

1967-68

7/11/68

A G R E E M E N T

This Agreement entered into this _____ day of _____, 1967 by and between the Board of Education of the Grandville Public Schools, hereinafter called the "Board", and the Grandville Education Association, hereinafter called the "Association".

W I T N E S S E T H:

The Board and the Association recognize that their primary responsibility is to the children of the District and declare their belief to be that the quality of education can be improved by the observance of the various provisions of this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

Recognition

A. The Board recognizes the Association as the exclusive bargaining representative, as provided in Act 379, Public Acts of 1965, for all certificated classroom teachers, librarians and counselors employed by contract with the Board but excluding substitute teachers, nurses, the Superintendent, nonteaching executive personnel, and office and clerical employees. The term "teacher", when used 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 teacher's organization other than the Association with respect to persons in the unit defined in Paragraph A above for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

MCA
1216 Kendall
E. Lansing, Mich.
48823

Grandville Pub. Sch.

C. On or before October 15 of each year teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association). Such sum shall be deducted as dues from the regular salaries of all such teachers.

ARTICLE II

Teacher Rights

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

ARTICLE III

Professional Compensation

A. The salaries of teachers covered by this Agreement for the 1967-68 school year are set forth in Schedule A which is attached to and incorporated into this Agreement.

B. The salary schedule is based on a normal teaching load for full time teachers and shall be the compensation for all regular teaching and related services performed during the 1967-68 school year, September 5, 1967 through June 7, 1968. It covers extra services performed outside the established school year, which duties, if desired by the Board, shall be requested on a voluntary basis and paid for at a rate set forth in Schedule B. It covers extra assignments outside normal school hours such as coaching, class sponsorship, etc., which shall be paid for at a rate set forth in Schedule B.

C. Teachers shall not be required to report prior to the Tuesday following Labor Day nor to remain more than two days after classes end in June, except that new teachers or teachers with less than one semester in the Grandville School System may be required to report on the Friday before the regular opening of school.

D. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. A minimum of seven (7) regular school days (including Christmas and New Year's Days) will be set aside for Christmas vacation and two (2) regular school days will be set aside for Spring vacation. On May 30, and May 31, 1968, there shall be no school.

E. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary when such meeting is scheduled by mutual agreement during the school day.

F. A teacher who has been designated as the Association's Representative Assembly delegate shall be released from regular duties without loss of salary to attend regular meetings of the Michigan Education Association for up to two (2) days per year.

ARTICLE IV

Teaching Hours

A. While school hours may differ in different schools, the basic teaching day is 8:10 to 3:45. These hours may be adjusted to equivalent later times in those schools which start later because of transportation problems.

B. While the above Paragraph provides for a basic teaching day, the Association recognizes that each teacher's professional responsibilities to his students and the District will require him to devote additional time outside the teaching day or week to such matters as preparing lesson plans, materials and projects, grading papers, attending required staff meetings and school functions, meeting parents, preparing reports, and other work relating to his teaching function. It is agreed that such matters are an integral part of each teacher's duties and will be performed in a conscientious, professional manner.

C. All teachers shall be entitled to a duty-free uninterrupted lunch period, which shall be in no event less than fifty (50) minutes for elementary and junior high teachers. It shall not be less than thirty (30) minutes for the high school teachers. It is expected that all elementary teachers shall supervise their own student's lunch period. Present policy which governs student permission to eat lunch at school shall be observed. The afternoon session may start and end in elementary schools 5 minutes later than in prior years. By mutual agreement between the board and teachers at any elementary school outside the City of Grandville limits, the above lunch period may be modified.

ARTICLE V

Teaching Loads and Assignments

A. The present normal weekly teaching load in the junior and senior high school of twenty-five (25) teaching periods and five (5) unassigned preparation periods will be continued as long as the present six-period day is maintained. No departure from these norms, except in case of emergency, shall be authorized without prior consultation with the Association. In no event shall the teaching load be greater than those standards required to maintain accreditation.

B. Since pupils should be taught by teachers working within their area of competence, teachers shall not be assigned, except temporarily or for good cause, outside the scope of their teaching certificates or their major or minor fields of study.

C. Teachers who will be affected by a change in grade assignments in the elementary school grades or by changes in subject assignment in the secondary school grades will be notified and consulted by their Principals as soon as practicable prior to June 1st. Such changes will be voluntary when possible except that assignments may be changed when related to the loss of a teacher. Should any problem arise in connection with changes of assignment, they will be subject to discussion and review by the Administrative Staff and the appropriate Association Committee.

