

MASTER AGREEMENT

Between the Gogebic Community College Board of Trustees and the Michigan Association of Higher Education, Gogebic Community College District.

ARTICLE I

Recognition

A. The Board of Trustees of the Gogebic Community College (hereafter referred to as the Board) hereby recognizes the Michigan Association of Higher Education, Gogebic Community College District (hereafter referred to as the M.A.H.E.) as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional personnel, employed or to be employed by the Board, but excluding supervisory and executive personnel, office and clerical employees, and custodial personnel, as well as persons employed under or subject to joint contracts with other entities, public or private. The term "instructors" 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 instructors shall include female instructors. The instructors serving as Division Chairmen will be included in this contract as instructors. The administrative duties, responsibilities, benefits, and salary of staff members serving as Division Chairmen as stipulated in the Institutional Handbook shall be excluded from this contract.

B. The Board agrees not to negotiate a contract with any individual instructor nor any instructor's organization other than the M.A.H.E. for the duration of this Agreement.

This is not to be construed as prohibiting contracts necessary where programs of special community and area services are initiated under the sponsorship of the college.

C. Within thirty days of the beginning of their employment hereunder, instructors may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the M.A.H.E. upon such conditions as the M.A.H.E. shall establish. Such sums will be deducted as dues from the regular salaries of all member instructors and remitted in ten equal payments commencing with the first full payroll in October. Membership in the organization is voluntary.

D. Nothing contained herein shall be construed to deny or restrict to any instructor rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to instructors hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II

Bargaining Agreement

The Gogebic Community College District Board of Trustees Negotiating Committee and the Michigan Association of Higher Education, Gogebic Community College District Negotiation Committee as bargaining representatives of their respective groups hereby agree to the following guidelines in negotiating procedure:

1. It is to be understood that all bargaining shall be in good faith, and that the respective committees shall work diligently to formulate a master plan as resourcefully and expeditiously as possible.
2. Although it is recognized that both parties to the agreement are required to gain final approval by the majority of their respective organizations, it is to be understood that in no way should fore-knowledge of such requirement impede the progress made by both chosen committees.
3. It is to be further understood that each bargaining committee shall endeavor to encourage the respective groups to accept such recommendations as are made by the bargaining committees as soon as mutual agreement between such committees is reached.
4. If any provision of this agreement or any application of the agreement of any employee or group of employees shall be found contrary to law, then such provision or application shall not be valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
5. This agreement will not be effective until approved by the Board of Trustees of Gogebic Community College District and ratified by a majority of the membership of the Gogebic Community College District of M.A.H.E.
6. The provisions of this contract will be in force from September 1, 1969 to August 25, 1971 and in accordance with Part "B", Article IX.

ARTICLE III

Instructor Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every instructor employed by the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under intent of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any instructor in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any instructor with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the M.A.H.E. or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The M.A.H.E. and its members shall have the right to use college building facilities at all reasonable hours for meetings. No instructor shall be prevented from wearing insignia,

pins, or other identification of membership in the M.A.H.E. either on or off school premises. Bulletin boards and other established media of communication shall be made available to the M.A.H.E. and its members for reasonable association business.

C. The Board agrees to give access to the M.A.H.E. in response to reasonable requests from time to time all available information concerning the financial resources of the district, budgetary requirements and allocation, and such other information as will assist the M.A.H.E. in developing intelligent, accurate, informed, and constructive programs on behalf of the instructors and their students and on behalf of the Gogebic Community College.

D. An instructor shall be entitled to have present a representative of the M.A.H.E. when he is being penalized, for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no further action shall be taken with respect to the instructor until such representative of the M.A.H.E. is present.

E. Instructors are entitled to full rights of citizenship.

F. All instructor evaluations will be conducted according to policy jointly formulated by the Administration and the Association, subject to approval of the Board. The primary purpose of evaluation is for the improvement of instructors.

G. Academic calendar year: The academic calendar shall be developed cooperatively by the Administration and the Association, for Board approval, and it is Article VI of this agreement.

H. Academic freedom: Refer to Section 305 of the Institutional Handbook - Board Policy, as of March 18, 1969.

ARTICLE IV

Employment Policies and Practices

A. The Board of Trustees and Administration will give reasonable support and assistance to instructors in carrying out their contractual duties in accordance with the provisions of State law.

B. Any serious or continuous complaints by students or parents of students directed towards an instructor which may result in re-evaluation of the instructor shall be called to the instructor's attention as promptly as possible.

