

Hartland

66-68

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HARTLAND Bd. of Educ.

MASTER CONTRACT

Between

BOARD OF EDUCATION, HARTLAND CONSOLIDATED SCHOOL DISTRICT

And

HARTLAND EDUCATION ASSOCIATION

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

OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

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This agreement entered into this April day of 1966 1966 to take effect on July 1, 1966 by and between the Board of Education of Hartland Consolidated School District, Hartland, Michigan, hereinafter called the "Board" and Hartland 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 Hartland Consolidated Schools 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 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 understanding 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 11 of Act 379, Public Acts of 1965, for all professional teaching personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counselors, school librarians, employed or to be employed by the Board (whether or not assigned to a public school building) but excluding supervisor and executive personnel and office and clerical personnel, school nurse and maintenance, custodial, bus drivers and cafeteria employees. The term "teacher" when used hereinafter in this Agreement, shall refer to all professionally certified employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers. The Board further recognizes the Association as the exclusive bargaining agent for a period three years, commencing January 1, 1966 and ending December 31, 1968.

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B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement and for the period as specified in Article I of this Agreement. Nothing 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's representatives have 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 business office an assignment authorizing deductions of membership dues or assessment of the Association (including the National Education Association and Michigan Education Association). Such sum shall be deducted as dues from the regular salaries of all teachers requesting and remitted not less frequently than monthly to the Association. Such deductions may be deducted in one lump sum or in three monthly installments at the teacher's option.

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

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 concerted activities for mutual aid and protection. The Board undertakes and agrees that it will not deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379, or other laws of Michigan or the Constitution of the State of Michigan or of the Constitution of the United States: that it will not discriminate against any teacher with respect to hours, wages or 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.

C. The Board agrees to make the Annual Audit available to the Association during regular office hours. Upon the request of the Association they shall be furnished with tentative budgetary requirements, allocations and projections to assist the Association in developing intelligent, accurate, informative and constructive programs on behalf of the teachers and their students.

D. The Association may petition for the use of school buildings on the same basis as any other local civic group. Teachers shall have the right to wear insignia pin, or other identification of membership in the Association at any time. Designated bulletin board space shall be made available to the Association in each building in which regular classes are held.

ARTICLE III

Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in schedule A and schedule B which are attached to and incorporated in this Agreement. Such salary schedule shall remain in effect until such time as it is modified by mutual agreement. Upon written notice to the other party at least 60 days prior to the first day of March either party may reopen the negotiation of such salary schedule. Negotiations may be reopened only once each fiscal year. Negotiations may be opened by either party at any time to cover new positions created under schedule B.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, during the regular school year and during normal teaching hours.

C. Teachers shall not be required to report more than two working days prior to the beginning of classes in the fall or to remain more than two days after classes end in June provided their work is completed and all required reports filed.

D. When it is necessary during the school day for a teacher to engage in negotiation in behalf of the Association with any representative of the Board or to participate in any Professional Grievance proceeding they shall be released from regular duties without loss of salary.

E. A teacher shall be released from regular duties without loss of salary when in actual attendance at a regularly scheduled Michigan Education Association Regional Meeting for this region. This provision will apply only when the days of such meeting may be counted for membership under Michigan Child Accounting Procedures.

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ARTICLE IV

Teaching Hours

A. The teacher's normal teaching hours in the secondary schools shall be as follows:

- (1) Teachers check in no later than 30 minutes prior to the beginning of school for the day.
- (2) Teachers to report to assigned place of duty not later than 20 minutes prior to the beginning of school for the day.
- (3) Teachers shall leave school no earlier than 15 minutes after school dismissal.

B. The Teacher's normal teaching hours in the elementary school shall be as follows:

- (1) Teachers shall be at their assigned place of duty no later than 20 minutes prior to the beginning of school for the day.
- (2) Teachers are to return to their classrooms after noon dismissal not later than 15 minutes before the beginning of afternoon classes.
- (3) Unless permission is granted by the principal, teachers shall leave school no earlier than 15 minutes after dismissal.
- (4) Hours of kindergarten teachers shall be fixed by the principal at the beginning of each semester but in no event shall be longer than the foregoing.

