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PROFESSIONAL EDUCATION AGREEMENT

between

THE FREMONT SCHOOL DISTRICT

and

THE FREMONT EDUCATION ASSOCIATION

1971-72

Fremont School District

MEA

1216 Mendota

East Lansing, Mich. 48823

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PROFESSIONAL EDUCATION AGREEMENT  
between  
The Fremont School District  
and  
The Fremont Education Association

This agreement entered into this 28th day of July, 1971 by and between the Board of Education of the Fremont Public Schools of Fremont, Michigan, (Hereinafter referred to as the Board) and the Fremont Education Association (hereinafter referred to as the F.E.A.)

PREAMBLE

Section A

The Board and the FEA agree that the development and implementation of a high-quality instructional program is the goal of the Board and the professional educators who are employed by the Board. Since these groups have the same goal of providing the best possible education for all students enrolled in the schools, relationships hopefully will be established which are based upon these high ideals. All actions, discussions, and agreements hopefully will be based on the premise that the welfare of the students will be the over-riding consideration governing both parties.

Section B

The Board and the FEA agree 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 Board and the FEA also agree to the Public Act on Civil Rights and to all applicable laws on Civil Rights. Any alleged violation of the above Acts shall be referred to the appropriate state commissions or agencies.

Article I

Recognition

Section A

The Board hereby recognizes the FEA as the negotiation unit for the professional employees of the Fremont Public Schools with the exception of the following: Superintendent, Principals, Assistant Principals, Community School Director, Library Director, Business Manager, Nurse or any other person having executive authority or administrative or managerial functions.

Section B

Nothing contained herein shall be construed to prevent any individual from presenting a grievance and having the grievance adjusted without intervention of the FEA if the adjustment is not inconsistent with the terms of this agreement.

Article II

Teacher Rights

Section A

Teachers shall have the right to join any teacher organization, but membership in the United Profession (NEA-MEA-FEA) shall not be required as a condition of employment.

Section B

A copy of approved Board policies shall be available in the principals' offices and libraries of each building. Teachers will be notified of additions, deletions or modifications of board policy through the school bulletin.

Section C

The Board agrees to furnish to the FEA information concerning the financial resources and expenditures of the district.

Article III

Board Rights

Section 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 and 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, courses of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel. 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 the specific and express terms of this agreement.

Article IV

School Year

Section A

The Board and the FEA agree to negotiate the school calendar and to attach same to the contract as Appendix A. The Board has the right to assure attendance days of at least 178. If it is necessary to revise the calendar to assure 178 attendance days, the Board will consult with the FEA.

Section B

All teachers shall have one half day at the end of the first semester and one full day at the end of the second semester to compile records.

Article V

Teaching Hours

Section A

Secondary teachers will be in their rooms fifteen minutes before school begins, five minutes before the end of the lunch period, and will remain in their rooms thirty minutes after school ends unless specific exceptions have been agreed to by the administration or on Fridays or the day prior to vacations when teachers may leave at the end of the school day. Elementary teachers will be in their rooms thirty minutes before school begins and will remain in their rooms, fifteen minutes after school ends except as noted above under secondary

teachers. In cases where the buses are late, elementary teachers will remain in their rooms until the buses arrive.

Section B

All teachers shall attend meetings called by the administration as a regular part of their teaching duties unless otherwise excused by the administration.

Section C

Negotiations and grievance processing shall be conducted after regular school hours, unless circumstances outside the control of either party require an exception. If any exception is made the teacher shall be released from regular duties, without loss of salary.

Article VI

Teaching Load

Section A

The Board will limit the student teacher ratio in the elementary school (K-6) to twenty-six:one. For purposes of calculating this ratio only one-half of the kindergarten membership will be counted. Teachers will include all professional personnel with the exception of the principals, secretaries, clerks, speech correctionists, diagnostician, noon hour assistants, nurses or volunteer workers. If a teacher or an administrator spends only one-half day in teaching, he shall be counted as one-half a teacher.

