

Sept. 1, 1975

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AGREEMENT

between the

BESSEMER BOARD OF EDUCATION

and the

BESSEMER EDUCATION ASSOCIATION

1974-75

Bessemer Board of Education

School District, City of Bessemer
Clarence J. Hoyt, Supt.
Bessemer, Michigan 49911

This agreement entered into this 3rd day of September, 1974
by and between the Board of Education of the Bessemer Public
Schools, Bessemer, Michigan, hereinafter called the "Board" and
the Bessemer Education Association, hereinafter called the
"Association".

Table of Contents

<u>Article</u>	<u>Subject</u>	<u>Page</u>
I	Recognition	1
II	Professional Negotiations	1
III	Grievance Procedure	2
IV	Rights of Teachers	6
V	Rights of the Board	8
VI	Professional Compensation	9
VII	Teaching Hours	9
VIII	Leaves of Absence	10
IX	Professional Qualifications and Assignments	11
X	Compulsory Retirement	12
XI	Agency Shop	13
XII	Health Insurance	13
XIII	Strikes and Sanctions	13
XIV	Miscellaneous Provisions	14
XV	Duration of Agreement	15
Appendix A	Salary Schedule	
Appendix B	Individual Teacher Contracts	

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for a unit consisting of all certificated teaching personnel, but excluding the superintendent, assistant superintendents, principals, and assistant principals. Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement will refer to all employees in the above unit, and references to male teachers will include female teachers.

ARTICLE II

Professional Negotiations

A. The Board agrees not to negotiate at any time with any teachers' organization other than that designated as the representative pursuant to Act 379 of the Michigan Public Acts of 1965. The Board further agrees not to negotiate with any teachers' organization other than the Association in regard to changes in salaries or other conditions of employment to become effective during the term of this agreement.

B. This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiation. During the term of this Agreement neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

C. During negotiation, the Board and the Association will present relevant data, exchange points of view and make proposals and counter-proposals. As of the time such information is made available to the Board, the Board will provide the Association with documents relating to budgetary proposals, requirements and allocations which are presented at any regular meeting of the full Board or to any other governmental body. The Board will make available to the Association for inspection all pertinent records of the Bessemer School System at the written request of the Association which request shall specify the records desired. Such records will be made available at the offices of the Board and will not be removed from the Board's offices. Either party may, if it so desired, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiation.

D. Despite reference herein to the Board and the Association as such, each reserves the right to act hereunder by committee, individual member, or designated representative.

ARTICLE III

Grievance Procedure

A. Definitions

1. A "grievance" is a claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretation or inequitable application of established law, policy, or the terms of this agreement.
2. The term "teacher" may include any individual or group of teachers who are certificated and who are members of the bargaining unit.
3. A "party of interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
4. The term "days" when used in this section shall, except where otherwise indicated, mean working school days.
5. In the event a grievance is filed on or after the first day of June, the term "days" in reference to the time limits set forth, shall mean calendar days.

B. Purpose

The primary purpose of the procedure set forth in this Section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration.

C. Structure

1. There shall be at least one but not more than three Association Representatives for each school building, to be selected in a manner determined by the Association, who will serve on the Association's Committee on Professional Rights and Responsibilities, hereinafter referred to as the P. R. and R. Committee.
2. In the event any member of the PR&R Committee is a party of interest to any grievance brought, he shall be disqualified to serve on the Committee and shall be replaced by the Association until adjudication of the grievance.
3. The building principal shall be the administrative representative when the particular grievance arises in one building.

D. Procedure

1. Level One

A teacher with a grievance shall first discuss it with his principal, either directly or through the Association's School Representative, with the objective of resolving the matter informally. The principal shall make his decision known within three days.

