

Cedar Springs 9

1971-72

MEA-NEA UNISERV
NORTH KENT AREA OFFICE
3578 ALPINE AVE., N.W.
GRAND RAPIDS, MICHIGAN 49504

MASTER CONTRACT AGREEMENT

BETWEEN

BOARD OF EDUCATION
CEDAR SPRINGS PUBLIC SCHOOLS

AND

CEDAR SPRINGS EDUCATION ASSOCIATION
M.E.A. - N.E.A.

1971 - 1972

CEDAR SPRINGS PUBLIC SCHOOLS
CEDAR SPRINGS, MICHIGAN

CEDAR SPRINGS Bd. of Educ.

M.E.A.

1216 KENDALE

E. Lans., Mi.

48824

7/1/71 - 7/1/72

MEA-NEA UNISERV
NORTH KENT AREA OFFICE
3578 ALPINE AVE., N.W.
GRAND RAPIDS, MICHIGAN 49504

AGREEMENT

1. This agreement is made and entered into as of
2. the 4th day of October 1971, by and between the
3. Board of Education of Cedar Springs Public Schools,
4. Kent and Newaygo Counties, Michigan hereinafter
5. called the Board, and the Cedar Springs Education
6. Association hereinafter called the "Association."

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ARTICLE I.

RECOGNITION

1. A. The Board recognizes the Association as the
2. exclusive bargaining representative, as defined in
3. Section II of Act 379 of the Michigan Public Acts
4. of 1965, for all certified professional employees
5. (hereinafter generally called "Teachers"), below
6. the ranks of superintendent and principal and other
7. designated administrative personnel under contract
8. with the Board.

9. B. This Agreement is negotiated under Act 379 of
10. the Michigan Public Acts of 1965, in order (1) to fix
11. for its term the salaries and other conditions of
12. employment provided herein, (2) to encourage and
13. abet effective and harmonious working relationships
14. between the Board and the Association in order that
15. the cause of public education may be best served in
16. the school district.

17. C. This Agreement shall constitute the complete
18. and only statement of contractual relationship between
19. the Board and the Association. The Board and the Asso-
20. ciation accept the provisions of this agreement as
21. commitments which they will cooperatively and in good
22. faith honor, support and seek to fulfill, subject to
23. the ability of the respective parties to perform under
24. governing law.

25. D. Subject to the provisions of Public Act 379, as
26. the same may be amended, the Board agrees not to neg-
27. oti-ate with any teachers" organization other than the
28. Association for the duration of this Agreement. Except
29. for such negotiations under Public Act 379, however,
30. the Board shall be free to communicate with teachers
31. or their representatives, or any other persons, indi-
32. vidually or by group, for whatever purpose the Board
33. may deem desirable in the discharge of its res-
34. ponsibilities.

35. E. Despite reference herein to the Board or the
36. Association as such, each reserves the right to act

37. hereunder by committee, individual member or desig-
38. nated representative; professional or lay, whether
39. or not a member. Each party will provide the other,
40. upon written request, satisfactory evidence (such as
41. official minutes or certificate of resolutions) of
42. authority so to act.

43. F. Nothing in this Agreement which changes pre-
44. existing Board policy, rules or regulations, written
45. or otherwise promulgated, shall operate retro-
46. actively unless expressly so stated.

ARTICLE II

ASSOCIATION AND TEACHER RIGHTS

1. A. Pursuant to Act 379 of the Public Acts of 1965,
2. the Board hereby agrees that every teacher shall have
3. the right freely to organize, join and support the
4. Association for the purpose of engaging in collective
5. bargaining or negotiation and other lawful activities
6. for mutual aid and protection. As a duly elected body
7. exercising governmental power under color of law of
8. the State of Michigan, the Board undertakes and agrees
9. that it will not directly or indirectly discourage or
10. deprive or coerce any teacher in the enjoyment of any
11. rights conferred by Act 379 or other laws of Michigan
12. or the Constitution of Michigan and the United States;
13. that it will not discriminate against any teacher with
14. respect to hours, wages or any terms or conditions of
15. employment by reason of his membership in the Assoc-
16. iation, his participation in any activities of the
17. Association, or collective professional negotiations
18. with the Board or his institution of any grievance,
19. complaint or proceeding under this Agreement with
20. respect to any terms or conditions of employment.
21. B. Nothing contained herein shall be construed
22. to deny or restrict any teacher in the exercise of
23. any rights the teacher may have under the Michigan
24. General School Laws or applicable laws and regulations
25. of the State of Michigan.
26. C. The provisions of this Agreement and the wages,
27. hours, terms and conditions of employment shall be
28. applied without regard to race, creed, religion, color,
29. national origin, age, sex or marital status of any
30. teacher.

