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8-31-73

Dansville

AGREEMENT

between

Board Of Education

Dansville, Michigan

and

Dansville Education Association

1972 - 1973

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

CONTENTS

Introduction.....Page 1

RecognitionPage 2

Board Rights.....Page 2

Teacher Rights.....Page 3

Professional Compensation and Contracts.....Page 4

Teaching Hours.....Page 5

Teaching Conditions.....Page 7

Vacancies and Promotions.....Page 7

Leave Policy.....Page 8

Teacher Evaluation.....Page 11

Protection of Teachers.....Page 11

Negotiation Procedure.....Page 12

Professional Grievance Procedure.....Page 13

Professional Study Committee.....Page 17

Teacher Education.....Page 17

Miscellaneous.....Page 17

Appendix A.....Page 19

Appendix B.....Page 20

Appendix C.....Page 21

School Calendar.....Page 22

Education Association Agreement

This Agreement entered into this day of August, 1972 by and between the Board of Education of the Dansville School hereinafter called the "Board" and the Dansville 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 Dansville 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, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1963, 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 1963, for all professional personnel on contract with the Dansville School, 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 will prevent any individual teacher from presenting a grievance and having the grievance adjusted, if the adjustment is not inconsistent with the terms of this Agreement.

C. Teachers may authorize deduction of membership dues of the Association. Such sum shall be deducted from the regular salaries and remitted to the Association.

D. The Board agrees to insert the following statement on individual contracts: "It is the recommendation of the Board of Education that you join the United Profession."

ARTICLE II

Board Rights

THE BOARD, on its own behalf and on the behalf of the electors of the school district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon 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 and its properties and facilities and the activities of its employees during the working day.

B. To hire all employees and subject to the provisions of the law, to determine their qualifications and conditions for their continued employment, of their dismissal or demotion; and promote and transfer all such employees.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, and the adoption of policies, rules, regulations, and practice in the 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 the laws of the United States.

ARTICLE III

Teacher Rights

A. The BOARD agrees 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.

B. The BOARD recognizes the right of its employees to invoke the assistance of the State Mediation Board, or a mediator from such public agency.

C. The ASSOCIATION and its members shall have the right to use school buildings after school hours for meetings provided however, that such meetings of the Association shall not interfere with officially approved school activities.

ARTICLE IV

Professional Compensation and Contracts

A. The salaries of teachers covered by this agreement are set forth in Appendix A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect for the year covered by this contract.

B. The salary schedule is based upon a normal yearly teaching load as described in Appendix B, "Social Calendar", and Article V, "Teaching Hours", and other sections of this Agreement. The school year will begin approximately September 1, with not to exceed 186 membership days. For extra work the teacher shall be entitled to appropriate additional professional compensation in accordance with Appendix A of this Agreement.

C. A teacher engaged during the school day in behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary or loss of leave days if no other time can be found.

D. At the beginning of each school year, the Association shall be credited with 5 days to be used by officers or agents of the Association at the discretion of the Association. They agree to notify the Board at least 48 hours in advance of the meeting they wish to attend. Substitute pay shall be paid to the Board by the Association at the regular substitute pay rate. These are not to be business days of those attending.

E. Teachers who are called for unavoidable jury duty or draft physicals shall be compensated the difference between the regular daily teaching pay and the daily pay received for the performance of such civic obligation. These days shall not be charged to sick leave.

ARTICLE V

Teaching Hours

- A. Teachers agree to be in their building 30 minutes prior to school opening and in their assigned place of duty 15 minutes prior and will remain for 15 minutes after school dismissal. The minimum working day for teachers shall be 7:45 a.m. to 3:00 p.m. Exceptions for leaving early are to be restricted to emergency situations or one of unusual nature and teachers must receive permission from the administration.
- B. All teachers shall be entitled to a duty free lunch period, in no event less than 25 minutes.
- C. The normal weekly teaching load shall include at least 5 unassigned preparation or conference periods. This period will vary in length and frequency from high school to elementary.
- D. Elementary teachers may be relieved from scoring and recording standardized tests. They shall do the recording on pupil's records. Those who wish to score their own may do so, if it is not done on pupil time.
- E. A schedule shall be set up for regular teacher's meetings to be held monthly, which all teachers shall be required to attend. Principals or the Superintendent may call meetings for smaller groups of teachers, beyond the school day, when necessary. The principals shall provide the teachers with an agenda at least 24 hours in advance of the meeting.
- F. The Board agrees to provide clerical help for the elementary principal so this person will have more time to "work with the teachers in developing a good workable school program".

