

Holland 9

OCT 30 1970

6/30/71

1970-71

AGREEMENT

between

BOARD OF EDUCATION

OF THE

SCHOOL DISTRICT OF THE CITY OF HOLLAND

AND

HOLLAND EDUCATION ASSOCIATION

Holland Board of Education

RECEIVED(2)

NOV 3 1970

PROFESSIONAL NEGOTIATIONS

Holland Public Schools
Holland, Michigan
1970-71

7/1/70-6/30/71

MEA
1216 Wendale
E. Lansing, MI
48823

This agreement entered into this 1st day of July, 1970, and between the Board of Education of the City of Holland, Michigan, hereinafter called the "Board" and the Holland 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 the School District of the City of Holland is their mutual aim and that the character of such education depends 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 Holland Education Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional certificated personnel employed by the Board, but excluding the following: substitutes not under contract,

supervisory and administrative personnel. Further the following supervisory and administrative personnel are excluded from the bargaining unit of the Holland Education Association: Superintendent, Director of Curriculum and Personnel, Elementary Coordinator, Building Principals, Assistant Principals, Director of Vocational Education, School Psychologist, Director of Guidance and Counseling, Director of Community Swimming Pool, Conservation Director, Special Education Director, Adult Education Director.

The term "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the Bargaining or negotiating unit.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

ARTICLE II

Board Rights

A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

1. To exercise executive management and administrative control of the school system and its properties and facilities, and the activities of its employees.
2. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees.
3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature.
5. To determine class schedules, the hours of instruction, and duties, responsibilities, and assignment of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and the laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE III

Teacher and Association Rights

A. The Board agrees to observe all the rights given to the Association pursuant to Act 379 of the Public Acts of 1965. This shall not be construed to deny or restrict any employee rights established under the Michigan General School Laws or any other laws and regulations.

B. The Board specifically recognizes the right of the Association appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency pursuant to the provisions of this agreement.

C. The Board agrees to provide to the Association such reports as are available to the Board at the same time they become public information. Any requests for additional information not available in published reports shall be granted at the discretion of the Superintendent. Any request and response shall be in writing.

D. The Board recognizes its responsibility to give support and assistance to teachers with respect to the maintenance of control and discipline

in the classroom as specified in the Holland Public School Discipline policy.

ARTICLE IV

Professional Negotiations

A. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. Each negotiating team shall not exceed six (6) members in number. The parties mutually pledge that their representatives will be clothed with all necessary powers and authority to make proposals, consider proposals, and make decisions in the course of negotiations.

B. When the contract has been tentatively agreed upon, every effort will be made by the Association and the Board to obtain ratification. It is recognized that no final agreement between the parties may be executed without ratification by the Association membership and the Board.

C. 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.

ARTICLE V

Communications

A. Representatives of the Board and the Association shall meet monthly, September through June, for the purpose of reviewing the administration of the contract and other matters of mutual concern.

Each party shall submit to the other, one week prior to any scheduled meeting, an agenda covering items to be discussed.

B. The building principal and the Association representative shall meet monthly, September through June, for the purpose of reviewing the administration of the existing contract and policy.

ARTICLE VI

Grievance Procedures

A. DEFINITIONS

1. A "grievance" is a written claim of an alleged violation, misinterpretation, or a misapplication of any provision of this agreement.
2. Recognizing that there are other potential areas of disagreement which would be non-contractual matters, a communications medium for resolving these problems in the interim between contract negotiations is established.
3. The "aggrieved person" is the person or persons making the claim.
4. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this contract.
5. The term "days" shall mean consecutive attendance days.

B. PURPOSE

The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties.

C. STRUCTURE

1. The Association shall designate an Association Building Representative for each unit.
2. The Association shall establish a Grievance Committee consisting of no less than three (3) members.
3. The Building Principal or immediate supervisor shall be the administration's representative when the particular grievance arises in a unit.
4. The Board hereby designates the superintendent as its representative.

D. TIME LIMITS

1. 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, in writing, by mutual consent.
2. If a teacher does not file a grievance in writing within twenty (20) attendance days after the act or conditions on which the grievance is based occurred, then the grievance shall be considered waived.
3. Failure by the aggrieved at any level to appeal a grievance to the next level within the specified time limits should be deemed to be acceptance of the decision rendered at that level.

E. INFORMAL PROCEDURES

1. If a teacher feels that he has a grievance, he shall first discuss the matter with his principal or other appropriate administrator in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, he shall have the right to have the Association Building Representative assist him in further efforts to resolve the problem informally with the principal or other appropriate administrator.