2. Level Two

- (a) If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he may file the grievance in writing with any member of the Association's P. R. & R. Committee within five (5) school days after the decision at Level One. Within five (5) school days after receiving the written grievance, the Chairman or the member with whom the grievance was filed will refer it to the Superintendent of Schools.
- (b) The Superintendent or his designee will represent the administration at this level of the grievance procedure. Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent or his designee will meet with the aggrieved person in an effort to resolve it.
- (c) If a teacher does not file a grievance in writing with the Chairman of the PR&R Committee and the written grievance is not forwarded to the Superintendent within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based, the grievance will be considered as waived.

3. Level Three

If 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) school days after he has first met with the Superintendent, he may file the grievance in writing with the Chairman of the PR&R Committee within five (5) school days after a decision by the Superintendent, or fifteen (15) school days after he has first met with the Superintendent, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chairman of the PR&R Committee will refer it to the Board. Within ten (10) school days after receiving the written grievance, a committee of the Board will meet with the aggrieved person for the purpose of resolving the grievance. The ultimate decision on the grievance at Level Three will, however, be rendered by the full Board.

4. Level Four

- (a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within ten (10) school days after he has first met with the Board Committee, he may, within five (5) school days after a decision by the Board or fifteen (15) school days after he has first met with the Board Committee, which ever is sooner, request in writing the Chairman of the PR&R Committee to submit his grievance to arbitration. If the PR&R Committee determines that the grievance is meritorious and that it arises from the language of this Agreement or an alleged breach thereof and that submitting it to arbitration is in the best interests of the Bessemer School System, it may by written notice to the Board submit the grievance to arbitration within fifteen (15) school days after receipt of the request by the aggrieved person. Grievances which do not arise from the language of this Agreement, or an alleged breach thereof, may be processed through Level Three, but will not be arbitrable.
- (b) Within ten (10) school days after such written notice of submission to arbitration, the Board Committee and the PR&R Committee will agree upon a mutually acceptable arbitrator and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- (c) The arbitrator so selected will confer with representatives of the Board and the PR&R Committee and hold hearings promptly and will issue his decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement. Arbitration of grievances arising from the language of this Agreement or an alleged breach thereof will be final and binding.
- (d) The costs for the services of the arbitration, including per diem expenses of any, and actual and necessary travel and subsistence expenses, will be borne equally by the Board and the Association.

E. Rights of Representation

Any party in interest may be represented at all meetings and hearings at all steps and stages 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 or other representative of any organization other than the Association. Provided further: When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of grievance processing, except where the grievance involves only questions of fact peculiar to the individual grievant.

F. Miscellaneous

1. There shall be no reprisals of any kind by administrative personnel taken against any party in interest or his Association Representative, any member of the Grievance Committee, Appeal Committee, and Ad Hoc Committees, or any other participants in the procedure set forth herein by reason of such participation.
2. The following matters shall not be the basis of any grievance filed under the procedures outlined in this Article.
 - (a) The placing of a non tenure teacher on a third year of probation.
 - (b) Any claim or complaint for which there is another remedial procedure or forum established by law or regulation having the force of law, including any matter subject to the procedures specified in the Tenure Act (Act 4 of the Public Acts, Extra Session, of 1937 of Michigan) as amended.
3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
4. **Forms** for filing grievances, serving notices, taking appeals, making appeals, making reports and recommendations, and other necessary documents shall be given appropriate distribution by the Superintendent so as to facilitate operation of the procedures set forth herein.
5. Every effort will be made to avoid interruption of classroom activities and to avoid the involvement of students in any phase of the grievance procedure.

