

66-67

AGREEMENT

THIS AGREEMENT, entered into this \_\_\_\_\_ day of \_\_\_\_\_ 196\_\_  
by and between the Board of Education of the City of Hart, Michigan,  
hereinafter called the "Board", and the Hart Teachers' Club, a member of  
the Michigan Education Association, hereinafter call ed the "Association".

WITNESSETH:

WHEREAS the Board and the Associati on recognize and declare that  
providing a quality education for the children of Hart 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  
record.

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 per diem appointments, classroom teachers, sub-

HART  
Bd. of Educ.

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

stitute teachers, guidance counsellors and librarians, employed or to be employed by the Board, but excluding supervisory and executive personnel and office and clerical employees. 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.

B. The Board agrees not to negotiate with any 'teacher' 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). Such sums shall be deducted as dues from the regular salaries of all teachers and remitted no later than December 1st.

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. 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 Constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms of conditions of employment by reason of his membership in 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 from such public agency, or any 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. Faculty room Bulletin boards and other established media of communication shall be made available to the Association and its members.

D. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information con-

cerning 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 III

#### 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 during the one year term of this Agreement.

B. The salary schedule is based upon a normal weekly teaching load of thirty-eight weeks. Extra required work at organization functions outside of school time shall be compensated at the rate of \$5.00 per period. Extra work at Athletic events shall also be compensated at the rate of \$5.00 per evening. Any other additional work mutually recognized by the Board and the individual involved shall also be so compensated.

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 working days after classes end in the Spring, provided their contracted work is complete.

D. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

E. A teacher shall be released from regular duties without loss of salary at least two days each school year for the purpose of participating in area or regional meetings of the Michigan Education Association.

## ARTICLE IV

## TEACHING HOURS

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

- (1) Teachers check in no later than one-half (1/2) hour before classes begin.
- (2) Teachers at assigned place of duty not later than twenty minutes before classes begin.
- (3) Teachers shall leave school no earlier than one-half (1/2) hour after classes end without office permission.
- (4) Teachers may be required to be in attendance one additional hour for Faculty meetings.

B. All teachers shall be entitled to a duty-free uninterrupted lunch period equivalent in length to the regular student lunch period.

## ARTICLE V

## TEACHING LOADS AND ASSIGNMENTS

A. The normal weekly teaching load in the senior and junior high school will be 25 teaching periods or supervised study periods and 5 conference periods. The normal weekly teaching load in the elementary schools will be 30 teaching periods. 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 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 their principals as soon as practicable. Such changes will be voluntary to the extent possible.

#### ARTICLE VI

#### TEACHING CONDITIONS

A. 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.

B. 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 and with the following as recommended maxima:

- (1) Kindergarten - 22 pupils
- (2) Elementary school grades - 25 pupils

The maximum class size recommended per teacher in the secondary schools shall be as follows:

- (1) Social Studies, General Education, Mathematics, Science and Business - 25 pupils
- (2) Typing - 30 pupils
- (3) Industrial Arts - 20 pupils
- (4) Drafting - 30 pupils
- (5) Vocational Shops - 20 pupils
- (6) Homemaking - 20 pupils

- (7) Music - 35 pupils
- (8) Art - 25 pupils
- (9) Physical Education - 40 pupils
- (10) Health Education - 25 pupils
- (11) English and Language - 100 pupils per day

C. 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 ~~best~~ 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 and properly equipped and maintained.

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

E. The Board shall make available when possible in each school a room for teachers use, exclusively for lunchroom and lounge facilities. A restroom and lavatory facilities exclusively for teacher use shall also be provided.

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

G. Parking facilities shall be made available to teachers for their exclusive use during school hours.

H. 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.

I. 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 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 vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least seven calendar 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. An applicant with less service in the system shall not be awarded such position unless his qualifications therefor shall be substantially superior to applicants with greater service. The Board agrees to consider promotions from within its own teaching staff, including promotions to supervisory and executive levels. Service in the system, for purposes of this Agreement, shall mean continuous employment in a school of the district, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause.

