

OFFICE OF PROFESSIONAL NEGOTIATIONS  
Michigan Education Association

*H. Clark Co.*

6-30-67

66-67  
Ratified  
6

AGREEMENT

between the

EAST CHINA TOWNSHIP BOARD OF EDUCATION DISTRICT #3

and the

EAST CHINA EDUCATION ASSOCIATION

COVERING THE PERIOD

from

July 1, 1966

to

June 30, 1967

LABOR AND INDUSTRIAL  
RELATIONS LIBRARY  
Michigan State University

*East China Township Board of Education  
District #3*

MEA  
1216 Kendall  
East Lansing, Mich.  
48823

543 No. 2<sup>nd</sup> St.  
St. Clair, Mich.  
Aug. 30, 1966

Mr. Kai Erickson  
Office of Prof. Neg. of M.E.A.  
East Lansing, Mich.

Dear Mr. Erickson,

Enclosed herewith are 2 copies of the Master Agreement between the East China Board of Education and the East China Education Association.

It was approved by the "Board" at a special meeting on Aug. 22. It was re-ratified to include revisions that were recommended by Board's legal counsel at the first general association meeting on Aug. 30.

Major additions - Art I, Sec E. (p.2)

- Art XIX (p.13)

- Art XI (p.9)

(No choice of Hosp. Ins. due to a previous contract with Board + Blue Cross that holds for 1 yr.)

Sincerely,  
Miriam B. Bacon

## PHILOSOPHY

### East China Education Association

We believe that a contract negotiated between two parties, agreed upon by both, to be a desirable situation--one that will help to achieve the desired goal of both parties.

We believe this mutual goal to be the best education attainable for the children of our schools. To reach this goal we feel that the following criteria must be met:

1. The procurement and retention of the most competent teachers. We feel the teacher to be the most important link in the educational process.
2. Favorable teaching atmosphere. Only when conditions are favorable will we be able to attract and retain good teachers.
3. The establishment of a satisfactory salary schedule. The salary schedule should be commensurate with the educational qualifications, professional status, and personal dignity of the teacher.

We feel that the mutual agreement between parties will contribute greatly to a sense of involvement and personal responsibility to the school district, which will manifest itself in better education for the children of the district.

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PROPOSED EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this 1st. day of July, 1966, by and between the Board of Education of the School District of East China, Michigan, hereinafter call the "Board," and the East China 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 East China Schools 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 members of the teaching profession are 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 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 11 of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation, classroom teachers, guidance counsellors, librarians, school nurses but shall exclude the Superintendent, the Ass't Superintendents and the Principals employed or to be employed by the Board. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining of 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.

- C. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board and assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions by mutual agreement with the Association and Board.
- 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 hereunder shall be deemed to be in addition to those provided elsewhere.
- E. All rights of management in the supervision and administration of personnel not specifically delegated by this agreement are reserved by the School Board.

## ARTICLE II

### Teacher Rights

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee as defined in Article I, paragraph A shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation for mutual aid and protection. As a duly elected body exercising governmental power under cover 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 on other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms of 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 of conditions of employment.
- B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency.
- C. The Association and its members shall have the right to use school building facilities during regular custodial hours at no extra expense to the Board. No teacher shall be prevented from wearing insignia, pins or other identification or membership in the Association either on or off school premises.
- D. The Board agrees to furnish to the Association all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and other public information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint. Any compilation not normally required of the School District may be done by the Association and at the expense of the Association.

ARTICLE III

Professional Compensation

- A. The salaries of employees covered by this Agreement are set forth in Schedules A1, A2, and A3 which are attached to and incorporated in this Agreement. Such salary schedules shall remain in effect during the one-year term of this Agreement.
- B. The salary schedule is based on a 40-week term, see calendar attached, including pre-school conference. School shall officially start the day after Labor Day. For extra work the teacher shall be entitled to appropriate additional professional compensation, as set forth in Schedule A3.
- C. Teachers shall not be required to report more than five school days prior to the beginning of classes in September.
- D. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day.
- E. The Association delegate or alternate ~~should~~<sup>shall</sup> be permitted to attend the Representative Assembly two days annually without loss of salary.
- F. The Association president and president-elect<sup>shall</sup> be allowed to attend the leadership conference or appropriate conference one day each during the year without loss of pay.

ARTICLE IV

Teaching Hours

- A. The teacher's normal hours in all schools shall be as follows:

High School

- (1) Teachers report no later than 8:00 a.m.
- (2) Teachers at assigned place of duty not later than 8:10 a.m.
- (3) Teachers shall leave school no earlier than 4:00 p.m.

