

1969

PROPOSED AGREEMENT BETWEEN THE CONCORD EDUCATION ASSOCIATION AND THE BOARD OF EDUCATION OF THE CONCORD SCHOOL DISTRICT

This agreement entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1966, by and between the Board of Education of the Concord School District, Concord, Michigan, hereinafter called the "Board" and the Concord Education Association, hereinafter called the "Association", wherever used in this Agreement the term "Board" means the duly elected governing body of the school district and any future addition to said district, the Superintendent, Assistant Superintendent, Principals and Assistant Principals will hereafter be referred to in this contract as the "Administration",

WITNESSETH

WHEREAS the Board, Administration and the Association recognizes and declare that providing a quality education for the children of the Concord School District is their mutual aim and that the character of such education depends predominantly 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, (however, final decisions on the formulation of policies and programs shall rest with the Board and its representatives), 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 memorialize,

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 exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counselors, librarians, speech and hearing therapists, special education teachers, employed now or in the future by the Board, but excluding supervisory and executive personnel and office and clerical employees. The term "teacher", when used hereinafter in the 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.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a written grievance and having the grievance adjusted

MEH  
1216 Kendall  
E. Lansing, MI  
48823

Concord Community Schools Board of Ed.

without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such agreement.

C. 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 or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of all teachers monthly.

D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers under this contract shall be deemed to be in addition to those provided in the above mentioned laws and regulations.

## ARTICLE II - Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher employed by 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 color of law of the State of Michigan, the Board undertakes and agrees that it will 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 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 reason 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 Board specifically recognizes ~~that~~ the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board and the Association agree to be bound by any lawful order or award there of.

C. The Association and its members shall have the right by request to use school buildings and facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises, provided said pin or identification is not larger than one (1) inch in dimension. One bulletin board shall be provided in each of the teachers' lounges for means of communication. The officers of the Association shall have access to publishing equipment for purposes of communicating with members of the Association.

D. The Board agrees to furnish the Association in response to reasonable requests from time to time all 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~~ developing intelligent, accurate, informed and constructive programs on behalf of the School District, together with information which may be necessary for the Association to process any grievance or complaint.

### ARTICLE III - Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the three year term of this Agreement, provided, however, that upon written notice to the other party at least sixty (60) days prior to the first day of May of every year of this Agreement, either party may request the reopening of negotiations of such salary schedule.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined during normal teaching hours. For extra work the teacher shall be entitled to appropriate additional professional compensation as set forth in Schedule B which is attached to and incorporated in this Agreement.

C. Teachers' contracts shall be issued for nine and one-half (9½) months.

D. The following legal holidays shall be observed and all schools closed: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, the Friday immediately preceding Easter Sunday, and Memorial Day.

E. A teacher engaged in negotiating in behalf of the Association, or participating in professional grievance negotiation, shall do so during his free period or after regular school hours. During an arbitration hearing, representatives shall be released from regular duties without loss of pay.

F. A teacher shall be released from regular duties without loss of salary three (3) days per year for the purpose of participating in area or regional meetings of the Michigan Education Association.

### ARTICLE IV - Teaching Hours

A. All teachers' normal teaching hours shall be as follows:

- (1) Teachers check in at least 15 minutes before school begins.
- (2) Teachers shall leave school no earlier than 15 minutes after the close of classes.

The Board and Administration recognize the principle of a standard forty-hour work week and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board and Administration will not require teachers regularly to work in excess of such standard work week within any school building.

B. All teachers shall be entitled to a duty-free uninterrupted lunch period, in no event less than thirty minutes in length or longer than the scheduled lunch period.

### ARTICLE V - Teaching Loads and Assignments

A. The Board, Administration and Association realize that there is a normal teaching load at the high school level and that this load should not be exceeded. Because of the changing nature of the high school curriculum, it is not possible to state this normal teaching load in terms of teaching periods. The Administration will set teaching loads consistent with good teaching practices and sound economic judgment. Each secondary teacher is entitled to a conference/ preparation period equivalent to one class period.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, every effort will be made by the Administration to assign teachers in their major or minor field of study.

