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Cedar Springs Public Schools

MASTER CONTRACT AGREEMENT

BETWEEN

BOARD OF EDUCATION
CEDAR SPRINGS PUBLIC SCHOOLS

AND

CEDAR SPRINGS EDUCATION ASSOCIATION

M.E.A. - N.E.A.

1974 - 1976

CEDAR SPRINGS PUBLIC SCHOOLS
CEDAR SPRINGS, MICHIGAN

*MEA - NEA Uniserv
North Kent Area Office
3578 Alpine Ave., N.W.
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3578 ALPINE AVE., N.W.
GRAND RAPIDS, MICHIGAN 49504

AGREEMENT

1. This agreement is made and entered into as of
2. the 7th day of June, 1974, 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
2. as the ~~exclusive bargaining representative~~, as
3. defined in Section II of Act 379 of the Michigan
4. Public Acts of 1965, for all certified professional
5. employees (hereinafter generally called "Teachers")
6. below the ranks of superintendent and principal
7. and other designated administrative personnel
8. under contract with the Board.

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

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

26. D. Subject to the provisions of Public

27. Act 379, as the same may be amended, the Board
28. agrees not to negotiate with any teachers' org-
29. anization other than the Association for the
30. duration of this Agreement. Except for such
31. negotiations under Public Act 379, however,
32. the Board shall be free to communicate with
33. teachers or their representatives, or any other
34. persons, individually or by group, for what-
35. ever purpose the Board may deem desirable in
36. the discharge of its responsibilities.

37. E. Despite reference herein to the Board
38. or the Association as such, each reserves the
39. right to act hereunder by committee, individual
40. member or designated representative; prof-
41. essional or lay, whether or not a member. Each
42. party will provide the other, upon written req-
43. uest, satisfactory evidence (such as official
44. minutes or certificate of resolutions) of auth-
45. ority so to act.

46. F. Nothing in this Agreement which changes
47. preexisting Board policy, rules or regulations,
48. written or otherwise promulgated, shall operate
49. retroactively unless expressly so stated.

ARTICLE II

ASSOCIATION AND TEACHER RIGHTS

1. A. Pursuant to Act 379 of the Public Acts
2. of 1965, the Board hereby agrees that every teacher
3. shall have the right freely to organize, join and
4. support the Association for the purpose of engaging
5. in collective bargaining or negotiation and other
6. lawful activities for mutual aid and protection.
7. As a duly elected body exercising governmental power
8. under color of law of the State of Michigan, the
9. Board undertakes and agrees that it will not directly
10. or indirectly discourage or deprive or coerce any
11. teacher in the enjoyment of any rights conferred by
12. Act 379 or other laws of Michigan or the Consti-
13. tution of Michigan and the United States; that it
14. will not discriminate against any teacher with
15. respect to hours, wages or any terms or conditions
16. of employment by reason of his membership in the
17. Association, his participation in any activities
18. of the Association, or collective professional
19. negotiations with the Board or his institution of
20. any grievance, complaint or proceeding under his
21. Agreement with respect to any terms or conditions
22. of employment.

23. B. Nothing contained herein shall be con-
24. strued to deny or restrict any teacher in the
25. exercise of any rights the teacher may have under
26. the Michigan General School Laws or applicable

27. laws and regulations of the State of Michigan.
28. C. The provisions of this Agreement and the
29. wages, hours, terms and conditions of employment
30. shall be applied without regard to race, creed,
31. religion, color, national origin, age, sex or
32. marital status of any teacher.

ARTICLE III

RIGHTS OF THE BOARD

1. A. The Board on its own behalf and on
2. behalf of the electors of the district, retains
3. and reserves unto itself, without limitation, all
4. powers, rights, authority, duties and respon-
5. sibilities conferred upon and vested in it by
6. the laws and the Constitution of the State of
7. Michigan, and of the United States, including
8. but without limiting the generality foregoing the
9. right.

10. (1.) To the executive management and ad-
11. ministrative control of the school system and
12. its properties and facilities, and the act-
13. ivities of its teachers.

14. (2.) To construct, acquire and maintain
15. school buildings and equipment.

16. (3.) To hire all teachers and subject
17. to the provisions of law, to determine their
18. qualifications and the conditions for their . .
19. continued employment, or their dismissal or
20. demotion; and to assign, transfer, promote
21. and supervise all such teachers and to esta-
22. blish and revise rules pertaining to the con-
23. duct of teachers.