Junior High School

- (1) Teachers report no later than 8:00 a.m.
- (2) Teachers at assigned place of duty not later than 8:10 a.m.
- (3) Teachers shall leave school no earlier than 4:00 p.m.

Elementary

- (1) Teachers report no later than 8:00 a.m.
- (2) Teachers at assigned place of duty not later than 8:45 a.m.
- (3) Teachers shall leave school no earlier than 4:00 p.m.

- B. If teachers are required to report earlier to accommodate bus schedules, time will be altered not to exceed a half hour.

## ARTICLE V

### Teaching Loads and Assignments

- A. A normal weekly teaching load should be fair and equitable for all teachers with adequate preparation time. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of deviation from the normal teaching load, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.
- B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates of their major or minor field of study.
- C. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.
- D. Extra duty assignments will be made upon the recommendation of the building principal to the superintendent.
- E. The status of probationary teachers will be guided by Act No. 4 of the Public Acts of extra-session of 1937, as amended, to the regular session of 1964.
- F. School nurses will be given written notice of reemployment in the Spring, at the time teachers are notified.

## ARTICLE VI

### Teaching Conditions

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

Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be 25 to 1 wherever possible.

- B. The Board recognizes that appropriate texts, library reference facilities, maps, 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 parties will confer periodically for the purpose of improving the selection and use of such educational tools and the Board will endeavor promptly to implement all joint decisions thereon made by its representative and the Association. The Board agrees at all times to keep the schools properly equipped and maintained.

- C. The Board agrees to relieve teachers of bus duty.
- D. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.
- E. The Board will attempt to make available in each school adequate lunchroom and lavatory facilities exclusively 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.
- F. Telephone facilities shall be made available to teachers for their use.
- G. Adequate parking facilities shall be made available to teachers.
- H. 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 except subversive activities shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.
- I. 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 employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin, and to seek to achieve full equality of educational opportunity to all pupils.

## ARTICLE VII

### Vacancies and Promotions

- A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association.
- B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels.

## ARTICLE VIII

### Transfers

- A. In the event that transfers of teachers appear to be necessary, lists of available positions in other schools shall be posted in the same manner as provided in Article VII.

ARTICLE IX

Leave Pay

A. Sick Leave

1. One and one-half days per work month accumulative to 105 days.
2. Reasons for absence: personal or family illness or death.

B. Personal Business

Employee may use one day annually for any personal reason, provided adequate notice is given. Two additional days are allowed annually, with prior approval by principal, these to be deducted from sick leave.

- C. Any teacher who is absent because of an injury or disease compensable under the Michigan Workman's Compensation Law, shall receive from the Board the difference between the allowance under the Workman's Compensation Law and his regular salary for the duration of the illness with a prorated subtraction of accumulated sick leave.

ARTICLE X

Professional Leave

- 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. Sabbatical leave - for professional growth and improvement.
1. Employee must have completed seven (7) years in system.
  2. Only 2 per cent of staff may qualify in any given period.
  3. Employee agrees to return to system for at least two years or reimburse the district the sabbatical pay.
  4. Granted by Board upon recommendation of superintendent.
  5. Written application outlining plans shall be submitted through principal by May 1st.
  6. Purposes: educational endeavors of direct value to the school district otherwise not accessible, on-the-job training positions, travel, teacher exchange programs, fellowships, and scholarships.
  7. Pay: One half pay for period of leave, to one academic year.
- C. Return from leave of absence  
Application to return from a leave of absence should be filed with the superintendent not later than the first of May preceding the September in which he wishes to return.

D. Exchange teaching

1. The exchange of teachers between our School District and those in this or other countries would be a project mutually helpful to the districts involved.
2. Exchange teachers should be able to interpret local educational policies and practices to other school systems and to bring back helpful suggestions for the constant improvement of this school system.

In order to obtain the greatest advantage through the exchange of teachers, the following general policies are established:

- a. There shall be an exchange of teachers only between districts selected by the Superintendent of Schools and approved by the Board of Education to be based on the educational programs they offer.
- b. Candidates for exchange positions shall be selected on the following items:
  1. Outstanding teaching record
  2. Length of service
  3. Contributions to curriculum and other educational activities
  4. Ability of teacher to discuss educational policies and practices in and before professional groups.

The following specific policies and regulations relative to condition for leave of absence of exchange teachers are established:

- a. A teacher who has been in this school system at least seven school years may be granted a leave of absence for one semester or for two semesters for exchange teaching.
- b. Written application for such leave shall be made by the teacher no later than sixty (60) days prior to the end of that semester following which such leave is desired.
- c. Written application for such leave shall clearly indicate the plan for exchange teaching. Said application shall be addressed to the Superintendent of Schools who shall, upon receipt of same, arrange for a personal conference with the applicant to determine, to the best of his ability, if the granting of the leave would serve the best interests of the pupils and/or the School District. No leave of this type may be granted until the Superintendent of Schools has completed all necessary details with the cooperating school system.
- d. In computing service to determine the teacher's position on the salary schedule at expiration of leave, time spent on leave for exchange teaching shall be counted the same as active teaching service in this school system.
- e. Leave of absence for exchange teaching shall be compensated for by the sending school district.