G. Teachers are expected to remain with their children at all times during the regular teaching hours. Emergency situations should be the only exception, and must be cleared with the administration as soon as possible. Leaving pupils unsupervised to run errands that could be taken care of at other times cannot be considered an emergency.

H. Because the pupil-teacher ratio can be an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible and to the extent feasible (taking into account the availability of qualified staff, facilities, funds, and state requirements). It is agreed that the following limits on class size represent desired objectives:

- a. Elementary - guide for the average class size (per grade, per building) for early elementary 28 and for later elementary 30.
- b. Secondary - class sizes of 30 shall serve as a guide in secondary schools with the exception of activity classes, such as physical education, typing, band, chorus, study hall, etc.

The class sizes suggested above are offered as desirable levels and are subject to modification for educational purposes, such as avoidance of split-grade classes or half-day classes, specialized or experimental instruction, improvement of instructional methods, changes in enrollment or any other valid reason. If the above numbers are exceeded the principal will explain the situation to the teacher(s) involved.

It is agreed that any provisions regarding class size shall be considered along the lines of expectation of higher student performance as the rationale for consideration. It follows that demands for smaller class sizes will lead to higher student performance levels as determined by periodic administrative evaluation of the aforementioned performance level of students.

ARTICLE VI

Teaching Conditions

- A. The Board shall make available restroom and lavatory facilities for teachers use only and a room appropriately furnished and ventilated which shall be used as a faculty lounge and study room. With the first major building addition, a more suitable teacher's lounge shall be provided which may be used for smoking.
- B. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship, and no religious or political activities outside the school day of any teachers or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board unless it has a direct and immediate tendency to affect the teacher's professional ability adversely to a serious degree.

ARTICLE VII

Vacancies and Promotions

- A. Whenever any vacancy in any professional position in the district shall occur, the Board shall provide for written notification to teachers in the next weekly Superintendent's Bulletin. During the summer months the D.E.A. president shall be notified.
- B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and qualifications of all applicants.

ARTICLE VIIILeave Policy

- A. Sick Leave: Sick leave with pay shall be allowed to each full-time employee amounting to ten days per year, unaccumulative. Sick leave shall be granted for and include personal illness of the employee, or for illness or death in the immediate family, attendance at funerals of relatives or close friends (1 day), attendance at funerals as a faculty representative. The Board retains the right to deny any day if these qualifications are not met.
- B. Teachers unable to report for duty because of illness or emergency shall call his respective principal before 6:30 a.m. It shall be the responsibility of the principal to arrange for a substitute teacher.
- C. Personal Business Leaves: The parties agree there may be personal conditions or circumstances which may require teacher absenteeism for other reasons than heretofore mentioned. The Board agrees that such leave shall not exceed 2 days per school year. These days which will not be deducted from sick leave, and are not to be accumulated, may be used under the following conditions:
- a. This leave shall be used only in situations of urgency, for the purpose of conducting personal business which is impossible to transact on the weekends, after school hours or during vacation periods.
 - b. Teachers desiring to use such leave shall request in writing to the principal at least five (5) working days in advance of the anticipated absence except in cases of emergency; in such case, the teacher shall apply as soon as possible. The general reason, unless extremely confidential, shall be briefly explained on the request.
 - c. It is understood such leave shall not be granted for the first or last day of the school year nor on the first working days preceding or following a vacation period or holiday.
- D. Maternity Leave: 1. The Board shall grant a maternity leave for at least one (1) year without pay to tenure teachers or to probationary teachers who have been approved for tenure status. (One year shall be defined as at least 50 percent of a school year.) The Board will re-employ all teachers at the end of this one year maternity leave in the same position.

2. This leave will be renewed for one year, upon the teacher's request. The Board shall re-employ a teacher on renewed maternity leave in the same position providing she possesses a provisional or permanent certificate.

3. A written clearance by the teacher's physician stating that she is physically able to resume classroom duties may be required prior to the teacher resuming her position.