24. (4.) To establish educational policy,
25. grades and courses of instruction including

26. special programs and provide for athletic,
27. recreational and social events for students,
28. all as deemed necessary or advisable by the
29. Board.

ARTICLE IV

STUDENT DISCIPLINE AND TEACHER PROTECTION

1. A. Since the teacher's authority and effecti-
2. veness in his classroom are dndermined when stu-
3. dents discover that there is insufficient ad-
4. ministrative backing and support of the teacher,
5. the Board recognizes its responsibility to give
6. support and assistance to teachers with respect
7. to the maintenance of control and discipline in
8. the classroom. Whenever it appears in the
9. judgement of the classroom teacher and building
10. principal that a particular pupil requires the
11. attention of special counsellors, social workers,
12. law enforcement personnel, physicians or other
13. professional persons, the Board will take steps
14. to relieve the teacher of responsibilities with
15. respect to such pupils.
16. B. It is recognized that discipline problems
17. are less likely to occur in classes which are
18. well taught and where a high level of student
19. interest is maintained. It is likewise rec-
20. ognized that when discipline problems occur,
21. they may most constructively be dealt with by
22. encouragement, praise and emphasis upon the
23. child's desirable characteristics.
24. C. Any case of assault upon a teacher, or
25. malicious damaging or destruction of personal
26. or school property, shall be promptly reported

27. to the building principal, the superintendent
28. and the Board. The Board will provide such
27. assistance, it deems necessary, in connection
28. with the handling of the incident by law
29. enforcement and judicial authorities.
30. D. No action toward a teacher shall be taken
31. upon any complaint by a parent of a student
32. directed toward a teacher, or any notice thereof
33. be included in said teachers personnel file
34. unless such matter is reported in writing with-
35. in three (3) instructional days to the teacher
36. concerned.

ARTICLE V

NEGOTIATIONS

1. A. The parties acknowledge that during the
2. negotiations which resulted in this Agreement,
3. each had the unlimited right and opportunity to
4. make demands and proposals with respect to any
5. subject or matter not removed by law from the
6. area of collective bargaining, and that the
7. understandings and agreements arrived at by the
8. parties after the exercise of that right and
9. opportunity are set forth in this Agreement.

10. B. Therefore, the Board and the Association,
11. for the life of this Agreement, each voluntarily
12. and unqualifiedly waives the right, and each
13. agrees that the other shall not be obligated to
14. bargain collectively with respect to any subject
15. or matter referred to, or covered in this Agree-
16. ment, even though such subjects or matter may not
17. have been within the knowledge or contemplation of
18. either or both the parties at the time that they
19. negotiated or signed this Agreement.

ARTICLE VI

TEACHING HOURS

1. A. It is agreed that the work day of the
2. Teachers shall consist of no more than 7 hours
3. and 5 minutes, including a 30 minute duty free
4. uninterrupted lunch hour. A committee of Tea-
5. chers representing the various grade levels
6. will meet with the Superintendent prior to
7. the opening of school to mutually agree on the
8. respective starting and dismissal times.
9. B. Each building principal shall have the
10. option of holding one (1) teachers' meeting
11. per month upon dismissal of the students and
12. lasting not later than 45 minutes after
13. school dismissal. Notice of such meetings
14. shall be given to the teachers not less than
15. three (3) days prior to such meetings.

ARTICLE VII

TEACHING CONDITIONS

1. A. It is agreed that all teachers hired
2. for additional duties at the lunch period will
3. be paid not less than five (5.00)dollars per
4. hour.
5. B. Both the Association and the Board
6. recognizes that the pupil-teacher ratio is an
7. important aspect of an effective educational
8. program. Because the first grade is such a
9. vital time in a child's education, and because
10. the results of this learning period affects
11. every teacher thereafter, it has been rec-
12. ommended by the Association that the number
13. of students in each first grade section be no
14. larger than twenty-eight (28) students. It has
15. also been recommended by the Association that a
16. decrease in the kindergarten class load be made
17. in order that a high quality of education is
18. insured. The Board recognizes and agrees in
19. principle with these recommendations.

