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1966-67

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HARBOR SPRINGS EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this day of 1966 by and between the Board of Education of the Harbor Springs Public School District, Harbor Springs, Michigan, hereinafter called the "Board", and the Harbor Springs Education Association, hereinafter called the "Association".

WITNESSETH

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

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

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize.

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

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, employed or to be employed by the Board (whether or not assigned to a public

school building), but excluding supervisory and executive personnel. The term "teacher", when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a 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.

C. Within thirty days of the beginning of their employment hereunder, 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) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of all such teachers and remitted not less frequently than monthly to the Association.

D. 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 II

Board Rights

The Board retains all rights and powers to manage the Harbor Springs Public Schools and to direct the employees, except as otherwise expressly provided in this agreement. The Board retains and reserves unto itself all powers, rights, authority duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan, and of the United States.

ARTICLE III

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of 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 lawful activities for mutual aid and protection. As a duly elected body exercising governmental power under color 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 teacher 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 teacher 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 Association 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 Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator for such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board agrees to be bound by any lawful order or award thereof.

C. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings, 8:00 a.m. to 11:00 p.m. Monday through Friday when school is in session or any other time when no special services are required. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. The Association has the right to use bulletin boards in the faculty lounges and has the right to place printed or duplicated material relative to the Association in faculty mail boxes.

D. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

ARTICLE IV

Professional compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect for one-year. Either party may request the reopening of negotiation of such salary schedule.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, 9 1/4 months as provided in school calendar, during normal teaching hours. For each additional class the teacher shall be entitled to appropriate additional salary. This salary shall be determined by dividing his base salary, as set forth in Schedule A, by 6.

C. The Board agrees that Association members engaged during the school day in negotiations on behalf of the Association with the Board during the term of this agreement shall be entitled to released time, as needed, without loss of salary; provided, the Association agrees to meet for purposes of negotiation on off-duty time at least to the same extent as on released time. A teacher shall be released from regular duties without loss of salary at least one day each semester for the purpose of participating in area or regional meetings of the Michigan Education Association, if designated as a teacher's institute by the department of Public Instruction.

D. Credit for experience outside the school system shall be evaluated

by the Board and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory. Full credit shall be given for the (first) ten years of experience.

E. Increments become effective September 1, of each year and advancement under the salary schedule shall be automatic as of September 1.

F. Substitute teachers shall be compensated eighteen dollars and fifty cents (\$18.50) per diem. A staff teacher shall be compensated four dollars and fifty cents (\$4.50) for each period of duty for which he substitutes during his preparation period.

ARTICLE V

Teaching Hours

A. The Board recognizes the principle of a standard forty-hour workweek and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard workweek. The Board will not require teachers regularly to work in excess of such standard workweek within or outside of any school building.

B. All teachers shall be entitled to a duty-free uninterrupted lunch period.

ARTICLE VI

Teaching Loads and Assignments

A. The normal weekly teaching load in the senior high school will be 20 teaching periods and 4 unassigned preparation periods, as on the present schedule or in case of a change one free period per day. The normal weekly teaching load in the elementary schools shall be figured according to state recommendation for elementary schools and it is recommended that each teacher have four (4) preparation periods, per week. No departure from these norms, except in case of emergency shall be authorized without prior consultation with the Association. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates of their major field of study.

C. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.

ARTICLE VII

Teaching Conditions

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible in order to provide the best possible conditions for classroom instruction.

If, in 1966-67, any elementary teacher is required to teach a class larger than the average class (as defined in the following paragraph) he shall be reimbursed two hundred dollars (\$200) for each student above the average class size provided that the additional pupils are a result of the failure of the administration to employ 10 classroom teachers for grades one through six.

The average elementary class size for 1966-67 shall be determined by dividing the official enrollement in grades one through six by the available classrooms (10).

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to implement all joint decisions thereon made by its representative and the Association. The Board agrees at all times to keep the schools reasonably equiped and maintained.

C. The principals office shall have one full time secretary and additional aids to handle patrol duties, inventorying of supplies and equipment, duplication of teaching materials, collecting moneys for milk and lunch, and similar non-professional responsibilities.

D. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

E. Where possible, the Board shall make available in each school adequate lunchrooms, restroom and lavatory facilities exclusively for teacher use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted. Provision for such facilities will be made in all future buildings.