ARTICLE III

RIGHTS OF THE BOARD

1. A. The Board on its own behalf and on behalf of the
2. electors of the district, retains and reserves unto
3. itself, without limitation, all powers, rights auth-
4. ority, duties and responsibilities conferred upon and
5. vested in it by the laws and the Constitution of the
6. State of Michigan, and of the United States, including
7. but without limiting the generality foregoing the
8. right.
9. (1) To the executive management and administrative
10. control of the school system and its properties and
11. facilities, and the activities of its employees.
12. (2.) To construct, acquire and maintain school
13. buildings and equipment.
14. (3) To hire all employees and subject to the pro-
15. visions of law, to determine their qualifications and
16. the conditions for their continued employment, or their
17. dismissal or demotion; and to assign, transfer, promote
18. and supervise all such employees and to establish and
19. revise rules pertaining to the conduct of employees.
20. (4.) To establish educational policy, grades and
21. courses of instruction including special programs, and
22. provide for athletic, recreational and social events
23. for students, all as deemed necessary or advisable by
24. the Board.

ARTICLE IV

STUDENT DISCIPLINE AND TEACHER PROTECTION

1. A. Since the teacher's authority and effectiveness
2. in his classroom are undermined when students discover
3. that there is insufficient administrative backing and
4. support of the teacher, the Board recognizes its res-
5. ponsibility to give support and assistance to teachers
6. with respect to the maintenance of control and dis-
7. cipline in the classroom. Whenever it appears in the
8. judgement of the classroom teacher and building prin-
9. cipal that a particular pupil requires the attention
10. of special consellers, social workers, law enforcement
11. personnel, physicians or other professional persons,
12. the Board will take steps to relieve the teacher of
13. responsibilities with respect to such pupils.
14. B. It is recognized that discipline problems are less
15. likely to occur in classes which are well taught and
16. where a high level of student interest is maintained.
17. It is likewise recognized that when discipline prob-
18. lems occur, they may most constructively be dealt with
19. by encouragement, praise and emphasis upon the child's
20. desirable characteristics.
21. C. Any case of assault upon a teacher, or malicious
22. damaging or destruction of personal or school property,
23. shall be promptly reported to the building principal,
24. the superintendent and the Board. The Board will pro-
25. vide such assistance, it deems necessary, in connection
26. with the handling of the incident by law enforcement
27. and judicial authorities.
28. D. No action toward a teacher shall be taken upon any
29. complaint by a parent of a student directed toward a
30. teacher, or any notice thereof be included in said
31. teachers personnel file unless such matter is reported
32. in writing within three (3) instructional days to the
33. teacher concerned.

ARTICLE V.

NEGOTIATIONS

1. A. The parties acknowledge that during the neg-
2. otiations which resulted in this Agreement, each had
3. the unlimited right and opportunity to make demands
4. and proposals with respect to any subject or matter
5. not removed by law from the area of collective bar-
6. gaining, and that the understandings and agreements
7. arrived at by the parties after the exercise of that
8. right and opportunity are set forth in this Agreement.
9. B. Therefore, the Board and the Association, for
10. the life of this Agreement, each voluntarily and un-
11. qualifiedly waives the right, and each agrees that the
12. other shall not be obligated to bargain collectively
13. with respect to any subject or matter referred to, or
14. covered in this Agreement, even though such subjects or
15. matter may not have been within the knowledge or con-
16. templation of either or both the parties at the time
17. that they negotiated or signed this Agreement.

ARTICLE VI.

TEACHING HOURS

1. A. It is agreed that all teachers shall arrive
2. by 7:45 A. M. and shall be in their respective rooms
3. at 8:00 A. M., and shall remain until 3:25 P.M.
4. B. School starting and dismissal times for students:
 - a. Elementary (K-5) starting time 8:30 A.M., dismissal time 3:06 P.M.
 - b. Junior High starting time 8:15 A.M., dismissal time 3:08 P.M.
 - c. High School starting time 8:15 A.M., dismissal time 3:11 P.M.
5. The above teaching hours shall comply with the State's
6. ruling on the definition of a school day.
7. C. Each building principal shall have the option
8. of holding one (1) teachers' meeting per month upon
9. dismissal of the students and lasting not later than
10. 3:55 P.M. Notice of such meetings shall be given to
11. the teachers not less than three (3) days prior to
12. such meetings.