Further, the Board will limit K-1 class size to a maximum of 28 students unless a half-time qualified teacher aide is provided in which case the maximum will be 30 students. Class size in 2-6 will be a maximum of 30 students unless a half-time qualified teacher aide is provided, in which case the maximum will be 32 students.

The date for determining the class load shall be the third Friday in October.

The foregoing will not exclude research into new teaching methods that might involve wide deviations from average class size if such research is agreed to by the administration, the teachers involved, and the FEA building representative.

Section B

An effort will be made to limit academic classes in junior and senior high to thirty (30) students with special emphasis placed on biology and foreign languages. Efforts will be made to limit class size in the following areas as indicated:

Physical Education	45
Special Education	15
Home Economics	25

Section C

The teaching load in the Junior and Senior High Schools, excluding Physical Education and Music, will consist of five classes, one study hall, and one preparation. The study hall shall require the same full attention of the teacher to the student.



Section D

In the Junior and Senior High Schools, with the exclusion of the areas of Physical Education and Music, if the Administration schedules a teacher to carry a sixth class in place of his study hall, said teacher shall be compensated at the rate of 1/7 his annual salary adjusted for the period of time that the sixth class was carried, if this is an extra preparation. If the class is not an extra preparation, the compensated rate will be 1/9. If the sixth class is at the request of the teacher, there will be no additional compensation. Such teacher requests must be submitted in writing.

Article VII

Teaching Conditions

Section A

A teacher may, but will not be required, to drive a school bus as part of this regular assignment. Such teacher must be properly licensed by the State of Michigan.

Section B

Duplicating service will be provided for elementary teachers within reasonable limits as established by the Administration.

Section C

Textbook recommendations shall be made by department or the grade level teachers in cooperation with the principals.

Article VIII

Protection of Teachers

Section A

If any teacher is complained against or sued as a result of any action taken by the teacher while in pursuit of his employment, the Board will upon request, provide legal counsel and render any reasonable assistance to the teacher in his defense. The responsibilities of the Board shall terminate in such cases when and if the teacher elects to provide his own counsel.

Section B

The loss of salary and legal expenses in connection with any incident mentioned in the above shall not be charged against the teacher if the teacher is judged innocent.

Section C

It is recognized that reduction of the educational programs due to economic necessity is a Board decision. In order to promote an orderly reduction in personnel when such reduction is necessary, the following procedure will be used:

- a. Probationary teachers will be laid off first if there is a certified and qualified tenure teacher, whose position has been eliminated, available to fill the probationary teacher's position.

- b. In the event a tenure teacher must be laid off, layoff will be determined by the factors of seniority in his teaching area and demonstrated skill and efficiency in his job as indicated in the teacher's personal file through observation conducted by the administrator or someone designated by him, and/or a fellow teacher.
- c. The F.E.A. shall have the right to review the layoff list prior to notification of the individuals to be laid off.
- d. Seniority teachers shall be recalled in inverse order of layoff when positions become available for which they are certified and qualified. The recall list shall be maintained for one year. Thereafter, a teacher shall lose his right to recall.
- e. For purposes of this article the following definitions apply:
  1. Probationary teacher - a teacher who is not currently on tenure status with the Fremont Public Schools.
  2. Seniority - number of years, since certification, of continuous employment with the Fremont Public Schools. Approved leaves of absence shall not constitute an interruption in continuous service, but shall not count as service with the school.
  3. Teaching area is determined by the teacher's speciality, his educational major and grade level, i.e., K-3, 4-6, 7-9, or 10-12.
  4. Teachers may be retained within the K-6 and 7-12 grade levels upon recommendation of the Principal and Superintendent.

## Article IX

### Teaching Assignment

#### Section A

Before January 1, any teacher who wishes a change in his teaching assignment shall notify the Superintendent in writing of such desire. The Superintendent shall consider such a request in light of the teacher's preparation and qualifications.