## ARTICLE VIII

## TRANSFERS

A. Since the frequent transfers of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. In the event that transfers of teachers appear to be necessary, lists of available positions in other schools shall be posted in the same manner as provided in Article VII.

C. 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 illness in the immediate family or any other approved reason shall be allowed ten (10) leave days per year at full salary. All unused leave days shall accumulate to sixty days plus ten days for the current school year.

B. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law, shall receive from the Board the difference between the allowance under the Workmen's Compensation Law and his regular salary for the duration of the illness with subtraction of sick leave days, only up to the amount of money paid out by the Board.

C. A sick leave bank will be created by each teacher donating a sick leave day.

D. A teacher who has less than thirty days accumulative sick leave may borrow so as not to exceed a total of thirty days of sick leave. If their contract for the following year is not signed by May 1st the money will be deducted from their remaining pay checks. If the teacher leaves and the borrowed sick leave days are not repaid, they will be deducted from the sick leave bank.

## ARTICLE X

### LEAVES OF ABSENCE

A. Any teacher whose personal illness extends beyond the period compensated under Article IX shall be granted a leave of absence without pay for such time as 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, when available.

B. Leaves of absence with pay not chargeable against the teacher's sick leave allowance shall be granted for the following reasons:

1. At least one (1) day for the conduct of personal affairs which cannot normally be handled outside school hours, when approved by administration. Additional days may be granted for such reason at the discretion of the Board.
2. At the discretion of the Board, time may be granted for attendance at a funeral service.
3. A maximum of five days per school year for a death in the immediate family, consisting of parents and parents of spouse, brothers, sisters, spouse and children.
4. 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.
5. Board approved visitation at other schools or attending education conferences or conventions, including Association meetings.
6. Time necessary to take the selective service physical examination.

C. Leaves of absence without pay shall be granted upon application for the following reasons:

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, subject to Board approval.

The regular salary increment occurring during such period, maximum of one year, shall be allowed.

D. A maternity leave shall be granted without pay. The teacher shall be entitled to return from such leave at any time within five years should a vacancy occur.

E. Leave of absence may be granted of up to two years to any teacher who joins the Peace Corps as a full time participant in such program. Any period so served shall be treated as time taught for the purpose of the salary schedule set forth in Appendix A of this Agreement.

F. Pursuant to Section 572 of the School Code of 1955, teachers who have been employed for seven years may be granted a leave of one year for study or travel. A teacher, upon return from such leave, shall be restored to his former position or to a position of like nature, seniority and status. Any period spent on such leave shall be treated as teaching service for purpose of applying the salary schedule set forth in Schedule A of this Agreement. The Board will allow one such leave per year and may at their discretion allow two or more.

G. Teachers who are officers of the local Association or are appointed as a representative by the staff shall, upon proper application, be given leave of absence, not to exceed three days per year with pay for the purpose of performing duties for the local Association.

H. Military leaves of absence shall be granted to any teacher who *or shall enlist, for no longer than 4 years, upon notice of induction* shall be inducted, for military duty in any branch of the armed forces of the United States.

I. The Board may grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office: the length of such leave shall be mutually agreed upon by the parties involved.

#### INSURANCE PROTECTION

A. 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.

1. 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 training education, athletic coaches, science teachers, homemaking teachers and shop teachers.

#### 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 a representative of the Association when being reprimanded 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. Such representative shall be selected by the mutual consent of the Board and the teacher, or agent of same.

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 the 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. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. 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 shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authority; provided however, the Board shall not be obligated to employ legal counsel,

Pay costs of suit or incur any other type of financial obligations in reference to the prosecution of a civil suit instituted by the teacher resulting from the assault.

C. If any teacher is complained against by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel to be designated by the Board and the Board will render any necessary assistance to the teacher in his defense; provided however, the Board shall not be obligated to employ legal counsel to represent the teacher or to render any assistance to the teacher in the event of criminal proceedings and/or civil action instituted against a teacher wherein it is claimed by the aggrieved party that the teacher was guilty of gross negligence or gross neglect of duty.