The Board recognizes the principle of a standard forty-hour work week and will, so far as possible, set forth work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board will not require teachers to work in excess of such standard work week within or outside of any school building except for duties which involve extra compensation.

C. No later than the beginning of the 1967-68 school year, all teachers shall be entitled to a duty free uninterrupted lunch period.

ARTICLE V

Teaching Loads and Assignments

A. Teaching loads and assignments must meet the criteria established for accreditation by the Bureau of School Services of the University of Michigan. The Board will strive to obtain the standard of the North Central Association of Secondary Schools and Colleges.

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B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers normally 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.

C. Teachers who will be affected by a change in grade assignment in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted by the Principal or the Superintendent prior to June 1st. If a change is contemplated after June 1st the teacher will be notified immediately at their address of record. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary teachers to different grade levels unless the teacher requests such change.

ARTICLE VI

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 Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the primary 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. The Board agrees to keep the schools reasonably and properly equipped and maintained within budgetary limitation. The teachers shall have the opportunity to submit requisition through their building principal and the superintendent at any time. Teachers will be given the opportunity to make recommendations on capital outlay and replacement of equipment. This provision will not be construed to limit or restrict the Board in their normal purchasing procedures.

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

C. Whenever possible the Board shall make available in each school adequate lunch room, rest room and laboratory facilities exclusively for teachers use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking will be permitted. These provisions shall be included in all new construction.

D. Regular telephone facilities shall be made available to teachers for their reasonable use.

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E. A vending machine for beverages will be installed in each school, upon request, on a space available basis.

F. Wherever possible the Board shall provide adequate parking facilities for teachers in areas restricted to employee parking. Adequate parking facilities shall be furnished on all new building sites. The Board cannot guarantee parking facilities at the present elementary site, but because of the current condition will make every effort to improve parking conditions at this site.

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 the teacher is not within the appropriate concern or attention of the Board excepting cases involving moral turpitude, bringing discredit upon the education profession or bringing discredit upon the school district.

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 advantage 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 VII

Vacancies and Promotions

A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and providing for appropriate posting in every school building. No administrative vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least fifteen days.

B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district and other relevant factors.

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ARTICLE VIII

Transfers

A. Since the frequent transfers of teachers from one school to another is disruptive of the education process and interferes with optimum teacher performance, the parties agree that un-requested transfers of teachers are to be minimized.

B. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.

ARTICLE IX

Leave Pay

A. All teachers absent from duty on account of personal illness or other approved reason shall be allowed full pay for a total of fifteen (15) days in any one school year.

B. Each teacher shall be entitled to an accumulation for the unused portion of each year's leave which shall be available in future years.

C. No sick leave will be paid after an absence of 28 consecutive calendar days at which time the loss of time benefits under the insurance provisions of this Agreement become available.

D. A doctor's certificate may be required for any absence in excess of three consecutive days.

ARTICLE X

Leaves of Absence

A. Any teacher whose personal illness extends beyond 28 consecutive calendar days shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. 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 teacher's allowance shall be granted for the following reasons:

- (1) a maximum of five days per school year for a 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.

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- (3) one day, except when travel requires additional time, for attending at the school graduation of a son, a daughter, husband or wife, not to exceed three days.
- (4) time necessary for the conduct of personal affairs which cannot normally be handled outside school hours not to exceed three days per school year and with the approval of the superintendent or his representative.
- (5) Time necessary for the attendance at the funeral service of a person whose relationship to the teacher warrants such attendance, as determined by the superintendent or his representative.
- (6) Medical and dental appointments that cannot be made except during normal school hours.

C. 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 duty.
- (3) Court appearance as a witness in any case connected with the teacher's employment or the school as long as the appearance is not the result of his own misconduct.
- (4) approved visitation at other schools or for attending educational conferences or conventions.

