

6/30/69

E. Jackson (3)  
(JACKSON Co.)

INDEX

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I.	Recognition	1
II.	Association Rights and Responsibilities	1
III.	Teacher Rights and Responsibilities	2
IV.	Board Rights and Responsibilities	3
V.	Professional Compensation	4
VI.	Teacher Certification	5
VII.	Teaching Conditions and Hours	6
VIII.	Teacher Assignment and Load	7
IX.	Vacancies and Promotions	7
X.	Leave Pay	8
XI.	Leaves of Absence	8
XII.	Terminal Leave	11
XIII.	Teacher Evaluation	11
XIV.	Protection of Teachers	12
XV.	Negotiation Procedures	12
XVI.	Professional Grievance Procedure	13
XVII.	Professional Study Committees	15
XVIII.	Professional Education Conferences	15
XIX.	Insurance Protection	16
XX.	Miscellaneous Provisions	16
XXI.	Duration of Agreement	17
	Extra-Curricular Compensation Schedule	
	General Services	
	Teacher Salary Schedule	
	School Calendar	

East Jackson Public Schools

MEA  
1216 Kendale  
E. Lansing, MI

48823

RECEIVED

FEB 17 1969

OFFICE OF  
PROFESSIONAL NEGOTIATIONS

EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this 12th day of August 1968 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 II of Act 379, Public Acts of 1965, for all professional, certificated personnel, including all teaching personnel employed or to be employed by the Board (whether or not assigned to a public school building), librarians, guidance counselors, but excluding administrative and supervisory personnel, clerical and custodial employees.
- B. The term "teacher", when used in this agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit, and reference to male teachers shall include female teachers.
- C. The term "Board" shall include its officers, members, and agents.
- D. The Board agrees not to negotiate with any professional 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 grievance and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of this agreement and the Association has been given opportunity to be present at such adjustment.
- E. Nothing contained herein shall be construed to deny or restrict to any teacher or the Board rights either may have under the Michigan General School Laws. Other rights granted hereunder are in addition to those provided elsewhere.

## ARTICLE II

### ASSOCIATION RIGHTS AND RESPONSIBILITIES

- A. The Association agrees to abide by Act 379 of the Public Acts of 1965 and to all applicable laws and statutes pertaining to teachers' rights and responsibilities. The Association also agrees to all Board of Education written policies and procedures not inconsistent with the terms of this Agreement.

- B. The Association and its members shall have the use of school facilities at all reasonable hours for meetings upon approval of the principal of the building to be used and the Superintendent of Schools. Bulletin board space, conveniently located, and other established media of communication shall be made available to the Association.
- C. 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 students.

### ARTICLE III

#### TEACHER RIGHTS AND RESPONSIBILITIES

- A. Teachers shall have the right to join any teacher organization, but membership in a teacher organization shall not be required as a condition of employment. Teachers who do not join any organization shall be assessed by the Association an amount equal to membership in the United Profession, with such amount remaining with the Association. The Board shall not assume the responsibility of collecting or enforcing the collection of dues of non-members. No teacher shall be prevented from wearing insignia, pins or other identification of membership in any teacher organization either on or off school premises.
- B. While the private and personal life of any teacher, particularly his religious or political activities, is not the concern of the Board and shall not be grounds for discipline or discrimination with respect to professional employment, the Association agrees that exceptions can be made only if a teacher in his private life, conducts himself in such a manner that his conduct adversely affects his relationship to students or the discharge of his teaching duties.
- C. The Board shall make available in each school adequate lunchroom, rest room, and lavatory facilities, exclusively for teacher and at least one room, which shall be reserved for use as a faculty room in which smoking shall be permitted.

- D. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.
- E. 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 extend the advantages of public education, to every student without regard to race, religion, sex, color or national origin and to achieve full equality of educational opportunity to all pupils.
- F. The Board agrees at all times to maintain a list of substitute teachers. Teachers shall be informed of a telephone number they shall call before 7:00 A.M. to report each day of unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

#### ARTICLE IV

##### BOARD RIGHTS AND RESPONSIBILITIES

- A. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws of the Constitution of the State of Michigan and/or the United States, including, but without limiting the generality of the foregoing; the management and control of school properties, facilities, grades and courses of instruction, athletic and recreational programs, methods of instruction, materials used for instruction and the selection, direction, transfer, promotion or demotion, discipline or dismissal of personnel.
- B. The exercise of these powers, rights authority, duties and responsibilities by the Board, and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by specific and expressed terms of this Agreement and by Act 379 of the Michigan Public Acts of 1965.