#### Section B

Prior to initiating any action on filling a teaching vacancy, the Superintendent shall post notice of such vacancy. The posting of vacancies shall be accomplished by including such notice in the school bulletin during the school year and by notifying the president of the FEA during the summer months.

## Article X

### Certification of Teachers

#### Section A

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 or a vocational certificate.

### Section B

The employment of teachers upon special certificates is to be permitted only in cases of absolute necessity or where the teacher has outstanding credentials. The FEA shall be notified in each instance of teachers on special certificates.

## Article XI

### Requirements for Compensation

#### Section A

A teacher must be fully certified to be placed on Bachelors plus 36 hours, the Masters, or the Masters plus 15 hours salary schedule. Further, for a teacher to be placed on the Bachelors plus 36 hours schedule, the 36 hours must be taken subsequent to certification.

#### Section B

All teachers in the Fremont Public Schools must meet a professional increment requirement. Teachers on the bachelors schedule must show evidence of having earned 2 semester hours college credit every 3 years. Teachers on the masters schedule or the bachelors plus 36 hours schedule must show evidence of having earned 2 semester hours college credit every 4 years. If this requirement is not met on or before September 1st of the school year in which the credit is due, the teacher will not progress on the salary schedule.

In the event of a teacher on the top step of the salary schedule not meeting this requirement, said teacher's salary shall remain the same as the prior year. For teachers at the top step of the salary schedule beginning the current school year, (1971-72), this clause will become effective at the beginning of the 1972-73 school year.

#### Section C

To be placed on the M.A. plus 15 schedule all credits beyond the Master's Degree taken after September 1, 1969, must be approved by a credentials committee. This committee shall consist of the Superintendent, a member of the Board, and a teacher with a Master's Degree. Said teacher will be appointed by the FEA. Submission of proposed courses for approval by this committee must be in writing and dated. Committee action must be taken within two weeks; otherwise, approval will be automatic.

#### Section D

A teacher's salary may be held at the present contracted level for the following year for failure to comply with administrative policy or directives. Such failure would include, but is not limited to the following: incompetency in his teaching area; repeated tardiness; failure to follow administration directions; and unauthorized time off.

Significant or repeated complaints directed toward a teacher shall be promptly called to the teacher's attention by the administration. A complaint against a teacher may originate from any source.



If the administration files a formal complaint against a teacher, four copies must be filed: with the teacher or teachers involved; with the superintendent; with the Professional Problems Committee; in the teacher's personal file.

## Article XII

### Teacher Evaluation

#### Section A

The work performance of all teachers, when evaluated, shall be in writing with a copy to the teacher. This evaluation will be discussed with the teacher.

#### Section B

Probationary teachers shall be evaluated two times during the school year. The first evaluation shall be made by November 15 (March 15 for teachers beginning employment in the second semester). The second evaluation shall be made by January 15 (November 15 for teachers beginning employment in the second semester).

#### Section C

Evaluations shall be conducted by the teacher's immediate principal or an administrator designated by the principal. Each principal shall use a consistent evaluation instrument for all teachers under his supervision.

#### Section D

Tenure teachers shall be evaluated at the discretion of the principal.

#### Section E

No later than March 15 of each probationary year the final written evaluation report will be furnished to the Superintendent covering each probationary teacher. A copy shall be furnished to the teacher. If the report contains any information not previously made known to and discussed with the probationary teacher, the teacher shall have an opportunity to submit additional information to the Superintendent. In the event a probationary teacher is not continued in employment, the Board will advise the teacher in writing.

## Article XIII

### Tenure

#### Section A

A tenure committee shall be organized annually for review of teachers in the system and those eligible for tenure that year. Teachers will be notified as to the time and place of the meeting. The committee shall meet three times a school year--November, January, and March, and shall consist of:

Head of Department or Building Representative  
Principal  
Superintendent  
Board Members  
Chairman of FEA Tenure Committee

Section B

Tenure committee members must be on tenure.