C. All positions shall be filled without discrimination as to sex, race, color, religion, country of origin, or ancestry.

Initial employment will be on three-year conditional basis. During this time, a teacher will be provided with guidance, assistance, and recommendations for improvement.

During the conditional period, increments will normally be obtained upon satisfactory performance.

Part-time employment shall not be considered as a part of the conditional period; however, successful part-time teaching or outstanding institutional contributions may be evaluated and consideration may be given to shortening the conditional period, by recommendation of the President, and approval of the Board of Trustees.

D. Probation.

1. A teacher in the system may be placed on probation if a problem arises as to quality of instruction, professional ethics, or adherence to accepted Board policy.
2. The employer may withhold increment increases during the period of probation.
3. A teacher placed on probation will be afforded recommendations for improvement, guidance and assistance in making adjustment.

E. Dismissal:

1. A teacher who has not reached retirement age shall not be refused employment or be dismissed, suspended or discharged except for cause.
2. The following will be considered as cause:
 - a) Neglect of duty
 - b) Repeated violations of rules made by the employer
 - c) Conviction of a felony or immorality
 - d) Evidence of physical or mental incapacity
 - e) Conduct unbecoming a teacher
3. Recommendation for termination of employment of an instructor shall be made in writing by the appropriate dean or the College President to the instructor no later than March 1 of each calendar year for all full-time instructors.
4. The following discharge review process will be initiated by the College President within forty-eight hours from date of receiving the recommendation of employment termination:
 - a) A complete statement of reasons for recommended discharge shall be in written form and signed by the appropriate dean or the President.
 - b) The statement shall be filed with the instructor, the M.A.H.E., the College President and Secretary of the Board of Trustees within the forty-eight hour period.
 - c) The Board of Trustees, if it decides to proceed with the charges, shall provide the instructor with a hearing within fifteen calendar days from date the statement was filed.
 - d) The hearing shall be open or closed, at the option of the instructor, the M.A.H.E., and the Board of Trustees.
 - e) The hearing shall be concluded within seven calendar days from the date of the start of the hearing unless circumstances warrant further consideration.

- f) The Board shall notify the instructor and the M.A.H.E. in writing of its decision within forty-eight hours after the conclusion of the hearing.
- g) Should the Board decision be for termination of employment, the instructor and the M.A.H.E. may appeal the decision as provided in the Grievance Procedure established in Article XI.

5. Pending dismissal proceedings under Sections 2. and 3., the instructor may be temporarily suspended by the President.

F. Employment Termination Procedure for Other Than Cause

1. Whenever it is necessary to decrease the size of the staff because of insufficient funds, or substantial decrease of student population, or discontinuance of areas of curriculum, the Board of Trustees, upon recommendation of the President, may cause the necessary staff members to be placed on leave of absence without pay. When and if circumstances shall be appropriate, each instructor placed on leave of absence shall be reinstated. Such re-employment shall not result in loss of status or credit for previous years of service.
2. The following will be considered in the termination of an instructor: Length of service and academic qualifications will be the criteria for the retention or termination of the instructor.
3. Instructors contemplating termination of employment shall tender notification to the Board no later than March 1, except that under mutually agreed conditions, the notification may be tendered between March 1 and July 31.

G. Duties and Responsibilities

1. Instructional personnel shall cooperate with division chairmen, deans and administrators in providing instruction commensurate with the objectives of the college. Each faculty member shall be free to use methods and devices to present instructional material in the most effective manner, consistent with recognized professional practices, and will cooperate in planning of programs and courses which are essential in the college-wide offerings.
2. Faculty members are expected to participate in academic advisement, curriculum planning, and other items generally considered as a part of the professional duties of faculty personnel.

Faculty members may be expected to participate in college-wide social, cultural, and professional activities, and chaperoning of student social activities.

3. Faculty members are expected to attend all regularly scheduled faculty meetings.
4. All full-time professional employees shall attend all meetings called by the administration, unless specifically excused by the administrator in charge.
5. Each full-time professional staff member shall take part in commencement exercises unless previously excused by the President of the college.

H. Retirement

An instructor who attains the age of 65 during the school fiscal year July 1 to June 30 shall be retired from service by the Board of Trustees.

