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AGREEMENT

This Agreement entered into this 15th day of July 1968, by and between the Board of Education of the Coopersville Public Schools, Ottawa County, Michigan, hereinafter called the "Board", and the Coopersville 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 Coopersville is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the Board has a statutory obligation pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the legally appointed 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,

It is agreed:

ARTICLE I

RECOGNITION

A. The Board recognizes the Association as the exclusive bargaining representative of all certified teachers employed or to be employed by the Board, including librarians, guidance counselors, special education instructors, contracted substitute teachers, and excluding supervisory and executive personnel, office, clerical, custodial, school lunch employees, and school bus drivers. The term "teacher" as used in this Agreement shall mean any person who is a member of the bargaining unit, both male and female,

B. The Board agrees not to negotiate with any teachers' organization other than the Association with respect to teachers in the bargaining unit for the duration of this Agreement.

C. All teachers as a condition of continued employment shall either:

1. Sign and deliver to the Board an assignment authorizing deduction of membership dues and assessments of the Association (including National and State Associations) and such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of a given year. Said assessments are to be deducted from the first three pay periods. Or

2. Cause to be paid to the Association a representation fee equivalent to the dues and assessments of the Association (including the National and State Associations) within sixty days of the commencement of employment.

Coopersville Bd. of Ed.

D. Nothing contained herein shall be construed to deny or restrict to any teacher or the Board, rights he or they may have under any State Or Federal Laws and Regulations. The rights granted to teachers or the Board hereunder shall be deemed to be in addition to those provided by law.

ARTICLE II

RIGHTS

A. Teacher

1. The Board and the Association agree to abide by Act 379 of the Public Acts of Michigan for 1965 and all amendments thereto and to all the applicable laws and statutes pertaining to teacher's rights and responsibilities. They further agree that they will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of their rights granted to them under the laws above stated. Nothing in this Agreement shall be deemed to deny other faculty organizations similar rights.

2. The Association shall have the right to use the school building facilities before or after regular class hours and during lunch time. Such use of the building for Association meetings must be arranged with the building principal in advance. Bulletin boards and teachers' mail boxes shall be made available to the Association for the posting or placement of materials relating to official business of the Association.

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

B. Board of Education

1. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the Laws and the Constitution of the State of Michigan and of the United States, including but without limiting to the foregoing the right:

- a. To the executive management and administrative control of the school system and its properties and facilities, and the school related activities of its employees;
- b. To hire all employees and, subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment or their dismissal or demotion, and to promote and transfer all such employees;
- c. To establish grades and courses of instruction including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

2. 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.

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. The salaries for extra duties are set forth in Schedule B. Such salary schedules shall remain in effect during the term of this Agreement, provided however, that upon notice to the other party, either party may request the re-opening of negotiation of such salary schedules.

B. Salary Schedule A is based upon normal teaching hours and load as hereinafter defined in Articles IV and V.

C. In any negotiations approved by the Board or its representatives which involve the teacher during the school day, the teacher will be released from regular duties without loss of pay.

D. It is agreed that reporting pupil progress, including parent-teacher conferences, is a part of the normal instructional duties of a teacher whether during or after the normal school day. However, scheduled days of parent-teacher conferences shall be included as part of the school calendar and governed by Article IV C.

E. Teacher's attendance at PTA meetings and functions is to be considered a part of the teacher's professional responsibility. Mandatory attendance at achievement nights and open house programs shall be limited to two such programs per year.

F. An insurance fringe benefit shall be available to the teachers in the bargaining unit as set forth in Schedule C (Insurance Fringe Benefits) which is attached to and incorporated in this contract.

G. Interpretation of the Salary Schedule

1. Master's Degree. Any teacher who secures a Master's Degree from an accredited college or university shall be granted the additional increment on the Schedule following the furnishing of satisfactory proof of attainment of the degree, providing such proof is furnished by September 1st.

