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AGREEMENT

Between The

HARBOR SPRINGS BOARD OF EDUCATION

And The

HARBOR SPRINGS EDUCATION ASSOCIATION

**LABOR AND INDUSTRIAL  
RELATIONS LIBRARY**  
Michigan State University

Harbor Springs Public Schools.

Harbor Springs Public Schools  
Harbor Springs, Michigan

MEA  
1216 Kendall  
East Lansing, Mich.  
48823

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This Agreement entered into this            day of            1967 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 predominantly 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 (30) days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues 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, duty 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 condition 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, i.e., 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 including but not limited to: annual financial reports and audits, register of certificated personnel, allocations (including county allocation board budgets), agenda of all Board meetings, Treasurer's reports and census and membership data. Board minutes are to be made available upon reasonable request. The board agrees to furnish 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.

E. The Board shall consult with the Association on any new or modified fiscal, budgetary or tax programs, construction programs, or major revisions of educational policy, which are proposed or under consideration and the Association shall be given opportunity to advise the Board with respect to said matters prior to their adoption and/or general publication.

#### 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 the 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 six (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 Education.

D. Credit for experience outside the school system shall be evaluated by the Board and full credit for up to ten (10) years shall be allowed whenever the prior service of the teacher is deemed satisfactory.

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 (\$18.00) per diem. A staff teacher shall be compensated three dollars and sixty cents (\$3.60) for each period of duty for which he substitutes during his preparation period.

G. One hundred dollars (\$100.00) shall be added to the appropriate step on the schedule for each teacher who has earned fifteen (15) semester hours approved by the superintendent beyond the Bachelor or Master's Degree.

H. After a teacher has served in the school district for fifteen (15) years he shall receive a longevity payment for that year only of five percent (5%) of the current basic salary. At the end of each succeeding five years of service he shall receive another longevity payment of five percent (5%) of the current basic salary.

## ARTICLE V

### Teaching Hours

A. The Board recognizes the principle of a standard forty (40) hour work week and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board will not require teachers regularly to work in excess of such standard work week within or outside of any school building.

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

C. Teachers shall be at their teaching station no later than fifteen (15) minutes before the opening of the pupils regular school day in the morning. Teachers shall be permitted to leave fifteen (15) minutes after the close of the pupils regular school day except that on Fridays or on days preceding holidays or vacations, the teacher's day shall end at the close of the pupil's day. Teachers are encouraged to remain for a sufficient period after the close of the pupil's school day to attend to those matters which properly require attention at that time including consultations with parents unless scheduled directly with the teacher, and consultation with students.

## ARTICLE VI

### Teaching Loads and Assignments

A. The normal daily teaching load in the junior and senior high school will include one unassigned preparation period. The term "unassigned preparation period" shall be construed to include the use of this period for purposes other than preparation when daily schedule changes are necessary. The normal teaching load (weekly) in the elementary schools shall be figured according to state recommendations for elementary schools and it is recommended that each teacher have four (4) preparation periods per week.

B. 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.

C. 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 or their major or minor field of study.

D. Teachers who will be affected by a change in grade assignments in the elementary school and by changes in subject assignment in the secondary school 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.

E. All teachers shall be given written notice of their probable teaching assignment for the forthcoming year no later than the last day of the school year.

F. Any assignment for which a teacher is paid in addition to his base salary shall be voluntary.

## 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.

B. If 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 (\$200.00) for each student above the average class size provided that the additional students are a result of the failure of the administration to employ ten (10) classroom teachers for grades one through six.

The average elementary class size shall be determined by dividing the official enrollment in grades one through six by the available classrooms (10).

C. Any teacher required to teach a split grade shall receive five hundred dollars (\$500.00) above the regular step on the salary schedule. Experienced teachers on the staff shall be offered these assignments first.

D. 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 to implement all joint decisions thereon made by its representatives and the Association. The Board agrees at all times to keep the schools reasonably equipped and maintained.

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

F. Under no conditions shall a teacher be required to drive a school bus

as part of his regular assignment.

G. 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.

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

I. 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 that it does not affect his relationship to the students or staff members or impair the discharge of his teaching duties.

J. 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

All teachers absent from duty on account of personal illness or any other approved reason shall be allowed full pay for a total of twelve (12) days per year, accumulative to ninety (90) days.

ARTICLE IX

Leaves of Absence

A. 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.
3. Time necessary for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance.

