

1969-70

Clinton 3
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Proposed Agreement Between the
CLINTON COMMUNITY SCHOOL BOARD OF EDUCATION
and the
CLINTON EDUCATION ASSOCIATION

Clinton Community Schools Board of Education

This Agreement entered into this 19th day of August, 1969,
by and between the School District of Clinton in the Village of
Clinton, Michigan, hereinafter called the "Board", and the Clinton
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 Clinton is their
mutual aim and that the character of such education depends pre-
dominately upon the quality and moral of the teaching service,
and

WHEREAS, the Board has a statutory obligation, pursuant to Act 379
of the Michigan Public Acts of 1965, to bargain with the Association
as the representative of its teaching personnel with respect to
hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional
negotiations, have reached certain understandings which they desire
to confirm in this Agreement,

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

ARTICLE I
RECOGNITION

- A. The Board hereby recognizes the Association as the sole and ex-
clusive bargaining representative, as defined in Section II of
Act 379 of the Public Acts of 1965, for all certificated per-
sonnel whether under contract, on leave, or on a per diem basis,
employed or to be employed by the Board, excluding: Superintendent
and Principals.
- B. This recognition shall extend for the duration of this Agreement.

MEA
1216 Kendall
E. Lansing, MI
48823

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OFFICE OF
PROFESSIONAL NEGOTIATIONS

ARTICLE II
RIGHTS OF THE BOARD

The Board, on its own behalf, and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, 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 without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of the school system, in accordance with Board policies and not in conflict with this contract, and its properties and facilities and the activities of its employees during contractual hours concerning matters not directly included in this Master Contract.
- B. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment.
- C. To establish grades and develop curriculum, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- D. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and the laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE III
RIGHTS OF THE TEACHER

- A. The Board recognizes its responsibility to continue to give reasonable support and assistance to all teachers with respect to the maintenance of control and discipline on school property.
- B. Any assault by a child upon a teacher shall be promptly reported to his immediate supervisor. In the event of such an assault, or if a teacher is complained against or threatened with civil court action by reason of disciplinary action taken against a student, the teacher involved may request assistance from the Board in such matters, including financial aid for legal counsel. These requests shall be made to the Superintendent of Schools, whose determination of whether the conduct of the teacher involved justifies any assistance from the Board, and the extent thereof, shall be final. This provision is not to be interpreted to relieve the M.E.A. of its responsibility to the teacher.

- C. The Association agrees that all teachers shall observe rules respecting punishment of students as established by the Board or required by law.
- D. Teachers shall be required to exercise reasonable care with respect to the safety of pupils and their property.
- E. Any official complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.
- F. Teachers shall be informed of a telephone number they may call before 7:30 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

ARTICLE IV
RIGHTS OF THE ASSOCIATION

- A. In addition to the terms of this contract and the policies of the Board of Education, the Association is hereby guaranteed all rights established by State Law governing teacher employment, tenure, fair labor practices and recognition.
- B. The Association and its members shall have the privilege to use school building facilities on the same basis as other community organizations or groups, as governed by Board policy.
- C. Bulletin board space in the faculty lounge of each building shall be provided to the Association for the purpose of communication.
- D. The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district, and the Association shall have the opportunity in advance to consult with the Board with respect thereto prior to general publication. Upon completion of a proposed budget, the Association shall have the opportunity to discuss this budget with school officials.
- E. The Board agrees to furnish to officers of the Association two (2) copies of the agenda and one (1) copy of the minutes to all regular and special Board meetings with the exception of executive sessions.

ARTICLE V
TEACHING HOURS

- A. Teachers shall be at their assigned teaching stations not later than 8:15 a.m. and shall remain at their teaching stations until 3:45 p.m. unless otherwise assigned or directed.