2. Prior Service Credit. Credit to the Coopersville Public Schools Salary Schedule A will be allowed to those with satisfactory prior teaching experience up to a maximum of six (6) years on the following basis:

<u>Previous years experience</u>	<u>Enters on Step</u>
0	1
1	2
2	3
3	4
4	5
5	6
6 or more	7

Prior service credit will be applied towards longevity. No credit shall be given for a fractional part of a year.

3. The Board upon recommendation of the Administration may refrain from advancing a teacher on the Schedule for unsatisfactory performance or may advance a teacher more rapidly than the Schedule for meritorious performance.

4. Salary payments shall be bi-weekly on the basis of 26 pays per fiscal year, however, at the end of the regular school year teachers may request lump sum payment for accrued summer months. Payroll deductions shall be permitted for insurance benefits (See Salary Schedule C) and Ottawa County Credit Union plus any other legally allowed deductions which can be made without increased bookkeeping expense providing that a minimum of 20% of eligible employees in the bargaining group request utilization of such deduction and payments in any category of deductions are made to not more than two servicing agencies.

5. Extra-Duty Assignments. For extra-duty assignments outside the normal load, compensation shall be paid for the 1968-69 school year according to Schedule B and D for such assignments which is attached hereto and made a part of this Agreement. Contracts for such duties shall be entered into between the Board and the teacher on an annual basis. Assignment of extra-duties will be made annually at the discretion of the Board. It is the desire of both the Board and the Association, that wherever practical no teacher shall be given more than two (2) extra-duty assignments during any given school year.

ARTICLE IV

TEACHING HOURS

A. Any changes from present school hours shall be determined jointly by the Board and the Association.

B. All teachers shall have a continuous thirty-minute lunch period free from assigned duties except as mutually arranged between the teacher and the administration; such lunch period to be scheduled through mutual efforts of the building principal and those teachers under his jurisdiction. It shall be mutually understood that weather conditions may interrupt this normal routine.

C. An elementary classroom teacher shall be guaranteed 45 minutes relief time away from the pupils each day; however, it is mutually agreed that weather conditions may interrupt this relief time.

D. The school calendar shall be decided by mutual consent of the Association and the Board.

ARTICLE V

TEACHING LOADS AND ASSIGNMENTS

A. The normal teaching load in secondary grades shall make provision for each teacher to have the equivalent of one preparation-conference period per day equal in length to a class period.

B. Whenever it is necessary to assign a teacher an extra class during the time that would be provided for conference-preparation, the teacher's salary shall be increased proportionately.

C. Each member of the faculty shall maintain a working set of lesson plans which indicate what assignments are to be given and what methods are to be used for the following five days. These plans shall be modified daily to indicate any deviations and actual class conduct from what had been planned and any changes for the following five-day period that are necessary as a result of amendments in actual procedure. Such plans, which are to be the property of the Board, shall be kept in a form that a substitute teacher could easily use.

ARTICLE VI

TEACHING CONDITIONS

The parties recognize 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 Association 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. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible. Progress has been made by the Board for the coming year (1968-69). The enclosed work sheet indicates anticipated class sizes. The Board feels these class sizes are larger than they consider ideal; therefore pledges all effort to further reduce them.

B. The Board and Association agree to develop a teacher-administrative advisory council composed of a superintendent, principals, CEA president, and teachers who are representative of building and/or grade levels as appointed by the CEA executive board which council shall meet frequently to discuss such matters of mutual concern as pupil-teacher ratio, teaching aids and equipment, curriculum, extra-curricular activities, and other matters which are too numerous to outline and a mutual understanding of which will provide answers to situations prior to development of problems. Minutes of the advisory council meetings including recommendations shall be included with Board of Education and CEA agendas.

C. The Board shall make available in each school adequate lunchroom, restroom and lavatory facilities for teacher use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

D. Telephone facilities shall be made available to teachers for their reasonable use.

E. No regularly assigned teacher will be used as a substitute teacher without his consent.

F. Teachers shall not be assigned outside the scope of their teaching certificates or their major or minor field of study except temporarily and for good cause.