- E. Military leaves of absence shall be granted without pay 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 benefit of any increments and sick leave allowance which would have been credited to them had they remained in active service to the school system.

- F. The Board of Education may grant a leave of absence for maternity, without pay, to any regularly employed staff member, who has been employed two years or more, upon the written request for such leave, and upon proper certification by the employee's physician.

Such a leave of absence shall be for the school year in which the leave is effective and the next succeeding year. Should a vacancy occur prior to this time, the teacher may apply for a position. The teacher must be qualified and recommended by the superintendent. A physical certificate must be filed with the Board at the time of application.

A regularly employed staff member who must resign because of pregnancy before being placed on tenure contract may, if and when she returns to the system, count toward tenure the number of months of satisfactory teaching that have accumulated before resignation.

- G. Teachers who are officers of the state Association or are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties of the Association. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank.
- H. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

I. Emergency Leave

Leaves of this type, not covered in other cases, may be arranged with the superintendent, subject to Board of Education approval.

Leaves of absence with out loss of pay shall be granted for the following reasons:

1. 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.
2. Approved visitation at other schools or approved attendance at educational conferences or conventions, including Association meetings.
3. Time necessary to take the Selective Service physical examination.

## ARTICLE XI

### Severance Pay

In appreciation for minimum service of fifteen (15) years to the school district, a severance payment of \$10 per day for each unused sick day above sixty (60) days allowed will be paid upon qualifying for retirement.

## ARTICLE XII

### Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish to all teachers the following insurance protection.

- A. The Board shall pay \$5 per month per subscription to begin with the school year 1966-67 for comprehensive hospitalization, medical and surgical protection, to the teacher and his immediate family under the current Blue Cross Plan.

## ARTICLE XIII

### 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.
- B. No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause except as provided in the Tenure Law. 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 XIV

### 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 recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes 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 counsellors, social workers, law enforcement personnel, physicians, or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

- B. Any case of assault upon a teacher while performing his duties shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to confer with the teacher of his rights and obligations. This assistance does not include legal counsel for the defense of the case.
- C. If any teacher is complained against or sued by reason of disciplinary action by the teacher against a student the Board will provide legal counsel to confer with the teacher of his rights and obligations with respect to such suit and render assistance to the teacher in his defense.
- D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher unless the teacher is convicted of a criminal act involving a student in a court established by law.
- E. Any complaints reflecting on the professional competence by a parent of a student shall be called to the teacher's attention.

#### ARTICLE XV

##### Negotiation Procedures

- A. It is contemplated that matters not specifically covered by this Agreement but mutually agreed upon by 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 to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering any such matters.
- B. At least ninety (90) days prior to the expiration of this Agreement, the parties will 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.

## ARTICLE XVI

### Professional Grievance Negotiation Procedure

- A. Any teacher, group of teachers of 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 Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, should file a written grievance with the Board or its designated representative within fifteen (15) school days. The Board hereby designates as its representative for such purpose the principal of each school building and the superintendent of schools when the particular grievance arises in more than one school building.
- B. Within five school days of written 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 five school days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent, he shall have ten school 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 fifteen (15) school 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 twenty (20) school days after its submission to the Board.
- D. In the event the Board of Education and the aggrieved person or Association fails to resolve the grievance, the Board and the aggrieved person and/or Association may be represented in subsequent meetings or required hearing by such persons, in reasonable number, as they may each determine.

- E. If any tenure 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. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to the principal, then a Professional Problems Committee member, 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 principal or other employees in such informal procedures be deemed to be a supervisory or executive function.

#### ARTICLE XVII

##### Professional Study Committees

- A. There may be established a Professional Study Committee which will investigate worthwhile areas, upon recommendation of the superintendent.
- B. The clerical expenses of such Committee shall be borne by the Board, with the approval of the superintendent. Representatives on such Committee shall be excused from the performance of other work for the purpose of service on such Committee.

#### ARTICLE XVIII

##### Miscellaneous Provisions

- A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:30 a.m. to report unavailability for work. ~~\_\_\_\_\_~~ Once a teacher has reported unavailability, it shall be the responsibility of the administrator to arrange for a substitute.
- B. 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 provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- C. Copies of this Agreement shall be made at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

- D. If any provision of this Agreement or any application of the 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 XIX

Strike Prohibition

The Association agrees that during the term of this Agreement it shall not direct, instigate, participate in, encourage, or support any strike against the Board by any teacher or group of teachers.