The Board of Trustees may approve an extension of employment on a one-year contract beyond the established retirement age of 65 when recommended by the Dean of Instruction and President of the college, subject to the following conditions:

1. Each instructor shall be allowed extensions beyond the age of 65 at the discretion of the Board.
2. A staff member who has reached or will reach 65 on or before June 30 of the same year requests in writing an additional year of employment.
3. The initiation for consideration for an additional year shall be the responsibility of the employee.
4. Not later than April 1, the employee's physician shall have submitted a complete physical examination of the staff member wishing the extension.
5. The required physical examination shall be arranged and paid for by the employee.

ARTICLE V

Vacancy Qualifications

A. In filling vacancies in professional positions, both teaching positions and administrative positions, the administration shall give consideration to the qualifications of presently employed instructors who desire to change their assignments. Lists of existing vacancies shall be posted and circulated before the vacancies are filled and qualified staff personnel shall be notified. In filling positions, both the academic qualifications and proven competence of the candidates shall be considered.

B. Since increase in enrollment will necessitate the employment of additional teaching and administrative personnel, it shall be more specifically provided that:

1. When the number of course assignments of a presently employed instructor is reduced, the administration shall consult with the instructor about which courses he wishes to retain as his teaching assignment.
2. When new courses are added, that a presently employed instructor shall be given the opportunity to apply.
3. When administrative positions are created or when vacancies occur in existing administrative positions, that presently employed instructors shall be given the opportunity to apply.
4. Where applicants are equally qualified and the assignment does not jeopardize the effectiveness of our educational program, currently employed personnel will be given primary consideration for these vacancies.

ARTICLE VI

Academic Calendar
1969-70

Summer Session - 1970

June 15 Registration, Classes begin
July 24 Six-week Session ends
August 7 Eight-week Session ends
July 1 - August 28 Short Courses and Seminars

First Semester - 1970-71

September 2 - 4 Faculty Orientation, Meetings
September 7 Labor Day
September 8 Freshman Orientation and Testing
September 9 - 11 Day Student Registration - Armory, 8:30 - 5:00 p.m.
September 9 - 10 Evening Class Registration - Armory, 7:30 - 9:00 p.m.
September 14 Day and Evening Classes begin
September 18 Last Day to Register, Change Schedules, and Add
Classes
November 2 - 6 Mid-Term Exams
November 26 - 27 Thanksgiving Recess
November 30 Classes resume
December 18 Christmas Vacation begins - 4:00 p.m.
January 4 Classes resume
January 18 - 22 Final Exams
January 22 Semester ends
January 25 - 29 Semester recess

Second Semester - 1970-71

February 1 Faculty Meetings
February 2 Freshman Orientation and Testing
February 3 - 5 Day Student Registration - Armory, 8:30 - 5:00 p.m.
February 3 - 4 Evening Class Registration - Armory, 7:30 - 9:00 p.m.
February 8 Day and Evening Classes begin
February 19 Last Day to Register, Change Schedules, and Add
Classes
March 29 - April 2 Mid-Term Exams
April 8 - 12 Easter Vacation
May 21 Honors and Awards Convocation
May 28 Graduation
May 31 Memorial Day
June 1 - 4 End of Year Conferences
June 4 Semester ends

Summer Session - 1971

June 14 Registration, Classes begin
July 23 Six-Week Session ends
August 6 Eight-Week Session ends
June 14 - August 27 Short Courses and Seminars

ARTICLE VII

College Faculty Load Policy

- A. The college faculty teaching load shall be based upon the number of different preparations and the number of contact hours.
- B. The college load for a full-time instructor shall be a minimum of 15 contact hours per semester, and a range of 30 contact hours to 34 points per year, determined on the following basis:
1. 1 point for each contact hour.
 2. 1 point for each preparation above 1 per semester.
 3. 1 point for each English Composition above 2 per semester.
 4. The number of students assigned to a laboratory shall not exceed by 5 the number of permanent laboratory stations for which the room was designed.
- C. If the load of any instructor exceeds 34 points which cannot be adjusted, additional compensation equal to $1/34$ of his contractual salary for each point will be paid after the fourth Friday of the second semester.
- D. In addition to maintaining daily attendance hours, all instructors shall set aside five (5) regularly scheduled office hours per week in which to provide academic and personal counseling to college students.
- E. By the very nature of college instruction, it shall be expected that each instructor shall devote approximately 2 to 3 hours in preparation and evaluation for each hour taught.
- F. Recognizing that the quality of instruction may be jeopardized with excess enrollments in any particular class, the administration will make every effort, within limits available, to maintain a reasonable class size.