ARTICLE VII

TEACHING CONDITIONS

1. A. All Teachers are guaranteed a duty-free, unin-
2. terrupted lunch period, of no less than forty (40)
3. minutes. It is agreed that all teachers hired for
4. additional duties at the lunch period will be paid
5. not less than four (\$4.00) dollars per hour.
6. B. Both the Association and the Board recognize
7. that the pupil-teacher ratio is an important aspect
8. of an effective educational program. Because the
9. first grade is such a vital time in a child's educ-
10. ation, and because the results of this learning
11. period affects every teacher thereafter, it has been
12. recommended by the Association that the number of
13. students in each first grade section be no larger
14. than twenty-eight (28) students. It has also been
15. recommended by the Association that a decrease in the
16. kindergarten class load be made in order that a high
17. quality of education is insured. The Board recognizes
18. and agrees in principle with these recommendations.

ARTICLE VIII

RETIREMENT

1. A. A teacher who shall have reached the age
2. of sixty five (65) by September first shall be
3. required to retire and shall teach thereafter only
4. after being given written permission to do so by
5. the Board of Education, which permission may be
6. granted or denied at the discretion of the Board
7. of Education.

ARTICLE IX

LEAVE PAY

1. A. All teachers unable to teach because of sick-
2. ness or accident shall be granted twelve (12) days of
3. sick leave per year with the unused portion being ac-
4. cumulative. On or before September 15, of each school
5. year, each teacher may contribute not more than two
6. (2) days of the foregoing sick leave allowance to a
7. common bank to be administered by a committee composed
8. of three (3) Association members, one (1) Board member,
9. and the Superintendent of Schools. As of the afore-
10. mentioned September 15th date, the accumulation in the
11. bank, excluding the current contribution of days, shall
12. not exceed a maximum of three hundred (300) days. Teach-
13. ers who have exhausted their accumulated personal sick
14. leave allowance may make reasonable withdrawals, for
15. unusual and serious illness or accident, as determined
16. by the above mentioned committee, from the common bank.
17. Withdrawal of days from the bank, by a given teacher,
18. shall be limited to the school year in which the acc-
19. ident or illness occurred.

ARTICLE X

CONTRACTS

1. A. It is agreed that each teacher shall be
2. given an individual contract which shall be lim-
3. ited only by the specific and express terms here-
4. of which are in conformance with the constitution
5. and the laws of the State of Michigan and the
6. constitution and the laws of the United States.

ARTICLE XI

INSURANCE PROTECTION

1. A. The Board shall pay full MEA super med health
2. care protection for each full time teacher who elects
3. such protection, and who may qualify in one of the
4. following classifications:
 5. 1. *Head of household and spouse and one or
 6. more children. Full premium \$46.64 per
 7. month.
 8. 2. *Head of household and spouse. Full prem-
 9. ium \$40.74 per month.
 10. 3. *Head of household and children. full prem-
 11. ium \$33.26 per month.
 12. 4. Single subscriber. Full premium \$18.04 per
 13. month.
 14. *Head of household as defined by the I.R.S. or approved
 15. by the Board.
16. B. A full time teacher who does not elect health
17. insurance, may elect up to \$~~18.04~~^{18.04} per month of MEA
18. insurance options..Excluding annuities in any form.
19. C. Each new teacher will select his insurance
20. program on or before September 15, 1971.
21. D. Each teacher who now has MEA health insurance will
22. continue that program in 1971-72, without change, unless
23. such change is first approved by the Superintendent's
24. office.
25. E. The Board shall provide facilities for util-
26. ization of the MEA and John Hancock tax deferred
27. annuity program by all members of the bargaining unit.
28. F. In the event that an employee, absent because of
29. illness or injury has exhausted sick leave accrual, the
30. above mentioned fringe benefits should continue through-
31. out the balance of the school year.

ARTICLE XII

PROFESSIONAL GRIEVANCE PROCEDURE

1. A. A claim by a teacher or group of teachers,
2. that there has been a violation, misinterpretation
3. or misapplication of any provision of this Agreement
4. or any rule, order or regulation of the Board may be
5. processed as a grievance as hereinafter provided.