ARTICLE VIII

RETIREMENT

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

ARTICLE IX

LEAVE PAY

1. A. All teachers unable to teach because of
2. sickness or accident shall be granted ten (10)
3. days of sick leave per year with the unused por-
4. tion being accumulative. On or before September
5. 15, of each school year, each teacher may con-
6. tribute not more than two (2) days of the fore-
7. going sick leave allowance to a common bank to
8. be administered by a committee composed of three
9. (3) Association members, one (1) Board member,
10. and the Superintendent of schools. As of the
11. aforementioned September 15th date, the acc-
12. umulation in the bank, excluding the current
13. contribution of days, shall not exceed a max-
14. imum of three hundred (300) days. Teachers who
15. have exhausted their accumulated personal sick
16. leave allowance may make reasonable withdrawals,
17. for unusual and serious illness or accident, as
18. determined by the above mentioned committee, from
19. the common bank. Withdrawal of days from the bank,
20. by a given teacher, shall be limited to the school
21. year in which the accident or illness occurred.
22. B. A maternity leave shall be granted with-
23. out pay to tenure teachers, commencing not later
24. than the end of the seventh month of pregnancy,

25. except that when this date falls within one
26. school month of the end of the semester this
27. teacher may be permitted to complete the semester.
28. Such leave will be granted upon written request
29. for such leave and upon proper certification of
30. pregnancy by the employee's physician. The teacher
31. shall be entitled to return from such leave at the
32. beginning of a school year, within two years from
33. the time leave began. Application for reinstat-
34. ement shall have been made by April 1 of the prior
35. school year.

36. C. At the beginning of every school year
37. each teacher shall be credited with two (2) days
38. to be used for the Teacher's personal business.
39. A Teacher planning to use a personal leave day
40. or days shall notify his principal at least two
41. (2) school days in advance, except in cases of
42. emergency. The Teacher may be asked to explain
43. the reason for any personal leave requested.
44. Reasonable restrictions may be imposed on per-
45. sonal leaves so as not to disrupt normal educ-
46. ational processes. When two or more teachers
47. in the same building request the same day or days
48. for personal leave and the Administration cannot
49. grant them as requested, seniority will prevail.
50. Teachers electing not to use their personal
51. leave days, shall have them credited to their
52. sick leave.

ARTICLE X

CONTRACTS

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

ARTICLE XI

INSURANCE PROTECTION

1. A. The Board shall pay full MEA super med
2. health care protection for each full time teacher
3. who elects such protection, and who may qualify
4. in one of the following classifications:
 5. 1. *Head of household and spouse and one or
 6. more children. Full premium \$50.50 per
 7. month.
 8. 2. *Head of household and spouse. Full
 9. premium \$43.86 per month.
 10. 3. *Head of household and children. Full
 11. premium \$35.60 per month.
 12. 4. Single subscriber. Full premium \$18.96
 13. per month.
 14. *Head of household as defined by the I.R.S. or
 15. approved by the Board.
16. B. A full time teacher who does not elect
17. health insurance, may elect up to \$18.96 per
18. month of M.E.A. insurance options..Excluding
19. annuities in any form.
20. C. Each new teacher will select his in-
21. surance program on or before September 21,
22. 1973.
23. D. Each teacher who now has MEA health
24. insurance will continue that program in 1973-74,

25. without change, unless such change is first
26. approved by the Superintendent's office.
27. E. The Board shall provide facilities for
28. utilization of the MEA and John Hancock tax
29. deferred annuity program by all members of the
30. bargaining unit.
31. F. In the event that an employee, absent
32. because of illness or injury has exhausted sick
33. leave accrual, the above mentioned fringe ben-
34. efits should continue throughout the balance
35. 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, mininterpretation
3. or misapplication of any provision of the Agree-
4. ment or any rule, order or regulation of the
5. Board may be processed as a grievance as herein-
6. after provided.
7. B. In the event that a teacher believes there
8. is a basis for a grievance, he shall, within five
9. (5) days of the occurrence of the grievance, first
10. discuss the alleged grievance with his building
11. principal.
12. C. If, as a result of the informal discussion
13. with the building principal, a grievance still ex-
14. ists, he may invoke the formal grievance procedure
15. on the form set forth in annexed Appendix C, signed
16. by the grievant, which form shall be available from
17. the Association representative in each building. A
18. copy of the grievance form shall be delivered to . .
19. the principal. If the grievance involves more
20. than one school building, it may be filed with the
21. Superintendent or a representative designated
22. by him.
23. D. Within three (3) school days of the receipt
24. of the grievance, the principal and the Association
25. President shall meet with the grievant in an effort

26. to resolve the grievance. The principal shall
27. indicate his disposition of the grievance in
28. writing within three (3) school days of such
29. meeting, and shall furnish a copy therefore to
30. the Association.