1. If a change in assignment from one elementary grade level to another or from one secondary subject area to another is proposed by the Administration for reasons of personality or temperament, such reason and the intent to change the assignment must be included in the professional evaluation and is subject to the provisions of Article XII.

2. If a change in assignment from one elementary grade level to another or from one secondary subject area to another is proposed for administrative reasons, the administrator and teacher affected must consult on the matter as soon as a change is definitely anticipated.

ARTICLE VII

VACANCIES AND PROMOTIONS

A. At any time any teacher may request in writing a transfer to any vacancy in the school system for which he feels qualified. Before any teacher is hired or assigned to fill a vacancy in such position, the Principal or Superintendent shall interview and evaluate all teachers who have requested assignments to the vacancy. In filling such vacancy, due weight shall be given to the professional background and attainments of all such persons and to all other relevant factors. Where the qualifications of one person are not superior to the qualifications of others who request transfer to such vacant position the person with the greatest length of service in the Coopersville School System shall be appointed to such position.

B. Notices of vacancies shall be posted in each building and transmitted to the Association. No vacancy shall be filled until it has been posted for at least ten school days prior to April 1, and five school days thereafter. This shall apply only during the school year.

C. Faculty members shall sign and return individual contracts within 30 days following agreement to contract terms by the parties hereto and issuance of such individual teaching contracts.

ARTICLE VIII

LEAVE POLICY

A. Each teacher shall be granted a maximum of twenty (20) sick leave days per year with full pay. The twenty days of leave shall be credited to the teacher at the beginning of the school year.

B. Sick leave day shall be defined as any day which the teacher deems necessary because of illness, injury, or bereavement.

1. One day per year chargeable to sick leave may be used for personal matters which cannot be transacted at another time. Provided, such day shall not immediately precede or follow a holiday or school recess and that a request in writing for such day shall be submitted to the superintendent at least 24 hours in advance and that the superintendent is privileged to deny any request which would be disruptive to the school system.

C. Unused sick leave days shall accumulate to a maximum of the number of duty days in one-half the school year as defined by Article IV C; personal days shall not be accumulative. However, all present faculty shall be credited with sick leave days as accrued under previous policy and as accumulated as of the close of the 1967-68 school year.

D. Leaves of absence without pay may be granted upon the recommendation of the superintendent to the Board for a period not to exceed one (1) year for self improvement, including graduate study or for travel which has been approved by the Board and which is consistent with educational growth of the teacher in his field. Teachers shall receive credit on the salary schedule for such leave. The teacher upon return from such leave of absence shall be restored to his former position or to one of comparable status.

E. Leave of absence without pay shall be granted to any teacher who shall be inducted or shall be called or shall enlist in military duty in any branch of the armed forces of the United States. Such leaves shall terminate upon any voluntary extension of the tour of duty. Teachers on military leave may be granted the benefit of increment which would have been credited to them had they remained in active service in this school system. Sick and personal days accumulate from the date of enlistments or draft and may be held for said employee until his return or otherwise held in accordance with other provisions of this Agreement.

F. Leave of absence may be granted up to two years to any tenure teacher who joins the Peace Corps or similar domestic program, as a full-time participant in such program. Any period of such leave shall be treated as time taught for purposes of the Salary Schedule set forth in this Agreement.

G. Sabbatical leave may be granted upon the recommendation of the superintendent with the approval of the Board for a period not to exceed one year for advanced study on the following conditions: (1) That the Teacher shall have taught seven (7) years in the system; (2) That stipend of one-half of the contracted teaching salary shall be allowed for said one year period; (3) The teacher agrees to return for three years or repay the amount paid; (4) The teacher upon return from sabbatical leave shall be restored to his former position or to one of comparable status; (5) A complete written outline shall be submitted stating the teacher's intent and purpose of the leave. In the event the teacher completes only one year following sabbatical leave he shall repay the Board 2/3 of the amount of money received while on leave. In the event the teacher completes only two years following sabbatical leave, he shall pay the Board 1/3 of the amount of money received for the leave.