6. B. In the event that a teacher believes there is
7. a basis for a grievance, he shall, within five (5)
8. days of the occurrence of the grievance, first dis-
9. cuss the alleged grievance with his building principal.

10. C. If, as a result of the informal discussion with
11. the building principal, a grievance still exists, he
12. may invoke the formal grievance procedure on the form
13. set forth in annexed Appendix C, signed by the grievant,
14. which form shall be available from the Association rep-
15. resentative in each building. A copy of the grievance
16. form shall be delivered to the principal. If the
17. grievance involves more than one school building, it
18. may be filed with the superintendent or a represen-
19. tative designated by him.

20. D. Within three (3) school days of the receipt
21. of the grievance, the principal shall meet with the
22. grievant in an effort to resolve the grievance. The
23. principal shall indicate his disposition of the griev-
24. ance in writing within three (3) school days of such
25. meeting, and shall furnish a copy therefore to the
26. Association.

27. E. If the grievant is not satisfied with the dis-
28. position of the grievance, or if no disposition has
29. been made within three (3) school days of such meeting
30. (or six school days from the date of filing, whichever
31. shall be later) the grievance shall be transmitted to
32. the superintendent. Within five (5) school days the
33. superintendent or his designee shall meet with the

34. grievant on the grievance and shall indicate his dis-
35. position of the grievance in writing within three (3)
36. school days of such meeting, and shall furnish a copy
37. thereof to the Association.

38. F. If the grievant is not satisfied with the dis-
39. position of the grievance by the superintendent or his
40. designee, or if no disposition has been made within
41. three (3) school days of such meeting (or six (6)
42. school days from the date of filing, whichever shall
43. be later) the grievance shall be transmitted to the
44. Board by filing a written copy thereof with the Sec-
45. retary or other designee of the Board. At this time
46. the grievant if so desires may solicit representation
47. from the Association to further process the grievance.
48. The Board, no later than its next regular meeting or
49. two calendar weeks, whichever shall be later, may hold
50. a hearing on the grievance, review such grievance in
51. executive session, or give such other consideration
52. as it shall deem appropriate. Disposition of the
53. grievance in writing by the Board shall be made no
54. later than seven days thereafter. A copy of such dis-
55. position shall be furnished to the grievant and the
56. Association.

57. G. If the grievant is not satisfied with the dis-
58. position of the grievance by the Board, or if no dis-
59. position has been made within the period above provided,
60. the grievance may be submitted to arbitration before
61. an impartial arbitrator. If the parties cannot agree
62. as to the arbitrator, he shall be selected by the
63. American Arbitration Association in accord with its
64. rules which shall likewise govern the arbitration
65. proceeding. The Board and the Association shall not
66. be permitted to assert in such arbitration proceeding
67. any ground or to rely on any evidence not previously
68. disclosed to the other party. The arbitrator shall
69. have no power to alter, add to or subtract from the
70. terms of this Agreement. Both parties agree to be

71. bound by the award of the arbitrator and agree
72. that judgement thereon may be entered in any court
73. of competent jurisdiction.

74. H. The fees and expenses of the arbitrator shall
75. be shared equally by the parties.

76. I. The time limits provided in this Article shall
77. be strictly observed but may be extended by written
78. agreement of the parties. In the event a grievance
79. filed after May 15th of any year and strict adherence
80. to the time limits may result in hardship to any
81. party, the Board shall use its best efforts to pro-
82. cess such grievance prior to the end of school term
83. or as soon thereafter as possible.

84. J. If an individual teacher has a personal com-
85. plaint which he desires to discuss with a supervisor,
86. he is free to do so without recourse to the grievance
87. procedure. However, no grievance shall be adjusted
88. without prior notification to the Association and
89. opportunity for an Association representative to be
90. present, if the grievant so desires, nor shall any
91. adjustment of a grievance be inconsistent with the
92. terms of this Agreement. In the administration of
93. the grievance procedure, the interests of teachers
94. shall be the sole responsibility of the Association.

95. K. If at any time after an individual has filed
96. a grievance he desires to drop the grievance, he may
97. do so by written notice to the Association, the Board,
98. the Superintendent, and the building principal, with
99. no further action by the Association.

