

6/30/68
Jackson Co. East Jackson
6-7-68
Ratified
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East Jackson Public Schools

MEA
1216 Kendall
E. Lansing, MI 48823

EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this 13th day of May 1966 by and between the Board of Education of the East Jackson Public Schools Jackson, Mich., herein-after called the "Board", and the East Jackson Education Association, herein-after called the "Association."

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of East Jackson, is their mutual aim and that the character of such education depends predominately upon the quality and morale of the professional staff, and

WHEREAS the members of the (teaching) profession and 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 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 certificated, teaching personnel employed or to be employed by the Board (whether or not assigned to a public school building), but excluding supervisory and executive personnel. The term "teacher", when used herein-after in this Agreement, shall refer to all professional 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 professional teacher organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a negotiable grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement.

C. Within thirty days of the beginning of their employment here-under, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association (including

Page 2, Article I

the N. E. A., M. E. A., J. C. E. A., E. J. E. A.)
upon such conditions as their order shall establish.

ARTICLE II

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1963, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under 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 in the enjoyment of any rights conferred by Act 379 or 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 conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

Page 2, Article II

B. This Board specifically recognizes the right of its teachers appropriately to invoke the assistance of the State Labor Mediation Board.

C. The Association and its members shall have the use of school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication may in designated areas be made available to the Association and its members.

D. The Board agrees to furnish to the Association in response to reasonable requests from time to time all pertinent information concerning the financial resources of the district, tentative 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 and their students, together with information which may be necessary for the Association to process any grievance or complaint.) ✓

ARTICLE III

Professional Compensation

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

B. The salary schedule is based upon a normal teaching load of 180 days commencing no earlier than September 1 and terminating no later than June 20. For extra work the teacher shall be entitled to appropriate additional professional compensation, at the established hourly rate.

C. Classroom teachers shall not be required to report more than two school days prior to the beginning of classes in September or to remain more than two days after classes end in June.

D. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board, (including arbitration) shall be released from regular duties without loss of salary.

Page 2, Article III

E. A teacher, if duly elected or appointed by the district, region, or state association shall be released from regular duties without loss of salary at least one day each semester for the purpose of participating in professional meetings of the Michigan Education Association.

F. A teacher shall be reimbursed at his established hourly rate based on contracted salary for classes beyond contracted assignment.

ARTICLE IV

Teaching Hours

A. All teachers shall be at assigned place of duty 15 minutes before the opening of school and remain for 15 minutes after the dismissal of school.

B. All teachers shall be entitled to a duty-free, uninterrupted lunch period of thirty minutes as assigned.

ARTICLE V

Teaching Loads and Assignments

A. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall be assigned within the scope of their teaching certificate of their major or minor field of study whenever possible.

Page 2, Article V

B. Teachers who will be affected by a change in grade assignments 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.

ARTICLE VI

Teaching Conditions

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of 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 toward insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible and be in comparable class size as recommended by the State Department of Education.

Page 2, Article VI

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to implement all decisions thereon made by its representative and the Association. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained.

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

D. The Board shall make available in each school adequate lunch-room, rest room and lavatory facilities, exclusively for teacher use and at least one room, which shall be reserved for use as a faculty room in which smoking shall be permitted.

E. Office telephone facilities shall be available to teachers for their use for school business.

F. In schools where continuous cafeteria service for teachers is not available, a vending machine for beverages shall be installed at the request of the Association.

G. Adequate paved parking facilities shall be made available to teachers for their normal use where practical.

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 shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher unless such activities limit or render the teaching service as ineffective or inappropriate. The personal life of any teacher is not within the appropriate concern or attention of the Board only as it may adversely affect teaching ability.

I. The provisions of this Agreement and the wages, hours, and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, sex, or marital status, or membership in, or association with, the activities of any teacher 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 and to each member of the professional staff on valid leave of absence, and by providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted in accordance with the above provisions for at least fifteen days.

B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and the attainments of all applicants. The Board declares its support of a policy of promotions from within its own professional staff where practical.

ARTICLE VIII

Transfers

A. Since the frequent transfers of classroom teachers from one school to another is disruptive of the educational process and interferes with optimum professional performance, the parties so agree that unrequested transfers of classroom teachers are to be minimized and avoided whenever possible.

