

HANCOCK

CHANGES IN CONTRACT FOR 1969-70

Hancock 18

Article IV, paragraph E on page 8 is revised and amended to read as follows:

At the beginning of every school year, the Association shall be credited with eight (8) days to be used by teachers who are officers or agents of the Association for the purpose of participating in position related meetings of the Michigan Education Association; such use to be at the discretion of the Association. The Association agrees to notify the Superintendent no less than forty-eight (48) hours prior to the date for intended use of said leave.

Hancock Bd of Educ.

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MAR 30 1970

OFFICE OF PROFESSIONAL NEGOTIATIONS

M. E. A.
1216 KENDALE
E. LANS., MI.
48824

Article IX, paragraph C 2 a 1 on page 18 is amended to read as follows:

Any unused portion of annual sick leave allowance of ten (10) days depending on service time, will be allowed to accumulate to a maximum of eighty (80) days.

Article IX, paragraph C 2 a 3 on page 18 as amended to read as follows:

Further, that when the eighty (80) days has accumulated, any sick leave time will be deducted from the accumulated time. At the beginning of the year following any deduction for illness, a number of days not to exceed ten (10) days in any one year will be added to the accumulated days not to accumulate more than eighty (80) days.

Article IX, paragraph C 2 g on page 19 is amended to read as follows:

In the event of serious accident, illness or emergency surgery, requiring extended medical care or hospitalization, additional sick leave up to one-quarter ($\frac{1}{4}$) of the individual's accumulated total, at the beginning of the school year, may be granted at the discretion of the Superintendent and subject to the approval of the Board of Education.

Article IX, paragraph j on page 22 is added as follows:

Sabbatical leaves may be granted by the Board in accordance with the terms and provisions of the laws of the State of Michigan being the School Code of 1955 as from time to time amended.

Article X, paragraph A on page 23 is revised and amended to read as follows:

The Board shall provide to all teachers 100% of the cost of health insurance protection. Such protection may be provided under either the Michigan Education Association Super Med plan or the Michigan Blue Cross-Blue Shield Master Med plan at the option of the teacher. Copies of each plan are on file in the office of the Superintendent. Protection afforded will be subject to the following rates per classification as follows:

	MEA Super Med	BC-BS Master Med
Full family	29.95	30.97
Teacher & spouse	24.15	29.25
Teacher & children	21.15	
Single teacher	12.00	11.35

such protection is exclusive of any optional coverages available under either contract.

Article XIV, paragraph F on page 31 is revised and amended as follows:

In the event that the grievance is not satisfactorily resolved at Level Three, or if no decision is reached within the seven (7) day period, or if the Board of Education, the aggrieved teacher and the Association shall be unable to resolve any agreement and it shall involve an alleged violation of a specific article and section of this agreement, it may within ten (10) days after the decision of the Board of Education or the failure to make a decision by the Board of Education be appealed to the Mediation and Fact Finding Procedures established by Act 379 of the Public Acts of 1965. Such appeal shall be in writing and shall be delivered to the Labor Mediation Board and the Board of Education within ten (10) days, and if not so delivered, the grievance shall be deemed abandoned. The parties agree to abide by the decision of the Labor Mediation Board. In the event that the Labor Mediation Board refuses to appoint a Fact-Finder, then the parties will mutually agree to the appointment of volunteer Local Fact-Finder. The parties agree to abide by the decision of the locally selected Fact-Finder.

Schedule A

HANCOCK PUBLIC SCHOOLS
Professional Salary Schedule
1969 - 1970

Step	Index percentage of previous year	BA BS Level	MA MS Level
1	1.00	6750	7400
2	1.045	7054	7704
3	1.045	7371	8021
4	1.045	7703	8353
5	1.045	8050	8700
6	1.045	8412	9062
7	1.045	8791	9441
8	1.045	9187	9837
9	1.045	9600	10250
10	1.045	10032	10682

Longevity: Those serving twenty (20) years or more of consecutive service in Hancock will receive \$ 250.00 additional commencing on the twentieth year.

Experience Credit: Up to four (4) years previous experience credit earned after acquiring a degree and Provisional certification may be granted. However, previous experience must be related to the new teaching position which the appointment is made at Hancock.

Revised: August 1969

Schedule B (Cont'd)

Driver Education \$ 5.00 per hour
 Summer Band \$ 500.00 for 6 week program

Counseling

Director 625
 Assistant 300

Music

Director - Secondary 600
 Assistant - Elementary 500

Noon Duty

\$2/day per building at Wright,
 Ryan and Central High School

Travel for

Art, Music and Physical Education teachers 100 each

Athletic Coaches	EXPERIENCE IN POSITION			
	Beginning	1 Year	2 Years	3 Years
Football				
Head Coach (41 weeks)	725	775	825	875
Assistant (41 weeks) Varsity	575	600	625	650
Assistant (41 weeks) J. V.'s	500	525	550	575
Basketball				
Head Coach	725	775	825	875
Assistant	400	425	450	475
Junior High	200	225	250	275
Track				
Head Coach	300	350	400	450
Assistant	175	200	225	250
Skiing	150	200	250	300

Activities: (Flat fee without increments) each receiving \$ 150.00

Flag Football - Junior High, Boys Intra-Murals grades 9 - 12, Elementary Basketball