ARTICLE V

PROFESSIONAL COMPENSATION

- A. The basic salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement.
- B. The salary schedule is based upon the regular school calendar of 180 attendance days and/or minimum State requirements, commencing no earlier than Sept. 1 and terminating no later than June 13, except for unforeseen circumstances.
- C. For the term of this Agreement the school calendar shall be as set forth in Schedule B. Any deviation may be subject to the Grievance Procedure.
- D. Classroom teachers shall not be required to report prior to the beginning of classes in September or to remain after the closing date in June.
- E. A teacher engaged during the school day in negotiation on behalf of the Association with any representative of the Board shall be released from regular duties without loss of salary.
- F. For classroom assignments in excess of the normal class teaching load a teacher will be reimbursed one-sixth of his base, annual salary. Substitute teaching during a teacher's regularly unassigned preparation period will be compensated at the rate of \$4.00 per period.
- G. Teachers requested by the Principal to drive personal automobiles for school business shall receive an allowance of 9¢ per mile.
- G. Within thirty (30) days of the beginning of employment here-under, teachers may sign and deliver to the Board an assignment authorizing deductions for the following:
  - 1. Unified Profession
  - 2. Insurance
  - 3. Credit Union
  - 4. Tax Deferred Annuity
  - 5. Personal Banking Plan



- 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 (1 semester) 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.
- J. Increments become effective Sept. 1 of each year and advancement under the salary schedule, which shall include advancement to a higher salary scale, shall be automatic as of the beginning of each semester following completion of required academic or professional courses.
- K. Substitute teachers will be paid an amount comparable with the pay of the majority of schools in Jackson County.
- L. Part-time teachers' salaries shall be pro rated on the salary schedule.
- M. Extra-curricular salary schedule is herein defined in Schedule C of this Agreement.

#### ARTICLE VI

##### TEACHER CERTIFICATION

- A. Since pupils are entitled to be taught by fully qualified teachers, no new teacher shall be employed by the Board for a regular teaching assignment who does not have a bachelor's degree from an accredited college or university and possess at least a provisional teaching certificate.
- B. If a vacancy should exist one week prior to the opening day of school, or, occur during the school year, such vacancy may be filled by a term substitute at the established substitute teacher pay rate.

## ARTICLE VII

### TEACHING CONDITIONS AND HOURS

- 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 the 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 day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.
- B. The Board recognizes that appropriate texts, library reference facilities, map, 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 Agents of the Board and the Association will confer for the purpose of improving the selection and use of such educational tools. The Board will continue its efforts to keep the schools reasonably equipped.
- C. All teachers shall be required to be in the building fifteen (15) minutes before the opening of the first class and shall remain fifteen (15) minutes after the closing of the regular school day.
- D. All teachers shall be entitled to a duty-free uninterrupted lunch period of at least thirty (30) minutes.
- E. Teachers in Junior and Senior High Schools shall have a daily planning period providing it does not interfere with Assemblies, Field Trips, Parent Conferences, or the proctoring of examinations.
- F. Teacher aides shall be provided for recess and lunch hour duties in the elementary schools.
- G. In order that the individual child may be better understood, and his social and emotional growth may be better met, as well as his academic growth, we shall, if possible, have at least one (1) full time counselor assigned to each building in the school system.



- H. Full time librarians shall be provided in each building, whenever possible.

### ARTICLE VIII

#### TEACHER ASSIGNMENT AND LOAD

- A. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall be assigned by the Superintendent and/or Principal within the scope of their teaching certificate or their major or minor field of study, except on a temporary basis.
- B. Teachers who will be affected by a change in grade or subject assignments will be notified and consulted by their principals as soon as a change is contemplated.
- C. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be limited, whenever possible.

### ARTICLE IX

#### VACANCIES AND PROMOTIONS

- A. Whenever any vacancy in any professional position (administrative or teaching) in the district shall occur, the Board shall publicize the same by posting such vacancy on the teacher's bulletin board in every school building. No vacancy shall be filled, except in case of extreme emergency, on a temporary basis, until such vacancy shall have been posted in accordance with the above provision for seven (7) days. Vacation posting will be on the Bulletin Board located outside the Office of the Superintendent.
- B. Any qualified 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 when qualified persons are available, however, the Board reserves the right to make the final decision.

## ARTICLE X

### 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 for personal illness, illness, or emergency in the immediate family.
- B. Sick leave not taken in any year shall be cumulative and in no case shall the number of days accumulated be more than 100 days.
- C. A doctor's statement shall be required after an absence of more than 10 successive school days.
- D. Any compensable injury or illness shall be covered by the Workmen's Compensation Law. The Board will supplement Workmen's Compensation in the amount necessary to equal regular salary as the teacher is eligible under Sick Leave.
- 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 2 days leave per year for personal business without deduction of salary.