H. Any teacher desiring a leave of absence heretofore described, or a leave of absence for any other reason not mentioned, shall apply in writing to the superintendent identifying the period of proposed absence and the reason therefore. Approval of all leaves and extensions shall be discretionary with the superintendent or the Board except as otherwise provided herein. If the request for leave

is approved, the approval shall indicate the period of absence, whether it is with or without pay, whether or not it will be charged against sick leave, and (if it extends into another school year) whether the teacher will receive credit on the Salary Schedule for the period of absence. Upon return from an approved leave, the teacher may be credited with all accumulated and unused sick leave.

I. A maternity leave shall be granted without pay commencing not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the end of the semester the teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at any time within one year, provided there is an opening for which she is qualified.

J. Each teacher may be allowed a maximum of two days per year of salary covered leave for professional improvement providing such professional improvement is of a nature which the administration certifies as being directly related to a matter of school concern and a substitute teacher is available to cover classes. The teacher taking such leave shall submit a written request in advance and have prior administrative approval before taking the leave; the school district shall pay for actual costs or expenses up to \$17.67 per day plus mileage according to Board Policy and provide for a substitute teacher; the teacher shall submit a written resume' of how the subject of the professional improvement experience can be directly related to the Coopersville School system. In addition attendance will be allowed at State Institutes (see School Code 340.252a) without loss of pay.

ARTICLE IX

TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher will be conducted openly and with full knowledge of the teacher. A written evaluation shall be made annually of each teacher by his supervisor. Teachers will be given a copy of any evaluation report prepared by his supervisors and a discussion of such report will be held.

B. Any adverse evaluation of a tenure teacher's performance asserted by the Board or any agent or representative thereof may be subject to the grievance procedure herein set forth; provided, however, that nothing contained herein will deprive the Board of any rights which it has under the Michigan Tenure of Teachers Act.

C. Any complaints regarding a teacher made to the Administration by any parents, students, or other person which is considered in evaluating said teacher's performance will be promptly called to his attention. Each teacher will have the right, upon request, to review the contents of his own personal file. A representative of the Association may, at the teacher's request, accompany the teacher in such a review. The review will be made in the presence of the administrator responsible for the safekeeping of the file.

D. If a teacher is to be disciplined by a member of the administration above the level of the principal, he will be entitled to have a representative of the Association present.

ARTICLE X

PROMOTION OF TEACHERS

- A. the Board recognizes that it and its administrative staff must give needed support to its teachers in order that they can maintain the classroom control and discipline which is necessary for effective teaching and will continue to do so.
- B. Any case of assault instituted by a student on a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault, and the Board will cooperate with the teacher, law enforcement and judicial authorities in taking steps to remedy the matter.
- C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against the student, the Board will, when it feels the teacher acted properly, cooperate with the teacher by making available to him and his counsel any witnesses or documentary materials requested by the teacher which are available to the Board.
- D. Time necessarily lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher when the action of the teacher is upheld.
- E. The Board will reimburse teachers for any loss, damage or destruction of the teacher's clothing not covered by insurance caused by a student while the teacher is on duty.
- F. Any complaints by a parent of student directed toward a teacher shall be promptly called to the teacher's attention before any action thereon is taken by the School against the teacher.
- G. Teachers are expected to exercise reasonable care with respect to the safety of pupils and property.
- H. The Board will provide the legal aid necessary to defend the teacher in actions which may arise in connection with "good faith acts" relative to student medical problems such as diabetes, epilepsy, or leukemia, and mental problems which require special attention.

ARTICLE XI

NEGOTIATIONS PROCEDURE

- 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 by either party and the consent of the other party. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. In the event the Salary Schedule is re-opened for negotiation, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised Salary Schedule. At least sixty days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiation or bargaining representatives of the other party and each party may select its representatives from either in 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.