ARTICLE VIII

Leaves

- A. Sick leave shall accumulate at the rate of 10 days per contract year, to a total of 120 days.
- B. 10 days shall be credited to each newly employed instructor immediately at the beginning of his active service and the accumulation for any instructor shall be counted to include the 10 days upon the first day of his service for that contract year. Sick leave shall be prorated for instructors engaged after the beginning of the year.
- C. The number of sick leave days accumulated by any instructor when he was employed by the School District of the City of Ironwood may be transferred to the instructor's contract between him and the Board of Trustees of the Gogebic Community College District if employed on a concurrent contract basis by the college.

D. Illness which extends beyond the leave accumulated by the instructor shall be reviewed by the Board of Trustees. At its discretion, the Board of Trustees may grant a leave of absence or make any other mutually agreed upon arrangement between the Board of Trustees and the instructor.

E. Instructors absent from duty on account of personal illness shall be entitled to full pay, and each such day of absence shall be deducted from the accumulated sick leave.

Military Leave

A. Any instructor who may enlist, be drafted, or in any way be placed on active duty into the defense forces of the United States for service or training, shall be granted a military leave. Upon the completion of military duty, he shall be reinstated to his position in the school system with full credit provided that he fulfills the necessary mental and physical qualifications. For each full year of military service while on leave from a local position, one full year's credit will be granted on the salary schedule in effect upon his return, unless the teacher has reached the scheduled maximum.

B. A written application to the President of the college asking for reinstatement shall be made within thirty (30) days after discharge or release from military service. Date of assumption of college duties with pay will be at the beginning of the college year or semester.

Leaves to Attend Professional Meetings

A. The Board of Trustees, upon the recommendation of the President of the college, will approve the attendance by instructors to meetings of local, regional, state and national professional organizations of which they are members.

B. The Board of Trustees, upon the recommendation of the President of the college, will approve the attendance of an instructor at special conferences and meetings. The instructor will be reimbursed for his expenses according to policy established by the Board of Trustees. The instructor, upon returning from a conference or meeting, will file with the President of the college a written report on the activities of the conference or meeting with any recommendations. An accounting of all expenses incurred should also be presented on an expense form provided by the office. At the next meeting of the Board of Trustees, the President of the college will make the necessary report and recommend proper disposition.

Personal Leave

A. Instructors absent from duty on account of death or critical illness in the immediate family shall be entitled to a maximum of 3 days leave, without loss of pay, per year and the absence beyond this time must be approved by the appropriate dean. "Immediate family" shall include: Father, mother, son, daughter, wife, husband, brother, or sister, father-in-law, mother-in-law, son-in-law, or daughter-in-law, regardless of residence.

B. Instructors absent from duty on the account of the death of other relatives shall be entitled to one (1) day leave of absence at any one time at full pay and the absence shall not be deducted from the accumulated sick leave. "Other relatives" shall include: Grandfather, grandmother, grandchild, uncle, aunt, nephew, niece, brother-in-law, sister-in-law, or first cousin. If the "other relative" lives in the home of the instructor, such death shall be treated the same as that of the "immediate family", and Paragraph "A" will be applied.

C. In case more time is necessary under "A" and "B" because of distance involved or other unusual circumstances, additional time may be secured with the approval of the appropriate dean.

D. In the event that personal business of an emergency nature occurs which cannot be resolved at any other time, the instructor shall request the administration for time to conduct such business without loss of pay or sick leave.

Professional Leave of Absence

A. Leave of absence may be granted for purposes of professional advancement subject to approval by the Board of Trustees upon the recommendation of the President of the college, when, in their judgement, the professional competence of the instructor and the general welfare of the college shall be benefited. Such leave shall not be less than one semester; not more than two consecutive semesters at any one time, and shall be without pay.

B. To be eligible for application for professional leave, the instructor must have satisfactorily fulfilled the three-year conditional basis for employment. Application for professional leave must be filed with the President of the college. The due date of such application shall be March 1 for leaves beginning with the first semester, and October 15 for leaves beginning with the second semester. The administrator shall inform the applicant in writing that the request is granted or rejected within sixty (60) days after the due date for filing the application. Within fifteen (15) days following the approval of an application for professional leave, the applicant must indicate his acceptance or rejection of the leave requested. A plan for the leave period shall be filed with the President of the college.