ARTICLE IV

Rights of Teachers

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or coerce or deprive any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitution of Michigan and the United States: That it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reasons of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.
- B. The Association, or any committee thereof, shall have the right to use the school buildings and facilities without charge for professional meetings after the close of the school day during such times when a janitor is on duty. At no time shall the meetings extend beyond 10:30 p.m. Room clearance shall be made with the principal at least one day in advance.
- C. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association, either on or off the school premises.
- D. The teachers' mail boxes and the bulletin board in the principal's office shall be made available to the Association and its members for the purpose of displaying notices and distributing teacher organization material.
- E. The Board agrees to deduct from the salaries of the teachers the dues for the Association, the Michigan Education Association, and the National Educational Association when voluntarily authorized in writing by each teacher desirous of having his dues deducted. Authorization forms when duly executed shall be filed with the superintendent. All deductions shall be made in equal or nearly equal installments according to a schedule agreed upon by the School Administration and the Association.
- F. Nothing contained herein shall be construed to deny or restrict to any teacher, rights he may have under the General Michigan School Laws.
- G. Evaluation--A non-tenure teacher will be evaluated by the administration at least once a semester the first year. After that, the evaluation will be made at the request of the non-tenure teacher. It will be verbal rather than written.

- H. Inasmuch as the Board of Education has provided a teachers lounge to use as a coffee room for teachers, they will be expected to use such facilities and will not leave the building premises for such purposes. Under no circumstances will teachers leave the building without permission of the Building Principal or Superintendent.

ARTICLE IV

I. Reductions in Personnel

In the event that this district shall be combined with one or more districts the Board will use its members in such consolidated district.

In the event of the layoff of teachers, teachers will be laid off in the reverse order of their experience in teaching within the district and within their area of certification. Thus, a teacher who has taught within the district for three years shall not be laid off before a teacher who has taught only two years within the district who has the same area of certification. The recall procedure, when implemented, shall insure teachers that they will be recalled in the reverse order of layoff when a vacancy arises within that teachers area of certification.

ARTICLE V

Rights of the Board

- A. Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of Educational policy, the operation of the schools, and the assignment of the professional staff are vested exclusively in the superintendent and/or principal when so delegated by the Board.
- B. The authority to adopt all parts of the annual budget of the school District shall remain exclusively with the Board and during the term of this Agreement shall not be the subject of mandatory negotiation with the Association, nor subject to any proceedings under the grievance procedure.
- C. The Board reserves the right to require health and tuberculosis examinations.
 1. All new teachers shall be required to file with the Board certification of satisfactory health signed by a competent physician of the teachers own choice at the teachers expense.
 2. TB X-Ray -- Non-tenure teachers must have an X-Ray at their own expense. Tenure teachers who indicate a positive reaction to the Mantoux test must also have an X-Ray. Tenure teachers showing a negative reaction are exempt from the X-Ray.

ARTICLE VI

Professional Compensation

- A. The salaries of teachers covered by this Agreement, as set forth in Appendix A which is attached hereto and made a part hereof, are based on a normal weekly teaching load.
- B. For extra work, not set forth in Appendix A and which the teacher voluntarily elects to perform, additional compensation at a rate of \$3.00 per hour will be paid.
- C. Compensation for Substituting and for Extra Classes - A teacher may be called upon to substitute in a class for another teacher within the system. The teacher will be compensated for each class taken over his 30 hour maximum. This compensation will be according to the following formula:

Base salary of the teacher substitute divided by 180 days, divided by 1/7.

The BEA is required to post a list of available substitutes of this nature. A study hall will be regarded as a class.

ARTICLE VII

Teaching Hours

- A. The regular teachers' work day will begin at 8:00 a.m. and end at 3:45 p.m.
- B. The Board agrees that the teachers work year for the 1974-75 school year will not exceed 38 weeks but must comply with the state law requiring a minimum of 180 days in session.
- C. Teachers may be required to remain after school, without additional compensation, for up to forty minutes on each of two days each month to attend meetings called by the superintendent or principal.
- D. All teachers shall be entitled to a duty free uninterrupted lunch period equivalent to the regular student lunch period but not to exceed one hour.
- E. It is the responsibility of each teacher, as well as the Board, to provide the highest quality educational program practicable for every boy, girl in the school district. This includes participation, attendance, and being ready to offer their services to promote the success of the school activity.
 1. Such activities shall include:
 - a. Track meets
 - b. Junior High School Spring Party

