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MASTER AGREEMENT

Between

CENTRAL MONTCALM EDUCATION ASSOCIATION

and

CENTRAL MONTCALM BOARD OF EDUCATION

Central Montcalm Board of Education

MEA

1216 Wendale  
East Lansing, Mich.

JAN 15 1970

MEa AREA OFFICE  
REGION 9  
4020 Eastern Ave. S.E.  
Grand Rapids, Mich. 49508



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Board of Education  
Negotiating Team

Education Association  
Negotiating Team

Harold Edwards  
Charles Miel  
Jacob Helms  
Harold A. Springsteen

Fred Keson  
Virgil St. Peter  
Clinton Scott  
Onilee Coulson

## EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this            day of            the  
Central Montcalm Public School District of Stanton and Sheridan  
Michigan, hereinafter called the "Board", and the Central Montcalm  
Education Association, hereinafter called the "Association."

### WITNESSETH

WHEREAS the Board and the Association recognize and declare  
that providing a quality education for the children of Central  
Montcalm Public School is their mutual aim and that the character  
of such education depends predominately upon the quality and morale  
of the teaching service, and

WHEREAS the members of the teaching profession are particularly  
qualified to assist in formulating policies and programs designed  
to improve educational standards, and

WHEREAS the Board and the Association have a statutory  
obligation, pursuant to Act 379 of the Michigan Public Acts of  
1965, to bargain in good faith with respect to hours, wages,  
terms and conditions of employment, and

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

In consideration of the following mutual covenants, it is  
hereby agreed as follows:

## ARTICLE I

Section 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 involved in education including personnel on tenure and probation but excluding superintendent, assistant superintendent, principals, office and clerical employees. Additional administrative positions such as business manager and athletic director will not be excluded from Association membership and benefits if they hold a teaching position. Should the Board contemplate other supervisory and/or executive personnel positions, they will notify the Association. Should the Association be of the opinion that they are not supervisory and/or executive, the Association may then request the assistance of the Labor Mediation Board in making the decision. The decision of the Labor Mediation Board will be binding to both parties.

Section B: 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.

Section C: Regarding assessments on the part of the Association Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues for National Education Association, Michigan Education Association and Central Montcalm Education Association. Such sum shall be deducted as dues from the regular salaries of said teachers and remitted by November 30 to the Association....



Section D: The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

Section E: Regarding teachers rights under law - nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws. . .

ARTICLE II

Teacher Rights

Section A: The Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. The Board shall 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. The Board shall 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 lawful activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint, or proceeding.

Section B: The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency to meet with each party in an attempt to reach common agreement.

Section C: The Association and its members shall have the right to use school building facilities at and for reasonable hours for meetings. Reasonable use of school owned media or communication shall be made available to the Association and its members.

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

Section E: Professional Ethics and Practices -- The Professional Code of Ethics authored by the Michigan Education Association and the National Education Association shall be recognized as the guideline for professional conduct. The Association hereby agrees to encourage teachers to respect and comply with these Ethical Codes. To do so, it will create a Professional Practices Committee, made up of seven teachers who are members of the C M E A. five to be selected by the Executive Committee and two to be elected by members of the Central Montcalm Education Association. Committee members shall hold one year terms of office. The duties of the Committee shall be to (1) present and acquaint all teachers with the contents of the Professional Code of Ethics, and (2) encourage their adherence to the code. It may hold informal, or formal hearings, discussions, investigations, or examinations and may censure, either verbally or in writing, examples of Code violations. It may, if it deems necessary, file reports with the Board of Education.

#### Board Rights

Section A: Subject to the provision of this contract the Board, on its own behalf of the electors of the district, hereby retains and reserves upon itself, 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 of the United States, including but not limited to the following, the right to:

- (a) the executive management and administrative control of the school system and its properties and facilities, and the school activities of its employees;
- (b) hire all employees and subject to the provisions of law, to determine their qualifications and the conditions of their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees;
- (c) establish grade levels and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
- (d) review and approve of the means and methods of instruction the selection of textbooks and other teacher materials, and the use of teaching aids of every kind and nature.
- (e) determine duties, responsibilities and assignment of teachers with respect to class schedules, hours of instruction, non-teaching school activities and administrative activities.

Section B: The exercise of the foregoing powers, the adoption of policies and the use of judgment by the board shall be limited only by the terms of this contract, the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States

### ARTICLE III

#### Professional Compensation

Section A: The salaries and insurance benefits for teachers covered by this Agreement are set forth in Schedule A which is

attached to and incorporated in this agreement.