Page 2, Article VIII

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

C. Any classroom teacher who shall be transferred to supervisory or executive position and shall later return to a teaching status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status. Such educators shall receive credit toward annual salary increments on the schedule appropriate to the grade from which they were transferred to said supervisory or executive position provided said educator remained in same school district.

ARTICLE IX

Leave Pay

A. Each teacher employed by the board of education shall be allowed ten (10) days of sick leave each year with full pay.

B. Sick leave not taken in any year shall be cumulative but in no case shall the number of days accumulated be more than ninety (90) days.

C. This sick leave may be used for personal illness, illness or death of a member of the immediate family.

Page 2, Article IX

D. In all cases of absence, teachers shall be expected to notify the Superintendent of Schools or his delegated official, on or before 7:00 A. M. on the day of absence.

E. Absentees shall have plans and materials so arranged that a substitute will be able to assume the position with a minimum of interruption.

F. In addition to sick leave, each teacher is allowed one day leave per school year for urgent personal business without deduction of salary.

ARTICLE X

Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article IX shall be granted a leave of absence without pay for such time as is necessary for complete recovery from under such illness.

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

- (1) A critical illness in the immediate family.
- (2) When emergency illness in his family requires the teacher to make arrangements for necessary medical or nursing care.

(3) Time necessary for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance.

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

(1) Court appearance as a witness in any case connected with teacher's employment, or whenever the teacher is subpoenaed to attend any proceeding if school-connected.

(2) Approved visitation at other schools or for attending educational conferences or conventions, including Michigan Education Association meetings.

(3) Time necessary to take the selective service and or United States armed forces preinduction physical examinations.

D. Leaves of absence not exceeding one year without pay may be granted upon application for the following purposes:

(1) Study related to the teacher's certification field.

(2) Study to meet eligibility requirements for a certificate other than that held by the teacher.

(3) Study, research, or special teaching assignment involving probable advantage to the school system. Regular salary increments occurring during such periods shall be allowed.

(4) A request for a maternity leave-of-absence shall be made in writing to the Superintendent of Schools not later than the end of the fourth month of pregnancy and should be accompanied by a statement from the attending physician giving the anticipated date of birth of the child. Such a leave is to be effective not later than the end of the fifth month of pregnancy. If the end of the fifth month comes on or after May 15th, the teacher may, at her option, complete the school year. In the secondary schools only, if the end of the fifth month comes on or after December 25th, the teacher may, at her option, complete the first semester. Before returning the employee shall submit a physician's statement to the Superintendent that she is in fit physical condition to perform her duties. Should the course of nature be interrupted, or should the death of the child occur during the period of maternity leave, the above regulations may be relaxed at the discretion of the Superintendent.

Page 4, Article X

E. Leave of absence may be granted of up to two years to any Tenure teacher who joins the Peace Corps as a full time participant in such program or to any teacher who serves in any school operated by any agency of the government of the United States or of the State of Michigan. Any period so served shall be treated as time taught for purposes of the salary schedule set forth in Appendix A of this Agreement -- providing that the teacher give notice 3 months in advance of the beginning of semester in which he plans to return.

F. Teachers who are officers of the MEA or NEA Association, or are appointed to its staff, may upon proper applications, be given one year leave of absence without pay for the purpose of performing duties for the Association. Teachers given such leaves of absence without pay shall receive credit toward annual salary increments on the schedule appropriate to their grade.

G. Military leaves of absence shall be granted without pay to any teacher who shall be inducted for extended, active military duty of a minimum of 30 days or more duration in any branch of the armed forces of the United States. Teachers on military leave shall be given the benefit of any salary increments which would have been credited to them had they remained in active service in the school system.

Page 5, Article X

H. Upon return from leave of absence the teacher shall be assigned to the same position or a substantially equivalent position, if available.

ARTICLE XI

Terminal Leave

In appreciation for services to the school district, a terminal leave payment of 1/2 of 1% per year of the base pay, not to exceed a maximum of 10%, will be paid to all teachers qualifying for retirement under Michigan Retirement Act, upon retirement, provided this teacher shall have been employed in the School District for 10 years or more.