F. Telephone facilities shall be made available to teachers for their reasonable use.

G. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board; provided it does not affect his relationship to the students or staff members or impair the discharge of his teaching duties.

H. The provisions of this Agreement and the wages hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

ARTICLE VIII

Leave Pay

A. All teachers absent from duty on account of personal illness or any other approved reason shall be allowed full pay for a total of ten days per year, accumulative to sixty (60) days.

ARTICLE IX

Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article VII shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness, or up to one calendar year. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.

B. Leaves of absence with pay chargeable against the teacher's allowance shall be granted for the following reasons:

1. Critical illness in the immediate family.
2. One day when emergency illness in family requires a teacher to make arrangements for necessary medical or nursing care.

C. Leaves of absence with pay not chargeable against the teachers allowance shall be granted for the following reasons:

1. A maximum of five days per school year for a death in the immediate family.
2. Absence when a teacher is called for jury service.

3. Court appearance as a witness in any case connected with the teacher's employment or the school or whenever the teacher is subpoenaed to attend any proceeding, when a deposition is not acceptable.
4. Approved visitation at other schools or for attending educational conferences or conventions.
5. Time necessary to take the selective service physical examination.
6. One day necessary for the conduct of personal affairs, time necessary for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance.

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

1. Study related to the teacher's license field.
2. Study to meet eligibility requirements for a license other than that held by the teacher.
3. Study, research or special teaching assignment involving probable advantage to the school system.

E. A teacher absent from work because of mumps, scarlet fever, measles or chicken pox shall suffer no diminution of compensation and shall not be charged with sick leave.

F. A maternity leave shall be granted without pay, commencing not later than the end of the fifth month of pregnancy, except that when this date falls within one school month of the end of the semester the teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at any time within five years.

G. Teachers who are officers of the Association or are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association.

H. Military leaves of absence shall be granted to any teacher who shall be inducted for military duty to any branch of the armed forces of the United States.

Teachers on military leave shall be given the benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school system.

I. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

ARTICLE X

Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish to all teachers the following insurance protection.

A. The Board shall provide without cost for the teacher Five Dollars (\$5.00) per month for hospitalization, medical, or life insurance.

B. The Board will provide without cost to the teacher public liability and accident coverage in an amount of not less than \$100,000 for each accident in the case of teachers exposed to special and unusual hazards in the course of their work, including driver education teachers, athletic coaches and shop teachers.

ARTICLE XI

Tenure

A. All actions of the Board and the Association shall be governed by Act IV of the Public Acts of the Extra Session of 1937, as amended.

B. A Building Tenure Committee shall be established in each building.

a. This committee shall consist of three tenure teachers, elected by the tenure teachers of that building as follows:

1. One member for a three (3) year term.
2. One member for a two (2) year term.
3. One member for a one (1) year term.
4. After the first election, one member shall be elected each year for a term of three years.

C. Each tenure teacher shall have two evaluation visits by his principal, one by a building committee member, and one by the superintendent prior to the end of the second school week in February. Each probationary teacher shall have three evaluation visits by his principal, two by a building committee member, and two by the superintendent.

a. Each classroom visitation shall be reported on forms approved by the administration.

b. Reports of classroom visitation shall be prepared in duplicate and signed

by the teacher and the evaluator. The original shall be placed in the teacher's file and the duplicate shall be given to the teacher. (Building committee evaluators should turn their file copy to the principal.)

D. Every teacher shall be informed during January both in writing and in personal conference if his work is not meeting expectations.

During the third week in February the Personnel Evaluation Committee (Superintendent, Principals, and Building Tenure Committee Chairmen) shall hold a Personnel Evaluation Conference at which shall be decided which:

- a. Probationary teachers are to be recommended for a second year of probation.
- b. Probationary teachers are to be recommended for a third year of probation.
- c. Probationary teachers are to be recommended for denial of tenure.
- d. Tenure teachers are to be recommended for dismissal.
- e. Tenure teachers above retirement age are to be recommended for a non-tenure contract.

E. Recommendations of the Personnel Evaluation Committee shall be presented to the Board of Education at a special meeting the fourth Monday in February.

F. All teachers considered at the above mentioned meeting shall be notified in writing and in personal conference of board action and of their right of appeal within the same week of the meeting.