- B. All staff meetings will be announced in the weekly staff bulletin except in emergencies.
- C. There will be no more than one (1) hour of administratively called staff meetings per week.
- D. Duty-free lunch periods of 40 minutes duration shall be provided for all staff members.
- E. All teachers in the district will be provided with a minimum of 250 minutes of conference time per week to be provided in not less than 15 minute blocks.
- F. If a teacher shall teach more than the normal teaching load as defined in Article IX, Section A, he shall receive additional compensation at the rate of one seventh (1/7) of his basic teaching salary.
- G. The teachers recognize the educational importance of P.T.O. and Parent-Teacher Conferences. When such activities are held after school hours (as set forth in Item A. of this article) and at which attendance is required, compensatory time will be given.
- H. The staff agrees to an open house and graduation and therefore agrees to this as part of their assignment.
- I. Elementary teachers shall not be expected to do attendance books Form CA-10-Y. These will be handled in the Principal's Office. However, they shall be expected to comply with system-wide attendance procedures as directed by school administration. Lunch tickets shall be handled in the Elementary Principal's Office.

All other fees shall be collected by classroom teachers as directed by school administration with careful attention being paid to deadline dates, after which collection shall become a responsibility of the Building Principal.

ARTICLE VI SPECIAL STUDENT PROGRAMS

- A. The parties recognize that children having special physical, mental, and emotional problems may require specialized classroom experience and that their presence in regular classrooms may interfere with the normal instructional program and place extraordinary and unfair demands upon the teacher. Special attention will be given to placing these students in the sections or classrooms with the smallest enrollment.
- B. The Board agrees to have those students tested who are suspected to be in special areas and if students are found who require special training they will be placed under special care as soon as possible.

ARTICLE VII
TEACHER ASSIGNMENTS

- A. Every effort shall be made to assign teachers to the area of their greatest professional competence. (i.e. majors, minors in the secondary, early elementary or later elementary) This is to imply that a teacher's major area of preparation shall be considered first, the minor area second. Assignment in areas of lesser preparation than a college minor shall be by mutual consent of the teacher and with special permission of accrediting associations. In all cases assignments shall be made in accordance with the State of Michigan certification policies.
- B. Teachers who will be affected by a change in grade assignment in the elementary school and in subject assignments in the secondary school shall be consulted as early as possible. Every effort shall be made to keep all teachers who are under consideration for reassignment continually informed of tentative administrative plans.

The professional opinion of the teachers relative to assignment and grade placement, either singularly or collectively, shall be openly solicited by the administration. While the final determination of subject and room assignments is vested in the Board, it shall not so assign a teacher without prior discussion with the teacher.

- C. Each teacher shall be informed in writing by the Superintendent of his tentative teaching assignment for the next year by June 15. Changes in this assignment may be made by the Board from this date until July 15, by which time the teacher must be notified in writing by the Superintendent of his permanent assignment for the next school year. If an assignment change is made after June 15 which is not satisfactory, the teacher concerned shall have the opportunity to resign in good standing with the Board and the profession, prior to July 20.
- D. Every effort shall be made to balance teaching assignment as to total number of pupils per day, teaching preparations, and other factors which affect total teaching loads. This does not include extra class assignments for which extra pay is provided.

ARTICLE VIII
PROMOTIONS, REASSIGNMENTS AND TRANSFERS

The Board and the Association recognize that an optimum educational environment includes a teacher who is working within his area of special competence and interest. Therefore, the Board shall provide opportunities for teachers to express their desire for change of assignment as follows:

- A. Requests for grade and subject reassignment shall be made in writing to the Superintendent and shall present objective evidence, including professional qualifications to reinforce such request.
- B. Vacancies - Notices of all vacancies and newly created positions shall be posted or published in the weekly faculty bulletin. Academic and experience requirements, personal skills, and responsibilities of the position shall be indicated.
- C. In filling vacancies, the Board reserves the right to select the candidate who in its judgment has the greatest potential for success.
- D. Transfers - The Board shall base all teacher transfers on educationally sound reasoning. Whenever possible transfers shall be made with the full knowledge, consultation and consent of the teacher. Unrequested transfers shall be kept at a minimum.