ARTICLE XII

Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the parties agree that the matters of group life insurance, comprehensive hospitalization, medical and surgical protection, accident insurance, and public liability and accident coverage shall be open to negotiation at the same times and under the same conditions as the salaries of teachers (Par. A, Art. III).

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. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

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

C. A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

D. No teacher shall be disciplined, reprimanded, reduced in status or compensation or deprived of any professional advantages without just cause. Any such discipline, reprimand or reduction in status, compensation or advantage, including adverse evaluation of teacher performance asserted by the Board or any agent

Page 2, Article XIII

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

ARTICLE XIV

Protection of Teachers

Sec. A. Since the teacher's authority and effectiveness 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 schools. 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 counselors, social workers, law enforcement personnel, physicians or to other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

Sec. B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel

Page 2, Article XIV

to advise the teacher of his rights and obligations with respect to such assault and shall provide all legal assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

Sec. C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board shall provide all legal assistance to the teacher in his defense.

Sec. D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.

Sec. E. The Board shall provide each teacher with a secured facility in which he may safe-guard personal property necessary to the performance of his duty.

Sec. F. Any complaints by a parent or guardian of a student directed toward a teacher shall be promptly called to the teacher's attention with all information revealed to the teacher and personal confrontation if necessary.

Sec. G. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property.

ARTICLE XV

Negotiation Procedures

A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties in the field of wages, hours, conditions of employment shall be subject to professional negotiations between them from time to time as defined in P. A. 379 of 1965, Section 15 during the period of this Agreement, upon request by either party to the other. The parties undertake to cooperate in arranging meetings and meeting places, 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, by either party, as provided in the Master Contract the parties shall promptly negotiate in good faith upon a revised salary schedule. At least one hundred and twenty days prior to the expiration of the Master Contract the parties will begin negotiations for a new agreement covering wages, hours, 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 side. The service of a legal counsel or professional negotiator may be utilized by either party; providing a

Page 2, Article XV

prior notice is served upon the other. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board in legal meeting and 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, in the course of negotiations or bargaining, subject only to such ultimate ratification.

D. Nothing contained herein shall be construed to deny or restrict either party from invoking the mediation machinery of the State Labor Mediation Board at any time nor from taking any other lawful measures it may deem appropriate.

ARTICLE XVI

Professional Grievance Negotiation Procedure

A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or mis-application 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, or conditions of employment, may file a written grievance with the Board or its designated representative. The Board hereby designates

Page 2, Article XVI

as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within five days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent who shall have five days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent he shall have ten 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 15 days from receipt of the grievance, the Board shall consider 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

Page 3, Article XVI

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 20 days after its submission to the Board.

D. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation, or advantage, the same or its equivalent, in money shall be paid to him.

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

ARTICLE XVII

Professional Study Committees

A. There are hereby established within the Professional Staff, Professional Study Committees for curriculum development. Such Professional Study Committee shall investigate into their fields of interest. The addition of other Professional Study Committees and or deletion of existing Professional Study Committees shall be a matter of negotiation between the parties.

B. All non-supervisory and or non-executive members of the Professional Staff shall be required to serve on at least one of the aforementioned Professional Study Committees.

ARTICLE XVIII

Miscellaneous Provisions

A. The Board agrees at all times to maintain adequate lists of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:00 A. M. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. Upon request the Association shall be duly advised by the Board of Fiscal, budgetary and tax programs affecting the district.

C. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

D. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

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

F. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers 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

Duration of Agreement

This Agreement shall be effective as of July 1, 1966 and shall continue in full effect until the 30th day of June 1968 with option for an appeal by both the Board or the Association to negotiate specific sections if approved by mutual agreement. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

BY Charles G. Sargent
Its President

BY Serry L. Gattschalk
Its Secretary

EDUCATION ASSOCIATION

BY Clinton A. Goudreau
Its President

BY Judith Ann McKay
Its Secretary

Approved by the East Jackson Education Association
May 6, 1966.

Approved by the Board of Education of the East Jackson
Public Schools May 13, 1966.