G. The Superintendent shall notify the Michigan State Tenure Commission of any denial of tenure or dismissal of teacher with the same week of the Board action.

ARTICLE XII

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. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

B. Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

C. A teacher shall at all times be entitled to have present a representative

of the Association when he is being reprimanded, warned, or disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

D. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

ARTICLE XIII

Protection of Teachers

A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

B. Any case of assault upon 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 shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel

and render all necessary assistance to the teacher in his defense.

D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.

E. The Board shall reimburse a teacher, in an amount not to exceed one hundred dollars (\$100) for loss, damage, or destruction, while on duty in the school, of personal property of a kind normally worn or brought into the school building, when the same has not been caused by the negligence of the teacher. This obligation shall extend only to that portion of any such loss not covered by insurance taken out by the teacher and shall be payable only after the teacher has first exhausted all possibility of collecting for such loss under his own insurance, if any.

F. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

G. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.

ARTICLE XIV

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. In the event the salary schedule is reopened for negotiation, by either party, as provided in Article IV of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised salary schedule.

At least sixty days prior to the expiration of this Agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

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 party and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate, including the imposition by the Association of professional sanctions to discourage teachers from working in the absence of a contract.

ARTICLE XV

Professional Grievance Negotiation Procedure

A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated representative. The Board will designate as its representative for such purpose the principal in each school building unless he is personally involved. In such a case the Board will appoint another

representative for the particular grievance. The superintendent of Schools will be the representative in any grievance involving more than one building.

B. Within five days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meetings. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent who shall have five days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent he shall have ten days from receipt to approve or disapprove it. If the grievance shall be denied by the Superintendent, either upon review of the action of the school principal or in the first instance, the grievance shall immediately be transmitted to the secretary of the Board, with a statement of reasons why it is being disapproved.

C. Within 15 days from receipt of the grievance, the Board shall pass upon 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, provided, however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than 20 days after its submission to the Board.

D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the Arbitration hearing. The Board shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the Education Association. The Arbitrator shall have no power to alter, add to or subtract from the terms of this agreement. 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.

E. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

F. The costs of any arbitration under this Article shall be paid equally by the Board and the Association.

G. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to a department head, assistant principal or other school employee, for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of department heads, assistant principals or other employees in such informal procedures be deemed to be a supervisory or executive function.

ARTICLE XVI

Professional Study Committees

A. There is hereby established a Professional Study Committee composed of four members, two members selected by the Board and two members selected by the Association.

B. The Professional Study Committee shall investigate into the following matters and submit a written report and recommendations to the parties on or before April 1, 1967. Additional Professional Study Committees may be established as required.

C. The clerical expenses of such Committee shall be borne by the Board. Representatives on such committee shall be excused from the performance of other work, up to five hours per week, for the purpose of serving on such Committee.

D. One half day twice per semester shall be set aside for staff and department meetings to improve curriculum and teaching techniques.

ARTICLE XVII

Miscellaneous Provisions

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:30 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

C. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

D. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

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

F. 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, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

G. All provisions of existing personal policies not inconsistent with this agreement are specifically made a part of this agreement.

ARTICLE XVIII

Duration of Agreement

This Agreement shall be effective as of September 12, 1966 and shall continue in effect for One (1) year until the first day of July 1967. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

HSMEA SALARY SCHEDULE

<u>Year</u>	<u>BA</u>	<u>Index 3.2%</u>	<u>MA</u>
1	5300	1.0000	5600
2	5470	1.0320	5779
3	5644	1.0650	5964
4	5825	1.0991	6155
5	6012	1.1343	6352
6	6204	1.1706	6555
7	6403	1.2081	6765
8	6608	1.2468	6982
9	6819	1.2867	7205
10	7038	1.3279	7436
11	7263	1.3704	7674
12	7496	1.4143	7920
13	7736	1.4596	8174
14	7983	1.5063	8435

Head Football	10%	of	\$5300
Head Basketball	10%	of	"
JV Football	6%	of	"
Assist. Football	7%	of	"
Assist. Basketball	7%	of	"
Jr. Basketball	3%	of	"
Gymnastics	4%	of	"
Annual	4%	of	"
Debate	2%	of	"
Plays (per Play)	2%	of	"
Audio Visual	2%	of	"