C. Teachers who will be affected by a change in grade assignments in the elementary school and by changes in subject assignments in the secondary school will be notified and consulted by their principals as soon as practicable and prior to August 1st. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassignment of probationary teachers to different grade levels unless the teacher requests such change.

#### ARTICLE VI - 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 the teacher, Administration 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 to insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible. The following class sizes are recommended as approaching the ideal.

(1)	Kindergarten	25 pupils
(2)	Lower Elementary Grades	25 pupils
(3)	Upper Elementary Grades	30 pupils
	(If there is grouping in the Elementary grades the lower groups should contain fewer students)	
(4)	Special Education Classes	15 pupils
(5)	English, Social Studies, General Education, Mathematics, Science, Language, Business	25 pupils
(6)	Typing	25 pupils
(7)	Industrial Arts	20 pupils
(8)	Drafting, Arts and Crafts	30 pupils
(9)	Homemaking	20 pupils
(10)	Music (Vocal)	35 pupils
(11)	Health Education	40 pupils

B. The Administration agrees to consult with the Association in regard to class size.

C. The Board and Administration recognize that appropriate tests, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The Administration will confer with teachers for the purpose of improving the selection and use of such educational tools. The Board will undertake to promptly implement the recommendations of the Administration for such facilities, equipment and materials.

D. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

E. The Board shall make available in each school adequate lunchroom, restroom and laboratory facilities for use of teachers and other authorized

persons and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

F. Telephone facilities shall be made available to teachers for their reasonable use for local calls only except for school business.

G. Vending machines for beverages may be installed in teachers' lounges, the proceeds to be used for teacher recreational purposes. The Board and Administration shall assume no responsibility for the operation of financial arrangements of such machines. Only one machine per teachers' lounge will be permitted. It shall be the responsibility of the Association for proper orderliness of such machines.

H. When feasible, the Board shall make available adequate parking facilities to non-student personnel for their exclusive use.

I. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. Any activities outside of existing civil law may be grounds for suspension or discharge.

J. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status or membership in or association with the activities of any employees organization.

#### ARTICLE VII - Vacancies and Promotions

A. Whenever any vacancy in any professional position in the District shall occur, the Administration shall notify the Association and publicize the vacancy by posting in every school building. No vacancy shall be filled until such vacancy shall have been posted for at least five (5) days. <sup>1</sup>

B. Any teacher may apply for such vacancy. In filling such vacancy, the Board and Administration agree to give due weight to professional background and attainments of all applicants, the length of time each has been in the school system of the District, and other relevant factors. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels. <sup>permanently</sup>

"Service" in the system, for the purpose of this Agreement, shall mean continuous employment in the schools of the District, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause.

#### ARTICLE VIII - Transfers

Any teacher who shall be transferred to a supervisory or executive position and who shall later return to a teacher status shall be entitled to retain and accumulate such rights and service as he may have under this Agreement during the period of such transfer to supervisory or executive status.

#### ARTICLE IX - Leave Pay

A. All teachers absent from duty on account of personal illness or any other approved reason shall be allowed full pay for a total of ten (10) days in any school year.

B. Each teacher shall accumulate a maximum of sixty (60) days sick leave.

#### ARTICLE X - Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article IX shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.

B. Leaves of absence with pay chargeable against the teacher's allowance shall be granted for the following reasons:

- (1) A maximum of five (5) days per school year for a critical illness in the immediate family.
- (2) One (1) day when emergency illness in the family requires a teacher to make arrangements for necessary medical or nursing care.
- (3) Attendance at a ceremony awarding a degree to a staff member for such portion of the day as is necessary.
- (4) One (1) day, except when travel requires additional time, for attendance at the school graduation of a son, daughter, husband or wife.
- (5) Time necessary for the conduct of personal affairs which can not normally be handled outside of school hours, such as performance of religious obligations and medical and dental appointments when such appointments cannot be made at any other time.
- (6) Time necessary for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance.

C. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:

- (1) A maximum of five (5) days per school year for a death in the immediate family. The immediate family is defined as spouse, child, mother, father, mother or father of current spouse, brother or sister.
- (2) Absence when a teacher is called for jury duty. Teacher shall be paid regular salary less the daily jury duty fee paid by the court, less travel allowances ~~for~~ or reimbursement of expenses. No salary shall be paid to a teacher who, without being summoned, volunteers for jury duty.
- (3) Court appearance as a witness in any case connected with the teacher's employment or the school or whenever a teacher is subpoenaed to attend any proceeding.
- (4) Approved visitation at other schools or for attending educational conventions, including Association meetings sanctioned by the School Administration.
- (5) Time necessary to take selective service physical examinations.

D. Leaves of absence without pay may be granted upon application for the following purposes:

- (1) Study related to the teacher's licensed field.
- (2) Study to meet eligibility requirements for a license other than that held by a teacher.

- (3) Study, research or special teaching assignment involving probably advantage to the school system.

The teacher may return to the same or comparable position if available. The maximum leave of absence shall be two (2) years. The regular salary increment occurring during such period shall be allowed.

E. A maternity leave shall be granted without pay, commencing not later than the end of the fifth (5th) month of pregnancy. The maximum leave of absence shall be two (2) years.

F. Teachers who are officers of the Association or are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association.

G. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States.

Teachers on military leave shall be given the benefits of any increments which would have been credited to them had they remained in active service in the school system.

H. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

#### ARTICLE ~~XIX~~ XI - Insurance

The Board and the Association agree to establish a joint committee which shall study insurance programs for recommendation in subsequent contracts.

#### ARTICLE XII - Teacher Evaluation

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

B. Each teacher shall have the right upon request to review the contents of his own personal file except his confidential credentials. A representative of the Association may be requested to accompany the teacher in such a review.

C. 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 discipline 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.

D. 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 any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

### ARTICLE XIII - Protection of Teachers

A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board and Administration recognize ~~xxx~~ their responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board and Administration further recognize that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Administration will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

B. Any case of assault upon a teacher shall be promptly reported to the Board via the Administration. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense provided there was just cause for such action as judged by the Administration and Board in consultation with the Association.

D. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher unless it is determined by the Administration and Board in consultation with the Association that there was not just cause.

E. Any legitimate complaints directed toward a teacher shall be promptly called to the teacher's attention.

F. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.

### ARTICLE XIV - Negotiation Procedures

A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement upon request of either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving such matters.

B. In the event the salary schedule is reopened for negotiation, by either party, as provided in Article III of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised salary schedule. At least sixty (60) days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.



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 representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but 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.

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 may 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 a contract.

#### ARTICLE XV - Professional Grievance Negotiation Procedures

A. Any teacher, group of teachers or the Association, believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Administration, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated representative. The Board hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within ten (10) days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent who shall have ~~ten (10) days~~ fifteen (15) days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent, he shall have ten (10) days from receipt to approve or disapprove it. If the grievance shall be denied by the Superintendent, either upon review of the action of the school principal, or in the first instance, the grievance shall immediately be transmitted to the secretary of the Board, with a statement of reasons why it is being disapproved.

C. Within thirty (30) days from receipt of the grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however, that in no event except with express written consent of the Association, shall final determination of the grievance be made by the Board more than thirty (30) days after its submission to the Board.

D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration hearing. The Board shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the Association. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the

the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

E. If any ~~teacher~~ 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.

F. The cost of any arbitration service and expense shall be borne equally by the Board and the Association.

G. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to a department head, assistant principal, or other school employees, for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of department heads, assistant principals, or other employees in such informal procedures be deemed to be a supervisory or executive function.

#### ARTICLE XVI - Professional Study Committees

A. There is hereby established a Professional Study Committee composed of six (6) members, three (3) members selected by the Board and three (3) members selected by the Association. Additional Professional Study Committees may be established as required. The Committee shall submit an annual report and recommendations to the Board by March 1st of each year.