D. Leaves of absence without pay may be granted upon application prior to June 1st 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.

The regular salary increment occurring during such period shall be allowed. Such leave shall be for a period of one year and may be renewed for an additional year.

E. A maternity leave shall be granted without pay, commencing not later than the end of the sixth month of pregnancy, except 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, when a vacancy exists, within five years.

F. Teachers who are officers of the State or National Association should upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association. Teachers given leaves of absence for this purpose shall receive credit toward annual salary increment on the schedule appropriate to their rank.

G. Military leaves of absence shall be granted to teachers who are inducted or enlist in any branch of the armed forces of the United States. They will receive the benefit of any increments which would have been credited to them had they remained in active service in the school system.

H. The Board shall grant a leave of absence of no less than one year without pay to any teacher to campaign for, or serve in a public office.

ARTICLE XI

Insurance Protection

A. The Board shall provide without cost to the teacher the M.E.A. Insurance Basic Plan II for which their salary makes them eligible. The teacher may elect additional coverage at their own expense through payroll deduction. The teacher must establish their own eligibility for this insurance. This provision will become effective September 1, 1966. Participation by the individual teacher will become effective upon receipt of application after said date.

ARTICLE XII

Teacher Evaluation

A. Each teacher shall be evaluated no less than once each semester as provided by the Michigan Teacher's Tenure Act. Each time an evaluation of the teacher is made, a written report will be rendered. The evaluator will meet with the teacher to discuss the evaluation as soon as practical after the evaluation and in no case later than two weeks after the evaluation, providing both parties to the evaluation are available. The teacher shall have the right to attach a statement to any evaluation report before it is inserted in their personnel file, provided such statement is submitted within three days of the evaluation conference. The teacher may submit a statement at any time for inclusion in their personnel folder.

B. Each teacher shall have the right upon request to review the contents of his own personnel file, once each semester. Unauthorized removal or destruction of material contained in this file shall be grounds for dismissal. A representative of the Association may be requested to accompany the teacher for such review but no time off from regular duty shall be allowed for this purpose.

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C. A teacher shall at all times be entitled to have a representative of the local Association when he is being reprimanded, warned or disciplined for an infraction of discipline or delinquency in professional performance. The teachers shall indicate on a form provided whether or not such representation is requested. Failure to sign such a form will constitute a waiver of this right. When representation is requested no action shall be taken with respect to the teacher until such representative of the local Association is present. When representation is requested outside of normal school hours the Association must provide such representative as soon as practicable and in no event later than 48 hours.

D. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived from 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 the professional ethics asserted by the Board or any agent thereof shall be subject to the Professional Grievance 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 in support of the teacher, the Board recognizes responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not be fairly expected to assume responsibility outside their certification and training.

B. Any case of assault upon a teacher in the normal performance of their duties shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel, through the school attorney, 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 make the service of the school attorney available to the teacher and render all necessary assistance possible to the teacher in his defense.

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D. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher except in cases where the teacher is found guilty of misconduct or performed acts in violation of published school Board or administrative policy.

E. Teachers shall be expected to exercise reasonable care with respect to the safety and care of pupils and property.

ARTICLE XIV

Negotiation Procedures

A. It is contemplated that negotiable items, as outlined in Public Acts 379, 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 other wise 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 II of this Agreement, the parties will promptly negotiate for the purpose reaching an agreement upon a revised salary schedule. At least sixty days prior to the expiration of this Agreement, the parties will likewise 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 control over the other parties selection of the negotiating or bargaining 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 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.

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.

B. Definitions

1. A "grievance" is a claim based upon an event or condition which affects conditions or circumstances related to school operations.
2. The "aggrieved person" is the person or persons making the claim.
3. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this contract.
4. A "party of interest" is the person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
5. The term "days" shall mean calendar days.

C. Purpose: The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the administration or proceeding independently as described in Section F of these procedures.

