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Michigan Education Association

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MASTER CONTRACT

between the

FITZGERALD BOARD OF EDUCATION

and the

FITZGERALD EDUCATION ASSOCIATION

Fitzgerald Board of Education

FITZGERALD PUBLIC SCHOOLS
WARREN, MICHIGAN

Sept 6 - June 30, 1968

MEA
1216 Kendale
E. Lansing, MI 48823

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MASTER CONTRACT
between the
FITZGERALD BOARD OF EDUCATION
and the
FITZGERALD EDUCATION ASSOCIATION

This Agreement entered into this sixth day of September, 1966, by and between the BOARD OF EDUCATION of the FITZGERALD PUBLIC SCHOOLS, COUNTY OF MACOMB, MICHIGAN, hereinafter called the "Board," and the FITZGERALD EDUCATION ASSOCIATION, hereinafter called the "Association."

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. All statements in the "Fitzgerald Public Schools Policies and Procedures" specifically referred to in this contract may not be changed without mutual consent of the Board and the Association.

If any provisions of the 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.

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Fitzgerald is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 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,

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 instructional personnel including counselors, department chairmen, and school psychological examiner, but excluding the superintendent, assistant superintendent, supervisor of elementary education, principals, assistant principals, director of reading, director of athletics and physical education, coordinator of vocational and adult education, director of attendance and

discipline, assistant director of attendance and discipline, director of publications, administrative intern, director of special education, director of junior high, and chairman of counseling and guidance. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

- B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a complaint and having the complaint adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement.
- C. Payroll Deduction - refer to Section IV, Page 1 of the "Fitzgerald Public Schools Policies and Procedures" dated 7/15/65.

ARTICLE II

Teacher and Management Rights

- A. 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, or a fact finder appointed pursuant to the provisions of this Agreement.
- B. Professional organizations and their members, upon written request, shall have the right to use school building facilities for meetings at all reasonable non-teaching hours. No teachers shall be prevented from wearing insignia, pins, or other identification of membership in their organization

either on or off school premises. Approved bulletin board space and the school mail system referred to on Page 6, Section I of "Fitzgerald Public Schools Policies and Procedures" dated 7/13/65 shall be made available to the organizations.

- C. The Board agrees to furnish to the Association, upon their written request, available information concerning the financial resources of the district and tentative budgetary requirements and allocations.
- D. The Board agrees to furnish the Association, upon their written request, information necessary for processing any grievance or complaint. However, the Board reserves the right to determine what is germane to the matter so that irrelevant confidential information on personnel does not become public.
- E. Management Rights - The Board retains all rights and powers to manage the Fitzgerald Public Schools and to direct the employees except as otherwise expressly provided in this agreement.

ARTICLE III

Professional Compensation

- A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the two-year term of this Agreement, provided, however, that either party may request the reopening of negotiation of such salary schedule as provided in Article XVII.
- B. The salary schedule is based on a normal work day, as hereinafter defined, during the school year as set forth in Schedule B which is attached to and incorporated in this Agreement. The school year will be re-negotiated each year of this contract prior to April 1st of each year, but in no case shall there be

more than 188 teacher days included in any school year.

ARTICLE V

Teaching Loads and Assignments

- A. The length of the normal school day will be 7 hours and 15 minutes. Elementary teachers will not be required to stay with their pupils during special classes such as art, music, and gym. Normally, elementary teachers will not be required to stay with their pupils during library period.
- 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 or 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 re-assigning probationary elementary teachers to different grade levels unless the teacher requests such a change.

ARTICLE IV

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 the 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.

- A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be held to a reasonable and educationally sound maximum whenever possible.
- B. The Board recognizes that appropriate teaching supplies and equipment are necessary for proper instruction. The annual recommendation procedure as it existed during the 1965-66 school year shall be continued for the purpose of improving the selection and use of such supplies and equipment. The Board agrees to implement all Board approved recommendations. Teachers will be notified of the disposition of all recommendations that have been made.
- C. The Board agrees to work toward providing separate lunchroom facilities for all students and teachers.
- D. The Administration will work cooperatively with individual building faculties in order to provide suitable refreshments for faculty use at faculty expense.