ARTICLE VI

Teaching Conditions

A. The parties recognize that subject to the financial and other limitations of the District the availability of optimum school facilities for both student and teacher is desirable to obtain the high quality of education which is the goal of both teacher and the Board. While it is necessary to assign certain other duties to some teachers, the Board subscribes to the principle that the professional skill and ability of a teacher is best utilized by organizing the school so that he is primarily directed to teaching students.

B. In recognition of the fact that the pupil-teacher ratio is an important factor contributing to the standard of excellence desired in Grandville Public Schools, the Board and Association agree that, insofar as practical, the following enrollments will be maintained:

- (1) In Grades K-6 classes shall average 28 students or less with a maximum class size of 31 students.

- (2) In Grades 7-8 each class shall have a maximum of 31 students.
- (3) In Grades 9-12, class enrollments shall not exceed the suggested practical limits in June 28, 1967, memorandum (Appendix C). Lower limits therein set forth shall be maintained as far as permitted by finances, teacher availability, pupil schedule conflicts, and like practical considerations.

ARTICLE VII

Vacancies and Promotions

A. The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of its teachers. Requests by a teacher for transfer to a different class, building, or position shall be made in writing, one copy of which shall be filed with the superintendent and one copy with the Association. The application shall set forth the reasons for transfer; the school, grade or position sought; and the applicant's academic qualifications. Such requests shall be renewed once each year to assure active consideration by the Board.

B. The Board agrees that it is desirable in filling vacancies, including vacancies in supervisory positions, summer school, adult education, driver education, coaching and extra-curricular activities, to do so from within its own teaching staff. Whenever a vacancy arises or is anticipated, until the last day of school, the superintendent shall promptly notify the Association President. This shall not be interpreted to prevent the employment of outside personnel whose qualifications for the position to be filled are superior. Title I and other governmental anti-discrimination requirements must be recognized.

C. An involuntary transfer will be made only in case of emergency or to prevent undue disruption of the instructional program. The superintendent shall notify the affected teacher of the reasons for such transfer, and also the association if the affected teacher requests.

ARTICLE VIII

Leave Pay

A. Leave-from-Duty Provisions:

- (1) Leave from duty up to a total of ten (10) days per year shall be granted for the following reasons without deduction from salary as follows:

Illness or injury of teacher	10 days
Unavoidable quarantine of teacher	10 days
Each death in immediate family	4 days
Each serious illness or injury in immediate family	2 days
Each funeral (depending on distance)	1/2 or 1 day

- (a) Immediate family is defined as spouse, parents, grandparents, father-in-law, mother-in-law, child, brother, sister.
 - (b) Serious illness or injury in immediate family is defined as dangerous and would presuppose a doctor's attendance.
- (2) Unused leave from previous years shall accumulate to a total of ninety (90) days.
 - (3) For absences not covered above or in Items four (4) and five (5) below, 1/186 of the yearly salary shall be deducted for each day of such absence. However, if such approved absence is for the entire balance of the school year or if it is not approved in advance, a pro rata deduction shall be made based on the ratio which the weeks of absence bear to the weeks in the school year.
 - (4) Absences caused by pregnancy or normal childbirth shall not be considered sick leave.
 - (5) Teachers wishing special consideration for absence not allowed herein may file a written request with the Superintendent for Board consideration of their special cases.
 - (6) From a bank of forty-five (45) days, a teacher with the approval of an association committee, (in advance when possible), will be allowed a maximum of 2 days of absence during each school year without loss of salary to transact personal business or to attend to affairs of personal nature which cannot be conducted outside the regular school day. A teacher must have at least thirty (30) days of accumulated leave from duty before qualifying for a personal leave day.

- (7) Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law shall receive from the Board the difference between the disability benefits provided by the Workmen's Compensation Law and the leave-from-duty benefits herein provided. To the extent that the Board makes payment to a teacher for that portion of his salary not reimbursed under the Workmen's Compensation Law, said partial payments shall be charged pro rata against the teacher's accumulated leave-from-duty days.