ARTICLE XII

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" shall mean a complaint by a teacher or a group of teachers based upon an event, condition, or circumstance under which a teacher works, allegedly caused by a violation, misinterpretation, or inequitable application of established policy or any provisions of this Agreement. The Board will have available the NEA Code of Ethics and their designated procedure for grievance regarding such matters.

2. An "Aggrieved Person" shall mean the person or persons making the complaint, either individually or through the Association.

3. A "Party in Interest" shall mean the person or persons making the complaint and/or any person who might be required to take action or against whom action might be taken in order to resolve the grievance.

4. The term "days" when used in this Article shall mean duty days, except where otherwise indicated.

B. Purpose

The primary purpose of this procedure 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 each level of the procedure. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the administration or proceeding independently as described in Section E of these procedures.

C. Structure

1. The Association shall establish a Professional Rights and Responsibilities Committee, which will be broadly representative and which shall serve as the Association's grievance committee. In the event that any member of the PR & R Committee is a party in interest to any grievance, he shall disqualify himself and a substitute shall be named by the Association.

2. The building principal shall be the administrative representative when the particular grievance arises in that building.

3. The Board hereby designates the superintendent as its representative when a grievance arises in more than one school building.

D. Procedure

The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent.

If the grievance is filed on or after June 1, the time limits shall be reduced in order to effect a solution prior to the end of the school year or as soon thereafter as is practicable.

1. Level One: A teacher with a grievance shall discuss it with his immediate supervisor or principal.

2. Level Two: (A) In the event the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five days after presentation of the grievance, he may file the grievance in writing with the Association's PR & R Committee.

(B) Within five days of receipt of the grievance the PR & R Committee shall decide whether or not there is a legitimate grievance. If the committee decides that no grievance exists and so notified the claimant, the teacher may continue to process his claim without Association support. If the committee decides there is a legitimate grievance, it shall immediately process the claim with the superintendent of schools. Within ten days from receipt of the grievance by the superintendent he shall render a decision as to the solution.

3. Level Three: In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten days from date of receipt of grievance by the superintendent, he may refer the grievance through PR & R Committee, to the Board of Education's Review Committee. This committee shall be composed solely of members of the Board of Education. Within ten days from receipt of the written referral by the Board, its Review Committee shall meet with the Association's PR & R Committee chairman, the Association's negotiating team or other involved officers for the purpose of arriving at a satisfactory solution to the grievance. A decision shall be rendered within ten days.

4. Level Four: In the event the grievance is not satisfactorily resolved at Level Three, or if no decision is reached within a ten day period, the grievance may be transmitted immediately to the State Labor Mediation Board.

E. Rights to Representation

Any party in interest may be represented at all meetings and hearings at any level, except Level One of the grievance procedure, by another teacher or another person; provided however, that in no event he be represented by an officer, agent, or other representative of any organization other than the Association; and 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 the grievance procedure, with the exception of Level One.

F. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice or record.
2. Both the grievance discussed and the decision rendered at Level One shall be submitted in writing upon request of either party. Decisions rendered at all other levels shall be in writing and shall be transmitted promptly to all parties of interest.
3. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.
4. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.
5. Forms for filing and processing grievances shall be designed by the superintendent and the PR & R Committee, shall be prepared by the superintendent, and shall be given appropriate distribution to facilitate the operation of the grievance procedure.
6. Access to all interested parties shall be made available to all persons, places and records for all information necessary to the determination and processing of the grievance.

ARTICLE XIII

AGREEMENTS CONTRARY TO LAW

If any provisions 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.

ARTICLE XIV

DURATION

A. This Agreement shall become effective September 1, 1968, and shall remain in effect until June 30, 1969.

1. Salary Schedules A, B, and C shall automatically be re-opened for review and/or re-negotiation on April 15, 1969.

2. Salary Schedule D (Extra-Duty Employment) is attached hereto and shall apply to summer 1969 and be automatically re-opened for review and/or re-negotiation for the summer of 1970 on April 15, 1969.