C. The instructor shall be reinstated following his leave of absence in a position determined by his or her qualifications and the needs of the college. The instructor may be placed on the salary schedule in the same classification as he would have been if not on leave of absence.

Maternity Leave of Absence

A. It shall be the responsibility of a married woman teacher desiring a maternity leave to inform the President of the college upon establishment of the fact of pregnancy. Such teacher may be granted a leave, without pay.

B. A request for a maternity leave must be in writing and directed to the Board of Trustees. Continued employment will normally be possible until the end of the fifth month of pregnancy, but will depend on the physical condition of the employee and the recommendation of her physician and the administrator of the college.

C. The effective date of separation for maternity reasons shall be at the convenience of the Community College District. Generally, this date will be at the beginning of the first or second semester.

D. The date of resumption of employment after maternity leave will depend upon the medical report of the attending physician. The maximum length of leave shall be one work year, but may be extended once for one additional work year upon written request to the Board of Trustees. Notice of intention to return, resign, or request for extension must be sent in writing to the administrator by October 15 or March 1 of the leave year.

E. If a person on maternity leave wishes to resume employment, she will be considered first on the list of qualified candidates when a position is open requiring a person with her qualifications. When re-employed, she shall be placed at the same level of experience on the salary schedule as she was during the last contract period.

ARTICLE IX

Negotiation Procedures

A. It is contemplated that matters not specifically covered by this agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information, and otherwise constructively considering and resolving any such matters.

B. This is the second year of a two-year contract, and will be in effect from September 1, 1970 to August 25, 1971.

ARTICLE X

Grievance Procedure

A. A grievance is a claim or a complaint by the faculty member or group of faculty members of the Association, hereinafter referred to as a "Grievant", based upon an event which affects a condition of employment, discipline, discharge, and/or alleged violation, misrepresentation, or misapplication of any provision of this agreement.

B. The primary purpose of the procedure set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any instructor having a grievance to discuss the matter informally with any appropriate member of the administration.

C. Structure:

1. There shall be one or more M.A.H.E. representatives to be selected in a manner determined by the M.A.H.E.
2. The M.A.H.E. shall establish a broadly representative Grievance (Professional Rights and Responsibilities) Committee and an Appeal Committee. No member of the Grievance Committee shall be a member of the Appeal Committee. In the event any representative or member of these committees is a party in interest to any grievance brought, he shall disqualify himself and shall be replaced by the M.A.H.E.

3. The appropriate dean or delegated person of Gogebic Community College shall be the administrative representative when the particular grievance arises.

D. Procedure:

1. Level One: The instructor with a grievance shall discuss the matter with the dean either individually or in the presence of his M.A.H.E. representative, with the objective of resolving the matter informally. The dean shall make his decision known within the succeeding three days.
2. Level Two: In the event the grievance is not satisfactorily resolved at Level One, the grievant or the M.A.H.E. representative shall file the grievance in writing with the Grievance Committee within five school days after the decision at Level One. The Committee shall, within five school days, make a judgement on the decision. If the committee decides that the decision at Level One is in the best interests of the educational system, it shall so notify the instructor and the M.A.H.E. representative. If the Committee decides that the decision at Level One is not satisfactory, it shall refer such grievance in writing to the President of the college. The Chairman of the Grievance Committee shall then designate three persons, who may include himself, as an Ad Hoc Committee to represent the M.A.H.E. Within ten school days after receipt of the written grievance by the President, these two representative groups shall meet to consider the problem and to arrive at an equitable solution of the grievances within five school days.
3. Level Three: If the grievance is not resolved at Level Two, a committee appointed by the Board of Trustees and a committee appointed by the M.A.H.E. will meet to try to resolve the grievance.
4. Level Four: If the grievance is not settled at Level Three, the matter shall be presented to the State Labor Mediation Board for appropriate action.
5. Level Five: If the grievance is not settled at Level Four, the matter shall be subject to advisory arbitration. The Board of Trustees and the Teacher's Association will each appoint one arbitrator, and these two will appoint a third arbitrator who will act as Chairman of an Arbitration Panel. The decision of this group will be advisory to both parties.

E. Miscellaneous:

1. During the time any proceeding is pending, and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without the agreement of all parties.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
3. Forms for filing grievances, serving notices, taking appeals, making appeals, making reports and recommendations, and other necessary documents shall be made available to all parties by the President so as to facilitate operation of the procedure set forth herein.