ARTICLE IX

Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under the leave-from-duty policy shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. Upon a doctor's certification of fitness to return from a leave, a teacher shall be assigned to the same position or a substantially equivalent position for which he is qualified, if available. If the absence extends into the second school year, it is understood that adequate notice of availability must be given and that an unnecessary position will not be created to provide for returnee. Credit for a full step advance shall be given only if the absence is less than 10 weeks, or if it is the result of a compensable injury.

B. A one-year leave of absence without pay may be granted to tenure teachers with three or more years service in this system, and not unreasonably withheld, upon application prior to April 15 (provided that superintendent will have been notified of possible request for leave when first positive preliminary steps have been taken) for the following purposes:

- (1) Study related to the teacher's present or future certification field.
- (2) Study or research, resulting in university credit, or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such period shall be allowed.

Teacher on leave shall be advised by superintendent of job conditions prior to April 15 and shall accept or reject contract by May 1, provided however, if position is unfilled, such rejection shall not prejudice later acceptance. On return, the teacher may be restored to his former position, or a substantially equal position.

C. If requested prior to April 1, a leave of absence, up to two years in length, shall be granted without pay, to any teacher who joins the Peace Corps, Teacher Corps, Job Corps, as a full time participant in such program, or overseas teaching programs. Any period so served shall be treated as time taught for purposes of the salary schedule set forth in this agreement. On return the teacher may be restored to his former position, or a substantially equal position. Notice of intent to return shall be filed with superintendent by April 1.

D. A maternity leave shall be granted without pay to married teachers with tenure, commencing not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the end of the semester this teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at the beginning of a school year within three years from the time leave began provided, however, that the teacher is certified and qualified for a position in accordance with Michigan laws and regulations and provided that application for reinstatement shall have been made by April 1 of the prior school year.

E. A teacher absent from work because of mumps, scarlet fever, measles, or chicken pox, reasonably shown to be attributable to a source in the school, shall suffer no diminution of compensation and shall not be charged with sick leave for a period not to exceed five (5) school days.

F. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States and up to two steps, or more if law requires, on schedule shall be granted.

G. The Board shall grant a leave of absence, not to exceed three years, without pay to any teacher to serve in an elective public office.

ARTICLE X

Insurance Protection

A. The Board will provide \$5,000.00 of group life insurance protection with double indemnity protection for each full time teacher. Each full time teacher who elects such insurance will contribute ten (10) cents per thousand per month if under age thirty-five (35); fifteen (15) cents per thousand per month for teachers age thirty-five (35) through forty-four (44); and thirty (30) cents per thousand per month for teachers age forty-five (45) and over. For insurance purposes a teacher shall be considered full time who is assigned to teach at least one half of each school day.

B. The Board will continue to provide comprehensive hospital, medical and surgical insurance protection to those teachers who elect such coverage. The Board will pay seventy-five per cent (75%) of the monthly premium of the basic Blue Cross-Blue Shield and the Michigan Education Association Health care plans selected for each married teacher who elects insurance for his dependents and seventy-five per cent (75%) of the monthly premium for each unmarried teacher and each married teacher who does not elect insurance coverage for his dependents. For purposes of this paragraph, a teacher shall not cover as his dependent any person who works more than three-quarters time. In no case will the Board's share of the premium exceed \$18.00 per month per family. The rates as of June 1 shall be the base used for the ensuing fiscal year.

C. The Board will continue to make deductions for tax free annuities from the salaries of teachers who authorize it, in accordance with the Board's resolution of October 25, 1965.

D. Equal time shall be provided on the orientation day for new teachers for each carrier of health insurance agreed upon by the Association and the Board.

E. All teachers shall submit to the Superintendent by October 14, 1967, evidence that they are covered by \$100,000 personal liability insurance, covering their teaching responsibilities.

Membership in the MEA-GEA will be one proof of having met such responsibility.

ARTICLE XI

Teacher Evaluation

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

B. Each teacher shall have the right upon request to review the contents of his own personnel tenure evaluation file which is made by the Administration.

ARTICLE XII

Protection of Teachers

A. The Board recognizes that it and its Administrative Staff must give needed support to its teachers in order that they can maintain the classroom control and discipline which is necessary for effective teaching and will continue to do so.

B. Any case of assault by a student on a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault, and the Board will cooperate with the teacher, law enforcement and judicial authorities in taking steps to remedy the matter.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will, when it feels the teacher acted properly, cooperate with the teacher by making available to him and his counsel any witnesses or documentary material requested by the teacher which are available to the Board.