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

E. If a teacher is injured while in the line of duty, free medical, surgical or hospital care, in excess of individuals hospitalization and workmens compensation, will be furnished by the Board at a designated hospital.

F. 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 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 co-operate in arranging meetings, selecting representatives for such meetings, fur-

nishing necessary information and otherwise constructively considering and resolving any such matters.

B. At least sixty days prior to the 1st day of May 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 selection of the negotiating or bargaining representatives of the other party and each party may select its own 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 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 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 hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within five calendar days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. It shall not be mandatory for the teacher to be present at such meeting unless the Board notifies the designated representative that the presence of the teacher at the meeting will be required by the Board. 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 calendar days thereafter to approve or disapprove the grievance. 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 fifteen calendar 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 twenty calendar 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 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. In the event either party desires to resolve the grievance by arbitration as above outlined, rather than submission of the grievance to the State Labor Mediation Board, or to a mediator of said public agency, the party requesting arbitration shall pay the costs of arbitration.

#### ARTICLE XVI

##### PROFESSIONAL STUDY COMMITTEES

A. Professional Study Committees may be established by the Board as needed. The expenses of such committee shall be borne by the Board. Representatives of 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.

#### 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 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 substituting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

G. All provisions of this contract, with the exception of the salary schedule, will apply to all type A Special Education teachers.

H. All provisions of this contract, excluding salary and sick leave provisions, will apply to all teachers who have served one full school year in the system and who will be employed by the Board for summer school instruction.

ARTICLE XVIII

DURATION OF AGREEMENT

A. This Agreement shall be effective as of 1st day of July, 1966 and shall continue in effect for one (1) year until the 30th day of June, 1967. 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

HART TEACHERS' CLUB

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Secretary

Reviewed as to form by  
Michigan Education Association

Counsel

SCHEDULE A

PROFESSIONAL COMPENSATION

Years of Experience	Index	1966-1967
0	1.00	\$5,000
1	1.05	5,250
2	1.10	5,500
3	1.14	5,700
4	1.18	5,900
5	1.22	6,100
6	1.26	6,300
7	1.30	6,500
8	1.34	6,700
9	1.38	6,900
10	1.42	7,100

B. The following will be used for teachers with additional hours of credit.

Master's Degree ----- \$300 in addition to salary.  
 Fifteen hours toward Master's Degree \$150 in addition to salary.  
 Fifteen graduate hours above the Bachelor's Degree in the teacher's field of study beyond the 10 hours needed for permanent certificate \$150 in addition to salary.

C. Outside experience ----- 5 years - 5 years  
 6-7-8 years - 6 years  
 9 & above years - 7 years

D. Increments become effective with the first pay under the new school year in the fall of each year and advancement under the salary schedule shall be automatic. Advancement on the salary schedule shall be automatic as of the beginning of the school year in the fall following the completion of required academic or professional courses as described in Section B of Schedule A.

E. Extra pay items:

Coaching: Head football coach 8% of salary  
 Assistant football coach - 5% of salary  
 Reserve football coach --- 5% of salary  
 Head basketball coach - 8% of salary  
 Reserve basketball coach - 5% of salary  
 Freshman basketball coach - 2.5% of salary  
 Junior High basketball coach - 2.5% of salary  
 Baseball coach ----- 4% of salary

E - (continued)

Track coach --- 4% of salary  
Dramatics ----- 5% of salary  
Band ----- 5% of salary

Pay for extra duties will be based on the teacher's B S. or A.B. degree, unless the work involved is in the field of their M.A. degree. Extra pay will be based on the 38 week salary.

F. Non-degree teacher will receive \$50.00 less in raise than the lowest degree teacher raise.

G. Substitute teachers with a degree shall receive \$20.00 per diem.

H. The Agriculture teacher is to be paid on a 50 week basis.

I. The Home Economics teacher shall receive her pay on a 42 week basis.

J. The Band instructor shall receive his pay on a 45 week basis.

K. Up to 5 years of outside experience will be granted on the salary schedule for non-degree teaching.