professional negotiations, the parties will undertake to cooperate in arranging meetings and otherwise constructively considering and resolving any negotiable matters.

B. At least sixty days prior to the expiration of this agreement the Association and the Board agree to negotiate over a successor agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

C. In negotiations neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party. 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. The parties mutually pledge that representatives selected by each shall make proposals, consider proposals, and make concessions in the course of negotiations, 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.

E. If counsel is to be used by either party in negotiations, said party will give five (5) school days notice prior to the meeting in which legal counsel is to be used.

F. Meetings may be cancelled by notification to the other party by the chairman of either negotiating committee.

G. Negotiation meetings shall be closed to the press.

ARTICLE XVI

Grievance Procedure

A grievance shall mean a claimed violation of this contract or a complaint involving its interpretation or application. The grievance procedure shall not apply to any matter prescribed by law or state regulation over which the Board has no power in which to act.

Step 1:

This step shall consist of an informal procedure. An employee, or employees or representative of the Association who feels a grievance exists shall discuss the grievance with the Building

Association Representative and with his immediate supervisor. The first step in the grievance procedure must take place within ten (10) school days after the occurrence of the incident that leads to the grievance. If this step in the grievance procedure fails, the grievance shall be placed in writing and submitted to the grievance committee of the Association.

Step 2:

In this step, the written grievance shall be submitted to the Building Principal who will have five (5) school days in which to answer the grievance in writing. All written grievances must be specific. The grievance must contain a statement of the facts upon which the grievance is based, and give reference to the article and section of the agreement which has been allegedly misinterpreted or violated. The remedy requested should also be stated. The grievance shall be signed by the teacher.

Step 3:

A copy of the written grievance and the reply by the Building Principal shall be passed to the Superintendent of Schools. The Superintendent will have five (5) school days to reply to the grievance.

Step 4:

The Superintendent of Schools will request a meeting of persons concerned with the grievance, the association, the aggrieved, and himself to study the problem. This committee will have five (5) school days in which to render a decision in writing. In case the grievance is of such nature as to be considered an emergency, the association representatives may be granted time

to meet during the school day with Board representatives.

Step 5:

The grievance and all written replies shall be passed on to the Board which will render a decision within eight (8) calendar days after the next regularly scheduled Board of Education meeting.

Step 6:

In the event the grievance is not satisfactorily resolved at Step 5, the grievance may be submitted to the State Labor Mediation Board in accordance with the statute.

Miscellaneous:

1. The failure to proceed to the next step of the grievance procedure, within the time limits set forth, shall be deemed to be an acceptance of the decision previously rendered, and that the grievance shall be considered resolved or abandoned.
2. In the event any grievance is filed after the 1st of May, the time limits shall be reduced by written agreement in order to effect a solution prior to the end of the school year. In the event a grievance is not resolved by the end of May, said grievance will be held over to the second week after the first Board meeting of the following school year.
3. A grievance may be withdrawn at any level without prejudice.
4. Decisions at all levels shall be in writing and be transmitted to all parties of interest.
5. No reprisals shall be taken by or against any party of interest or any participant in the grievance procedure regardless of outcome of the grievance.

6. If no decision is rendered within the time limit established at a given level it proceeds to the next level.
7. The Association shall provide a grievance committee comprised of a representative from each building.
8. Nothing contained herein will deprive the District of any rights which it has under the Michigan Teacher Tenure Act.

ARTICLE XVII

Miscellaneous Provisions

A. The Board will endeavor at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call by 7:00 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 provision 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 printed at expense of the Board and presented to all teachers now employed or hereafter 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.

F. Mileage for authorized trips by school personnel shall be .10 per mile.

G. Approved minutes of Board of Education meetings will be provided to the President of the Association.

H. The Association agrees to cooperate with and assist the Board of Education and its representatives in maintaining compliance with the provisions of this agreement.

ARTICLE XVIII

Duration of Agreement

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

BOARD OF EDUCATION

by _____
President

by _____
Secretary

EDUCATION ASSOCIATION

by _____
President

by _____
Secretary

SCHEDULE A

BYRON AREA SCHOOLS

TEACHER SALARY SCHEDULE
1967-68

Y E A R S	90 - 104	105 Sem. Hrs.	B. S.	B. S.	B. S. + 15	M. A.
	Semester Hours	And Up	Without Provisional	With Prov. - Perm.	Prov. - Perm	With Prov. - Perm.
1	\$5,580.00	\$5,700.00	\$5,820.00	\$6,000.00	\$6,120.00	\$6,300.00
2	5,803.20	5,928.00	6,052.80	6,240.00	6,364.80	6,552.00
3	6,041.13	6,171.05	6,300.96	6,495.84	6,625.76	6,820.63
4	6,294.86	6,430.24	6,565.61	6,768.67	6,904.04	7,107.10
5	6,565.54	6,706.73	6,847.93	7,059.72	7,200.91	7,412.71
6				7,370.35	7,517.76	7,738.87
7				7,702.02	7,856.06	8,087.12
8				8,056.31	8,217.44	8,459.13
9				8,434.96	8,603.66	8,856.71

June 5, 1967

SCHEDULE A
BYRON AREA SCHOOLS
TEACHER SALARY SCHEDULE 1967-68

1. Teachers will be allowed previous experience up to a maximum of seven (7) years.
2. One (1) years experience will be allowed for service in the Armed Forces, however, after 1964, service experience will be credited only if the teacher was a fully qualified full time teacher in Michigan at the time of induction.
3. One semester or more of past experience shall be credited as a full year.
4. A degree or credit level change earned during the current contract year will be credited for the following semester, provided an official transcript of work completed is submitted within 30 days after the beginning of the semester for work completed prior to the beginning of said semester.
5. Extra responsibilities;
 - A. Items 1-12 will be based on years of experience in that activity.
 1. Head Football Coach - - - - - 8%
 2. Varsity Assistant - - - - - 4%
 3. Jr. Varsity Football- - - - - 4%
 4. Head Basketball Coach - - - - - 8%
 5. Assistant Basketball Coach- - - - - 4%
 6. Jr. High Basketball Coach - 7th - - - - - 2%
 7. Jr. High Basketball Coach - 8th - - - - - 2%
 8. Girls Basketball Coach- - - - - 3%
 9. Head Track Coach - - - - - 4%
 10. Head Baseball Coach - - - - - 4%
 11. Girls Softball Coach- - - - - 3%
 12. Cheerleader Coach - - - - - 3%
 13. Band Director - - - - - \$450.00
 14. Yearbook Advisor- - - - - \$100.00
 15. Newspaper Advisor - - - - - \$300.00
(if this is done after school as an extra class)
 16. Junior Class Sponsor- - - - - \$100.00
 17. Senior Class Sponsor- - - - - \$100.00
 18. Sophomore Class Sponsor - - - - - \$25.00
 19. Freshman Class Sponsor- - - - - \$25.00
 20. Homemaking Teacher (Summer F.H.A., and F.P.A., F.H.A. and Athletic Banquets)- - - - - \$250.00
 21. Play Director, per play - - - - - \$100.00
 22. Agriculture Teacher (Including 2 weeks vacation) 1.3%
 23. Special Education- - - - - \$600.00
 24. Driver Education A. Classroom Inst.- - - - \$5.00 per hr.
B. Driving Inst.- - - - - \$4.00 per hr.

25. \$4.00 per night for all athletic events

- a. Chaperoning the bus
- b. Ticket taking
- c. Timing
- d. Scoring
- e. Announcing

The number of employees used for each of these duties will be at the discretion of the administration.