- F. Parent - teacher conferences are to be held during the school day. Programs, such as the Christmas program and Sping Concert for both the Washington School and the High School are to be held during the day.
Attendance at the Junior Prom is on a Voluntary basis upon receipt of an invitation.
- G. Failure of any teacher to adhere to the Master Contract working hours provision, without prior permission or special arrangement by the building principal, will result in docking of pay on a computed hourly basis.
- H. At the Washington School, K-6 students shall be dismissed at 3:00 p.m., but the teachers will be responsible for monitoring the children until they are bussed. Grades 7 and 8 will be dismissed at 3:45 p.m. All teachers will be allowed to leave from both the Washington School and the High School at 3:45 p.m. in exchange for 1 daily coffee break.

ARTICLE VIII

Leaves of Absence

- A. Teachers shall be intitled to ten days sick leave, with full pay, each school year for personal illness or injury, or critical illness in the immediate family. The immediate family shall be considered to include husband, wife, son, daughter, father, mother, sister, brother and any relative living in the teacher's household.
- B. Sick leave, up to five (5) days of the allowed ten (10) days per year, may be utilized for death in the immediate family or death of grand-parents, grandchildren, father-in-law, mother-in-law, aunt, uncle, niece, nephew. Further death leave may be granted at the discretion of the superintendent.
- C. Each teacher shall be entitled to an accumulation for the unused portion of each year's leave up to a maximum of 100 days, exclusive of the 10 days of the current year.
- D. One day a year may be used for personal business providing the teacher notifies the superintendent at least one week in advance, except in the event of an emergency when a shorter notice may be acceptable. Such leave shallnot be cumulative and shall be in addition to sick leave.

Expanded personal leave - One additional day of personal leave may be allowed at the discretion of the superintendent or the principal in the absence of the superintendent.
- E. Personal business means an activity that requires the teachers presence during the school day and is of such a nature that it cannot be attended to at a time when schools are not in session.
- F. A personal business day shall not be granted for the day preceding or the day following holidays or vacations, and the first and last days of the school year, except when authorized by the superintendent in advance.

- G. Teachers may be granted a leave of absence with pay, up to 3 days, for administration approved visitation at other schools, or attending meetings or conferences of an educational nature. The number of teachers allowed to leave at any one time will be within the discretion of the administration. The teacher may be requested to file a written report, within one week of his attendance at such visitation, conference, workshop, or seminar.
- H. A teacher called jury duty or to give testimony before any judicial or administrative tribunal shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation.
- I. Any teacher who is absent because of injury or disease compensable under the Michigan Workmens Compensation Law shall receive from the Board the difference between the Workmens Compensation payment prescribed by law and his regular salary, to the extent and until such time as teacher will have used up the sick leave provided herein.
- J. MEA Association Days - A teacher may use his personal leave days specifically for MEA business. One teacher per year would be allowed this consideration with additional days to be granted at the discretion of the superintendent.
- K. No teacher shall be excused during regular school hours for other employment of personal gain except with the permission of the superintendent.
- L. A leave of absence for a period for one year may be granted upon review and approval of the Board of Education for purposes deemed by the Board of Education as being educationally oriented or for educational purpose.
- M. Non tenure teachers shall receive 5 days sick leave per year for the time that elapses before they are granted tenure. Upon receipt of tenure, an additional 5 days per year multiplied by the number of years on probational contract, shall be added to accumulated sick leave up to 100 days maximum. Additinnal days beyond the 5 allowed per non-tenure year may be granted at the descretion of the Superintendent.
- N. Maternity leave shall be granted without pay at teachers request with doctors approval. The teacher shall be entitled to return from such leave at the beginning of the following school year.

ARTICLE IX

Professional Qualifications and Assignments

- A. No new teacher shall be employed by the Board for a regular teaching assignment who does not have a bachelor's degree from an accredited college or university, and a provisional or permanent certificate, if a satisfactory one is available at time of hiring.