B. The Committee shall consider the following questions:

- (1) Should team teaching techniques be introduced into the school curriculum?
- (2) Should there be changes made in the school curriculum?
- (3) Should current educational television programming for the elementary level be increased, decreased, or abandoned?
- (4) How can we make better use of information and techniques being developed elsewhere in the country without undue time lag or duplication of effort, while distinguishing advertised from achieved results from such experience?
- (5) What kind of released time program should be instituted in this District to provide time for professional teachers' meetings in the District?

C. The clerical expense of such Committees shall be borne by the Board.

#### ARTICLE XVII - Miscellaneous Provisions

A. The Board agrees that at all times it will maintain an adequate list of substitute teachers and agrees that every effort shall be made to secure a substitute teacher rather than to call upon regular teachers to give up their conference hour to substitute. Teachers shall be informed of a telephone number they may call before 7:00 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.

B. The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

C. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and 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.

D. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The Board agrees to bring present teachers over the existing salary schedule on schedule within a three (3) year period. Teachers currently on schedule may have additional duties assigned to them with appropriate compensation at the discretion of the Administration. The Administration agrees to notify the Association of all such arrangements immediately.

E. Copies of this Agreement shall be duplicated, or printed, at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

F. If any provisions of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provisions 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 XVIII - Duration of Agreement

This Agreement shall be effective as of \_\_\_\_\_ and shall continue in effect for three (3) years until \_\_\_\_\_. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

CONCORD EDUCATION ASSOCIATION

BY \_\_\_\_\_  
Its President

BY \_\_\_\_\_  
Its President

BY \_\_\_\_\_  
Its Secretary

BY \_\_\_\_\_  
Its Secretary

SCHEDULE A

1. The following shall be the schedule of basic teaching salaries:

Yearly Step	Bachelor's Degree	Master's Degree
1	\$ 5,200	\$ 5,500
2	5,400	5,700
3	5,600	5,900
4	5,800	6,100
5	6,000	6,300
6	6,200	6,500
7	6,400	6,700
8	6,600	6,900
9	6,800	7,100
10	7,000	7,300

2. An additional sum of \$10.00 per semester credit hour beyond the ~~BACCALAUREATE~~ first ten hours past the Baccalaureate Degree will be paid for additional education. This will be effective as of the date of this contract and will not be retroactive.
3. Teachers with experience in other districts will be allowed credit for as much as five years experience outside this school system provided that evaluation of that experience by the Board shows it to have been satisfactory. When special skills warrant the need, it shall be the privilege of the Board to hire at a level up to two steps above actual experience. Such persons so hired shall be brought back to schedule within a four (4) year period. The Board agrees to furnish the Association ~~with~~ immediately with a written explanation of the reasons for ~~such~~ any such action.
4. Increments become effective September 1st of each year and advancement under the salary schedule shall be automatic as of September 1st and/or February 1st following completion of required academic or professional courses.
5. Non-degree teachers shall be \$200 below degree teachers at every step in the salary schedule.
6. Part-time teachers shall have their place on the salary schedule determined and their rate per class hour computed from that place. They will then be paid for the number of hours they are teaching.
7. In addition to the basic teacher ~~rate~~ salary as provided in the foregoing, there shall be paid the following further sums:
  - (1) Extra class hour (no preparation required) \$500.00
  - (2) Extra class hour (preparation required) 1/6 of base
8. Substitute teachers shall be paid at the rate of \$20.00 per day.

SCHEDULE B

Additional pay will be paid as indicated for the following additional duties:

Head Football Coach	8% of teaching salary
Assistant Football Coach	6%
Head Basketball Coach	8%
Assistant Basketball Coach	6%
Head Baseball Coach	6%
Track Coach	6%
Junior High Basketball Coach	3%
Cross Country Coach	3%
Each Play	2 $\frac{1}{2}$ %
Yearbook	2 $\frac{1}{2}$ %
School Paper	2 $\frac{1}{2}$ %
Cheerleader Advisor	2 $\frac{1}{2}$ %
Debate, Forensic Coach	1%
GAA Advisor	2 $\frac{1}{2}$ %