ARTICLE VI

Vacancies and Promotions

- A. Whenever any vacancy in any professional position, other than classroom teacher, shall occur, the Board shall publicize the same by giving written notice of such vacancy to the faculty through the principal's or superintendent's bulletin.
- B. Any teacher may apply for such a vacancy. In filling such a 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, and other relevant factors. The Board declares its support of a general policy of promotions from within its own teaching staff, including promotions to supervisory and administrative levels.

ARTICLE VII

Transfers

- A. Since the frequent transfers of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.
- B. Any teacher who shall be transferred to a supervisory or administrative position and shall later return to a teacher 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.

ARTICLE VIII

Leave Pay and Leaves of Absence

- A. All teachers absent from duty on account of personal illness, personal injury or other approved reasons, shall be allowed full pay for a total of fifteen (15) days absence in any school year. These days shall be granted one week after the opening of school each year. Teachers on extended contracts will receive absence days at the rate of 1 1/2 days per month of service, granted one week after the opening of school. Teachers beginning employment during the school year will receive their absence allowance one week after commencement of employment at the rate of 1 1/2 days per month for the remaining months of the school year, provided that 1 1/2 absence days shall be granted when more than half of the working days in any month have been worked; 3/4 absence days shall be granted when fewer than half of the working days have been worked; no absence days shall be granted for less than one week of work. Teachers absent

from work at the beginning of the school year will receive their 15 days absence allowance one week after returning to work, except that they will be reimbursed for deductions due to approved absence (up to 15 days) and be granted the balance of the absence days for the remainder of the year.

Teachers teaching summer school shall be granted an additional 1/4 day per week, granted at the beginning of summer school.

- B. For partial days of absence, partial days of leave shall be deducted from the employee's accumulation at the rate of 1/4, 1/2, or 3/4 days, whichever most closely coincides with the actual number of hours missed.
- C. Each teacher shall be entitled to an accumulation of 100 days for the unused portion of each year's absence days which shall be available in future years.
- D. A physician's statement shall be furnished by the employee upon the employer's request as proof of illness or disability and/or evidence of ability to return to work. Physician is interpreted to mean a person licensed to practice medicine in this state.
- E. The superintendent or his delegated authority shall determine the merits of all requests for use of personal affairs absence days. The Board intends that a just and broad interpretation be made of those events that necessitate absence. The Association recognizes that abusing the right of absence days is unethical and not condoned. Requests for use of personal affair absences shall be made in writing prior to the absence whenever possible.
- F. Absence with pay chargeable against a teacher's allowance shall be granted for:
 - 1. Personal illness or personal injury.
 - 2. Time necessary for the conduct of personal affairs which cannot

normally be handled outside school hours.

G. Leaves of absence without pay may be granted upon application for the following purposes:

1. A program of advanced study.
2. Maternity: Written application for maternity leave must be filed with the superintendent of schools not more than two (2) months after the pregnancy has been determined. Maternity cases shall generally terminate employment not later than the fourth (4th) month of pregnancy. In special cases where an extension would be beneficial to the school district, a limited extension may be granted by the school district upon the request of the employee, and with the approval of the superintendent of schools.
3. Extended personal illness.
4. Election to office in a professional organization related to the teacher's field.
5. Military Service.
6. Short Term Military Service. Proof that the required training period cannot be supplied during summer vacation is to be provided by the teacher. The difference between the government salary for the training period and the teacher's salary will be paid, provided the government salary is the lesser, not to exceed two weeks.

H. The employee shall notify the superintendent of schools, in writing, of

his intention to return to employment with the school district by March first (1st) of the year he intends to return.