ARTICLE IX
TEACHING CONDITIONS

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both the teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

- A. Committee. Recognizing that the pupil-teacher ratio is an important aspect of an effective educational program, the Board agrees to maintain class sizes at a number which shall provide for and foster effective teaching-learning situations, and yet maintain maximum educational and financial efficiency.

Realizing that there may be a variance in educational judgment regarding maximum class size between the Board and the C.E.A. it is hereby agreed that a Committee composed of:

1. The C.E.A. President
2. Building Representative
3. C.E.A. member at large
4. Building Principal
5. Superintendent
6. One Board member

be formulated to collectively study problems arising from excessive class size and/or improper placement of students. The recommendations of this committee shall be presented through administrative channels to the Board of Education.

- B. The Board recognizes that appropriate texts, library facilities, maps and globes, laboratory equipment, audio-visual equipment, and similar educational materials are the tools of the teaching profession. The Administration will confer with the teachers involved for the purpose of selecting educational tools and in an advisory capacity in establishing the instructional budget. It is further agreed that the Board shall make every attempt to keep the schools reasonably equipped and maintained and shall expect full cooperation of each teacher and the association as a group in properly maintaining all educational tools, equipment, and facilities.
- C. The Board shall continue, as it presently does, to furnish lounge and restroom facilities for each building. Smoking shall be permitted in the faculty lounges only. Exception to this shall be classrooms which are housed in temporary quarters.
- D. The following class load provisions apply to elementary grades only:
1. In grades kindergarten through three, when the class load exceeds 26, an adult paid teacher aid shall be supplied.
 2. In grades four through six, when the class load exceeds 30, an adult paid teacher aid shall be supplied.

Teacher aids in the above 1 and 2 provisions shall be supplied at the rate of 75 minutes per pupil per week, to be scheduled by the building principal. If the class size exceeds 34 pupils per section at the beginning of the school year, the Board will take steps to provide for another section. If the 34 limitation is exceeded during the second semester, the Board will provide for another section to be established the following year. If one hundred eight (108) students is reached and held the first semester, the grade will be split into four (4) sections at the beginning of the second semester.

- E. All teachers will be required to pay an amount equal to N.E.A., M.E.A., and C.E.A. dues as a service fee. This will take effect with the beginning of the 1970-71 school year, pending legal decision supporting agency shop.

ARTICLE X ACADEMIC FREEDOM

- A. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill appreciation of the values of individual personality.

It is recognized that these democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged.

- B. Academic freedom shall be guaranteed to teachers, and no special limitations shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world and other branches of learning subject only to accepted standards of professional educational responsibility.
- C. Freedom of individual conscience, association and expression will be encouraged and fairness in procedures will be observed both to safeguard the legitimate interests of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.
- D. A committee of five (5) shall be formulated composed of two (2) members appointed by the Board, and two (2) members appointed by the Association, and one (1) member elected by these four (4) appointees, to act in an advisory capacity to study all matters of concern that may arise relative to academic freedom.

ARTICLE XI PROFESSIONAL BEHAVIOR

- A. Teachers are expected to comply with reasonable rules, regulations, and directions from time to time adopted by the Board or its representatives which are not inconsistent with the provisions of this Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety or well-being or is professionally demeaning.
- B. The Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior. The Association shall deal with ethical problems in accordance with the terms of such Code of Ethics of the Education Profession.
- C. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building. Alleged breaches of discipline or the Code of Ethics of the Education Profession shall be promptly reported to the offending teacher and to the Association. The Association will use its best efforts to correct breaches of professional behavior by any teacher and, in appropriate cases, may institute proceedings against the offending teacher.

- D. A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, warned or disciplined for any infraction of rules or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.
- E. No teacher shall be 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 asserted by the Board or representative thereof shall be subject to the professional grievance procedure hereinafter set forth. All information forming the basis for disciplinary action will be made available to the teacher and, upon request, to the Association.