31. E. If the grievant is not satisfied with the
32. disposition of the grievance, or if no disposition
33. has been made within three (3) school days of
34. such meeting (or six school days from the date of
35. filing, whichever shall be later) the grievance
36. shall be transmitted to the Superintendent. With-
37. in (5) school days the Superintendent or his des-
38. ignee shall meet with the grievant on the grievance
39. and shall indicate his disposition of the grievance
40. in writing within three (3) school days of such
41. meeting, and shall furnish a copy thereof to the
42. Association.

43. F. If the grievant is not satisfied with the
44. disposition of the grievance by the Superintendent
45. or his designee, or if no disposition has been
46. made within three (3) school days of such meeting
47. (or six (6) school days from the date of filing,
48. whichever shall be later) the grievance shall be
49. transmitted to the Board by filing a written copy
50. thereof with the Secretary or other designee of
51. the Board. The Board, no later than its next
52. regular meeting or two calendar weeks, whichever

53. shall be later, may hold a hearing on the grievance
54. review such grievance in executive session, or
55. give such other consideration as it shall deem
56. appropriate. Disposition of the grievance in
57. writing by the Board shall be made no later than
58. seven days thereafter. A copy of such disposi-
59. tion shall be furnished to the grievant and the
60. Association.

61. G. If the grievant is not satisfied with the
62. disposition of the grievance by the Board, or if
63. no disposition has been made within the period
64. above provided, the grievance may be submitted
65. to arbitration before an impartial arbitrator.
66. If the parties cannot agree as to the arbitrator,
67. he shall be selected by the American Arbitration
68. Association in accord with its rules which shall
69. likewise govern the arbitration proceeding.
70. The Board and the Association shall not be per-
71. mitted to assert in such arbitration proceeding
72. any ground or to rely on any evidence nor prev-
73. iously disclosed to the other party. The arb-
74. itrator shall have no power to alter, add to
75. or subtract from the terms of this Agreement.
76. Both parties agree to be bound by the award of
77. the arbitrator and agree that judgement there-
78. on may be entered in any court of competent
79. jurisdiction.

80. H. The fees and expenses of the arbitrator
81. shall be shared equally by the parties.

82. I. The time limits provided in this Article
83. shall be strictly observed but may be extended
84. by written agreement of the parties. In the
85. event a grievance filed after May 15th of any
86. year and strict adherence to the time limits
87. may result in hardship to any party, the Board
88. shall use its best efforts to process such
89. grievance prior to the end of school term or
90. as soon thereafter as possible.

91. J. If an individual teacher has a personal
92. complaint which he desires to discuss with a
93. supervisor, he is free to do so without recourse
94. to the grievance procedure. However, no griev-
95. ance shall be adjusted without prior notific-
96. ation to the Association and opportunity for an
97. Association representative to be present, nor
98. shall any adjustment of a grievance be incon-
99. sistant with the terms of this Agreement. In
100. the administration of the grievance procedure,
101. the interests of teachers shall be the sole re-
102. sponsibility of the Association.

103. K. If at any time after an individual has
104. filed a grievance he desires to drop the griev-
105. ance, he may do so by written notice to the
106. Association, the Board, the Superintendent, and

107. the building principal, with no further action

108. by the Association.

ARTICLE XIII

PROFESSIONAL COMPENSATION

1. A. The schedule for the school year shall be
2. as set forth in Appendix A, which is attached to
3. and expressly made a part of this agreement.

4. B. The Board reserves the right in special
5. cases, with the written approval of the Assoc-
6. iation which shall not be unreasonably withheld,
7. to pay increments to teachers in order to employ
8. in the district, teachers to fill special needs
9. who would not otherwise be available.

10. C. The attached salary schedule set forth in
11. Appendix B has been determined after full con-
12. sideration by the parties of competitive factors
13. as to other schools, business and industry.