Section B: Holidays shall be observed at the discretion of the Board.

Section C: A teachers engaged during the school day in negotiation in behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, shall be released from regular duties without loss of salary.

Section D: A teacher shall be released from regular duties without loss of salary for regularly scheduled local MEA Regional meetings, and County Institute.

#### ARTICLE IV

##### Teacher Evaluations

Section A: All monitoring or observation of the work performance of a teacher shall be conducted openly and or with full knowledge of the teacher.

Section B: Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association or the Board may be requested to accompany the teacher in such review.

All teaching evaluations must be signed by the teacher involved before being placed on file with the exception that a teacher who chooses not to sign the evaluation sheet may attach to it a statement explaining his reasons. The statement will become a permanent part of that evaluation sheet and both will be placed in his personnel file.

Evaluations made by people from outside the school district shall remain confidential.

Section C: A teacher shall at all times be entitled to have present a representative of the Association when he is presented with a written reprimand, warned or disciplined for any infraction



of discipline or delinquency in professional performance. When a request for representation is made. Whether the reprimand is written or oral, no action shall be taken with respect to the teacher until a representative of the Association is present. The following steps shall be followed when a written reprimand is given:

1. The teacher to be reprimanded shall be given reasonable advance notice either in writing or verbally.
2. An initial conference between the two parties involved shall be held for the purpose of defining the infraction.
3. Upon being informed of the infraction either party may request of the Association or the Board to be present before further discussion ensues.
4. For purposes of convenience a later conference may be scheduled at which time all parties can be present.
5. If a second conference is required, it shall be held not later than two school days following the initial conference.

Section D: No teacher shall be transferred in assignment, disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including, adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

Section E: The private and personal life of any teacher is not within the concern or attention of the board, as long as it is consistent with the high standards which the teaching profession has set forth in its NEA and NEA Code of Ethics.

Section F: It is not the intent of the foregoing sections to act as a deterrent to the school principal in the performance of his

duties. As the designated representative of the Board, his specific duties, include providing educational leadership, implementing policies of the Board, and to be accountable for the overall management of the building at which he is assigned.

#### ARTICLE V

##### Protection of Teachers

Section A: The Board shall give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom and the Association shall uphold and enforce policies of the school district.

Whenever it appears that a particular pupil's sustained behavioral pattern in the classroom becomes a serious deterrent to the welfare of himself, his classmate and teacher or teachers, the following procedure shall be followed:

- (1) A complete evaluation of the situation shall be made.
- (2) The evaluators shall consist of the teachers involved, the building principal, guidance personnel, and any other professional persons involved or qualified to assist.
- (3) After all available information and facts have been reviewed, the evaluation committee shall recommend to the board a course of action in light of the following: (a) Best interest of the youngster involved, (b) best interest of other youngsters in the classroom, (c) and the demands made upon the teacher or teachers involved.

Section B: Any case of assault or assault and battery upon a teacher while in the performance of duties assigned by the school district shall be promptly reported to the Board or its designated representative. The Board will render all reasonable assistance to the teachers in connection with handling of the incident by law enforcement and judicial authorities.



Providing that the teacher is not at fault, he shall not be penalized in loss of salary in connection with any incident in this section.

Section C: When it is determined by the Board of Education that disciplinary action taken by a teacher toward a student is consistent with policies established by the Board and if such action results in a complaint or suit against the teacher, if the teacher is not covered by liability insurance, the Board will assist and pay for legal counsel and render all necessary assistance in his defense.

Section D: The Board will reimburse teachers for any loss, damage or destruction of personal property brought to school to be used as instructional materials, the Board shall not be responsible for the loss of such items due to normal wear and tear, due to teacher negligence or for loss or damage of under \$5.00 or over \$300.00.

Section E: Complaints directed toward a teacher shall be called to the teacher's attention.

Section F: Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be held responsible by the school, except in the case of negligence or neglect of duty, for any damage or loss to person or property.

Section G: If a teacher is injured while in the line of duty, medical surgical and/or hospital care within the limits of workmens compensation will be furnished by the Board. Should it become necessary, the Board will pay the teacher any difference between the contractual salary and disability payments by workmens compensation for the period of one year from date of disability.

Section H: Any teacher whose personal illness, injury, or pregnancy extends beyond the periods compensated under this contract shall be granted a leave of absence without pay for such time as is necessary for complete recovery, and shall be hired back with no loss of seniority and at, or as close as possible to their former position.

Section I: A leave of absence encompassing one school year shall be granted without salary to tenure teachers for study at an accredited institution. Such teacher shall be hired back with no loss of seniority and at their former position.