D. Time necessarily lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher when the action of the teacher is upheld.

E. The Board will reimburse teachers for any loss, damage or destruction of the teacher's clothing or personal property not covered by insurance caused by a student while the teacher is on duty.

F. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention before any action thereon is taken by the School against the teacher.

G. While teachers are expected to exercise reasonable care with respect to the safety of pupils and property, they shall not be individually liable for damage to School property.

ARTICLE XIII

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. It is, however, understood that such negotiations may not be required with respect to matters specifically covered herein or with respect to essentially economic matters without the mutual consent of both parties.

B. At least one hundred fifty (150) days prior to the expiration of the Agreement, the parties will begin negotiations for a new Agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other, and each may select its representatives from within or without the School District. No final agreement on any new or successor contract shall be executed without ratification by the Board and by the Association in accordance with their respective rules. The parties, however, agree that their representatives will have power to make and consider proposals and to make concessions in the course of bargaining, subject only to such ultimate ratification.

ARTICLE XIV

Professional Grievance Negotiation Procedure

A. Any teacher or group of teachers believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, any law relating to wages, hours or conditions of employment (except a statute specifically establishing a procedure for redress), or rule, order or regulation of the Board relating to wages, hours, terms or conditions of employment, shall discuss such matter with the Principal of the building involved within five (5) days after the event occurs.

B. In the event such discussion does not resolve the matter satisfactorily, the teacher involved may within five (5) days thereafter file a written grievance with the Chief Administrative Officer or his designated representative. Within five (5) days after receipt of the written grievance a meeting shall be held in an effort to resolve the grievance. If the grievance is not satisfactorily resolved, it may within five (5) days thereafter be transmitted to the Secretary of the Board, with a statement of reasons why it was filed and disapproved.

C. At its next regular meeting the Board shall consider the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance. The Board will not unreasonably delay making a final decision thereon.

D. If the decision of the Board is not satisfactory, the grievance may be submitted to arbitration by written notice given within 15 days after receipt of the decision.

An impartial arbitrator shall be promptly selected by the parties to decide the matter. If they cannot agree as to the arbitrator, he shall be selected by the parties from a panel of five (5) qualified persons prepared by the Federal Mediation and Conciliation Service. The power of the arbitrator shall be limited to the interpretation or application of the express terms of this Agreement and he shall have no power to alter, add to or subtract from the terms of this Agreement as written. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction. Grievances involving questions of law shall not be arbitrated but may be submitted to the court having jurisdiction to determine such matters.

E. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association.

No grievance shall be processed unless initiated and carried to the next step within the time provided herein or as extended by mutual agreement.

ARTICLE XV

Board and Administration Rights

A. It is recognized that Michigan law makes the Board legally responsible for the operation of the Grandville School System in all respects. In meeting such responsibilities the Board acts through its Administrative Staff. Such responsibilities include, without being limited to, the establishment of educational policies, the construction or acquisition and the maintenance of school buildings and equipment, the hiring, transfer, assignment, supervision, promotion and termination of staff members and the establishment and revision of rules pertaining to the work and conduct of staff members. Michigan law gives the Board authority necessary to discharge all of its responsibilities. The Board and Administrative Staff shall be free to exercise all such rights and authority to the extent permitted by law, provided, however, that no actions shall violate any of the express terms of this Agreement.

ARTICLE XVI

No Interruption of Education

Consistent with the declared purpose of providing a quality education for the children of Grandville, the Association and each teacher agree that during the life of this Agreement they will not encourage, cause or participate in any interruption of or disturbance with the continuous, normal education of such children, and that any difference of opinion which may arise will not be permitted to affect in any way the continuous, normal educational process.

ARTICLE XVII

Miscellaneous Provisions

A. The Board agrees to maintain as adequate a list of substitute teachers as possible. Teachers shall be informed of a telephone number to call as soon as their unavailability is known and in any event before 7:00 A.M. to report unavailability for work.

B. In accordance with past agreement, teachers will be allowed a regular school day between semesters to correct and grade papers, enter marks, and prepare and plan for the forthcoming semester. Students will not attend school on this day.

C. Travel from the first school assignment of each day to the last school assignment of each day shall be compensated at a rate of ten cents per mile unless use of school transportation is provided. This applies to interschool teachers.