ARTICLE XII
REDUCTIONS IN PERSONNEL AND
ANNEXATIONS AND CONSOLIDATIONS OF DISTRICTS

- A. To the full extent permitted by law, this Agreement shall be binding upon the Board and its successor personnel and upon any school district into which or with which this district shall be merged or combined.
- B. In the event this district shall be combined with one or more districts, the Board will use its best efforts to assure the continued recognition of the Association and the continued employment of its members in such consolidated district.
- C. Should substantial and unforeseen changes in student population or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board will retain, as nearly as possible, those teachers with permanent teaching certificates having the longest service in the district. The Association and Board will further use their best efforts to assist all teachers terminated for lack of work to secure employment in adjacent school districts upon terms and conditions as nearly comparable as possible. Nothing herein shall relieve the Board from fulfilling the terms of any contract with a teacher.

ARTICLE XIII
NEGOTIATION PROCEDURES

- A. It is contemplated that terms and conditions of employment provided in this agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the public educational process,

- it is likewise recognized that matters may from time to time arise of vital mutual concern of the parties which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion of such matters be provided. The parties accordingly undertake to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.
- B. A reasonable time prior to expiration of this agreement, upon request of either party, negotiations will be undertaken for an agreement covering the 1970-71 school year.
 - C. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.
 - 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 or take any other lawful measures it may deem appropriate, including the imposition by the Association of professional sanctions to discourage teachers from working in the absence of an agreement between the two parties.

ARTICLE XIV GRIEVANCE PROCEDURE

- A. A claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement or any rule, order, or regulation of the Board may be processed as a grievance as hereinafter provided.
- B. The grievant shall invoke the formal grievance procedure on the appropriate established form, signed by the grievant and a representative of the Association, which form shall be available from the Association representative in each building. A copy of the grievance form shall be filed with the building principal within one (1) calendar week from the time the alleged offense occurred. If the grievance involves more than one school building, it shall be filed with the principals of all buildings involved.
- C. Within three (3) school days of receipt of the grievance, the principal shall meet with the aggrieved in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing to the aggrieved within three (3) days of such meeting, and shall furnish a copy thereof to the Association.

- D. If the aggrieved is not satisfied with the disposition of the grievance, or if no disposition has been made within three school days of such meeting (or six (6) school days from the date of filing, whichever shall be later) the grievance shall be transmitted to the superintendent. Within five (5) school days the superintendent or his designee shall meet with the Association on the grievance and shall indicate his disposition of the grievance in writing within three (3) school days of such meeting, and shall furnish a copy thereof to the Association.
- E. If the aggrieved is not satisfied with the disposition of the grievance by the superintendent or his designee, or if no disposition has been made within three (3) school days of such meeting (or six (6) school days from the date of filing, whichever shall be later), the grievance shall be transmitted to the Board by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next regular meeting or two calendar weeks, whichever shall be later, may hold a hearing on the grievance, review such grievance in executive session, or give such other consideration as it shall deem appropriate. Disposition of the grievance in writing by the Board shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Association.
- F. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.
- G. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
- H. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. In the administration of the grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.

ARTICLE XV
LEAVES OF ABSENCE

A. Sick Leave - Personal Leave

All regularly employed certified personnel shall be allowed sick leave at the rate of eleven (11) days per year, accumulative to one hundred (100) days with full pay. One (1) of these eleven (11) days may be used for personal business. It is agreed that a personal business day may be used for any purpose at the discretion of the teacher. The administration reserves the right to control the number of absences that can be granted on any given day. The teacher requesting a personal leave day must make application to the administration as early as possible, but in no case less than twenty-four (24) hours prior to the date of absence.