EXTRA-CURRICULAR COMPENSATION SCHEDULE

ATHLETICS

FOOTBALL

Varsity Coach	.085
Assistant Varsity Coach	.060
Reserve Team Coach	.055
Junior High Coach	.045

BASKETBALL

Varsity Coach	.090
Reserve Team Coach	.0625
Freshman Team Coach	.0575
Junior High Coach	.050

WRESTLING

.075

BASEBALL

Varsity	.060
Assistant Varsity	.0475

TRACK

Varsity	.060
Assistant Varsity	.0475
Junior High	.040

CROSS COUNTRY

Varsity	.040
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ATHLETIC DIRECTOR

.100

1. A maximum of five years credit is allowed for outside coaching experience.
2. Credit in each sport is determined by the experience of the coach in that particular sport. No distinction is made on the basis of whether that experience was as a head coach, assistant coach, etc..

GENERAL SERVICES

Band Director	\$500.
Senior High Cheerleader Director	250.
Junior High Cheerleader Director	175.
Publications Advisor	100.
Senior High Student Council	400.
Junior High Student Council	150.
F. T. A. Sponsor	50.
Hostess Club Director	50.
Junior or Senior Class Play Director	50. per play
Counselor - Senior High	200.
Shop - Extra Services	200.
Type A	200.
Junior or Senior Class Sponsor	75.
Freshman or Sophomore Class Sponsor	50.

SCHEDULE A

Teacher Salary Schedule

I. Credit for experience outside the school system shall be evaluated by the Board and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory. Full credit shall be given for the first 5 years of experience. Credit may be given for a fractional part of a year. Educators shall be advanced one step on the salary schedule for between one and three years of active military service and two steps for active military service in excess of three years, additionally commissioned and non-commissioned officer's service may be evaluated by the Board and whenever such service is educational be credited as any other educational agency of the U. S. up to a maximum of 5 years.

II. Increments become effective September 1 of each year and advancement under the salary schedule shall be automatic as of the beginning of each semester following completion of required academic or professional courses.

III. Substitute teachers will be paid an amount comparable with the pay of the majority of schools in Jackson County.

EAST JACKSON PUBLIC SCHOOLS

TEACHERS' SALARY SCHEDULE

1966-1967

BACHELOR DEGREE

MASTER DEGREE

BASE \$5300.00

BASE \$5724.00

<u>YEAR</u>	<u>RATE</u>	<u>INCREMENT</u>	<u>GROSS</u>	<u>YEAR</u>	<u>RATE</u>	<u>INCREMENT</u>	<u>GROSS</u>
1	4.00	\$212.00	\$5512	1	4.00	\$212.00	\$5936
2	4.00	212.00	5724	2	4.00	212.00	6148
3	4.00	212.00	5936	3	4.00	212.00	6360
4	4.00	212.00	6148	4	4.00	212.00	6572
5	4.00	212.00	6360	5	4.00	212.00	6784
6	4.00	212.00	6572	6	4.00	212.00	6996
7	4.00	212.00	6784	7	4.00	212.00	7208
8	4.00	212.00	6996	8	4.00	212.00	7420
9	4.00	212.00	7208	9	4.00	212.00	7632
10	4.00	212.00	7420	10	4.00	212.00	7844
11	4.00	212.00	7632	11	4.00	212.00	8056

EAST JACKSON PUBLIC SCHOOLS

TEACHERS' SALARY SCHEDULE

1967-1968

BACHELOR DEGREE

BASE \$5500.00

<u>YEAR</u>	<u>RATE</u>	<u>INCREMENT</u>	<u>GROSS</u>
1	4.00	\$220.00	\$5720
2	4.00	220.00	5940
3	4.00	220.00	6160
4	4.00	220.00	6380
5	4.00	220.00	6600
6	4.00	220.00	6820
7	4.00	220.00	7040
8	4.00	220.00	7260
9	4.00	220.00	7480
10	4.00	220.00	7700
11	4.00	220.00	7920

MASTER DEGREE

BASE \$5940.00

<u>YEAR</u>	<u>RATE</u>	<u>INCREMENT</u>	<u>GROSS</u>
1	4.00	\$220.00	\$6160
2	4.00	220.00	6380
3	4.00	220.00	6600
4	4.00	220.00	6820
5	4.00	220.00	7040
6	4.00	220.00	7260
7	4.00	220.00	7480
8	4.00	220.00	7700
9	4.00	220.00	7920
10	4.00	220.00	8140
11	4.00	220.00	8360