D. A permanent curriculum committee shall be established to study and propose revised or unified courses of study for any areas of learning in grades Kindergarten through twelve.

This committee will be composed of a teacher representative from the early elementary, the later elementary, junior high school, and the senior high school levels; the director of elementary education, or his appointee, junior high school principal, or his assistant, the senior high school principal, or his assistant, and the superintendent or his appointee.

The committee will function as an advisory body to the Grandville Board of Education and the Board will retain the legal responsibility to make decisions relative to the curriculum.

The chairman of the committee will be chosen by the committee from the representatives. Meetings shall approximate nine per school year.

E. In addition to regular payroll deductions, the following deductions will be provided when authorized by the teachers in accordance with payroll procedures established by the district: Scholarship Fund, Teachers Credit Union, Health Insurance, Institute Fees, Annuities, and Professional Dues.

F. In those departments or areas in which a need is manifest, a teacher shall be mutually selected by the administration and teachers in the department to serve as the head of that department or area. All department heads shall be reviewed annually.

For the purposes of this article a need shall be considered to exist in the following areas in 1967-68:

Senior High English
Junior High English
Junior High Arithmetic
Senior High Math
Business Education
Driver Education

The duties of the department heads shall include, in addition to any special assignments by the administration, the following:

1. Furnish leadership and teaching example to other members of the department.
2. Furnish information and materials for improvement of the specific area.
3. Assist in the orientation of new teachers in the department.
4. Hold department meetings.
5. Confer with individual teachers on problems that affect their teaching.
6. Keep administration informed on program and needs of department.
7. Cooperate with the administration and staff in areas on experimentation, curriculum improvement, needed supplies and materials, including new teaching aids and texts, and any other activities pertinent to and of help to the department.
8. Furnish publicity information regarding department to principals with recommendations for media of publication.

G. If a junior or senior high teacher shall teach or substitute on written request of the principal, during his or her conference period as set forth in this Agreement, that teacher shall be compensated at the rate of 1/1440 of the base salary per hour.

H. This Agreement shall supersede any rules, regulations or practices of the Board or terms of any individual teacher's contracts to the extent they are contrary to or inconsistent with its terms. All future individual teacher contracts shall be 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.

I. Copies of this Agreement shall at the expense of the Board be presented to all teachers.

J. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, 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.

Duration of Agreement

This Agreement shall become effective on September 1, 1967 and shall continue in effect until July 1, 1968. Upon written notice given at least one hundred fifty (150) days before the expiration of this Agreement, this Agreement and the Salary Schedule may be renegotiated for future years.

BOARD OF EDUCATION

BY _____ (President)

BY _____ (Secretary)

GRANDVILLE EDUCATION ASSOCIATION

BY _____ (President)

BY _____ (Secretary)

SCHEDULE A.

1967-68 SALARY SCALE

COLUMN	1	2	3	4	5	6	7
Year	Life Cert 90-120 hrs	B.A.	B.A. +18	M.A.	M.A. + 10	M.A. + 20	M.A. + 30
1	\$5600	\$5940 100%	\$6235 105%	\$6530 110%	\$6740 113.5%	\$6950 117%	\$7155 120.5%
2	\$5750	\$6145 103.5%	\$6445 108.5%	\$6760 113.85%	\$6970 117.35%	\$7175 120.85%	\$7385 124.35%
3	\$5900	\$6355 107%	\$6650 112%	\$6990 117.7%	\$7195 121.2%	\$7405 124.7%	\$7615 128.2%
4	\$6050	\$6650 112%	\$6950 117%	\$7315 123.2%	\$7525 126.7%	\$7730 130.2%	\$7940 133.7%
5	\$6200	\$6950 117%	\$7245 122%	\$7645 128.77%	\$7850 132.2%	\$8055 135.7%	\$8265 139.2%
6	\$6350	\$7245 122%	\$7540 127%	\$7970 134.2%	\$8180 137.7%	\$8385 141.2%	\$8595 144.7%
7	\$6500	\$7540 127%	\$7840 132%	\$8295 139.7%	\$8505 143.2%	\$8710 146.7%	\$8920 150.2%
8	\$6650	\$7840 132%	\$8135 137%	\$8625 145.27%	\$8830 148.7%	\$9040 152.2%	\$9245 155.7%
9	\$6800	\$8135 137%	\$8435 142%	\$8950 150.7%	\$9160 154.2%	\$9365 157.7%	\$9575 161.2%
10	\$6950	\$8435 142%	\$8730 147%	\$9275 136.2%	\$9485 159.7%	\$9690 163.2%	\$9900 166.7%
11	\$7100	\$8730 147%	\$9025 152%	\$9605 161.7%	\$9810 165.2%	\$10,020 168.7%	\$10,225 172.2%
12	\$7250	\$9025 C 152%	\$9325 157%	\$9930 167.2%	\$10,140 170.7%	\$10,345 174.2%	\$10,555 177.7%
17 C		\$9325 157%	\$9620 162%	\$10,255 172.7%	\$10,465 176.2%	\$10,670 179.7%	\$10,880 183.2%
22 C		\$9620 162%	\$9920 167%	\$10,380 178.2%	\$10,790 181.7%	\$11,000 185.2%	\$11,205 188.7%