- I. Upon receipt of notification from the employee, the superintendent of schools shall determine if an appropriate position is available.
- J. Placement may be made in any position for which the member of personnel is qualified, but as far as possible shall approximate the position held prior to the leave's being granted, or for which he may be better suited as a result of the leave.
- K. Teachers returning from leaves of absence shall have job preference over other applicants for the same vacancy provided that their letter of intent to return is dated prior to the other applicants' request for employment.
- L. Sabbatical leave - refer to Section III, page 10 of the "Fitzgerald Public Schools Policies and Procedures" dated 7/13/65.

ARTICLE IX

Retirement and Terminal Leave

- A. Retirement age for all school employees shall be 62 except that the Board of Education may grant an extension of service on an annual basis upon request of the employee and the recommendation of the superintendent of schools.
- B. For services rendered to the school district, a terminal leave payment of \$20 per year of service in the district will be paid upon retirement as specified in "Michigan Public School Employees Retirement System."

ARTICLE X

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 requesting teachers the following insurance protection:

- A. Full payment of Blue Cross-Blue Shield master medical full-family coverage, including semi-private rates for all certificated personnel, will be made by the Board of Education. Part-time teachers will receive this benefit on a pro-rated basis.
- B. The Board of Education will provide group life insurance not to exceed a cost of \$15 per full-time teacher.
- C. Medicare protection for spouses is available to those teachers who qualify and are interested.

ARTICLE XI

Teacher Evaluation

- A. All monitoring or observation of the work performance of a teacher shall be conducted openly.
- B. Each teacher shall have the right upon request to review the contents of his own personnel file in the presence of his building principal.
- C. The superintendent shall maintain complete cumulative files on each member of personnel; and he shall maintain up to date records pertaining to contractual status, performance of duties, tenure status, and other such information.

Each administrator shall contribute to the employee cumulative file in accordance with his administrative duties:

1. Records of a positive nature, including supervisory reports, memos, and letters to the employee, plus other miscellaneous evidence of successful service,
2. Records of unsatisfactory performance which may lead to demotion, suspension, dismissal or denial of leave of absence request, should be specific in content, signed by the administrator, with a copy furnished to the employee.

The employee shall:

1. Acknowledge receipt of the report in writing,
2. React to the report in writing,
3. Send a copy of his acknowledgement and receipt to the administrator.

ARTICLE XII

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 or 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 other professional persons, the Board's administrators will take reasonable steps to relieve the teacher of responsibilities with respect

to such pupil.

- B. In cases involving a parental complaint against a teacher, where the teacher is requested to report to the police department or to the court, the principal should immediately notify the superintendent, who will then notify legal counsel so that legal counsel can be present to defend the teacher or employee.
- C. In cases involving assault, blasphemy, etc., on the part of a parent or outsider against a teacher, the school principal should immediately contact the police department. The teacher may file a complaint against such offender. Following this, a written report should be made of the incident, and two (2) copies sent to the superintendent. The superintendent will keep one on file and send a copy to legal counsel for his records.
- D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.
- E. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable for any damage or loss to person or property except in the case of negligence or neglect of duty.

ARTICLE XIII

Negotiation Procedures

- A. In the event the salary schedule or any item listed in the study committee, Article XV, is reopened for negotiation, by either party, as provided in Article XVII of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon these items. At least

sixty 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.

- B. 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 the Board of Education and by the Association, but the parties mutually pledge that representatives selected by each shall be empowered with all necessary authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- C. 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 XIV

Professional Grievance Negotiation Procedure

- A. Any teacher believing that he has been aggrieved by an interpretation of application of any provision of this agreement shall discuss it with the proper administrator. In the event the aggrieved person is not satisfied with the disposition of his grievance at this level, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing with the Association, with a carbon copy to the administrator involved.