- B. No substitute teacher will be employed by the Board who possesses less than a provisional or permanent certificate, except under the provision of a 90 day certificate.
- C. In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel.
- D. It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to make every effort to keep the class sizes at an acceptable number as dictated by the financial condition of the District, the building facilities available, the availability of qualified teachers, and the best interest of the District as deemed administratively feasible.
- E. Whenever any vacancy in any professional position including administrative position, title programs, and community schools positions in the district shall occur, a written notice of such vacancy shall be posted for 15 days. No vacancy shall be filled, except in case of an emergency on a temporary basis until such vacancy shall have been posted.

If a teacher within the system makes special written application for a position for which he is qualified and certified he may be given an opportunity for that position. If two or more teachers within the system apply, the individual with the longest time of service for the school district may be given an opportunity for that position. The Board reserves the right to make the decision from any and all the applications received.

- F. All teachers shall be given written notice of their tentative assignment for the forthcoming year no later than the preceding first day of June. In the event that changes in such assignment are proposed, all teachers affected shall be notified promptly and consulted. In no event will changes in teachers' assignments be made later than the 15th day of August preceding the commencement of the School year, unless an emergency situation requires the same, and the teacher shall be notified in each instance.
- G. Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, driver education, extra duties enumerated in Appendix A, and summer School courses, shall not be obligatory but shall be with the consent of the Teacher.
- H. Teachers are required to enforce disciplinary procedures as delegated by the building principal.
- I. Teachers are required to submit detailed weekly lesson plans to their building principal's office.

ARTICLE X

Compulsory Retirement

All contractual professional employees must retire at the completion of the contract year in which they reach their 65th birthday.

ARTICLE XI

Agency Shop

The form of Association security under this agreement is a so called "Agency Shop". Under the "Agency Shop", non-association workers, whom the Association is required to represent as part of the Bargaining Unit, must pay, as a condition of continued employment, the same dues and assessment as Association employees, shall be cause for dismissal of said teacher at the end of the current school year.

No teacher shall be discharged for non-payment of dues unless the Board has received a formal written notice from the Association requesting it to discharge said teacher for the non-payment of dues, and assessments paid by Association employees. In the event that any teacher is discharged, at the Associations written request, for non-payment of dues, and the School District is sued by said teacher for wages, damages and loss of Tenure rights, the Association covenants and agrees that it will represent and defend said Board of Education free of charge in said litigation, and in the event that any Judgment is obtained against the School District by virtue of such litigation, it will indemnify and save the School District harmless from the payment of any judgment so obtained.

This paragraph is subject to all the express terms and conditions of the Teachers Tenure Act of Michigan and all Veterans Laws protecting the rights of veterans in regard to public employment.

ARTICLE XII

Health Insurance

- A. Basic Super Med II

ARTICLE XIII

Strikes and Sanctions

- A. During the term of this Agreement, neither the Association or any person acting in its behalf, will cuase, authorize or support, nor will any of its members take part in any strike (ie. the concerted failure to report for duty of wilful absence of a teacher from his position, or stoppage of work or abstinence, in whole or in part, from the full, faithful, and proper performance of the teachers duties of employment) for any purpose whatsoever.

- B. The Association will not support the action of any teacher taken in violation of this Article, nor will it directly or indirectly take reprisals of any kind against a teacher who continues or attempts to continue the full, faithful and proper performance of his contractual duties, or who refuses to participate in any of the activities prohibited by this article.
- C. It is expressly understood that Section B of this Article will not be construed as in any way restricting the right of the Association to take any lawful action or exert any lawful pressure in connection with negotiations for future professional agreements.
- D. Violation of this Article by any teacher or group of teachers will constitute just cause for discharge and/or imposition of discipline or penalties.
- E. Nothing contained in this Article will be construed as a waiver of any rights the Association or its members may have under Act 379 of the Michigan Public Acts of 1965 or which are otherwise provided by law.