F. FORMAL PROCEDURES

1. Level One - School Principal

- a. If an aggrieved person is not satisfied with the outcome of informal procedures, or if he has elected not to utilize them, he may present his claim as a formal grievance in writing to his principal or other appropriate administrator.
- b. The aggrieved shall submit a copy of the alleged grievance to the superintendent, principal and Association's Grievance Committee.

2. Level Two - Superintendent of Schools

- a. If the aggrieved person is not satisfied with the decision of his grievance at Level One, he may, within three (3) days after the decision, or within eight (8) days after his formal presentation, file his written grievance with the Association's Grievance Committee for referral to the Superintendent of Schools.
- b. The Grievance Committee shall, within five (5) days after receipt, refer the grievance to the Superintendent, but prior to so doing, the committee shall provide an opportunity for the aggrieved person to meet with the committee to review the grievance and to determine appropriate documentation.
- c. The Superintendent shall, within ten (10) days after receipt of the referral, meet with the aggrieved person and with a representative of the Association's Grievance Committee for the purpose of resolving the grievance.
- d. The Superintendent shall, within three (3) days after the hearing, render his decision in writing to the aggrieved person, with a copy to the Association's Grievance Committee.

3. Level Three - Board of Education

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, he may, within three (3) days after the decision or within six (6) days after the hearing, file the grievance again with the Association's Grievance Committee for appeal to the Board of Education.

- b. The Association's Grievance Committee shall, within three (3) days after receipt, refer the appeal to the Board of Education.
 - c. The Board of Education shall, within ten (10) days after receipt of the appeal, meet with the aggrieved person and with the representatives of the Association's Grievance Committee for the purpose of reviewing the grievance.
 - d. The Board shall, within three (3) days after such meeting, render its decision in writing to the aggrieved person, with a copy to the Association's Grievance Committee.
4. Level Four

In the event the grievance is not resolved at Level Three, the grievance may be transmitted to the Michigan Employment Relations Commission, with appropriate notice to the Superintendent, within ten (10) days following the Board's decision.

ARTICLE VII

Teaching Hours and Loads

A. TEACHING DAY

1. All elementary teachers shall arrive for duty at their respective schools not later than one-half hour prior to the beginning of school in the morning. They shall remain for one-half hour after the regular afternoon dismissal time of the building in which they teach. They will have duty free lunch.
2. All secondary school teachers (grades 7-12) shall arrive for duty prior to 8 A.M. and will remain until 4 P.M. A duty free lunch period equal to a regular class period shall be provided.

B. ADDITIONAL ASSIGNMENTS

1. Because the educational process is not confined to the school day, the Board and the HEA recognize that teachers should take part in extra-curricular activities. The importance of this area is such that the parties agree that participation should become part of the evaluation process.
2. Teachers who are asked to teach all or part of a class, when the regular teacher is absent and a substitute teacher is not immediately available, will be paid at the rate of .1% of the B.A. base salary per hour.

3. Compensation for additional assignments at Junior High School will be:

<u>Teaching Assignments</u>	<u>Study Supervision</u>	<u>Conference Period</u>	<u>Compensation Factor as Multiple of Contract Salary</u>
5	2	0	1-1/12
6	0	1	1-1/12
6	1	0	1-1/6
7	0	0	1-1/4

4. Teachers shall not be assigned, except in emergency or for good cause, to subjects and/or grades outside the scope of their teaching certificates or qualifications. Final determination of "good cause" shall be made by the administration after consultation with the teacher involved.

C. ELEMENTARY PREPARATION TIME

1. With the consent of the principal and specialist, elementary teachers may use for preparation all the time during which their classes are receiving instruction from various teaching specialists.
2. Elementary specialists shall be provided with relief time.

D. PUPIL-TEACHER RATIO

1. In keeping with the philosophy of the Holland Public Schools for quality education, the Holland Education Association and the Board of Education agree that insofar as funds are available, every effort will be made to establish a desirable pupil-teacher ratio.
2. In those classes which involve the integration of Special Education students into the regular program, every effort will be made to provide favorable pupil-teacher ratio, using state recommendations as a guide. Teachers opposed to such integration are encouraged to request a transfer to another building.
3. The Board of Education, recognizing existing conditions within the Junior High School, and considering the availability of space, competent professional personnel and the economic condition of the school district, will continue to seek ways to improve and equalize teaching loads and assignments.