- B. Within five (5) school days of receipt of the grievance the Association shall decide whether or not there is a legitimate grievance and will so notify the grievant. If the Association decides there is a legitimate grievance, it shall immediately process the grievance with the administrator involved in Section A. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the supervisor of elementary education, in the case of an elementary school grievance, or to the superintendent in the case of a secondary school grievance. Either shall have five (5) school days thereafter to approve or disapprove the grievance. In the case of an elementary school grievance, if the parties cannot agree, the grievance shall be promptly transmitted to the superintendent who shall have five (5) days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the superintendent, he shall have ten (10) school days from receipt to approve or disapprove it. If the grievance shall be denied by the superintendent, either upon the review of the action of the school principal or supervisor of elementary education, or in the first instance, the grievance shall be immediately transmitted to the secretary of the Board, with a statement of reasons why it is being disapproved.
- C. At its next regular or special meeting following receipt of the grievance, the Board shall pass upon the grievance. The Association may appear before the Board at such regular or special meeting to present the position of the Association. Within five (5) school days of such meeting the Secretary of the Board will advise the Association of the Board's disposition of the grievance and reasons in support thereof.

- D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to the Labor Mediation Board for fact finding.
- E. If the Board believes there has been a violation, misinterpretation or misapplication of any provision of this Agreement, it may file a grievance against the Association. Representatives of the parties shall meet within ten (10) school days after receipt of such grievance. If the parties are unable to resolve their dispute, the positions of each party shall be reduced to writing, and the Board may submit the dispute to fact finding in the same manner as is provided in paragraph D hereof.
- F. The Association agrees not to use the strike as defined under Public Act 379 in settling disputes that arise under Article XIV of this Agreement.
- G. If, during the first year of this Agreement any grievance regarding interpretation or application of this Agreement following the procedure agreed to in Article 14 goes through fact finding at the Labor Mediation Board level, binding arbitration on the interpretation or application of this Agreement will become effective September, 1967, until expiration of this Agreement. Binding arbitration is not intended under any circumstance to be applicable to salary negotiations.

ARTICLE XV

Professional Study Committees

- A. There is hereby established a professional study committee of members selected by the superintendent and members selected by the Association. The professional study committee shall investigate the following matters and submit written recommendations to the parties on or before April 1, 1967.

Additional professional study committees may be established as required.

- B. The committee shall consider the following questions:
1. Released time for elementary teachers.
 2. Coaches' salary schedule.
 3. Club sponsors' pay schedule.
 4. Duty-free lunch period for elementary teachers.
 5. Teacher transportation of students.
 6. Elementary music teachers' pay.
 7. Outside experience credit for present teachers.
 8. Article VIII, Sections C and G-5 of this Agreement.

ARTICLE XVI

Miscellaneous Provisions

- A. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession 1963, National Education Association, 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 the bargaining unit to define acceptable criteria of professional behavior.
- B. Absence days with pay not chargeable against the teachers' allowance shall be granted for attendance at, or participation in, state, regional or national meetings of the Education Association or the Federation of Teachers not to exceed a maximum of five (5) absence days for each organization per school year.
- C. There will be no reprisals for past actions taken by the bargaining unit prior to July 1, 1966.

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

ARTICLE XVII

Duration of Agreement

This Agreement shall be effective as of July 1, 1966, and shall continue in effect for two (2) years until the 30th day of June, 1968, provided, however, that upon at least 30 days' written notice to the other party, prior to April 1, 1967, either party may request the reopening of negotiations of the 1967-68 salary schedule and any of the items considered for study in Article XV of this Agreement for the 1967-68 school year. Section F of Article VIII of this agreement may be re-opened for negotiations by either party upon thirty (30) days' written notice to the other party. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

TEACHERS SALARY SCHEDULE, 1966-1967

Step	BA Ratio	BA Schedule	Dollar Increment	MA Schedule	MA Ratio
1	1.00	5750		6192.75	1.077
2	1.06	6095	345	6537.75	1.137
3	1.12	6447	345	6882.75	1.197
4	1.18	6785	345	7227.75	1.257
5	1.245	7158.75	373.75	7601.50	1.322
6	1.31	7532.50	373.75	7975.25	1.387
7	1.38	7935.00	402.50	8377.75	1.457
8	1.45	8337.50	402.50	8780.25	1.527
9	1.52	8740.00	402.50	9182.75	1.597
10	1.6038	9221.25	481.25	9664.00	1.6808
11	1.6905	9720.00	BA498.75 MA556.00	10220.00	1.7774