ARTICLE XIV

Miscellaneous Provisions

- A. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its term. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts shall be made expressly subject to the terms of this agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- B. Copies of this Agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.
- C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XV

- D. Community Schools Personnel selected from our staff do not come under the terms of this Master contract.

ARTICLE XVI

Duration of Agreement

This Agreement shall be effective as of September 3, 1974, through September 1, 1975. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

BY _____
President

BY _____
Secretary

EDUCATION ASSOCIATION

BY _____
President

BY _____
Secretary

Appendix A
Salary Schedule

1974-75

<u>Years of experience</u>	<u>Bachelors Degree</u>	<u>Masters Degree</u>
0	8625	9025
1	8985	9430
2	9345	9835
3	9705	10240
4	10065	10645
5	10425	11050
6	10785	11455
7	11145	11860
8	11505	12265
9	11865	12670
10	12225	13075

Fully paid retirement to be paid for each teacher by the Board of Education.

EXTRAS

\$900	Head Coach of Football or Basketball
\$400	Counselor (4 weeks: 2 prior to school and 2 at the end of school)
\$450	Band (after school and evening work)
\$550	Choir
\$150	Football prior to the opening of school per week
\$450	Track Coach
\$225	Jr. High Track Coach
\$340	Debate Coach (Budgeted debate \$600 - Any additional funds to be raised through fund raising activities by Debate Team)
\$200	Speech Coach
\$150	Senior High School Yearbook Advisor
\$125	Cheerleader Advisor
\$150	Sponsor of Thespian Club
\$150	Director Senior or Junior High School Play
\$100	Band prior to the opening of school
\$125	Senior High School Paper
\$100	Car Allowance
\$200	Senior Class Advisor
\$ 75	Washington School Paper
\$100	Washington School Annual
\$350	Grade 7 and 8 Football
\$ 50	Junior Class Advisor
\$6.50	per hour - Driver Training instructor
\$3.00	per day - Noon Duty (teachers must supply personnel)
\$ 50	Longevity Pay after 20 years service
\$ 50	Additional Longevity Pay after 25 years
\$125	Student Council Advisor
\$100	Washington School Library
\$200	Termination Pay - upon retirement after 20 years within this school district
\$400	Freshman Basketball
\$450	junior Varsity Football
\$500	Junior Varsity Basketball
\$200	Boys Tennis
\$300	Girls Basketball

All teachers within the system will be allowed one 15 minute coffee break per day.

The Teacher agrees that this is a contract for personal service which may not be assigned or transferred by the Teacher.

Salary computation as follows:

Base salary -----		\$ _____
Experience increment _____ x _____		\$ _____
Extra Duty Assignment		\$ _____
_____		\$ _____
_____		\$ _____
_____		\$ _____
_____		\$ _____
_____		\$ _____
_____		\$ _____
Total Salary -----		\$ _____

IN WITNESS WHEREOF, the parties have hereunto set their hand this _____ day
of _____, 19 _____.

In presence of:

School District of the City of Bessemer

President

Secretary

Teacher

This Contract entered into this _____ day of _____, 19 __, by and between the Board of Education of School District of Bessemer, County of Gogebic, State of Michigan (hereinafter termed the District), and _____ (hereinafter termed the Teacher).

WITNESSETH:

This individual contract is made pursuant to and subject to the terms and conditions of a master contract between the District and the Bessemer Education Association.

The District agrees to hire the Teacher for the school year 19 ____ - 19 __, commencing _____, 19 ____ and terminating _____, 19 __, and the Teacher agrees to serve the District as a Teacher for said period and for such other duties as may be listed below together with the compensation listed therefor.