B. Leaves of absence with pay not chargeable against the teacher's 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 disposition 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. Two days for the conduct of personal affairs which could not be taken care of at another time. Application for such leave must be made to the building principal three days prior to the absence unless it is an emergency. Under no circumstances can such leave be used to extend a vacation.
7. Absence from work because of mumps, scarlet fever, measles or chicken pox.

C. 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.

D. A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability up to one year. The leave may be renewed each year upon written request by the teacher and the consent of the board. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.

E. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days, provided that the Board shall pay to such teacher his salary less benefits received under the Michigan Workmen's Compensation Act for the duration of such absence.

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 one year.

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 allowance 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 desiring it the following insurance protection.

A. The Board shall provide without cost for the teacher Ten Dollars (\$10.00) per month for hospitalization or medical insurance, providing that the teacher submit proof that such an amount has been paid for such insurance. The amount due each teacher will be paid in two equal installments on the 31st of January and the 30th of June.

B. The Board shall 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

##### Teacher Evaluation

A. The work performance of all teachers shall be evaluated in writing. Probationary teachers shall be evaluated three times during the school year; one month following the teacher's commencement of service, two months after the teacher's commencement of service and ninety days prior to the end of the probationary year. Tenure teachers shall be evaluated at least once every two years.

B. Evaluations shall be conducted by the teacher's immediate supervisor or an administrator working in the same building or otherwise familiar with the teacher's work, who shall be designated by the Board.

C. Each observation shall be made in person for a minimum of thirty consecutive minutes. All monitoring or observation of the work 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.

D. A copy of the written evaluation shall be submitted to the teacher at a personal interview within ten days of the evaluation visit and the teacher shall have the opportunity to review the evaluation report. All evaluations shall be based upon valid criteria for evaluating professional growth.

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

F. Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review.

G. 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.

H. 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 XII

### 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. A teacher may use such force as is necessary to protect himself from attack or to prevent injury to another student. A teacher may exclude a pupil from one class when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as his teaching obligations will allow, full particulars of the incident.

C. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board shall 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.

D. If any teacher is complained against or sued as a result of any reasonable action taken by the teacher while in pursuit of his employment, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense.

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

F. The Board will reimburse a teacher, in an amount not to exceed one hundred dollars (\$100.00) 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.

G. Any complaints by a parent or a student directed toward a teacher shall be called promptly to the teacher's attention. No notice of such complaint shall be included in said teacher's personnel file unless such matter is promptly reported in writing to the teacher concerned. If any question of breach of professional ethics is involved, the Association shall be notified.

H. 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 XIII

#### Negotiation Procedures

A. It is contemplated that matters not specifically covered by this agreement but of common concern to the parties may 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 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 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 this 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 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 judgement 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.

#### 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 selected matters and submit a written report and recommendations to the parties on or before April 1 of each year. Additional Professional Study Committees may be estab-

lished as required.

C. The clerical expenses of such Committee shall be borne by the Board. Representatives on such committee may 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 XVI

##### 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 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.

C. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary 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 considered part of the established policies of the Board.

D. Should substantial and unforeseen changes in student population or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board shall retain, as nearly as possible, those

those teachers with permanent teaching certificates having the longest service in the district. The Association and Board will further use their best efforts to assist all teachers terminated for lack of work to secure employment in adjacent school districts upon terms and conditions as nearly comparable as possible. Nothing herein shall relieve the Board from fulfilling the terms of any contract with a teacher.

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.

#### ARTICLE XVII

##### Duration of Agreement

This agreement shall be effective as of July 1, 1967 and shall continue in effect for one (1) year until the thirtieth day of June 1968 or until such time as agreement on a new contract has been reached.

SCHEDULE A

Years of Experience	BA Degree	MA Degree
0	5800	6200
1	6003	6417
2	6213	6641
3	6430	6873
4	6655	7114
5	6887	7362
6	7128	7620
7	7378	7857
8	7636	8162
9	7902	8447
10	8179	8743
11	8465	9049
12	8761	9365

EXTRA PAY SCHEDULE

	<u>Years in Position</u>		
	1-2	3-5	6 +
Head Coach	10%	11%	12%
Assistant Coach	7%	8%	9%
Athletic Director	7%	8%	9%
JV Football	6%	7%	8%
Track	4%	5%	6%
Skiing	4%	5%	6%
Gymnastics	4%	5%	6%
Jr. High Basketball	3%	4%	5%
Yearbook	4%	5%	6%
Debate	2%	3%	4%
Plays (each)	2%	3%	4%
Audio Visual	2%	3%	4%

Extra pay schedule is figured on % of current base salary.