ARTICLE XIII

PROFESSIONAL COMPENSATION

1. A. The schedule for the school year shall be as
2. set forth in Appendix A, which is attached to and
3. expressly made a part of this agreement.
4. B. The Board reserved the right in special cases,
5. with the written approval of the Association which
6. shall not be unreasonably withheld, to pay increments
7. to teachers in order to employ in the district, teachers
8. to fill special needs who would not otherwise be
9. available.
10. C. The attached salary schedule set forth in
11. Appendix B has been determined after full consider-
12. ation by the parties of competitive factors as to
13. other schools, business and industry.
14. D. The schedule reflects changes in the conditions
15. of the community, state and nation, and has been set
16. to encourage professional growth through recognition
- 17.. or improved ability. The schedule provides a career
18. opportunity for quality educators and reflects the high
19. esteem in which the citizenry of Cedar Springs holds
20. their schools. The schedule is based upon preparation,
21. teaching experience, and professional growth and pro-
22. vides a starting salary high enough to attract the
23. most desirable candidates to a teaching career in
24. Cedar Springs. The schedule provides increasingly
25. larger increments to encourage continued services and
26. is sufficient to provide a career opportunity for
27. quality educations. There shall be no discrimination
28. in the schedule or in the grade or subject taught
29. with respect to residence, race, creed, sex, marital
30. status or number of dependents.

ARTICLE XIV

NO INTERRUPTION OF EDUCATION

1. A. The Board, Association and each teacher
2. recognizes the primary responsibility is to the
3. children of the District and declare that their
4. mutual objective is to provide those children with
5. a proper education. To that end it is agreed that
6. during the life of this Agreement, they will not
7. permit, cause, or encourage any interruption, dis-
8. turbance or interference with the continuous,
9. normal education of such children by sanction, con-
10. certed activity or otherwise, and that any diff-
11. erence of opinion or dispute which there may be
12. between or among themselves will not be allowed
13. to effect in any way the normal education afforded
14. the children of the Cedar Springs School District.

ARTICLE XV

DURATION OF AGREEMENT

1. A. The provisions of this Agreement shall be
2. effective as of July 1, 1971, and shall continue in
3. full force and effect until the 1st day of July 1972.
4. This Agreement shall not be extended orally and it is
5. expressly understood that it shall expire on the date
6. indicated.
7. B. IN WITNESS WHEREOF, the parties have hereunto
8. set their hands as of the day and year first above
9. written.

BOARD OF EDUCATION
CEDAR SPRINGS PUBLIC SCHOOLS
KENT AND NEWAYGO COUNTIES
MICHIGAN

BY _____
ITS PRESIDENT

AND BY _____
ITS SECRETARY

CEDAR SPRINGS EDUCATION ASSOCIATION
M.E.A. - N.E.A.

BY _____
ITS PRESIDENT

AND BY _____
ITS SECRETARY

APPENDIX - A
 CEDAR SPRINGS PUBLIC SCHOOLS
 1971-1972 SCHOOL CALENDAR

Monday, September 6, 1971	Labor Day
Tuesday, September 7, 1971	Pre-opening Conferences No Classes
Wednesday, September 8, 1971	Classes Begin
Wednesday, November 24, 1971	Thanksgiving Recess Begins Dismissal at 2:18 P.M.
Monday, November 29, 1971	Classes Resume
Wednesday, December 22, 1971	Christmas Recess Begins Dismissal at 2:18 P.M.
Monday, January 3, 1972	Classes Resume
Friday, January 21, 1972	End of Semester
Monday, January 24, 1972	Record Day-- No Classes
Friday, March 24, 1972	Spring Vacation Dismissal at 2:18 P.M.
Monday, April 3, 1972	Classes Resume
Monday, May 29, 1972	Memorial Day
Thursday, June 8, 1972	Record Day - No Classes
Friday, June 9, 1972	School Year Ends Noon Dismissal

The above calendar shall provide 180 full days of actual instruction, bounded by the dates September 7, 1971 to June 9, 1972 inclusive, and shall comply with the State's ruling on the definition of a school year.