4. The Board will expect candidates for maternity leave to terminate their services not later than the sixth (6th) month of pregnancy. The period of service may be extended beyond the sixth (6th) month by mutual agreement between the teacher and the Board. The teacher's health and time of the school year will be the prime consideration in determining the extension.

5. The above maternity leave of absence procedure shall also apply to female teachers who adopt a child.

6. A teacher returning from leave provided in this paragraph shall be placed on that step of the salary schedule from which she went on leave unless she was employed for at least 50 percent of her last teaching year, in which case she shall be advanced to the next step.

7. It is understood that any teacher on such leave shall not be employed elsewhere as a full-time teacher during the period covered by the leave. If so employed, the leave is void and therefore cancelled.

E. In the event it is necessary to grant a leave of absence to a tenure teacher for health reasons or by reason of incapacity other than maternity, all fringe benefits shall be continued according to Blue Cross-Blue Shield regulations. Such vacancy shall be filled on a temporary basis for the balance of the school year and year following if necessary. At any time during this period the teacher may return at the beginning of the next marking period after specifying in writing such a desire at least 30 days prior to the next marking period. Statements from doctor(s) approved by the Board may be required before the teacher may return to his/her position.

F. If or when it becomes necessary to determine the daily salary of any particular employee for the purpose of loss of pay, it shall be figured by dividing the yearly salary by the actual number of days that the school employee is required to be on the job.

G. Substitute teachers pay is to be determined by the Board of Education. Other days for which an employee shall receive regular pay if approved by the Board of Education prior to absence may be County Institute, Regional Institute, Professional meetings or conventions generally attended by teachers of the immediate area.

H. Comprehensive plans for at least the first days work must be readily available.

ARTICLE IX

Teacher Evaluation

- A. It shall be the responsibility of the administration to reprimand teachers who are in violation of this contract and/or the policies and procedures of the Board of Education, and take whatever action is necessary to resolve the violation.
- B. All teacher reprimands should be handled on an individual basis between teacher and administrator. Items which apply to several teachers should be taken up at teacher meetings or may appear in the teachers letter.
- C. After notification in writing concerning tenure or probationary status or dismissal, any teacher shall be entitled to a conference with the administrator at which a member of the association may also be in attendance at the teacher's discretion.

ARTICLE X

Protection of Teachers

- A. Any case of assault upon a teacher shall be promptly reported to an administrator. The Board will provide legal counsel in connection with handling of the incident by law enforcement and judicial authorities.
- B. Any complaints by a parent of a student toward a teacher shall be called to the teacher's attention at the superintendent's discretion, provided however, that all complaints by parents that are entered in the personnel file of a teacher be given to the teacher in written form by the superintendent.
- C. Pupil Removal:

A teacher may temporarily remove a pupil from class to a place designated by administrator when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as his teaching obligations

will allow, full particulars of the incident in writing. The pupil shall not be returned to the class until after consultation by the principal with the teacher.

ARTICLE XI

Negotiation Procedures

A. This Agreement shall become effective September 1, 1972 and shall continue for one (1) year. This contract can be extended thereafter from year to year with the approval of the Association and the School Board. Matters not specifically covered by the Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of the agreement upon written request by either party to the other.

B. Not later than April 15 prior to the expiration of this Agreement, the parties shall begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers.

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. It is recognized that no final agreement between the parties may be executed without ratification of the Board of Education and of the membership of the Dansville Education Association, but the parties mutually pledge that their representatives shall have all necessary power to make and consider proposals, and make concessions.

ARTICLE XII

PROFESSIONAL GRIEVANCE NEGOTIATIONS PROCEDURE

- A. A claim by a teacher that there has been a violation, misinterpretation or misapplication of any provision of the Agreement may be processed as a grievance as hereinafter provided. Such grievance shall be submitted to the following grievance procedure, with the exception of matters covered by the Teacher Tenure Law.
- B. The number of days indicated at each step of the Grievance Procedure should be considered as maximum, and every effort should be made to expedite the grievance process. Any time may be extended by mutual consent.
- C. The failure of an aggrieved person to proceed from one step of the Grievance Procedure to the next step within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance.
- D. The failure of an Administrator to communicate his decision to the teacher within the specified time limits shall permit the teacher and/or Association to proceed to the next step in the Grievance Procedure.
- E. In the handling and processing of grievance the following procedure shall apply:

Level One - A teacher believing himself wronged by an alleged violation of the express provisions of this contract shall within fifteen (15) days of its alleged occurrence orally discuss the grievance with the building principal in an attempt to resolve same.