14. D. The schedule reflects changes in the con-
15. ditions of the community, state and nation, and
16. has been set to encourage professional growth
17. through recognition or improved ability. The
18. schedule provides a career opportunity for qual-
19. ity educators and reflects the high esteem in
20. which the citizenry of Cedar Springs holds their
21. schools. The schedule is based upon preparation,
22. teaching experience, and professional growth and
23. provides a starting salary high enough to attract
24. the most desirable candidates to a teaching career

25. in Cedar Springs. The schedule provides increas-
26. ingly larger increments to encourage continued
27. services and is sufficient to provide a career
28. opportunity for quality educators. There shall
29. be no discrimination in the schedule or in the
30. grade or subject taught with respect to residence,
31. race, creed, sex, marital status or number of
32. 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,
10. concerted activity or otherwise, and that any
11. difference of opinion or dispute which there may
12. be 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

REDUCTION OF PERSONNEL

1. A. In the event it becomes necessary to reduce
2. the number of teachers in given fields or programs
3. due to financial causes or pupil reduction, the
4. following procedures shall be utilized:

5. Teachers not holding a regular Michigan prov-
6. isional, continuing, or qualified certificate will
7. laid off first, provided there are fully qualified,
8. fully certificated teachers to replace and perform
9. all of the needed duties of the laid off teachers.

10. If reduction is still necessary, then probat-
11. ionary teachers with the least number of contin-
12. uous years of teaching in the Cedar Springs School
13. System will be laid off first, provided there are
14. remaining fully qualified, fully certificated
15. teachers to replace and perform all of the needed
16. duties of the laid off teachers.

17. If further reduction is still necessary, then
18. tenure teachers with the least number of years of
19. continuous teaching experience in the Cedar Springs
20. School System will be laid off first, provided
21. there are fully qualified, fully certificated
22. teachers to replace and perform all the needed
23. duties of the laid off teachers.

24. B. Fully qualified and fully certificated

25. teachers will be defined as follows:

26. Fully qualified shall be taken to mean recency
27. of training and experience.

28. Teachers who have earned a provisional or con-
29. tinuing teaching certificate in a given subject
30. area, and

31. Who have completed eighteen (18) semester hours
32. of college credit in a given subject area or have
33. taught in the subject area or grade level (elem-
34. entary) on a regular basis within the last five
35. (5) years preceeding the layoff and

36. Who have earned the minimum credit hours re-
37. quired by the North Central Association.

38. C. Length of service is defined as unbroken
39. service in the Cedar Springs School System.

40. D. Recall - in the event of layoff, the Board
41. will institute a recall procedure which will be
42. inverse order of the above layoff procedure.

43. E. Seniority right shall be lost by the teacher
44. if the teacher does not return within ten (10)
45. working days when he is recalled from layoff.

46. F. Any layoff pursuant to this Agreement shall
47. automatically terminate the individual's employ-
48. ment contract and all benefits allowed therein
49.. including all benefits under this Master Agree-
50. ment, shall be reinstated in full upon re-employ-
51. ment.

52. G. The Board shall give no less than sixty
53. (60) days notice to the teacher being laid off.
54. H. It is intended that this Article, takes
55. precedence over and governs the individual tea-
56. ching contracts; and the individual teaching
57. contract is expressly conditioned by this Article.

ARTICLE XVI

NOTIFICATION OF VACANCY

1. In the event that a vacancy should occur in the
2. system, the board shall cause to be published to the
3. staff, notification of such vacancy, so that staff
4. members shall have opportunity to apply for such
5. position as is vacant. The board reserves the right
6. to screen and hire qualified persons to fill any
7. such vacancies.

ARTICLE XVII

DURATION OF AGREEMENT

1. A. The provisions of this Agreement shall be effective
2. as of July 1, 1974 and shall continue in full force and effect
3. until the 1st day of July, 1975. This Agreement shall not be
4. extended orally and it is expressly understood that it shall
5. expire on the date indicated.

6. B. Successor Agreements: Negotiations shall be reopened
7. on any ensuing January 1, regarding financial items, class size,
8. calendar, and preparation time.

9. C. In Witness Whereof, the parties have hereunto set their
10. hands as of the day and year first above 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

SCHOOL CALENDAR 1974-75

Thursday, August 29, 1974	Pre-opening Conference New Teachers
Friday, August 30, 1974	Pre-opening Conference All Faculty
Monday, September 2, 1974	Labor Day
Tuesday, September 3, 1974	Classes Begin
Wednesday, November 27, 1974	Thanksgiving Recess Begins
Monday, December 2, 1974	Classes Resume
Friday, December 20, 1974	Christmas Recess Begins
Monday, January 6, 1975	Classes Resume
Friday, January 24, 1975	End of Semester
Friday, March 21, 1975	Spring Vacation Begins
Monday, March 31, 1975	Classes Resume
Monday, March 26, 1975	Memorial Day
Friday, June 6, 1975	Last Day of School

The above calendar shall provide 181 full days of instruction, 183 teacher contract days, bounded by the dates of September 3, 1974 to June 6, 1975 inclusive, and shall comply with the State's ruling of the definition of a school year.