4. The fees and expenses of the mediator shall be borne by the party against whom judgement is rendered.
5. It is agreed that the aggrieved party shall be furnished with information necessary for the processing of any grievance or complaint.
6. A grievance may be withdrawn at any level by mutual agreement.

ARTICLE XI

Miscellaneous Provisions

- A. 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 instructor contracts, as defined in 1-A, heretofore in effect. All future individual instructor 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.
- B. Copies of this agreement shall be printed at the expense of the Board and presented to all instructors now employed or hereafter employed by the Board.
- C. \$150.00 will be provided to defray expenses for all full-time faculty members attending educational institutes or workshops related to their area of instruction, or for dues to participate in professional organizations consistent with the educational philosophy of the college.
- D. The Board of Trustees will pay \$25.00 per month toward health insurance benefits for full-time staff. Part-time staff will have their insurance pro-rated on the basis of the time spent teaching college classes, up to the maximum allowed under the plan in which they are enrolled; provided a duplication does not exceed either the school district or college plan. Deductions and payments will be made only to the health insurance company selected by the majority of the staff.

ARTICLE XII

Faculty Rank Classification

Instructor I

- A. Bachelor's Degree in subject field.
- B. Associate Degree in subject field with five (5) years of experience in technical field.
- C. Ten (10) years of outstanding success and experience in a technical field.

Instructor II

- A. Master's Degree in subject field.
- B. Bachelor's Degree in subject field plus ten (10) years of experience in technical field.

Assistant Professor

- A. Master's Degree in subject field plus thirty (30) graduate hours beyond a Master's Degree and five (5) years of professional experience.
- B. A Master's Degree in subject field plus ten (10) years of professional or technical experience.

C. Bachelor's Degree in subject field plus at least twenty (20) years of experience in technical field.

Associate Professor

A. Master's Degree in subject field plus forty-five (45) graduate hours beyond a Master's Degree plus ten (10) years of professional experience; at least four (4) of which must be in successful college teaching.

B. Master's Degree in subject field and twenty (20) years of professional experience; at least fifteen (15) of which must be in college teaching.

C. Master's Degree in subject field and twenty (20) years of professional experience; at least ten (10) of which must be in a technical field.

Professor

A. Doctor's Degree in subject field and ten (10) years of professional experience; at least five (5) of which must be in successful college teaching or administration.

B. A Double Master's Degree plus at least sixty (60) graduate hours in subject field with twenty (20) years of professional experience; at least ten (10) of which must be in successful college teaching.

The above classifications and descriptions are used for initial placement on or for movement within the rank schedule. However, credit for experience within classifications shall be assigned as follows:

Academic and Technical

Full credit for the first four (4) years and one-half credit for the next four (4) years to a maximum credit of six (6) years on the schedule.

SALARY SCHEDULE

1970-71

<u>Step</u>	<u>Instructor I</u>	<u>Instructor II</u>	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>
0	7,300	8,000	8,200	8,400	8,700
1	7,592	8,320	8,528	8,736	9,048
2	7,895	8,652	8,869	9,085	9,410
3	8,210	8,998	9,223	9,448	9,786
4	8,538	9,358	9,592	9,826	10,177
5	8,880	9,732	9,975	10,219	10,584
6	9,235	10,121	10,374	10,627	11,007
7	9,604	10,526	10,789	11,052	11,447
8	9,988	10,947	11,220	11,494	11,905
9	10,388	11,385	11,668	11,954	12,381
10	10,804	11,840	12,135	12,432	12,876

EXTRA COMPENSATORY SCHEDULE

1970-71

1. Compensation for Summer and Evening Classes: (Per Semester)

<u>B. A.</u>		<u>M. A.</u>	
1 credit	\$146	1 credit	\$180
2 credits	308	2 credits	360
3 credits	430	3 credits	530
4 credits	552	4 credits	700

Contact hours that exceed the number of credit hours taught per week shall be paid at the rate of \$8.00 per hour for a B. A. and \$10.00 per hour for an M. A.

2. Compensation for Extra-Curricular Activities: **

Basketball Coach	\$750.00
"Chieftain"	275.00
Radio Club	275.00
Minor Sports	225.00 each

** The Board reserves the right to adjust compensation as responsibilities change during the life of this contract.

FORMAL CONTRACT APPROVAL

Dale M. Johnson

M.A.H.E. Representative

Laurel B. Farshud

Chairman, Board of Trustees

Sept. 10, 1970

Date