The School District agrees that it will pay to said Teacher as compensation for the services rendered by him/her the sum of _____ dollars, payable according to one of the following plans which the Teacher may elect:

_____ Annual salary payable in 20 biweekly installments

_____ Annual salary payable in 26 biweekly installments

No teacher employed in an administrative capacity or extra duty assignment shall be granted tenure in such capacity, but shall be granted tenure only as a classroom teacher. Failure of the Board of Education of the School District to re-employ the teacher in such capacity shall not be deemed a demotion within the provisions of the Michigan laws relating to tenure.

The teacher represents that he holds all certificates and other qualifications required by law for a teacher of the District.

Both parties agree to obey the provisions of the Tenure Act (P.A. No. 4 of 1937, extra session, as amended) and the Public Employees Negotiation Act (Public Act 379 of 1965).

The Teacher agrees that this is a contract for personal service which may not be assigned or transferred by the Teacher.

PROBATIONARY TEACHER CONTRACT

Appendix B

This Contract entered into this _____ day of _____, 19 ____, by and between the Board of Education of School District of Bessemer, County of Gogebic, State of Michigan (hereinafter termed the District), and _____ (hereinafter termed the Teacher).

WITNESSETH:

This individual contract is made pursuant to and subject to the terms and conditions of a master contract between the District and the Bessemer Education Association.

The District agrees to hire the Teacher for the school year 19 ____ - 19 ____, commencing _____, 19 ____, and terminating _____ 19 ____, and the Teacher agrees to serve the District as a Teacher for said period and for such other duties as may be listed below together with the compensation listed therefor.

The School District agrees that it will pay to said Teacher as compensation for the services rendered by him/her the sum of _____ dollars payable according to one of the following plans which the Teacher may elect:

_____ Annual salary payable in 20 biweekly installments

_____ Annual salary payable in 26 biweekly installments

No teacher employed in an administrative capacity or extra duty assignment shall be granted tenure in such capacity, but shall be granted tenure only as a classroom teacher. Failure of the Board of Education of the School District to re-employ the teacher in such capacity shall not be deemed a demotion within the provisions of the Michigan law relating to tenure.

The teacher represents that he holds all certificates and other qualifications required by law for a teacher of the District.

Both parties agree to obey the provisions of the Tenure Act (P.A. No. 4 of 1937, extra session, as amended) and the Public Employees Negotiation Act (Public Act 379 of 1965).

The teacher is herewith retained on a probationary basis as defined in the Tenure Act (Act 4, Public Acts of 1937, extra session, as amended), said probationary period to be of (one) (two) year (s) duration. Continuing Tenure is not herein afforded to the Teacher, but is specifically withheld pending satisfactory performance during the probationary period.

EXTRAS

\$900 Head Coach of Football or Basketball
\$400 Counselor (4 weeks: 2 prior to school and 2 at the end of school)
\$450 Band (after school and evening work)
\$550 Choir
\$150 Football prior to the opening of school per week
\$450 Track Coach
\$225 Jr. High Track Coach
\$340 Debate Coach (Budgeted debate \$600 - Any additional funds to be raised through fund raising activities by Debate Team)
\$200 Speech Coach
\$150 Senior High School Yearbook Advisor
\$125 Cheerleader Advisor
\$150 Sponsor of Thespian Club
\$150 Director Senior or Junior High School Play
\$125 Band prior to the opening of school
\$125 Senior High School Paper
\$100 Car Allowance
\$200 Senior Class Advisor
\$125 Washington School Paper
\$100 Washington School Annual
\$350 Grade 7 and 8 Football
\$ 50 Junior Class Advisor
\$6.50 per hour - Driver Training instructor
\$3.00 per day - Noon Duty (teachers must supply personnel)
\$100 Longevity Pay after 20 years service
\$100 Additional Longevity Pay after 25 years
\$125 Student Council Advisor
\$150 Washington School Library
\$200 Termination Pay - upon retirement after 20 years within this school district
\$400 Freshman Basketball
\$450 Junior Varsity Football
\$500 Junior Varsity Basketball
\$200 Boys Tennis
\$300 Girls Basketball

All teachers within the system will be allowed one 15 minute coffee break per day.