A. Percentages and salaries may not exactly correspond due to rounding off salaries to nearest five dollars. The above percentages do not obligate the Board or the Association for ensuing years.

B. For longevity purposes the step on which the teacher was placed when the salary steps were originally adopted will be the determining factor.

Schedule A Continued

- C. (1) On B.A. Step 12, if 6 semester hours of college credit have not been earned in prior 5-year period, maximum is \$8925.
- (2) If 6 semester hours of graduate college credit have been earned in prior 5-year period, the steps on the 17th, and 22nd years are available. Columns 5, 6, and 7 mean graduate credit earned after M.A. was earned.
- D. A possessor of an A.B., teaching on a special certificate may receive \$50 less each year through Step 4, \$100 less Steps 5 on.
- E. A possessor of a Life Certificate with less than 90 semester hours shall receive \$250 less than the 90-120 hour scale.
- F. Non-degree 90-Day certificate holders teaching 5 or more days in the same room or on a permanent substitute basis shall receive \$25 per day. If the substitution is for 4 weeks or more, the pay shall be \$30 per day.
- G. Non-degree 60-day certificate holders shall receive \$2.00 per day less than rates specified in F.
- H. Casual substituting shall be at the rate of \$20 (60-day) and \$22 (90-day) per day.

II. SUPPLEMENTARY PROVISIONS TO SALARY SCALE

A. The maximum number of years of credit for teaching experience for teachers starting in Grandville Public Schools in the school year 1967-68 shall be seven (7) years. The superintendent may credit up to three (3) additional years of teaching experience in cases of necessity and up to two (2) years of work experience in cases where the work experience is related to the teaching position, provided that the Association and the Board shall be informed of such hiring.

B. Years of prior service in an annexed school shall count as half service in the Grandville system and shall be in addition to the five years of service elsewhere. (If it is to teacher's benefit to count service in an annexed school as service elsewhere, this will be permitted.)

C. A fractional year of service shall place a person at an appropriate sum between two steps on the salary scale. When teachers who have taught part days are requested to change to full-time teaching, their years of teaching part days shall be treated as fractional years. When teachers who have taught fractional days are offered full-time teaching, their years of teaching fractional time shall be equated proportionally into full-time equivalent.

D. When teachers are hired above scale, reduction to proper point on scale shall be effected usually by allowing one-half the increment to which employee would be entitled on scale.

E. For those newly employed after date of this contract, allowances for full time military service of one-half step for one full year or one step for two or more full years of military service may be allowed by the board on recommendation of the superintendent.

F. Annual contracts shall be paid in bi-weekly payments, each 1/26 of contractual amount, except that payments due after July 1 may be paid at one time prior to due date.

III. EDUCATIONAL CREDIT PAYMENTS

A. A teacher with a life certificate and no degree shall receive \$5.00 per semester hour for the last twenty (20) semester hours preceding bachelor's degree.

B. Columns 5,6, and 7, shall apply when 10, 20, and 30 semester hours, respectively, of graduate work shall have been earned after the master's degree and transcripts furnished by teachers with one year of experience in system and having regular certificates valid in grades taught, Above provisions require:

- (1) That half of each 10 hours be in teaching field.
- (2) That the same provision regarding institutions where such credit may be earned applies as is applied by the State of Michigan with respect to certification credit, except by special advance approval of Superintendent.

C. Credit earned under fellowship, institute, or scholarship grant is paid for on the same basis as other credit on the salary schedule.