#### ARTICLE VI

##### Negotiation Procedures

Section A: It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties may be subject to professional negotiations between them from time to time during the period of this agreement upon mutual consent. The parties undertake to cooperate in arranging meetings, selecting representative for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such negotiation.

Section B: Not earlier than December 1 nor later than March 1 prior to expiration of this Agreement the parties will begin negotiations for a new agreement covering wages, hours, and terms and conditions of employment of teachers employed by the Board.

Section C: In any negotiations described in this article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representative from within or outside the school district. The parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make



proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

Section 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.

#### GRIEVANCE PROCEDURES

##### Section A: Definitions

1. A "Grievance" shall be an alleged violation of the expressed terms of this agreement or written rule, regulation, or policy of the Board.
2. The "aggrieved" person is the teacher or teachers making the grievance.
3. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this contract.
4. A "party of interest" is the aggrieved person, persons, teacher, Board or representative there of who might be required to take action or against whom action might be taken in order to resolve the grievance.
5. The term "days" shall mean calendar days.

Section B: Purpose --- The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the grievance of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure. Nothing contained herein shall be construed as limiting the right of any aggrieved person to discuss the matter informally with any appropriate member of the administration or proceeding independently as described in Section E of these procedures.

Section C: Structure

1. There shall be one or more Association Representatives (Building Representatives) for each school building to be selected in a manner determined by the Association.
2. The Association shall establish a Professional Rights and Responsibilities Committee, which shall be broadly representative and which shall serve as the Association grievance committee. In the event that any Association Representative or any member of the PR & R Committee is a party in interest to any grievance, he may disqualify himself and a substitute shall be named by the Association.
3. The building principal shall be the administrative representative when the **particular grievance arises** in that building.
4. The Board hereby designates the superintendent as its representative when the grievance arises in more than one school building.

Section D: Procedure --- The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent. If the grievance is filed on or after June 1 the time limits shall be reduced by mutual consent in order to affect a solution prior to the end of the school year or as soon thereafter as is practicable.

1. Level One

An aggrieved person shall discuss it with his immediate supervisor or principal: individually or together with his Association Representative.



2. Level Two

- (a) In the event the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school attendance days after presentation of the grievance, he may file the grievance in writing with the Association's PR & R Committee. The Association Representative will assist in writing the grievance.
- (b) Within five (5) days of receipt of the grievance the PR & R Committee shall decide whether or not there is a grievance worthy of support. If the committee decides that no such grievance exists and so notified the aggrieved person, the aggrieved person may continue to process his grievance without Association support. If the committee decides there is a grievance worthy of support it shall immediately process the grievance with the superintendent of schools. Within ten (10) days from receipt of the grievance by the superintendent he shall render a decision as to the solution.

3. Level Three

In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) days from date of receipt of grievance by the superintendent, he may refer the grievance through the PR & R Committee, to the Board of Education's Review Committee. This committee shall be composed solely of members of the Board of Education. Within ten (10) days from receipt of the written referral by the board, its review Committee shall meet with the Association's

PR & R Committee chairman and the Association's Negotiating Team for the purpose of arriving at a mutually satisfactory solution to the grievance. A decision shall be rendered within ten (10) days.

4. Level Four

In the event the grievance is not satisfactorily resolved at Level Three, or if no decision is reached within the ten (10) day period, the grievance shall immediately be transmitted to the State Labor Mediation Board or to the MEA Board of Reference. either channel may be used at the discretion of the party transmitting the grievance.

Section E: Rights to Representation --- Any party of interest may be represented at all meetings and hearings at any level of the grievance procedure by another teacher or another person. Provided, however, that any teacher may in no event be represented by an officer, agent, attorney, or other representative of any organization other than the Association. Provided further, when an aggrieved person is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance processing.

Section F: Miscellaneous

1. A grievance may be withdrawn by the aggrieved person at any level without prejudice. However, if in the judgment of the Association Representative or the PR & R Committee, the grievance affects a group of teachers, the PR & R Committee may process the grievance at the appropriate level.
2. The grievance discussed and the decision at Level One shall both be placed in writing upon request of either party.



- Decision rendered at all other levels shall be in writing and shall promptly be transmitted to all parties of interest.
3. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.
  4. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.
  5. Forms for filing the processing grievances shall be designed by the superintendent and the PR & R Committee, shall be prepared by the superintendent, and shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.
  6. Parties of interest shall have access to all records or all information necessary for the determination and processing of the grievance.