D. Structure:

1. There shall be one or more Association Representatives (Building Representatives for each school building to be selected in a manner determined by the Association.
2. The Association shall establish a Professional Rights and Responsibilities Committee, which shall be broadly representative and which shall serve as the Association grievance committee. In the event that any Association Representative or any member of the PR & R Committee is a party of interest to any grievance, he shall disqualify himself and a substitute shall be named by the Association.

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3. The building principal shall be the administrative representative when the particular grievance arises in that building.

4. The Board hereby designates the superintendent as its representative when the grievance arises in more than one school building.

F. Procedure: The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent. If the grievance is filed on or after June 1, the time limits shall be reduced in order to affect a solution prior to the end of the school year or as soon thereafter as possible.

1. Level One

A teacher with a grievance shall discuss it with his immediate supervisor or principal: individually, together with the Association Representative or through the Association Representative.

2. Level Two

(a) In the event the aggrieved person is not satisfied with the disposition of the grievance at level one, or if no decision has been rendered within five (5) days after presentation of the grievance, he may file the grievance in writing with the Association's PR & R Committee. The Association Representative will assist in writing the grievance.

(b) Within five (5) days of receipt of the grievance the PR & R Committee shall decide whether or not there is a legitimate grievance. If the committee decides that no grievance exists and so notified the claimant, the teacher may continue to process his claim without Association support. If the committee decides there is a legitimate grievance, it shall immediately process the claim with the superintendent of schools. Within ten (10) days from receipt of the grievance by the superintendent he shall render a decision as to the solution.

3. Level Three

In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) days from date of receipt of grievance by the superintendent, he may refer

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the grievance through the PR & R Committee to the Board of Education's Review Committee. This committee shall be composed solely of members of the Board of Education. Within ten (10) days from receipt of the written referral by the Board, its Review Committee shall meet with the Association's PR & R Committee chairman and the Association's Negotiating Team for the purpose of arriving at a mutually satisfactory solution to the grievance problem. A decision shall be rendered within twenty (20) days.

4. **Level Four**

In the event the grievance is not satisfactorily resolved at Level Three, or if no decision is reached within the twenty (20) day period, the grievance shall immediately be transmitted to the State Labor Mediation Board.

F. **Rights to Representation:** Any party of interest may be represented at all meetings and hearing at any level of the grievance procedure by another teacher or another person. Provided, however, that any teacher may in no event be represented by an officer, agent, or other representative of any organization other than the Association. Provided further, when a teacher is not represented by the Association, the Association shall have the right to be present and state its at the grievance adjustment.

G. **Miscellaneous**

1. A grievance may be withdrawn at any level without prejudice or record. However, if, in the judgment of the Association Representative or the PR & R Committee, the grievance affects a group of teachers, the PR & R Committee may process the grievance at the appropriate level.

2. The grievance discussed and the decision rendered at Level One shall be placed in writing upon request of either party. Decisions rendered at all other levels shall be in writing and shall promptly be transmitted to all parties of interest.

3. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

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4. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

5. Forms for filing and processing grievances shall be designed by the superintendent and PR & R Committee, shall be prepared by the superintendent, and shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.

6. All information necessary to the determination and processing of the grievance shall be made available to all parties.

ARTICLE XVI

Miscellaneous Provisions

A. The Board agrees to maintain a list of substitute teachers. Teachers shall be informed of telephone numbers to be called in order of priority that they shall 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. No polygraph or lie detector device shall be used in any investigation of any teacher or pupil by the school district.

C. The Association shall be duly advised by the Board or its representative 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.

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 duplicated at the joint expense of the Board and the Association and presented to all teachers now employed or hereafter employed by the Board.

F. If any provisions 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 to be in full force and effect.

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ARTICLE XVII

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1966 and shall continue in effect for two (2) years until the 30th day of June 1968. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

By _____
Its President

By _____
Its Secretary

HARTLAND EDUCATION ASSOCIATION

By _____
Its President

By _____
Its Secretary

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SCHEDULE A

I. The following shall be the schedule of basic teacher salaries for the 1966-67 school year.

Experience	Non Degree	B.A.	M.A.
0	\$4750	\$5750	\$6000
1	5000	6000	6250
2	5250	6250	6500
3	5500	6500	6750
4	5750	6750	7000
5	6000	7000	7250
6	6250	7250	7500
7	6500	7500	7750
8	6750	7750	8000

Fractional years of experience will not be credited for new employees.

