

8-30-70
Clawson 7

Clawson Board of Education

SUPPLEMENT TO
CLAWSON TEACHERS CONTRACT

1969 -- 70

RECEIVED (2)

OCT 31 1969

PROFESSIONAL NEGOTIATIONS

MEA
1216 Kendale
E. Lansing, MI
48823

SCHOOL DISTRICT OF THE CITY OF CLAWSON

SALARY SCHEDULE 1969-70

EXPERIENCE LEVEL	BA	INCREMENT	BA + 20	INCREMENT	MA	INCREMENT
0	\$ 7400		\$ 7600		\$ 8100	
1	7700	300	7900	300	8450	350
2	8000	300	8200	300	8800	350
3	8375	375	8575	375	9225	425
4	8750	375	8975	400	9650	425
5	9150	400	9400	425	10100	450
6	9550	400	9825	425	10550	450
7	9950	400	10250	425	11000	450
8	10400	450	10725	475	11500	500
9	10900	500	11250	525	12050	550
10	11400	500	11775	525	12600	550
11	12000	600	12400	625	13300	700

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- (a) \$175 for each 10 graduate semester hours earned after conferral of the MA Degree. Maximum of MA + 30.
- (b) Non-degree teachers' salaries shall be \$1500.00 less than Degree teachers, as per salary schedule.
- (c) Effective September 1, 1969 in order to qualify for advancement on the salary schedule.
1. All hours must be earned after the date of provisional certification.
 2. All hours must be in an area of the teacher's major or minor field or in the area of education.
 3. Any exception to (b) must have written approval of the building principal prior to the election of the subject or course.
- (d) All "special education" teachers who are reimburseable under provisions of the state and county programs shall receive an additional stipend of \$300.00.

SCHOOL DISTRICT OF THE CITY OF CLAWSON
EXTRA CURRICULAR ACTIVITIES SALARY SCHEDULE

1969-70

Athletic coaches and music personnel shall be paid on a percentage basis to the beginning BA step of the teacher's salary schedule, as set forth in this agreement.

Assignment	Experience Levels		
	1	2	3
FOOTBALL			
*Head coach	13% \$962	14% \$1036	15% \$1110
**Assistant coach	8.5 629	9 666	9.5 703
*Reserve head coach	8.5 629	9 666	9.5 703
*Assistant reserve coach	7.5 555	8 592	8.5 629
*Freshman coach	7.5 555	8 592	8.5 629
*Assistant 9th grade coach	5.5 407	6 444	6.5 481
8th grade coach	4.5 333	5 370	5.5 407
Assistant 8th grade coach	3.5 259	4 296	4.5 333
7th grade coach	4.5 333	5 370	5.5 407
Assistant 7th grade coach	3.5 259	4 296	4.5 333

*Includes one week before school.

Assignment	Experience Levels		
	1	2	3
WRESTLING			
Head coach	9% \$666	9.5% \$703	10% \$740
Assistant coach	5.5 407	6 444	6.5 481
SWIMMING			
Head coach	9 666	9.5 703	10 740
CROSS COUNTRY			
Head coach	5.5 407	6 444	6.5 481
GOLF			
Head coach	3 222	3.5 259	4 296
BASEBALL			
Head coach	9 666	9.5 703	10 740
Reserve coach	5.5 407	6 444	6.5 481
7th and 8th grade coach	4 296	4.5 333	5 376
Assistant 7th and 8th grade coach	3 222	3.5 259	4 296
9th grade coach	4.5 333	5 370	5.5 407
Assistant 9th grade coach	3 222	3.5 259	4 296
TRACK			
Head coach	9 666	9.5 703	10 740
Reserve coach	5.5 407	6 444	6.5 481
7th and 8th grade coach	4 296	4.5 333	5 376
Assistant 7th and 8th grade coach	3 222	3.5 259	4 296
9th grade coach	4.5 333	5 370	5.5 407
Assistant 9th grade coach	3 222	3.5 259	4 296

Assignment	Experience Levels		
	1	2	3
BASKETBALL			
Head coach	12% \$888	13% \$962	14% \$1036
Reserve coach	8% \$592	8.5 629	9 666
Freshman coach	5.5 407	6 444	6.5 481
8th grade coach	4.5 333	5 370	5.5 407
Assistant 8th grade coach	3.5 257	4 296	4.5 333
7th grade coach	4.5 333	5 370	5.5 407
Assistant 7th grade coach	3.5 257	4 296	4.5 333