Article XIV

Concerted Action Prohibition

Section A

The FEA and/or its members shall not engage in nor encourage concerted action of any type against the school district which would be in violation of this contract or in violation of the laws or statutes of the State of Michigan.

Article XV

Grievance Procedure

Section A

A grievance is defined as an alleged violation, misinterpretation, or misapplication of a specific provision of this agreement. If any such grievance arises, there shall be no stoppage or suspension of work because of such grievance but such grievance shall be submitted to the following grievance procedure.

An individual teacher may present a grievance to his principal, with or without a representative of the FEA, as long as any adjustment is not inconsistent with the terms of this agreement.

Section B

Within fifteen working days of the time the grievance arises the teacher and the FEA will orally present the grievance to his building principal. Within ten working days after presentation of the grievance, the principal shall give his answer orally to the teacher and the FEA.

Section C

If the grievance is not resolved through the foregoing procedure, the teacher and the FEA may, within ten working days from the date of the principal's answer, submit to the principal a signed, written "Statement of Grievance." The "Statement of Grievance" shall name the teacher involved, shall state the facts giving rise to the grievance, shall identify all the provisions of this agreement alleged to be violated by appropriate reference, shall state the contention of the teacher and of the FEA with respect to these provisions, shall indicate the relief requested, and shall be signed by the teacher involved. A "Statement of Grievance" form shall be attached to this agreement and additional copies shall be available through the FEA Building Representatives.

The principal or his designated representative shall give the teacher and the FEA an answer in writing no later than ten working days from receipt of the "Statement of Grievance."

#### Section D

If the grievance is not resolved through the foregoing procedure, the teacher and the FEA, within ten working days of the date of the principal's written answer, may submit the statement of grievance to the Superintendent. The Superintendent or his designated representative shall give the teacher and the FEA an answer in writing no later than ten working days from receipt of the "Statement of Grievance."

#### Section E

If the grievance is not resolved through the foregoing procedure, the teacher and the FEA may, within ten working days of the date of the superintendent's written answer, submit the "Statement of Grievance" to the Board. Upon receipt of the "Statement of Grievance," the Board shall consider same within ten working days or at its next regular meeting, which ever shall be later. Within ten working days of such meeting, the Board or its designated representative shall transmit its answer in writing to the teacher and the FEA.

#### Section F

Failing satisfactory settlement through the foregoing procedure, either the Board or the FEA shall have the right to appeal the dispute to an impartial arbitrator selected by and in accordance with the rules of the American Arbitration Association. Such appeal must be taken within twenty working days of the date of the Board's written answer.

The Board and the FEA agree to be bound by the decision of the arbitrator.

The fees and expenses of the arbitrator shall be shared equally by the Board and the FEA. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of witnesses called in by the other.

#### Section G - Powers of the Arbitrator

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

- (1) He shall have no power to add to, subtract from, disregard, alter, or modify any terms of this agreement including salary schedules and/or other appendices that are an integral part of this agreement.
- (2) He shall have no power regarding the termination of tenure and non-tenure teachers, the re-employment of teachers in extra-curricular assignments or in any other cases that are covered by the Teacher Tenure Act.
- (3) He shall have no power to change any practice, policy, or rule of the Board nor to substitute his judgement for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board as long as such practice, policy, rule or action is not in violation of this agreement.



Section H

The time limits provided in this Article shall be strictly observed, but they may be extended or otherwise modified by written agreement of the parties. If the grievant fails to initiate the grievance procedure or to proceed to the next step of the grievance procedure within the time limits set forth, the grievance shall be considered waived. If the administration or the FEA fails to give a decision within the time limits set forth, the grievant may proceed to the next step of the grievance procedure.

Section I

The Board shall not be required to pay back wages prior to the effective date of this agreement. All claims for back wages shall be limited to the amount of wages that the teacher would otherwise have earned.

Section J

Any grievance occurring during the period between the termination date of this agreement and the date of signing of the new agreement shall be processed on the basis of the prior agreement.