ARTICLE XX

Duration of Agreement

This Agreement shall be effective on July 1, 1966 and shall continue in effect for one (1) year until the 30th. day of June, 1967. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

BY Malcolm G. Simons  
Its President - Malcolm G. Simons

BY Donald Mac Donald  
Its Secretary - Donald Mac Donald

EAST CHINA EDUCATION ASSOCIATION

BY Miriam B. Bacon  
Its President - Miriam B. Bacon

BY Diane Montgomery  
Its Secretary - Diane Montgomery

SCHEDULE A1

Teacher Salary Schedule  
1966-1967

	<u>B.A.</u>	<u>M.A.</u>
0	\$5400	\$5700
1	5629	5970
2	5868	6253
3	6117	6550
4	6376	6861
5	6646	7186
6	6928	7527
7	7222	7884
8	7528	8257
9	7847	8649
10	8180	9059

B.A. based on an index of 4.25%

M.A. based on an index of 4.75%

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SCHEDULE A2

Nurses Salary Schedule

1	\$4600
2	4850
3	5150
4	5400
5	5600
6	5900

SCHEDULE A3

Extra Pay for Extra Duty

<u>Position</u>	<u>Percent</u>	Use this schedule (same as B.A. teaching schedule) to find <u>base</u> in terms of credit for experience in coaching.		
<u>Football- varsity</u>	7%			
assistant	5%			
JV	5%			
Jr. High	4%			
<u>Basketball- varsity</u>	8%	<u>Years of experience</u>	<u>Base</u>	<u>Step</u>
JV	6%	<u>in assignment</u>		
9th.	5%	0	\$5400	1
7th. & 8th.	5%	1	5629	2
		2	5868	3
<u>Baseball</u>	5%	3	6117	4
		4	6376	5
<u>Track- varsity</u>	5%	5	6646	6
Jr. High	4%	6	6928	7
		7	7222	8
<u>Gymnastics- varsity</u>	7%	8	7528	9
		9	7847	10
<u>Golf- varsity</u>	5%	10	8180	11
<u>Tennis- varsity</u>	5%			
<u>Elementary &amp; Jr. High</u> <sup>+ Sr. Hk</sup> <u>Intramural</u>	3%(sem.)	Full credit for outside varsity experience (as in teaching schedule) i.e., first 4 years at full credit; next 4 years at 1/2 credit (to a maximum of 6 yrs.)		
<u>School Paper- High School</u>	3-1/2%	1/2 credit for JV, Assistant, or Jr. High experience; whether here or elsewhere (also to maximum of 6 years.)		
<u>School Yearbook- High School</u>	3%			
<u>Forensics- High School</u>	3%			
<u>Audio Visual</u>	7%			
<u>Cheerleaders- High School</u>	3%			
<u>Driver Training- High School</u>	\$4.50/hr.			

EAST CHINA TOWNSHIP SCHOOL DISTRICT #3  
OFFICIAL SCHOOL CALENDAR  
SCHOOL YEAR 1966-67

Month	Days Pupils Present	Membership Days Allowed	Total Days Membership	Days Teachers Present	Days Teachers Paid	Important Dates (inclusive)
Aug.	0	0	0	3	3	Pre-school conferences Aug. 29 - Sept. 2
Sept.	19	1	20	21	22	Labor Day - Sept. 5 School opens - Sept. 6
Oct.	21	0	21	21	21	
Nov.	18	3	21	18	22	MEA - Nov. 3 and 4 Thanksgiving - Nov. 24-25
Dec.	16	0	16	16	17	Christmas Vacation Dec. 23-- Jan. 2
Jan.	20	0	20	21	22	1st. Semester ends Jan. 27 Jan. 27 - Records Day
Feb.	20	0	20	20	20	
Mar.	17	0	17	17	19	Easter Vacation Mar. 24-31
April	20	0	20	20	20	
May	22	1	23	22	23	Memorial Day - May 30
June	7	0	7	9	9	School closes - June 9 (students) Records Days - June 12-13
<b>Totals</b>	<b>180</b>	<b>5</b>	<b>185</b>	<b>188</b>	<b>198</b>	

1st. Semester  
 Aug. 29 - Oct. 21    8 weeks  
 Oct. 24 - Dec. 9    7 weeks  
 Dec. 12 - Jan. 27    6 weeks  
 21

2nd. Semester  
 Jan. 30 - Mar. 10    6 weeks  
 Mar. 13 - Apr. 28    7 weeks  
 May 1 - June 9    6 weeks  
 19