1. Teachers with Fitzgerald experience on a fractional basis will have their experience rounded off to the next highest quarter step in all but their first school year.
2. New teachers will be granted a full step for each year of teaching experience outside Fitzgerald - maximum of three (3) increments or placement on the fourth step.
3. New teachers will receive 1/4 year credit for each year of military experience or approved vocational experience. Maximum combination of teaching, military and/or vocational experience should not exceed three (3) increments or placement on the fourth step.
4. Teachers presently in this system will be placed on the proper step according to their number of years teaching at Fitzgerald. Credit for outside experience will be added to this figure.
5. The following definitions shall apply:
 - a. Base pay - equals teachers step for current year on salary schedule which includes extra hours of teacher training, credit for military experience, credit for work experiences and credit for outside teaching experience.
 - b. Contractual pay - includes base pay plus additional directly related to primary assignment.
6. Credit may be allowed for appropriate experience which will be accepted by the Department of Public Instruction as required for vocational certificate in teaching vocational education in the Fitzgerald Public Schools. Credit will be limited to the number of years that the Department of Public Instruction will accept and/or require prior to the issuance of such a certificate. In most cases this experience ranges from two to four years.
7. Additional salary allowance for all certificated personnel in the amount of \$40.00 for each block of four semester hours of approved credit beyond the bachelor's degree shall be granted, provided that no credit be allowed for those hours required by Michigan law for permanent certification; and provided further that each course to be used in this plan have approval of the superintendent of schools; and provided further that upon achievement of an Educational Special Degree an additional \$100.00 will be allowed.
8. Day by day substitute teacher salary is \$24.00 per day.

CHAPERON PAY

Specified personnel doing approved extra services shall be reimbursed in accordance with an established schedule of pay.

PROCEDURE

1. Each building principal shall give his staff an opportunity to volunteer for faculty chaperon assignments.
2. In cases where there are no volunteers, the principal shall assign faculty chaperons on a rotating basis.
3. Chaperons shall be paid at the following rate:

a.	Senior High Dances	\$ 10.00
b.	Varsity football and basketball games	10.00
c.	Junior High basketball games, away	10.00
d.	Safety Patrol to baseball, basketball and football games if played on Saturday or evening	10.00
e.	Field Trips and shows and performances on Saturday or evening if they are specified as educational instead of plain entertainment.	10.00
f.	Elementary trip to Bob-Lo	5.00
g.	Evening concerts and performances by elementary students	5.00
h.	All other events	5.00

SALARIES, ADULT EDUCATION TEACHERS

Education Degree Teachers

Base - \$5.00 per hour. Increments - \$.25 per hour per school year (at least one term) of Fitzgerald Adult Education teaching experience to maximum of \$6.50 per hour.

Special Certificate Teachers

Base - \$4.50 per hour. Increments - \$.25 per hour per school year (at least one term) of Fitzgerald Adult Education teaching experience to maximum of \$6.00 per hour.

Pay shall be computed to include past teaching experience in the Fitzgerald Adult Education program.

SALARIES, INCREMENT ON BASE SALARY FOR SPECIAL CASES

Audio Visual Aids, Director -----	1,650.00	
Audio Visual Aids, Technician -----	825.00	
Junior Senior High School Band Director -----	825.00	
Senior Class Sponsor -----	660.00	
Junior Class Sponsor -----	495.00	
Sophomore Class Sponsor -----	330.00	
Freshman Class Sponsor -----	165.00	
Coordinator, Trades & Industry -----	700.00	
Coordinator, Office Co-op -----	700.00	
Coordinator, Distributive Co-op -----	700.00	
Counselors, Junior-Senior High School -----	825.00	
Counselor, Elementary -----	825.00	
Debate Coach -----	400.00	
Dramatics, Director -----	500.00	
Forensics, Director -----	200.00	
Elementary Honors Band, Director -----	40.00	- 8 hours
High School Vocal Music Director -----	500.00	
Remedial Reading, Assistant Teacher, Elementary ----	425.00	
Special Education Instructors -----	425.00	