If no resolution is obtained within three (3) days of the discussion, the teacher shall reduce the grievance to writing and proceed within five (5) days of said discussion to Level Two. Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant(s) or a representative of the Association;
2. It shall be specific;
3. It shall contain a synopsis of the facts giving rise to the alleged violation.
4. It shall cite the section or subsections of this contract alleged to have been violated;
5. It shall contain the date of the alleged violation;
6. It shall specify the relief requested.

Level Two - A copy of the written grievance shall be filed with the superintendent as specified in Level One with the endorsement thereon of the approval or disapproval of the association. Within ten (10) days of receipt of the grievance, the superintendent shall arrange a meeting with the grievant(s) and/or the grievance chairman at the option of the grievant(s) to discuss the grievance. Within five (5) days of the discussion the superintendent shall render his decision in writing, transmitting a copy of the same to the grievant, the grievance chairman, the building principal in which the grievance arose, and place a copy of same in a permanent file in his office.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the association the grievant may appeal same to the board of education by filing a written grievance along with the decision of the superintendent with the officer of the board in charge of drawing up the agenda for the board's meeting not less than five (5) days prior to the next regular scheduled board meeting.

Level Three - Upon proper application as specified in Level Two, the board shall allow the teacher or his association representative an opportunity to be heard at the meeting for which the grievance was scheduled. This scheduling is to be within one month of submission of grievance to the Board. Within one month from the hearing of the grievance, the board shall render its decision in writing. The board may hold future hearings therein, may designate one or more of its members to hold future hearings therein or otherwise investigate 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 one month after the initial hearing.

A copy of the written decision of the board shall be forwarded to the superintendent for permanent filing, the building principal for the building in which the grievance arose, the grievant, and the secretary of the association.

Level Four - Grievances not represented by the Association may not be submitted to arbitration.

If the grievance remains unresolved at the conclusion of Step three, it may be submitted for binding arbitration at the request of either party, provided written notice of the request for submission to arbitration is delivered to the Board or Association within fifteen (15) days after the date of the decision under Step three. Following the written notice of request for submission to binding arbitration the Association and a representative of the Board shall attempt to select an arbitrator.

If mutual agreement on the selection of an arbitrator cannot be reached within five (5) days after the date of the request for submission to arbitration, he shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration hearing. Neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other.

F. Powers of the Arbitrator

It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this Agreement.

1. He shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
2. He shall have no power to rule on any of the following:
 - a. The termination of services of or failure to re-employ any probationary teacher.
 - b. The placing of a non-tenure teacher on a third year of probation.
 - c. The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule.

3. In rendering decisions, an arbitrator shall give due regard to the responsibility of management and shall so construe the Agreement that there will be no interference with such responsibilities, except as they may be specifically conditioned by this Agreement.
 4. In the event that a case is appealed to an arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
 5. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board and the Association; subject to the right of the Board or the Association to judicial review, any lawful decision of the arbitrator shall be forthwith place into effect.
 6. a. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any compensation that he may have received from any source of a like nature during the period of the back pay.
b. No decision in any one case shall require a retroactive wage adjustment in any other case unless previously agreed to by the parties.
 7. Where no wage loss has been caused by the action of the board complained of, the board shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.
 8. More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent and then only if they are of similar nature.
- G. If the Board and/or its representative believes there has been a violation of a specific article or section of the Agreement, it may file a grievance against the Association. Such grievance shall be in writing and shall set forth the issue involved. The Chairman of the DEA Grievance Committee will meet with the Superintendent within ten (10) days of receipt of such grievance. A written answer shall be given within five (5) days after such meeting.
- If the grievance remains unresolved, it may be submitted for binding arbitration by the Board.
- H. The cost of arbitrator shall be borne equally by the parties except each party shall assume its own cost for representation including any expense of witnesses.
- I. Miscellaneous
1. A grievance may be withdrawn at any step without prejudice.
 2. The Association shall have the right to initiate a grievance involving the right of a teacher(s) unless the Association is requested in writing not to initiate the grievance by the teacher(s).
 3. The filing of a grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance.
 4. All preparation, filing, presentation or consideration of grievances shall be held at times other than when a teacher or a participating association representative are to be at their assigned duty stations.