## ARTICLE XI

### LEAVES OF ABSENCE

- A. Any teacher whose personal illness extends beyond the period compensated under Article X shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness.
- B. Leaves of absence with pay chargeable against the teacher's accrued sick leave shall be granted for the following reasons:
  - 1. 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. Emergencies which may arise due to accidents, fire, or acts of God.

4. Time necessary for attendance at a funeral service of a member of the immediate family will be limited to three (3) school days.  
(A) Immediate family as defined shall include father, mother, son, daughter, sister, brother, husband, wife, sister-in-law, brother-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, and persons living in the same household.  
(B) Immediate family as herewith defined shall apply to bereavement leave of absence.
  5. Son or daughter leaving for Armed Forces induction or Active Duty.
  6. Child born to wife.
- C. Leaves of absence with pay not chargeable against the teacher's accrued sick leave shall be granted for the following reasons:
1. Court appearance as a witness in cases connected with teacher's employment, or whenever the teacher is subpoenaed to attend any proceeding if school-connected.
  2. Administrative 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 pre-induction physical examinations.
- D. Leaves of absence not exceeding one year without pay may be granted upon application for the following reasons:
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.
  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. If the end of the fifth month comes on or before 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.

- E. Leaves of absence shall be granted 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 three 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.
- 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.
- H. Upon return from leave of absence the teacher shall be assigned to the same position and/or a substantially equivalent position, if available.

ARTICLE XII

TERMINAL LEAVE

- A. In appreciation for services to the school district, a terminal leave payment of 1/2 of 1% per year of the retiring year's 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 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. Each teacher shall have the right upon request to review the contents of his own personal file with the exception of references or recommendations given in confidence by a former employer or institution.
- 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 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 is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all 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 psycho therapy. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take the necessary steps to relieve the teacher of responsibilities with respect to such pupil.
- B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall provide all reasonable legal assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- C. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher.
- D. 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.
- E. 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.

## ARTICLE XV

### NEGOTIATION PROCEDURES



- A. It is contemplated that terms and conditions of employment provided in this agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the public educational process, it is likewise recognized that matters may from time to time arise of vital mutual concern of the parties which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion of such matter be provided. The parties accordingly undertake to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considered and resolving any such matters.
- B. At least 120 (one hundred twenty) days prior to the expiration of this Agreement, upon request of either party, negotiations will be undertaken for an agreement covering the 1969-1970 school year.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. Each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.
- D. If the parties fail to reach an agreement in any such negotiations, either party may evoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate.

#### ARTICLE XVI

##### PROFESSIONAL GRIEVANCE PROCEDURE

- A. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this agreement or any rule, order or regulation of the Board may be processed as a grievance as hereinafter provided.

- B. The grievant may invoke the formal grievance procedure on the form set forth in annexed Schedule C, signed by the grievant and a representative of the Association which forms shall be available for the Association representative in each building. A copy of the grievance form shall be delivered to the Principal or Supervisor. If the grievance involves more than one school building, it may be filed with the Superintendent or a representative designated by him.
- C. Within three (3) school days of receipt of the grievance, the principal or supervisor shall meet with the Association in an effort to resolve the grievance. The principal or supervisor shall indicate his disposition of the grievance in writing within three (3) school days of such meeting and shall furnish a copy thereof to the Association.
- D. If the Association is not satisfied with the disposition of the grievance, or, if no disposition has been made within three school days of such meeting (or six school days from the date of filing whichever shall be later) the grievance shall be transmitted to the Superintendent. Within five school days the Superintendent or his designee shall meet with the Association on the grievance and shall indicate his disposition of the grievance in writing within three school days of such meeting, and shall furnish a copy thereof to the Association.
- E. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his designee, or, if no disposition has been made within three school days of such meeting (or six school days from the date of filing, whichever shall be later) the grievance shall be transmitted to the Board by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next regular meeting, or two calendar weeks, whichever shall be later, shall hold a hearing on the grievance, review such grievance in executive session, or give such other consideration as it shall deem appropriate. Disposition of the grievance in writing by the Board shall be made no later than seven school days thereafter. A copy of such disposition shall be furnished to the Association.

- F. If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted to the State Labor Mediation Board. The mediator shall have no power to alter, add to, or subtract from the terms of this agreement.
- G. The time limits provided in this article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and adherence to the same time limits may result in hardship nevertheless, the Board shall process such grievance prior to the end of the school term.
- H. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no written grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this agreement in the administration of the grievance procedure. The interests of the teachers shall be the sole responsibility of the Association.