** The T.B. Bus has been scheduled for Friday, August 30, 1974 from 10:00 A.M. - 4:00 P.M. It will be parked at the rear of the High School building.

APPENDIX - B

SALARY SCHEDULE 1974-1975

<u>YEAR</u>		<u>B.A.</u>	<u>B.A. + 20</u>	<u>M.A.</u>	<u>M.A. + 15</u>
1	Base	\$9,100.	\$9,400.	\$9,830.	\$10,190.
2	4.5%	9,510.	9,890.	10,270.	10,650.
3	4.5%	9,920.	10,320.	10,710.	11,110.
4	5%	10,380.	10,800.	11,210.	11,630.
5	5%	10,840.	11,270.	11,710.	12,140.
6	5.5%	11,340.	11,790.	12,250.	12,700.
7	5.5%	11,840.	12,310.	12,790.	13,260.
8	6%	12,390.	12,890.	13,380.	13,880.
9	6%	12,940.	13,460.	13,980.	14,490.
10	6.5%	13,530.	14,070.	14,610.	15,150.
11	6.5%	14,120.	14,680.	15,250.	15,810.
15	6%	14,670.	15,260.	15,840.	16,430.
20	6%	15,220.	15,830.	16,430.	17,050.

1. Special certificate teachers, with a degree, will be at the
2. appropriate step, less \$150.00.
3. Step position on the salary schedule shall be determined as of
4. September 1, 1974. Position on the schedule for teachers hired
5. during the school year and after September 1, 1974 shall be
6. determined as of the hire date.
7. Credit for degree experience outside the Cedar Springs School
8. system shall be evaluated by the Board and full credit up to
9. five (5) years of experience shall be allowed whenever the
10. prior service of the teacher is deemed satisfactory, but no.

11. credit shall be given for a fractional part of a year.
12. Teachers with a bachelor's degree plus 20 semester hours on
13. approved master degree program will receive fifty (50%) per-
14. cent of the difference between the bachelor's and master's
15. degrees at their appropriate yearly step on the salary shcedule.
16. Teachers with a master's degree plus fifteen (15) semester hours
17. beyond the master's degree will receive compensation on this
18. schedule.

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	\$100.00 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
Summer Agriculture Teacher	2½% of step per wk. 8 weeks

In the event any teacher works over his assigned and normal teaching load on any school day, he shall receive not less than five (\$5.00) dollars per hour.

APPENDIX 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>
ATHLETIC DIRECTOR	12%	13%	14%	15%	16%
FOOTBALL, BASKETBALL & WRESTLING					
Head	10%	11%	12%	13%	14%
Assistant & J.V.	6%	7%	8%	9%	10%
Freshman	5%	6%	7%	8%	9%
Jr. Hi Basketball	4%	5%	6%	7%	8%
Jr. Hi Football & wrestling	3%	4%	5%	6%	7%
BASEBALL, TENNIS & TRACK					
Head	6%	7%	8%	9%	10%
Assistant & J.V.	4%	5%	6%	7%	8%
BOYS CROSS COUNTRY, GOLF & GIRLS BASKETBALL					
Head	5%	6%	7%	8%	9%
Assistant & J.V.	3%	4%	5%	6%	7%
Girls Jr. Hi. Basketball	2%	2.5%	3%	3.5%	4%
GIRLS TENNIS, GOLF & TRACK	3%	3.5%	4%	4.5%	5%
BAND DIRECTOR	10%	11%	12%	13%	14%
Assistant	6%	7%	8%	9%	10%

1. All percentages figured on salary base (██████.)
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 are concerned.

APPENDIX - C

ARTICLE XI OF INSURANCE PROTECTIONS

1. G. Dental Care - The Board shall provide the Delta Dental
2. Care Program for all employees of the bargaining unit and
3. their eligible dependents, Plan E, including 80% payment
4. of charges: Class I, with full premium of \$17.45 per
5. month.

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