5. All time limits in the grievance procedure shall refer to working days.
6. No grievance shall be filed for or by any teacher after the effective date of his resignation.
7. Any grievance filed during the life of this Agreement shall be processed through the steps of this procedure regardless of whether such time required may go beyond the expiration date of this document.
8. If any teacher has a grievance regarding any condition of employment covered by the Michigan Tenure Act, such grievance shall be dealt with exclusively through the provisions of said Act and the established procedures thereof.
9. It is understood by the parties that no grievance shall be filed or based upon any prior or previous agreement or upon any alleged grievance occurring prior to the effective date of this Agreement.
10. In the event the alleged grievance involves an order, requirement, etc., the grievant shall fulfill or carry out such order or requirement, etc., pending the final decision of the grievance.
11. Mass grievances on the same subject shall be handled by the Board as one grievance and the answer directed to the Association representative.
12. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discussing and having it resolved informally with the Employer; provided that the Association be given the opportunity to be present at the hearings or meetings of such grievance and that the final decision by the Employer is not inconsistent with the terms of this Agreement and shall not establish precedent.

Article XIII

STRIKE PROHIBITION

The Association recognizes that strikes, as defined by Section 1 of Public Act 336 of 1947 of Michigan, as amended, by teachers, are contrary to law and public policy. The Board and the Association subscribe to the principle that differences shall be resolved by appropriate and peaceful means, in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association agrees that during the term of this Agreement, it will not direct, instigate, participate in, encourage or support any strike against the Dansville Board by any teacher or group of teachers.

ARTICLE XIV

Professional Study Committee

- A. A Professional Study Committee shall be organized. It will be composed of four members, two selected by the Board and two selected by the Association. The goal of this committee shall be to upgrade the educational program through investigation, evaluation, and recommendation. This committee shall assume the duties of the existing Curriculum Committee.

ARTICLE XV

Teacher Education

- A. Except in emergencies, which shall be subject to approval by the Association, teachers hired new to the Dansville system shall be required to hold at least a bachelors degree and shall not be assigned outside the scope of their training.
- B. Subject to administration approval, any teacher may have, in addition to his sick leave, additional days to attend conferences in his field, in most cases not to exceed 2 days per year. Arrangments must be made two days in advance of the conference.

ARTICLE XVI

Miscellaneous Provisions

- A. The Association shall deal with ethical problems arising under the Code of Ethics of the Educational 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. A list of ethical problems which arise shall be compiled by negotiators and presented to the faculty at an orientation in the fall and used as structure for reprimands by the administration and/or the Association.

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

C. Teachers are expected to keep aware of current trends and new skills available. Except for teachers within a year or two of retirement, all are required to complete either a credit or a non credit course at least every 2 years in an area of study directly related to his teaching job.

D. Any teacher after reaching the age of 65 will no longer be considered under Tenure but may be employed on a "year-to-year" contract. This "year-to-year" contract may be offered only after formal approval by the Board. To be considered for an additional contract, the teacher may be required by the Dansville Board to present a certificate of medical fitness. The physical and/or mental examination will be paid for by the Board of Education and the teacher shall go to a doctor named by the Dansville Board of Education.

E. "This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of the Agreement shall be incorporated into and be considered part of the established policies of the Board."

APPENDIX A

A. Teachers shall be paid in 26 equal pays beginning on the first Friday after school starts.

APPENDIX BSALARY

<u>Step</u>	<u>Bachelors</u>	<u>Masters</u>
Beg.	\$ 8000	\$ 8400
1	8295	8788
2	8660	9193
3	9025	9598
4	9389	10050
5	9801	10457
6	10168	10864
7	10534	11400
8	10900	12000
9	11500	12600
10	12250	13300

1. All teachers shall be given full credit up to 5 years on the salary schedule for outside teaching experience in the same field. This may be extended to ten at the superintendent's discretion.
2. Teachers involved in extra duties assigned by the administration during the school day, such as substitution in a classroom on their own lesson preparation time, shall be compensated at the rate of \$5.00 per class period.
3. Teachers involved in extra-day duty assignments besides the regular school day, such as selling tickets or chaperoning at dances and games or on buses, shall be compensated by the Board, not the sponsoring organization. Teachers will be paid semi-annually at the rate of \$7.50 for each event.