## ARTICLE XVII

### PROFESSIONAL STUDY COMMITTEES

- A. There are hereby established within the Professional Staff, Professional Study Committee for curriculum development. Such Professional Study Committee shall investigate into their field 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

### PROFESSIONAL EDUCATIONAL CONFERENCES



- A. Each teacher may attend 1 (one) professional educational conference in his teaching field approved by the Principal and Superintendent and may attend any such meetings as requested by the administration, or the Board of Education.
- B. Reimbursement of travel, meals, room expenses, and conference fees shall be provided to personnel attending professional conferences.

#### ARTICLE XIX

##### INSURANCE PROTECTION

- A. 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, Article V).

#### ARTICLE XX

##### MISCELLANEOUS PROVISIONS

- A. Upon request the Association shall be duly advised by the Board of Education of Fiscal, budgetary, and tax programs affecting the district. The Association shall, whenever feasible, have the opportunity, in advance, to consult with the Board with respect thereto prior to general publication. Each building shall receive a copy of the Board proceedings of meetings.
- B. All individual teacher contracts shall be made expressly subject to the terms of this agreement, the provisions of the agreement shall be incorporated into and be considered part of the established policies of the Board.
- C. 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 XXI

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1968 and shall continue in full effect until the 30th day of June 1969 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 \_\_\_\_\_  
Its President

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

EDUCATION ASSOCIATION

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

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

Approved by the East Jackson Education Association.

Approved by the Board of Education of the East Jackson Public Schools.

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.



EAST JACKSON PUBLIC SCHOOLS

TEACHERS' SALARY SCHEDULE  
SCHEDULE C

1968-1969

<u>BACHELOR DEGREE</u>				<u>MASTER DEGREE</u>			
<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			\$6450.00	1			\$7030.50
2	4.5%	\$290.25	6740.25	2	4 3/4%	\$333.95	7364.45
3	4.5%	290.25	7030.50	3	4 3/4%	333.95	7698.40
4	4.5%	290.25	7320.75	4	4 3/4%	333.95	8032.35
5	4.5%	290.25	7611.25	5	4 3/4%	333.95	8366.30
6	4.5%	290.25	7901.25	6	4 3/4%	333.95	8700.25
7	4.5%	290.25	8191.50	7	4 3/4%	333.95	9034.20
8	4.5%	290.25	8481.75	8	4 3/4%	333.95	9368.15
9	4.5%	290.25	8772.00	9	4 3/4%	333.95	9702.10
10	4.5%	290.25	9062.25	10	4 3/4%	333.95	10036.05

EAST JACKSON PUBLIC SCHOOLS

SCHOOL CALENDAR 1968-69

Friday, Aug. 30, 1968	Orientation - new teachers meet with Principals
Monday, Sept. 2, 1968	Labor Day
Tuesday, Sept. 3, 1968	Staff Meeting 9:00 A. M. Student Registration 1:00 P. M.
Wednesday, Sept. 4, 1968	School in session 9:00 - 11:45 A. M. Staff meetings 1:30 P. M.
Thursday, Sept. 5, 1968	School in regular session School Lunch Programs start
Friday, Sept. 27, 1968	4th Friday-Official Enrollment K-12
Thursday, Oct. 17, 1968	Schools closed MEA Conference Region III
Friday, Oct. 18, 1968	Schools closed MEA Conference Region III
Wednesday, Nov. 27, 1968	Schools close at Noon
Thursday, Nov. 28, 1968	Thanksgiving Day - Schools closed
Friday, Nov. 29, 1968	Thanksgiving Holiday - Schools closed
Friday, Dec. 20, 1968	Schools close at end of day for Winter Holiday
Thursday, Jan. 2, 1969	Schools reopen following Winter Holiday
Friday, Jan. 24, 1969	Schools close at Noon - 1/2 Day Session Teacher record day - End of 1st Semester
Monday, Jan. 27, 1969	Schools open - Start of 2nd Semester
Friday, Apr. 4, 1969	Good Friday - Schools close at Noon
Sunday, Apr. 6, 1969	Easter Sunday
Monday, Apr. 7 thru	
Friday, Apr. 11, 1969 (inc.)	Schools closed - Spring Vacation
Monday, Apr. 14, 1969	Schools reopen following Spring Vacation
Friday, May 30, 1969	Schools closed - Memorial Day
Thursday, June 5, 1969	Schools closed - Teacher record day
Friday, June 6, 1969	Schools close at Noon - 1/2 Day Session Teacher record day End of 2nd Semester and 1968-9 School year