Section K

The Board, by entering the grievance procedure, including arbitration, does not waive its right to the argument that the alleged grievance is not a violation of the contract, although the board agrees to be bound by the arbitrator's decision.

Article XVI

Part-Time Teachers

For the purpose of determining fringe benefits (sick leave, personal business days, funeral leave and insurance) for part-time teachers, the following definitions shall apply:

Part-time elementary teachers teaching either the morning or afternoon session or more shall qualify for one-half (1/2) the stated benefits.

Part-time secondary teachers assigned three classroom subjects or more per day shall qualify for one-half (1/2) the stated benefits. Teachers teaching less than the above requirements shall not qualify for fringe benefits.

Article XVII

Personal Business Leave

Section A

A personal business leave for certificated personnel shall be provided at the rate of three (3) days per year, non-cumulative.

Section B

The personal business leave shall be used in situations of urgency or for the purpose of conducting personal business which is impossible to transact on the weekend or after school hours including duties required as a result of holding office in local governmental, civic, church, or community service organizations.

Section C

Teachers wishing to make use of the leave must submit in writing a request to the principal at least two days in advance of the anticipated absence except in cases of emergency.

Section D

If a teacher uses personal business leave for purposes other than the requested reason, he or she will be subject to loss of pay calculated at the rate of one over the number of teacher working days, that is 1/number-of-teacher-working-days.

Section E

Personal business leave shall not be used in units of less than 1/2 day, nor shall they be used immediately preceding or immediately following a vacation period.

Section F

When a teacher is on approved leave and the school is closed due to weather or other Act of God conditions, the teacher will not be charged with a leave day if the teacher is available for work on that day.

Article XVIII

Leave of Absence

Section A

A leave of absence may be granted, on recommendation of the superintendent, for a period not to exceed one year to any employee having successfully completed the probationary period.

Section B

Unless otherwise specified, a leave of absence when granted by the Board, shall:

- a. Guarantee the employee to return to employment in the first vacant position for which, in the opinion of the superintendent, he is qualified.
- b. Not entitle the employee to accrual of sick leave.
- c. Not entitle the employee to advancement on schedule for the time away from actual employment unless prearranged with the superintendent.

Section C

During the 1971-72 school year the Board of Education and the FEA agreed to study a sabbatical leave, teacher exchange and other teacher enrichment programs. The committee will be comprised of two teachers, one board member, and one administrator. The committee will present their findings in a report to the negotiating teams by April 1, 1972.

Article XIX

Maternity Leave

Maternity leave without pay may be granted, commencing not later than the end of the sixth month of pregnancy (the principle of "good taste" will govern), except that when this date falls within one month of the end of the semester, the teacher may be permitted to complete the semester. The teacher may return from such leave if there is an opening for which she is qualified and she has a certificate of good health from a licensed physician.

Article XX

Sick Leave

Section A

Teachers shall receive ten days sick leave per year accumulative to 120 days. Sick leave shall be taken only in the event of teacher illness and it shall not be used by teachers to attend to the illness of other family members or friends.

Section B

Each teacher will receive written notice in September indicating the amount of sick leave accumulated.

Article XXI

Funeral Leave

Section A

A teacher will be granted a maximum of three days leave for each death in the immediate family of said teacher. Immediate family is limited to children, spouse, siblings, parents or spouse's parents.

Article XXII

Association Leave Days

Section A

There will be five (5) association leave days provided to allow officers of the FEA to attend to association business. No more than two (2) of these days will be used by the same teacher in a given year. The cost of providing for a substitute teacher will be borne by the FEA.

Article XXIII

Discretionary Leave Days

Section A

Recognizing that there could be extraordinary circumstances that would not be covered under personal business days, funeral leave, association days, or sick leave, the principal and the superintendent may, at



their discretion, grant additional leave days. The decision to grant or not grant additional leave days would be at the discretion of the principal and the superintendent and their decision would not be subject to the grievance procedure. Any additional leave days granted, would be deducted from the teacher's personal business leave days if the teacher had an unused balance.