D. Any investment by the Board of Education in costs of educational credit shall remove such credit from the category of credit paid for, except by special action of the Board.

E. Teachers qualifying for educational credit payments shall make written application therefor when furnishing required transcripts or certification.

F. The Board will subsidize graduate training at half the cost of tuition for not more than three (3) semester hours per semester or not more than six (6) semester hours per summer session with a maximum of six (6) semester hours per school year provided two-thirds (2/3) of such credit shall be in the teaching field. No payment shall be in addition to tuition paid under fellowship, institute, or scholarship grant.

SCHEDULE BEXTRA-CURRICULAR PAY

Athletic Director	To be negotiated	7-8-9 Glee Club	\$125
Pool Director	To be negotiated	Sr. High Debate	\$250
Football			
Head Coach	\$930	Plays (2)	@ \$150
Assistant	600		
Reserve	480	Forensics (2)	@ \$100
Reserve Assistant	350		
9th Grade Head	350	Cheerleading	
1st Assistant	225	Senior High	\$150
2nd Assistant	200	Junior High	\$ 90
Cross Country	\$275	All Clubs	OPEN
Basketball			
Head Coach	\$825	Instrumental	
Reserve	575	Senior High	To be reviewed in
9th Grade	375	Junior High	connection with schedule
8th Grade	250	Publications	\$250
7th Grade	250		
Wrestling			
Head Coach	\$800	Class Sponsorship	
Assistant	400	9th	\$ 50
		10th	50
		11th	150
		12th	200
Track			
Head Coach	\$600	Elementary Basketball	\$3.00/hr.
Assistant	300		
2nd Assistant	300	Junior High Noon and/or Gym	\$3.00/hr.
Junior High	175 max.	GAA	\$3.50/hr.
	@ \$3.00/hr.		
Baseball			
Head Coach	\$600	Teaching as substitute during	
Reserve	300	conference hour	1/1440, of base
Junior High	175 max.	Summer School	1/1440 of base
	@ \$3.00/hr.	Summer Band	1/1300 of base
Tennis			
Senior High Coach	\$350	Driver Education	1/1300 of base
Golf	\$300		
Swim	\$775		

It is understood that hourly payments other than substitute are for time spent beyond the basic day of 8:10 to 3:45.

SCHEDULE CSENIOR HIGH SCHOOL CLASS LOADS

<u>Classes in:</u>	<u>OPTIMUM SUGGESTED</u>	<u>MAXIMUM</u>
Advanced mathematics, Algebra I, Algebra II, Biology, Bookkeeping, Business Training, Business Law, Chemistry, Commercial Arithmetic, Consumer Economics, Community Civics, Geography, Geometry, Health, Latin I and II, Mechanical Drawing I and II, Physics, Science, Shop Mathematics, Shorthand I and II, Trigonometry, American Literature, and English Literature	28	32
Applied Sociology, Electrical Shop, Family Living, French I and II, German I and II, Office Practices	26	30
American Government, American History, Economics, and World History	32	36
Art I and II, Home Economics I, II, and III, Metal Shop, Wood Shop I and II	24	26
English Composition and Rhetoric	22	26
Power Mechanics	16	20
Physical Education, boys' and girls'	40	45
Speech I and II, Speech Debate	24	28
English 9, English 10, and English T	24	28

SCHEDULE C
SENIOR HIGH SCHOOL CLASS LOADS (continued)

<u>Classes in:</u>	<u>OPTIMUM SUGGESTED</u>	<u>MAXIMUM</u>
Typing I and II, C.P. Typing	38	42
Band, Choir, Chorus, Glee Club	?	90

The above are based upon estimates of outside work involved for teachers in various areas; limits of facilities such as tools, laboratory stations, special equipment, room size, etc.; the needs of pupils for observation, participation and association; and variations which result from either temporary or permanent schedule situations and changes.

SCHEDULE C
SENIOR HIGH SCHOOL CLASS JAMES (continued)

<u>MAXIMUM</u>	<u>OPTIMUM SUGGESTED</u>	<u>Class 1st</u>
25	35	Typing I and II, S.S. Typing
90	7	Band, Glee, Chorus, Glee Club

The above are based upon estimates of outside work involved for teachers in various areas; limits of facilities such as tools, laboratory stations, special equipment, room size, etc.; the needs of pupils for observation, participation and association; and variations which result from either temporary or permanent schedule alterations and changes.

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