Supplementary Pay Schedule 72-73: Percentages to be applied to appropriate step of salary schedule.

Varsity Football	9%	Cheerleading	4%
Assistant	6	Junior High Cheerleading	2
JV Football	6	GAA	1
Assistant	6	Band	5
Cross Country	4	FHA	4
Varsity Basketball	9	FFA	4
JV Basketball	6	Shop	4
Freshmen Basketball	6	Senior Sponsor	3
8th grade Basketball	4	Junior Sponsor	2
7th grade Basketball	4	Combination Room	4
Grade Basketball	2	Special Education	\$300
Wrestling	9	Yearbook	2
Assistant	6	Play Director	\$250 per play
Track	6		
Assistant	3	Driver Education (1st yr)	\$32.per student
Varsity Baseball	6	Driver Ed (after 1st yr)	34. " "
JV Baseball	4		
Athletic Director*	9		
Girls Basketball	4		
Girls Track	3		

* 1 period per day will be provided to athletic director

APPENDIX C

Fringe - Insurance Benefits

A. Each full-time teacher is entitled to the insurance benefits covered below. Part time (one half time or more) shall receive benefits pro-rated to the amount of time worked. Teachers on leaves of absence except as provided for in Article VIII section E, page 9, shall be required to pay for the insurance or else it will be terminated.

1. Coverage:
Hospital-Medical - Blue Cross-Blue Shield

The Board shall pay the full premium for the Comprehensive Hospital Program, MVF 1, with riders D45N, ML, PDP \$2.00 Co-pay, IMB-OB, for any employee who is employed and who qualifies in one of the following classifications:

- a. Full family: employee, spouse, and one or more children under the age of 20.
- b. Employee with spouse.
- c. Employee only.

1. Annuity

The Board shall pay \$16.66 per month for 12 months to a tax-sheltered annuity as approved by the Board, for those employees who do not elect to receive hospitalization - medical coverage as their fringe benefit.

B. Managed Sick Leave: The Board shall provide, to all full time employees, the MASB "Managed Sick Leave Program". The board shall pay the full premium. Benefits will be coordinated after 10 sick leave days at a rate of 70% of contractual salary continuing to the end of the contract year. Benefits shall continue beyond the contract year at a rate of 60% of the employees' annual contractual salary for a period up to age 65 or to the expiration of the disability whichever occurs first.

C. The board shall provide the above programs until this contract terminates.

D. The board agrees to provide the above mentioned insurance benefits within the underwriting rules and regulations as set forth by the insurance carrier in the master contract held by the policyholder.

E. Group Auto:

A group automobile insurance policy will be made available to interested employees through payroll deduction. The Board will not be held liable for any financial responsibilities arising from this plan.

School Calendar

1972-1973

August 31 (Thursday)	New teachers meeting
September 4 (Monday)	Labor Day
September 5 (Tuesday)	Teachers' Orientation day (8:30 a.m.)
September 6 (Wednesday)	Opening day of instruction (8:15 a.m.)
October 20 (Friday)	Inservice Curriculum day (no classes)
November 13, 14, 15	Parent - Teacher conferences
November 23 & 24	Thanksgiving Vacation
December 25 thru January 1	Christmas Vacation (Begins with close of school Friday, Dec. 22)
January 2 (Tuesday)	Classes resume
January 26 (Friday)	Records day - no classes End of semester
February 19 (Monday)	Washington's Birthday - no classes
March 19 (Monday)	No classes
April 2, 3, 4	Parent - Teacher conferences
April 20 & April 23 (Fri & Mon)	Easter Vacation (Easter - April 22)
May 28 (Monday)	Memorial Day - no classes
June 3 (Sunday)	Baccalaureate
June 6 (Wednesday)	End of classes - Commencement
June 7 (Thursday)	Records Day - no classes

Instruction days: 131

Work days: 185

This Agreement shall become effective on September 1, 1972 and shall continue in effect through August 31, 1973.

In witness whereof the parties have caused this Agreement to be executed by their authorized representatives.

BOARD OF EDUCATION

Dansville Agricultural School

President

Secretary

Dansville Education Association

President

Secretary