Section G: The following matters shall not be the basis of any grievance filed under the procedure outlines in this article:

- (A) The termination of services of or failure to re-employ any probationary teacher:
- (B) The placing of a non-tenure teacher on a third year of probation:
- (C) All other matters concerning tenure which are now provided for under the teacher tenure act:
- (D) Probationary Teacher Clause:

The Association represents the probationary teacher in matters of wages, hours, and working conditions, but does not represent them in matters of discharge, reprimand or transfer for other than Association activities.

## ARTICLE VII

Professional Growth

Section A: Upon obtaining permission from the principal and the Board, each teacher may attend one educational conference per year or visit some other school at the expense of the Board when it is shown that said conference will be particularly stimulating in his education field.

Section B: Teachers may be required to participate in inservice training programs during the school day when initiated by the administration and paid for by the Board.

Section C: There shall be a system-wide two-day pre-school workshop planned jointly by the staff and administration. Thereafter, on the second Wednesday of every other month, beginning with October and ending with April, school will be dismissed at noon. The afternoons will be devoted to staff meetings, inservice programs, and workshops. The inservice programs and workshops will be planned jointly by the staff and/or administration.

## ARTICLE IX

Teaching Conditions

Section A: The Association and Board agree to adhere to the minimum requirements of teachings days as established by the Michigan Legislature. In addition duty days will be added as follows:

2 days - Pre-school workshop (3 days for teachers new to the system)

2 days - for record marking

3 days - for institute

Beginning day no earlier than last Monday in August.

Section B: Inclement Weather Days --- The Association and Board agree to adhere to the minimum requirements of teaching days as established by the Michigan State Legislature.



Section C: Playground Supervision --- Building aides will be employed to relieve teachers in the Stanton and Sheridan Elementary Schools of outside playground duty.

Section D: Working Day --- The working day shall not exceed a total of  $7\frac{1}{2}$  hours (to include a 30 minute lunch period) except for one day per week when the day shall be extended for  $\frac{1}{2}$  hour for building meetings. In addition, not over 4 evening meetings (to include Parent-Teacher Conferences) shall be required per year.

Section E: Library Proposal --- The certified librarian's salary, working day, and school year will be the same as that of a regular teacher.

## SCHEDULE A

The salary schedule for the school year 1968-69 shall be based upon a base salary of \$6400.00 and computed as follows:

<u>Step</u>	<u>Non-Degree</u>	<u>BA Degree</u>	<u>MA Degree</u>
0	.90 - 5760.	1.00 - 6400.	1.08 - 6912.
1	.91 - 5824.	1.03 - 6592.	1.11 - 7104.
2	.92 - 5888.	1.06 - 6784.	1.14 - 7296.
3	.93 - 5952.	1.095- 7008.	1.175- 7520.
4	.94 - 6016.	1.13 - 7232.	1.21 - 7744.
5	.95 - 6080.	1.17 - 7488.	1.25 - 8000.
6	.96 - 6144.	1.21 - 7744.	1.29 - 8256.
7	.97 - 6208.	1.255- 8032.	1.335- 8544.
8	.98 - 6272.	1.30 - 8320.	1.385- 8864.
9	1.00 - 6400.	1.351- 8646.	1.444- 9242.
10		1.402- 8973.	1.503- 9619.
11		1.453- 9299.	1.563- 10,003.

The salary schedule for the school year 1969-70 shall be based upon a base salary of \$6800.00 and computed as follows:

<u>Step</u>	<u>Non-Degree</u>	<u>BA Degree</u>	<u>MA Degree</u>
0	.90 - 6120.	1.00 - 6800.	1.10 - 7480.
1	.91 - 6188.	1.04 - 7072.	1.14 - 7752.
2	.92 - 6256.	1.08 - 7344.	1.18 - 8024.
3	.93 - 6324.	1.12 - 7616.	1.23 - 8364.
4	.94 - 6392.	1.17 - 7956.	1.28 - 8704.
5	.95 - 6460.	1.22 - 8296.	1.33 - 9044.
6	.96 - 6528.	1.27 - 8636.	1.39 - 9452.
7	.97 - 6596.	1.33 - 9044.	1.45 - 9860.
8	.98 - 6664.	1.39 - 9452.	1.51 - 10,260
9	1.00 - 6800.	1.45 - 9860.	1.58 - 10,744.
10		1.52 - 10,336.	1.65 - 11,220.

## II. Insurance

All full time teachers participating in either MESSA or Blue Cross Hospital Medical insurance programs shall receive \$3.00 per month for premiums beginning September 1, 1969 and ending August 31, 1970. Regularly employed part time teachers shall receive a prorated amount.