ARTICLE XV

MISCELLANEOUS

A. When, in the judgment of the administrative officials authorized to make such decisions, hazardous weather conditions prevent the opening of school or cause the closing of school, teachers will not be required to report to work nor stay at school. Notice of closing will be given through local radio stations at the earliest possible time. On such days teachers are requested to tune in to local stations.

B. Copies of this Agreement shall be prepared at the expense of the Board and presented to all teachers now or hereafter employed by the Board.

C. Teachers will be allowed one and one-half school days between semesters to correct and grade papers, enter marks, and prepare and plan for the forthcoming semester. Classes will not be in session during this time.

SALARY SCHEDULE A
(See Article III A)
1968-69

<u>STEP</u>	<u>AB</u> <u>AMOUNT</u>	<u>MA</u> <u>AMOUNT</u>
1 (Base)	6,400	6,848
2	6,592	7,040
3	7,040	7,488
4	7,424	7,872
5	7,808	8,256
6	8,128	8,576
7	8,448	8,896
8	8,768	9,216
9	9,088	9,536
10	9,408	9,856
11	9,728	10,176
16 MA Longevity		10,688
21		11,200
26		11,712

SALARY SCHEDULE B

(See Article III A)

1968-69

<u>% OF BASE SALARY</u>	<u>STEP</u>	<u>AMOUNT</u>	<u>ACTIVITY</u>
10½	1	672	
	2	706	Varsity Basketball
	3	739	Varsity Football
	4	773	
	5	806	
8	1	512	Varsity Baseball
	2	538	Track
	3	563	Junior Varsity Basketball
	4	589	Senior High Noon Recreation
	5	614	
7	1	448	
	2	470	9th Grade Basketball
	3	493	Special Education Instructors
	4	515	
	5	538	
6	1	384	Junior Varsity Football
	2	403	Junior High Basketball
	3	422	Junior High Noon Recreation
	4	442	Cross Country, Tennis, Band
	5	461	Assistant Varsity Football Senior High Vocal
5	1	320	9th Grade Football
	2	336	Golf
	3	352	Junior Varsity Baseball
	4	368	Assistant Track
	5	384	Varsity Girls Basketball
4	1	256	Assistant Girls Basketball
	2	269	Junior Class Advisor
	3	282	Assistant Junior Varsity Football
	4	294	Elementary Basketball
	5	307	Junior High Spring Sports
3	1	192	Plays, Debate
	2	202	Assistant 9th Grade Football
	3	211	Junior Varsity & Varsity Cheerleading
	4	221	Assistant Band
	5	230	Recreation Gymnastics
1	1	64	
	2	67	
	3	70	Senior Class Advisor
	4	74	Frosh & Junior High Cheerleading
	5	77	

INSURANCE FRINGE BENEFIT SCHEDULE C

(See Article III F)

1968-69

Ins

1. The Board shall contribute up-to \$15.00 per month toward any type of benefit or combination of benefits available from the Michigan Education Special Services Association (MESSA) or other carrier designated by the Board of Education and the CEA Executive Board for members of the bargaining unit.

2. Enrollment periods shall be as determined by the insurance carrier and coverage will continue for one month following termination of employment with the school district except that Board contributions for eligible faculty shall be provided through the following August.

3. Employee contributions must be authorized as a payroll deduction including contributions for non-work months which contributions must be deducted prior to final payment for services rendered.

4. No payments in lieu of insurance benefits will be given to any eligible employee for all or any part of the benefit; however, in the case of husband-wife eligible school employees any difference between the maximum amount of Board contribution and cost of eligible coverage shall be credited to the other spouse up-to the maximum allowed for the two employees separately.

EXTRA-DUTY EMPLOYMENT SCHEDULE D

(See Article XIV 2)

1968-69

All teachers employed beyond the regular school year will be paid on the basis of dividing their regular school year salary by the number of duty days in their school year calendar and paying this pro-rata daily rate for any additional days worked.