SALARY SCHEDULE OF DEPARTMENTAL CHAIRMEN

Art -----	700.00
Business Education -----	700.00
Counseling and Guidance, Junior Senior High School ----	700.00
Driver Education -----	300.00
Elementary Grade Chairman (per teacher in grade in building)	25.00
English -----	700.00
Foreign Language -----	300.00
Home Economics -----	600.00
Industrial Education -----	700.00
Librarian, Head (not department chairman) -----	200.00
Mathematics -----	500.00
Music, Junior Senior High -----	300.00
Physical Education - Boys -----	500.00
Physical Education - Girls -----	300.00
Science -----	700.00
Social Studies -----	700.00
Special Education -----	300.00
Junior High English -----	400.00
Junior High Mathematics -----	400.00
Junior High Reading -----	400.00
Junior High Science -----	500.00
Junior High Social Studies -----	400.00

COACHING SALARY SCHEDULE

		Number of years of coaching experience							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Baseball	Head	350	400	450	500	550	600	650	
Baseball	Assistant	200	250	300	350	400			
Baseball	Junior High	175	200	225	250	275	300	325	
Basketball	Head	450	500	550	600	650	700	750	800
Basketball	Reserve	300	350	400	450	500	550		
Basketball	Freshman	250	300	350	400	450	500		
Basketball	Junior High	200	250	300	350	400			
Basketball	Junior High	200	250	300	350	400			
Basketball	Girls	200	250	300	350	400			
Cheerleading	Senior High	175	200	225	250	275	300	325	
Cheerleading	Senior High	175	200	225	250	275	300	325	
Cheerleading	Junior High	175	200	225	250				
Cross Country	Head	250	275	300	325	350			
Football	Head	450	500	550	600	650	700	750	800
Football	Var. Asst.	300	350	400	450	500	550		
Football	Var. Asst.	300	350	400	450	500	550		
Football	Reserve	250	300	350	400	450	500		
Football	Freshman	250	300	350	400	450	500		
Football	Junior High	200	250	300	350	400			
Football	Junior High	200	250	300	350	400			
Girls Athletic Association		300	300						
Softball	Girls	175	200	225	250	275	300	325	
Swimming	Head	450	500	550	600	650	700	750	800
Swimming	Assistant	250	300	350	400	500			
Tennis	Head	250	300	350	400	450	500		
Track	Head	350	400	450	500	550	600	650	
Track	Assistant	200	250	300	350	400			
	Junior High	175	200	225	250	275	300	350	
Wrestling	Head	350	400	450	500	550	600	650	
Wrestling	Reserve	250	300	350	400	450			

COACHING SALARY SCHEDULE

Determining Credit for Coaching Experience on New Coaching Salary Schedule

1. Coaching experience in other schools will be granted at the rate of two-thirds step per each year of coaching experience up to five years, provided the experience is in the same sport to be coached at Fitzgerald. Example: A man is hired from the outside as head football coach. He has had seven years experience coaching football. His beginning salary would be $5 \times \frac{2}{3} \times \50.00 plus \$450.00 (base) equals \$616.66.
2. A coach with outside experience in other sports, but no experience in the sport he is assigned to coach at Fitzgerald, will be given no credit for his coaching experience. Example: A new coach is hired for swimming with five years outside experience in basketball and two years outside experience in football. He has had no previous experience coaching swimming. He would start on the first step.
3. In cases involving the transfer of a Fitzgerald coach from one sport to another sport, two-thirds of a step will be granted him toward the new sport for each year of coaching experience in his previous sport (up to five years). Example: Coach A, with five years experience in coaching basketball at Fitzgerald, transfers to assistant football coach. His salary would be $5 \times \frac{2}{3} \times \50.00 plus \$300.00 (base) equals \$466.66 instead of \$550.00 which he would get if he had full experience.