A maximum of five years credit will be allowed for experience outside this school district.

Teachers employed for twelve months will receive 12/10 of the basic salary they would receive for the regular school year.

Teachers employed for extra weeks will receive 1/40 of their basic salary for the regular school year for each such extra week.

One day's pay shall be computed at 1/190 of a teachers salary for the regular school year.

Teachers required to teach during their regularly assigned preparation period shall be compensated at the rate of \$5.00 per period.

To qualify for the B. A. track of the schedule the teacher must hold a baccalaureate degree from a college or university approved by the Michigan Dept. of Education for teacher preparation. Teachers holding degrees from other colleges or universities may qualify by having their credits accepted by an approved school.

To qualify for the M. A. track of the schedule the teacher must hold a master's degree in school administration, guidance and counseling or a subject field recognized by the State of Michigan for certification. The degree must be from a college or university that meets the same requirements as outlined for the B. A. track.

The Board may exceed the salary schedule for teachers who have demonstrated superior ability in their primary assignment.

SCHEDULE B

II. The following shall be the schedule for teachers performing duties as indicated.

ATHLETICS:

Experience	0	1	2	3	4
Head Football	300	350	400	450	500
Asst. Varsity Football	200	250	300	350	400
J. V. Football	150	175	200	225	250
Head Basketball	300	350	400	450	500
J. V. Basketball	200	250	300	350	400
7 & 8 Basketball	150	175	200	225	250
9th Basketball	150	175	200	225	250
Elementary Basketball	100	100	100	100	100
Varsity Track	150	175	200	225	250
Varsity Baseball	150	175	200	225	250
Athletic Director	200	225	250	275	300
	300	350	400	450	500

Full credit for experience in this school system

OTHER ACTIVITIES

Band High School	250
Band Summer	100
Messiah	150
Spring Chorus	75
Cheerleading	100
Plays (each)	100
F. F. A.	200
G. A. A.	150
School Annual	150

Ticket sellers, bus sponsors, timers, scorekeepers (home games) to be compensated at \$5 per night

Extracurricular activities, not otherwise compensated \$5 per night

Athletics and other activities are not subject to tenure. The Board may drop any activity.

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SCHEDULE A

I. The following shall be the schedule of basic teacher salaries for the 1966-67 school year.

Experience	Non Degree	B.A.	M.A.
0	\$4750	\$5750	\$6000
1	5000	6000	6250
2	5250	6250	6500
3	5500	6500	6750
4	5750	6750	7000
5	6000	7000	7250
6	6250	7250	7500
7	6500	7500	7750
8	6750	7750	8000

Fractional years of experience will not be credited for new employees.

A maximum of five years credit will be allowed for experience outside this school district.

Teachers employed for twelve months will receive 12/10 of the basic salary they would receive for the regular school year.

Teachers employed for extra weeks will receive 1/40 of their basic salary for the regular school year for each such extra week.

One day's pay shall be computed at 1/190 of a teachers salary for the regular school year.

Teachers required to teach during their regularly assigned preparation period shall be compensated at the rate of \$5.00 per period.

To qualify for the B. A. track of the schedule the teacher must hold a baccalaureate degree from a college or university approved by the Michigan Dept. of Education for teacher preparation. Teachers holding degrees from other colleges or universities may qualify by having their credits accepted by an approved school.

To qualify for the M. A. track of the schedule the teacher must hold a master's degree in school administration, guidance and counseling or a subject field recognized by the State of Michigan for certification. The degree must be from a college or university that meets the same requirements as outlined for the B. A. track.

The Board may exceed the salary schedule for teachers who have demonstrated superior ability in their primary assignment.