## III. Personal Days

A. Definition: Time required for personal business (business which cannot be resolved during hours beyond the school



day), illness or death of immediate members of the family (husband, wife, son, daughter, parents, mother-in-law, father-in-law, grandparents).

- B. Full time employees may be granted two (2) personal days per year, unlimited accumulation. Part time employees may be granted one (1) personal day per year, unlimited accumulation. This clause is retroactive up to and including 5 years prior service in this system if the service occurred prior to July 1, 1966.
- C. Up to three additional personal days may be permitted by the superintendent.
- D. Requests for personal days must be made at least a day in advance, if possible, with final approval by the superintendent.

IV. Sick Leave

- A. Definition: Sickness of the employee
- B. Full time employees shall be granted ten (10) days sick leave each year accumulative to 90 days.
- C. Part time employees shall be granted sick leave on a prorated basis.

V. Pay Choice

- A. All personnel shall be paid every other Friday.
- E. All teachers shall have a choice of receiving contract amount over  $9\frac{1}{2}$  months (length of contract) or 12 months.

VI. Employment of Experienced Teachers

Experienced teachers employed by the district may be granted up to six (6) years credit for previous teaching experiences, but shall not exceed the salary of teachers already on the staff with the same number of years experience. Experienced

non-degree teachers employed by the district for the first time may be granted up to three (3) years credit for previous teaching experience. A degree teacher under contract for one half year will be granted one half year of credit on salary schedule steps.

- VII. All teachers shall be hired on salary schedule with the exception that any deviancy thereof shall be with the full knowledge and consent of the majority of a committee comprised of the Association President, the Salary Committee chairman, and the negotiation team chairman. Extra duties or assignments shall not be created as an inducement for hiring new teachers.
- VIII. Use of own car for school business - 10¢ per mile reimbursement.
- IX. Assignments other than classroom teaching: All assignments under this section shall be made by the school administration subject to approval by the Board of Education. The positions will be assigned by supplementary contract without tenure. Percentage remuneration shall be based on the bachelors degree level.

1. Adult Education Director 3%
2. Dramatics (to include two plays) 5%
3. Intramurals (basketball and track) 3%
4. Cheerleaders sponsor (Sr. and Jr. High) 3%
5. Audio-visual (one per building) 2%
6. Forensics 2%
7. Yearbook sponsor 4%
8. Football
  - Varsity head 9%
  - Varsity assistant 5%
  - Junior varsity 5%
  - Freshmen 3%
9. Basketball
  - Varsity head 9%
  - Junior varsity 5%
  - Freshmen 4%
  - Girls 4% (two teams)
  - Junior High 3% (two teams)
10. Baseball
  - Varsity 5%
  - Assistant 3%



11. Track
    - Varsity 5%
    - Assistant 3%
    - Junior High 3% (two teams)
  12. Golf 3%
  13. Tennis 3% (when started)
  14. Cross country 3%
  15. Wrestling 5% (when started)
- X. Driver Education - \$20.00 per student
- XI. Vocational agriculture contract will be for 49 weeks and based on the rate as established by the appropriate level of the salary schedule.
- XII. Guidance Counselors: Qualifications equal to requirements of University of Michigan accrediting bureau - 4% bachelors level.
- XIII. A teacher receiving a degree (B.S.) cannot exceed the 6th year experience step on the salary schedule.
- XIV. A teacher receiving a M. A. degree after signing his contract and before school starts in September will be placed on the master schedule.
- XV. Time involved and compensation for work performed beyond the school year will be determined by mutual consent of the party or parties involved and the Board of Education.
- XVI. Miscellaneous -
- A. Working at athletic events (coaches hired for the sport excepted) \$3.00 per night.
  - B. Riding bus to extra curricular activities outside the normal school day and include supervision while at the activity: \$5.00
- XVII. Notification of Vacancies: Teachers interested in being re-assigned to either a regular or extra curricular assignment may indicate this preference to the school administration. When such vacancy occurs, notices will be placed in each building and those persons who have indicated an interest will be notified and considered an applicant.

Duration of Agreement

- A. This agreement shall be effective as of July 1, 1968 and shall continue in effect for two (2) years until the 30th day of June, 1970, except the insurance provisions as specified in the salary schedule attached hereto. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
  
- B. 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 applications shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue to full force and effort.

EDUCATION ASSOCIATION

BOARD OF EDUCATION

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary

Dated this \_\_\_\_\_th day of \_\_\_\_\_, 1968.