#### Article XXIV

##### Transfer of Experience

A teacher entering the Fremont School system shall receive credit for each year of teaching experience, on the salary schedule up to a maximum of eight years. Additional credit for years of teaching experience may be granted at the discretion of the superintendent.

#### Article XXV

##### Educational Cost Reimbursement

###### Section A

Twenty dollars expense reimbursement will be paid per semester hour taken from an accredited institution after a teacher has completed the requirements for permanent certification. Proof must be presented that a candidate has completed the course successfully before payment is made.

#### Article XXVI

##### Retirement

Any teacher of the Fremont School District who becomes 65 years of age prior to the effective beginning date of his new contractual year shall be subject to automatic retirement. Any exceptions will be decided by the Board.

#### Article XXVII

##### Insurance

Full Family health insurance for the 1971-72 school year will be paid by the Board to each family which desires such coverage. Those teachers who are the only member of a family employed by the Board and who do not need the health insurance may select any of the options available under the M.E.A. Super Med plan up to an amount equal to the cost of such health insurance for a single subscriber. School honored programs, including M.E.A. Super Med, are the only ones on which the benefit may be applied.

Article XXVIII

Fremont Public Schools -- 1971-72  
Teacher Salary Schedule

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STEP	BACHELOR'S DEGREE	MASTER'S DEGREE or BA PLUS 36 HOURS	MASTER'S DEGREE PLUS 15 HOURS
1	\$ 7,700	\$ 8,380	\$ 8,575
2	7,990	8,640	8,855
3	8,345	8,910	9,125
4	8,695	9,235	9,450
5	9,020	9,610	9,830
6	9,395	10,045	10,260
7	9,775	10,530	10,745
8	10,205	11,015	11,230
9	10,640	11,555	11,770
10	11,125	12,095	12,310
11	11,610	12,635	12,850
12	11,870	12,930	13,145
15	12,000	13,200	13,500

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Section A

During the school year 1/26 of the annual salary will be paid every other Friday. The first payment will be made on the second Friday after the first working day.

Section B

Final payment will be made on a lump sum basis on the last working day of the school year if school obligations are completed at that time.

Section C

Salary deductions will be calculated on the basis of days not worked over the number of teacher working days times the teacher's salary, i.e.

$$\text{Salary Deduction} = \frac{\text{days not worked}}{\text{total contracted working days (186)}} \times \text{Teacher's Salary}$$

Article XXIX

Extra-Curricular Salaries

Section A

The schedule for payment of extra curricular salaries to be determined on a percentage basis is hereby attached.

Section B

Base salary will be used for the purpose of determining the percentages paid for extra-curricular salary. However, teachers and coaches may advance to the fourth step (4) on the B.A. schedule as a base for determining extra-curricular pay.

Section C

Coaches transferring into the system will be guaranteed the transfer of one year's experience in a sport if the experience was at the same or higher level.

Section D

Where a new coaching position is created, the position will only be filled when qualified personnel, as determined by the Athletic Director and the Administration, is available.

Section E

The board agrees to furnish a bus driver where required by the number of participants and when requested by the coach.

Section F

The Board agrees to study the responsibilities and pay of band instructors in this area and shall make further improvement in the above amounts if the results of the study should indicate such a change.



Article XXIX (Continued)

Extra-Curricular Salaries

POSITION

<u>FOOTBALL</u>		<u>SWIMMING</u>	
Head Varsity	12%	Head	9%
Assistant Varsity	7%	Assistant Jr. High & Jr. Varsity	5%
Assistant Varsity	7%		
Jr. Varsity Head	7%	<u>BASEBALL</u>	
Jr. Varsity Assistant	5%	Head	7%
9th Grade Head	6%	Jr. Varsity	5%
9th Grade Assistant	4%	9th Grade	4%
<u>BASKETBALL</u>		<u>TRACK</u>	
Head	12%	Head	7%
J.V.	7%	Jr. Varsity	4%
9th	6%	Jr. High	4%
8th	4%		
7th	3%	<u>GOLF</u>	
5th and 6th	2½%		5%
<u>WRESTLING</u>		<u>TENNIS</u>	
Head	9%		5%
Assistant-Jr. High & Jr. Varsity	5%	<u>CROSS COUNTRY</u>	
			5%
Sr. High Student Council	5%		
Jr. High Student Council	2½%		
Sr. High G.A.A.	2%		
Jr. High G.A.A.	2%		
Plays	2½%		
Speech & Debate	4%		
Sr. High Cheerleading	2%		
Jr. High Cheerleading	1%		
Aquaettes	3%		