At the beginning of each school year the Board shall contribute for each teacher one (1) day to an Illness and Disability Bank, which is accumulative, to be administered by the Association and the Board. Teachers who have exhausted their accumulative sick leave allowance may make reasonable withdrawals as determined by the Association from the common bank, provided that there are sufficient days in the Bank.

A teacher may be eligible to withdraw double the amount of days banked in his name. When it becomes necessary for a teacher to utilize the Illness and Disability Bank he must apply in writing to the Association or its designated representative who shall approve or disapprove the drawing of bank days. The Superintendent shall certify to the Association that a teacher has used up all of his accumulated sick leave before approval is granted. No teacher may bank more than one (1) day per year.

B. Maternity Leave

The teacher shall notify the Superintendent in writing, including a statement from the doctor, of the estimated date of birth, six months before the estimated date of birth.

The teacher shall take a leave of absence to be effective four (4) months before the date of birth to two (2) months after the date of birth.

The teacher is not entitled to regular pay or sick leave pay during this period of time.

The Board of Education reserves the right to not renew the contract if the teacher does not follow the above policy as written.

C. Emergency Leave

Each teacher shall be granted up to five (5) days leave in the case of death in the immediate family - father, mother, spouse, child, brother or sister.

Absence to attend a funeral of any other near relative or friend, or additional time for travel or other emergency factors, may be granted with the approval of the Superintendent.

Illness in the immediate family - In the event of illness, or other emergency, in the immediate family, a reasonable amount of lost time shall be allowed without loss of pay.

D. Policies Governing Leave

1. After each absence it will be necessary to file a report to the office of the Superintendent before pay for leave can be made.
2. A statement of sick leave and personal leave account shall be presented to each teacher annually by the Superintendent.
3. Absence for Emergency Leave shall be deducted from accumulated sick leave.
4. The Board of Education may, for reasonable cause, require any teacher to submit to physical and/or psychological, or psychiatric examination at any time. In cases of prolonged teacher illness (three (3) days or more) the Board's officially designated physician may, at the discretion of the Superintendent, be called in to determine the teacher's fitness to return to work. His decision shall be final. Such examinations to be paid for by the Board of Education.
5. A teacher who is on medical leave must petition to be re-employed by June 1, prior to the beginning of the school year in September. This petition for reinstatement shall apply for one year after confinement, thereafter the right to be reinstated is waived.

ARTICLE XVI
TERM OF THE AGREEMENT

- A. This Master Contract shall become effective on July 1, 1969, and shall continue thereafter for a period of one (1) year, terminating on June 30, 1970.
- B. Any sections may be renegotiated at any time by mutual agreement of both parties.
- C. Individual teacher contracts hereinafter executed shall be expressly made subject to and consistent with the terms of this agreement.

ARTICLE XVII
PROFESSIONAL COMPENSATION

- A. The basic salaries of teachers covered by this agreement are set forth in Appendix I which is attached to and incorporated in this agreement. Such salary schedule shall remain in effect during the term of this agreement.

ARTICLE XVIII
SCHOOL CALENDAR

The School Calendar as determined by the Board shall begin the Thursday and Friday immediately preceding Labor Day and shall extend no more than 190 work days thereafter as set forth in Appendix II.

ARTICLE XIX
MISCELLANEOUS PROVISIONS

- A. This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed statement to this agreement.
- B. Individual teacher contracts shall be expressly made subject to and consistent with the terms of this agreement.
- C. This agreement shall supersede any rules, resolutions, regulations, or practices of the Board which shall be contrary to or inconsistent with this agreement. The provisions of this agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. If any provision of this agreement or any application of this 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.
- E. Copies of this agreement shall be printed at the expense of the Board and presented to all teachers now employed, hereafter employed, or considered for employment by the Board.
- F. In the event that the financial position of the Board is improved from the budget material considered at the time of adoption of this agreement, negotiations will be automatically reopened at that time.