Assignment	Experience Levels		
	1	2	3
GIRLS ACTIVITIES			
CHEERLEADER			
Varsity sponsor	4% \$296	4.5% \$333	5% \$370
Junior High sponsor	3 222	3.5 259	4 296
Drill Team	5.5 407	6 444	6.5 481
G.A.A., Jr. High	3 222	3.5 259	4 296
G.A.A., Sr. High	3 222	3.5 259	4 296
TEAMS Senior High			
Basketball	3 222	3.5 259	4 296
Volleyball	2 148	2.5 185	3 222
Tennis	2 148	2.5 185	3 222
Softball	2 148	2.5 185	3 222
Speed Swimming	3 222	3.5 259	4 296
Synchronized Swimming	3 222	3.5 259	4 296

Assignment	Experience Levels		
	1	2	3
MUSIC			
*Band "A"	9% \$666	9.5% \$703	10% \$740
Concert	3 222	3.5 259	4 296
*Marching	3 222	3.5 259	4 296
High School Orchestra	3.5 259	4 296	4.5 333
Junior High Orchestra	2.5 185	3 222	3.5 259
7th grade band	2.5 185	3 222	3.5 259
8th grade band	2.5 185	3 222	3.5 259
*The Director must do both the "A" Band and Marching.			
Chorus, Senior High	3.5 259	4 296	4.5 333
Chorus, Junior High	2 148	2.5 185	3 222

Assignment	
Advisors	
Head Sr. class (2)	\$400
Ass't. Sr. class (2)	200
Junior class (6)	200
Sophomore class (1)	80
Play productions	
Director - Senior High	400/event
Director - Junior High	350/event
Variety show - Senior High	500
Variety show - Junior High	500
Publications	
Yearbook	450
Senior High paper	450
Junior High paper	300
Other Activities	
C club sponsor (2)	150
Medical club	125
Future Teachers' club	100
Gun club	50
Jr. town meeting	50
Student council - Senior High	200
Student council - Junior High	200
Used book store manager - Senior High	150
Used book store manager - Jr. High	150
Debate	150
A.F.S.	100
Safety patrol advisors	
Schalm - Kenwood - Baker	250
Hunter - MacDonald - Parkland	200
Service Squad	
Schalm - Kenwood - Baker	100
Hunter - MacDonald - Parkland	75
Driver Training	
Summer School	\$5.75 per hour 110 per week

Insurance Protection

"A" The Board of Education will make the necessary deductions from the teachers salary for income protection insurance coverage when authorized by the employee. The carrier of the protection shall be Michigan Life Insurance Company.

"B" To the extent permitted by the Statutes and Laws of Michigan and the United States, it is agreed that the following provision shall be effective upon the effective date of this agreement.

1. Any teacher who is not a member of the Association or who does not make application for membership within thirty days from the date of commencement of teaching duties, shall as a condition of employment pay as a fee to the Association an amount equal to membership dues payable to the Association. The NEA and the MEA provided, however, that the teacher may authorize payroll deduction for such fee. In the event that a teacher shall not pay such fee directly to the Association or authorize payment through payroll deductions, as provided in Schedule "C" section "B", the Board shall cause the termination of employment of such teacher at the end of the current semester. The parties expressly recognize that the failure of any teacher to comply with the provisions of this Section is just and reasonable cause for discharge from employment.
2. All members of the Association are covered by a comprehensive public liability insurance, as provided by membership in the local, State and National Education Association.
3. This section shall not be subject to the grievance procedure.

"C" The Board of Education agrees to provide whichever of the following benefits is selected by any full time teacher as defined by state law, rules and regulations.

Such selections shall be made by the said teacher within the first five (5) days of the start of a school year, or within the first five (5) days of their teaching duties.

Selection #1. Full cost of the full family subscriber Blue Cross-Blue Shield Health Care Insurance (M.V.F.-1) with riders "D" and "M"). Enrollment shall be either at the beginning of employment, or at the re-opening time in September, subject to Blue Cross-Blue Shield regulations. Should any such teacher desire any additional Blue Cross-Blue Shield coverage the Board, upon authorization from such teacher, will make the necessary deduction for such cost from the teacher's salary.

Selection #2. A sum of money equivalent to one-tenth of \$100.00 for each month of the 10 month school year as additional salary for such teacher, payment of which shall be authorized by such teacher to be made by the Board of Education to a tax-sheltered annuity. Such additional salary shall be paid by the Board toward such annuity for each month of such school year during which such teacher was employed.

The Continental Assurance Company is hereby designated as the agency to carry such tax-sheltered annuity and payment will be made prior to December 31 and June 30 of each school year.

In witness whereof the respective parties of the agreement have caused Schedules "A", "B" and "C" of this agreement to be modified as contained hereinabove be executed by the appropriate authorized officers of each party on this _____ day of August, A.D., 1969.

SCHOOL BOARD OF THE CITY OF CLAWSON:

CLAWSON EDUCATION ASSOCIATION:

By _____

By _____

By _____

By _____