Section D

APPENDIX TO EXTRA-CURRICULAR SCHEDULE

Summer Band	\$1,600
Assistant Band Director & Summer Marching Band	1,000
Summer Agriculture	Eleven month contract
Summer Co-op	400
Driver Education: 1st year	\$5.00/hour
2nd year	5.25/hour
3rd year	5.50/hour

Article XXX

Duration of Agreement

This agreement is the complete agreement between the parties. This agreement shall become effective on September 1, 1971, and will remain in effect until August 31, 1972.

A request for the reopening of negotiations must be made in writing by February 1.

BOARD OF EDUCATION NEGOTIATION COMMITTEE

\_\_\_\_\_  
Superintendent (Date) BY \_\_\_\_\_  
Treasurer-Board of Education (Date)

FREMONT EDUCATION ASSOCIATION

\_\_\_\_\_  
Chairman (Date) BY \_\_\_\_\_  
Representative (Date)

\_\_\_\_\_  
Representative (Date) BY \_\_\_\_\_  
Representative (Date)

\_\_\_\_\_  
Representative (Date)

BOARD OF EDUCATION

BY \_\_\_\_\_  
President of the Board (Date)

BY \_\_\_\_\_  
Secretary of the Board (Date)

APPENDIX A

FREMONT PUBLIC SCHOOLS CALENDAR  
1971-72

SEPTEMBER

S	M	T	W	TH	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		

OCTOBER

S	M	T	W	TH	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	TH	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				

DECEMBER

S	M	T	W	TH	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	

JANUARY

S	M	T	W	TH	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					

FEBRUARY

S	M	T	W	TH	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			

MARCH

S	M	T	W	TH	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	

APRIL

S	M	T	W	TH	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	TH	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			

JUNE

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10						

PRE SCHOOL-CONFERENCES

New teachers, Wednesday A.M., September 1 - September 3.  
Other teachers, Thursday P.M., September 2 - September 3.

January 21,  $\frac{1}{2}$  day for records, end of first semester.  
June 9, one whole day for records, end of second semester.  
October 29 and March 30,  $\frac{1}{2}$  day conferences for parents.

Days of school

Vacations

Records days



APPENDIX - B  
 G R I E V A N C E R E P O R T F O R M

Grievance # \_\_\_\_\_ School District \_\_\_\_\_

GRIEVANCE REPORT

Submit to Principal in Duplicate

Building	Assignment	Name of Grievant	1. Superintendent 2. Principal 3. Association 4. Teacher
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STEP I

A. Date Cause of Grievance Occurred \_\_\_\_\_

B. 1. Statement of Grievance \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

2. Relief Sought \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_

\_\_\_\_\_  
 Signature Date

C. Disposition by Principal \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_

\_\_\_\_\_  
 Signature Date

D. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_  
 Signature Date

STEP II

A. Date Received by Superintendent or Designee \_\_\_\_\_

(If additional space is needed in reporting Sections B 1 & 2 of Step 1, attach an additional sheet.)

B. Disposition of Superintendent or Designee \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

C. Position of Grievant and/or Association \_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

STEP III

A. Date Received by Board of Education or Designee \_\_\_\_\_

B. Disposition by Board \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

C. Position of Grievant and/or Association \_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

STEP IV

A. Date Submitted to Arbitration \_\_\_\_\_

B. Disposition & Award of Arbitrator \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date