ARTICLE XX
TEACHER EVALUATION

- A. Recognizing that evaluation is a professional concern, a committee composed of the Superintendent, the Building Principals, and one teacher from each of the following areas, early elementary, later elementary, junior high school, and senior high school, shall be established. The faculty representative shall be elected by the Association according to the democratic process. The Association representative must have achieved tenure status in the system and have at least five years teaching experience.

- B. This committee shall study, evaluate, and make recommendations concerning the evaluation process to the Superintendent for presentation to the Board of Education. This shall be done each year before the close of the school year.

APPENDIX I
SALARY SCHEDULE

4140

YEARS	BA or BS	BA or BS + 10	BA or BS + 20	MA	MA + 10	MA + 20	EDUCATIONAL SPECIALIST
0	7000.00	7100.00	7250.00	7500.00	7650.00	7800.00	8000.00
1	7252.00	7355.60	7511.00	7770.00	7925.40	8080.80	8288.00
2	7513.07	7620.40	7781.40	8049.72	8210.71	8371.71	8586.37
3	7783.54	7894.73	8061.53	8339.51	8506.30	8673.09	8895.48
4	8063.75	8178.94	8351.75	8639.73	8812.53	8985.32	9215.72
5	8354.05	8473.38	8652.41	8950.76	9129.78	9308.79	9547.49
6	8654.80	8778.42	8963.90	9272.99	9458.45	9643.91	9891.20
7	8966.37	9094.44	9286.60	9606.82	9798.95	9991.09	10,247.28
8	9289.16	9421.84	9620.92	9952.67	10,151.71	10,350.77	10,616.18
9	9623.57	9761.03	9967.27	10,310.97	10,517.17	10,723.40	10,998.36
10	9970.02	10,112.43	10,326.09	10,682.16	10,895.79	11,109.44	11,394.30

APPENDIX I - Salary Schedule (Continued)

1. Work beyond the Masters degree must be in the subject area to which the teacher is assigned. It must be on a recognized graduate degree program at an accredited institution and subject to the approval of the Superintendent.
2. Credit for experience outside the school system shall be evaluated by the Board and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory. If previous experience is deemed satisfactory, then full credit shall be given for the first five years of experience, but credit may be given for a fractional part of a year. Credit may be given at the discretion of the Board for additional time. Teachers shall be advanced one step on the salary schedule for between one and two years of active military service for a limit of five (5) years.
3. Separation pay at the rate of \$10.00 per day for all unused sick leave to become effective after a teacher has been in the system five (5) years will be paid upon leaving the system. The accumulation of sick leave at this rate shall begin with the 1969-70 school year. Separation pay at the rate of \$5.00 per day for all unused sick leave, effective after a teacher has been in the system five (5) years will be paid upon leaving the system for the years 1967-68 and 1968-69.
4. Longevity at the rate of \$200.00 for every five (5) years of service payable at the beginning of the 16th, 21st, 26th, 31st, 36th, and 41st years, with a maximum of \$200.00 raise in any given year.
5. Payroll deductions shall be made in twenty-six (26) equal installments. Determination of payroll deductions and salary closeout shall be established during preschool conferences by application to the office of the Superintendent.
6. Summer Work - Salary Appendix

The Guidance Counselors shall be paid at their regular rates for the number of days they work in addition to the school year. The Librarian will be under the same condition as the guidance people. Additional workdays shall be determined by the Superintendent.

Teacher for the summer vocational agriculture program shall be paid according to the following formula:

Daily rate x 60 (days worked) for 60 students or more,
or the prorated amount for less than 60 students.

Teachers of the following summer programs, including driver education, typewriting and elementary remedial programs shall be paid at the rate of \$4.50 per hour.

7. The pay scale for extra work assignments for certified personnel shall be established at \$28.00 per point plus percentages established by the Board.
8. The Doctorate Degree shall be evaluated according to the contribution that it will have on the on-going educational program in the specified area.
9. The Board will pay up to \$120.00 per year toward Blue Cross, Blue Shield, and/or MEA insurance.