APPENDIX - B

SALARY SCHEDULE 1971-72

<u>YEAR</u>	<u>B.A.</u>	<u>B.A. + 20</u>	<u>M.A.</u>	<u>M.A. + 15</u>
1	8,000	8,320	8,640	8,960
2 (4½%)	8,360	8,690	9,030	9,360
3 (4½%)	8,720	9,070	9,420	9,770
4 (4½%)	9,080	9,440	9,810	10,170
5 (5%)	9,480	9,860	10,240	10,620
6 (5%)	9,880	10,280	10,670	11,070
7 (5½%)	10,320	10,730	11,150	11,560
8 (5½%)	10,760	11,190	11,620	12,050
9 (5½%)	11,200	11,650	12,100	12,540
10 (6%)	11,680	12,150	12,610	13,080
11 (6%)	12,160	12,650	13,130	13,620
15 (5%)	12,560	13,060	13,560	14,070
20 (5%)	12,960	13,480	14,000	14,520

1. Special Certificate teachers, with a degree, will be at
2. the appropriate step, less \$150.00.
3. Step Position on the salary schedule shall be determined
4. as of September 1, 1971. Position on the schedule for
5. teachers hired during the school year and after September
6. 1, 1971, shall be determined as of the hire date.
7. Credit for degree experience outside the Cedar Springs
8. School System shall be evaluated by the Board and full
9. credit up to five (5) years of experience shall be allow-
10. ed whenever the prior service of the teacher is deemed
11. satisfactory, but no credit shall be given for a frac-
12. tional part of a year.
13. Teachers with a bachelor's degree plus 20 semester hours
14. on an approved master degree program will receive fifty
15. (50%) percent of the difference between the bachelor's
16. and master's degrees at their appropriate yearly step
17. on the salary schedule.
18. Teachers with a master's degree plus fifteen (15)
19. semester hours beyond the master's degree will receive

20. compensation on this schedule.

21. Teacher salaries from September 8, 1971 to November

22. 12, 1971 shall be figured on the 1970-71 salary sch-

23. edule and step position (teaching salary + 26 pay-

24. ments X 5 paychecks.) Salaries earned from Nov-

25. ember 15, 1971 to June 9, 1972, shall be figured on

26. the above 1971-72 salary schedule and step position

27. (teaching salary + 26 payments X 21 paychecks) and

28. shall be in accordance with the Federal Wage-Price

29. Regulations. Any additional pay which might become

30. available through new rulings from the Office of

31. Emergency Preparedness for teachers regarding the

32. period between September 8, 1971 and November 12, 1971

33. shall be denied.

APPENDIX B-1

ADDITIONAL COMPENSATION FOR EXTRA DUTIES

<u>TITLE OF POSITION</u>	<u>AMOUNT</u>
Substitute Teaching	\$25.00 per day
Director of Driver Education	\$250.00
Driver Education	\$30.00 per student
Annual Yearbook Sponsor	\$625.00
Play Director	\$100 per play
Forensics Program Advisor	\$150.00
Debate Advisor	\$150.00
Cheerleader Advisors	\$100.00 each
Hawk Talk Advisor	\$100.00
F.T.A. Advisors	\$100.00 - \$50.00
F.F.A. Advisor	\$100.00
F.H.A. Advisor	\$200.00
Senior Class Advisors	\$50.00 each
Junior Class Advisors	\$50.00 each
Sophomore Class Advisors	\$25.00 each
Freshman Class Advisors	\$25.00 each

In the event any teacher works over his assigned and normal teaching load on any school day, he shall receive not less than four (\$4.00) dollars per hour.

ARTICLE B - 2

PAY FOR COACHING & BAND

<u>POSITION</u>	<u>1ST Year</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>
<u>ATHLETIC DIRECTOR</u>	10%	11%	12%	13%	14%
<u>FOOTBALL, BASKETBALL & WRESTLING</u>					
Head	10%	11%	12%	13%	14%
Assistant & J.V.	6%	7%	8%	9%	10%
Freshman	5%	6%	7%	8%	9%
Jr. High	3%	4%	5%	6%	7%
<u>BASEBALL, TENNIS & TRACK</u>					
Head	6%	7%	8%	9%	10%
Assistant & J.V.	4%	5%	6%	7%	8%
<u>CROSS COUNTRY, GOLF & GIRLS BASKETBALL</u>					
Head	5%	6%	7%	8%	9%
Assistant & J.V.	3%	4%	5%	6%	7%
<u>BAND DIRECTOR</u>	10%	11%	12%	13%	14%
Assistant	6%	7%	8%	9%	10%

1. All percentages figured on salary base (\$8,000)
2. Head Coaches shall be heard in the assignment of assistants.
3. Coaches hiring in may be allowed credit for previous experience as are regular teachers as far as steps in schedule are concerned.