EXTENDED CONTRACTS

<u>Position</u>	<u>No. of Weeks Contract</u>	<u>Salary</u>
Band Director, Jr-Sr High School	46 weeks	Contractual
Counselors, Junior Senior High (6)	43 weeks	Contractual
T & I Co-op Coordinator	43 weeks	Contractual
Office Co-op Coordinator	43 weeks	Contractual
Distributive Co-op Coordinator	43 weeks	Contractual
Counselor, Elementary	42 weeks	Contractual

SALARIES, SUMMER SCHOOL TEACHERS

Base pay, \$5.00 per hour. Increments - .25¢ per hour per school year of teaching experience at Fitzgerald to maximum of \$6.50 per hour.

<u>Step</u>	<u>Hourly Pay</u>	<u>Step</u>	<u>Hourly Pay</u>
1	\$ 5.00	5	\$ 6.00
2	5.25	6	6.25
3	5.50	7	6.50
4	5.75		

(Step on schedule to be determined by the number of years teaching experience---not summer school teaching experience.)

SALARIES, SUMMER CURRICULUM STUDIES

Teachers shall be paid at the rate of \$5.00 per hour.

SALARIES, SUMMER DRIVER EDUCATION

Teachers shall be paid 1/8 of their base salary for teaching summer driver education.

SALARIES, SUMMER CAMP

Staff members will be paid according to the following schedule:

Director	.035 x base pay
Assistant Director	.030 x base pay
Faculty Counselor	.025 x base pay

SUMMER CONTRACTS, TEACHER

All Fitzgerald certificated employees who assume summer work duties where pay is involved shall be covered by contract.

PROCEDURE

Riders shall be issued by the superintendent, signed by the employee, and presented to the board of education for approval for the following summer faculty:

- summer school faculty
- faculty engaged in curriculum study
- faculty of driver education
- faculty of summer camp
- all other summer faculty

SEPTEMBER						
S	M	T	W	T	F	S
				1	2	3
4			7		9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

NOVEMBER						
S	M	T	W	T	F	S
		1	2			5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23			26
27	28	29	30			

DECEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22		24
25						31

JANUARY						
S	M	T	W	T	F	S
1		3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25			28
29	30	31				

FEBRUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

MARCH						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22			25
26			29	30	31	

APRIL						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28			31			

JUNE						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12			15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

SCHOOL CALENDAR, 1966-1967



Teachers In



School Out

Months	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Total
Students	17	21	18	16	19(91)	20	19	20	21	8(88)	179
Teachers	19	21	20	16	21(97)	20	19	20	21	10(90)	187

- Mon., Sept. 5 Labor Day (schools closed)
- Tues., Sept. 6 Staff meetings & planning
- Wed., Sept. 7 Student registration, mtgs., & planning
- Thurs., Sept. 8 Staff meetings & planning
- Fri., Sept. 9 Classes in all schools
- Thurs. & Fri., Nov. 3 & 4 - Teachers' Institute
- Wed., Nov. 23 Thanksgiving (schools close end of day)
- Thurs., Nov. 24 Thanksgiving Day
- Mon., Nov. 28 Schools reopen
- Thurs., Dec. 22 Christmas (schools close end of day)
- Sun., Dec. 25 Christmas Day

- Sun., Jan. 1 New Year's Day
- Tues., Jan. 3 Schools reopen
- Fri., Jan. 27 End of first semester
- Mon., Jan. 30 Second semester begins
- Wed., Mar. 22 Easter (schools close end of day)
- Sun., Mar. 26 Easter Sunday
- Wed., Mar. 29 Schools reopen
- Mon., May 29 Schools closed (Memorial vacation)
- Tues., May 30 Memorial Day (schools closed)
- Wed., May 31 Schools reopen
- Wed., June 14 Second semester ends

RATIFICATION OF MASTER CONTRACT

FITZGERALD EDUCATION
ASSOCIATION

FITZGERALD BOARD
OF EDUCATION

William F. Gayle

Leander A. Picard

Dwight T. Herd

Harvey Schwensee

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David Bates

Leonard F. Melkus

Virginia Franks

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Virginia Armstrong

Elizabeth Wagner

Marilyn A. Hobbs

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