ARTICLE VIII

Vacancies and Promotions

- A. Teachers who desire a transfer or change of assignment may make desires known on the annual questionnaire or by letter to the Superintendent of Schools. Such requests will be acknowledged in writing and must be renewed each year on or before March 1.
- B. Whenever any vacancy in any teaching position in the District shall occur during the school year the Board of Education shall publicize the same by posting written notice of such vacancy. Copy of such vacancy shall be sent to the president of the association or his designee. Such notices shall contain procedures for application.
- C. Vacancies shall be filled by the Board with the best qualified person available. The Board declares its intention to give full consideration to present staff members. Any teacher who has filed written application for a position will be notified when the position is filled. The decision of the Board as to the filling of such vacancies shall be final.
- D. Permanent appointments to administrative, supervisory, or newly created positions will not be made until ten (10) calendar days following the giving of notice of vacancy to the president of the association or his designee.

ARTICLE IX

Leaves of Absence

A. SICK LEAVE

1. Every full time teacher shall be granted for the first full fiscal year of employment fifteen (15) days of sick leave with pay and ten (10) days for each succeeding full fiscal year subject to the limitations provided hereinafter.
2. Sick leave is earned and credited at the rate of ten (10) days per year accumulative to one hundred (100) days. Previously accumulated leave plus ten (10) days shall be credited at the beginning of each school year for all full time teaching personnel.
3. Sick leave time may be used for absence from duty because of personal illness or injury. Absence with pay for illness or injury in the immediate family may not exceed three (3) days per school year, but such time shall be deducted from sick leave.
4. If it is believed by the Board, or its agents, that any teacher has abused any portion of the leave policy, the Board may require a teacher to submit to a physical or mental examination by a physician of the Board's choosing to determine whether sick leave is warranted. Such requested examination will be at the Board's expense. If the belief is well founded, the Board will charge the teacher one day's salary for each day absent. Abuse of leaves will be grounds for reprimand, penalties, and/or possible dismissal.

B. EMERGENCY LEAVE

1. Leaves of absence for emergencies and other situations which necessitate a teacher's absence may be granted without loss of pay at the discretion of the Superintendent, provided such request is made in writing, when appropriate. Days granted in accordance with this paragraph will be deducted from accumulated sick leave.
2. A teacher subpoenaed to give testimony, except in his own defense, may be released from teaching duties and may not have such days deducted from sick leave. Said teacher will not receive more than his per diem teacher pay.

If fully exonerated, a teacher testifying in his own defense will receive his full rights and responsibilities under this contract.

C. EXTENDED LEAVE

1. Requests for leaves of absence for a period up to and including one school year may be granted by the Superintendent at his discretion subject to the following conditions:
 - a. The request for such leave must be made in writing to the Superintendent at least sixty (60) days prior to the date the leave is to begin.
 - b. Following leave said teacher may be assigned to his former position only if that position is vacant. Otherwise the teacher will be assigned to such position as is vacant at the time at which the teacher will be returning, consistent with the teacher's qualification and training, as the Administration may determine.
 - c. A teacher returning from a year's leave of absence will be placed on the salary schedule one step higher than when the leave was granted. One additional year of credit may be given at the discretion of the Superintendent.
 - d. Any teacher on a leave of absence shall neither accumulate nor draw sick leave or participate in Board granted fringe benefits until again re-employed by the Holland Board of Education.

D. ACCUMULATED LEAVE

1. All accumulated leave time shall terminate upon severance or suspension of employment. However, if alleged contract or discipline violations which prompted severance or suspension prove to be unwarranted, all accumulated leave due said teacher shall be reinstated.
2. All accumulated leave time shall terminate with the conclusion of the school year in which a teacher attains his 65th birthday. Thereafter, any teacher employed on a year-to-year basis shall be entitled to ten (10) sick leave days annually which are non-accumulative.

E. PROFESSIONAL LEAVES

1. The Board wishes to encourage improvement in professional knowledge and competence for staff members. To that end the Board will contribute \$25.00 per teacher, per year, to the Professional Leave Fund.
2. Request for taking leave to attend conferences and other professional days shall be made through the principal or department chairman using the Conference-Convention application form.
3. A maximum of \$25.00 per day shall be allowed for leaves and/or transportation time.
4. Money for conference or conventions that are reimbursable shall not be drawn from conference money pool, however, the same form for application to attend conference shall be used.
5. Any teacher not taking this leave is entitled to add one day per year to the sick leave total.

F. CONTINUITY OF OPERATION

1. If an emergency and/or an act of God necessitates the closing of the Holland Public Schools, teachers will not have to report to their assigned buildings.

ARTICLE X

Qualifications and Assignments

- A. The Board will make every effort to hire degree teachers.
- B. Credit for teaching and related experience
1. A teacher upon being employed by the Board shall be placed on the salary schedule on the basis of one year of credit for each year of teaching experience.
 2. The teacher who has related work experience may be given up to five (5) years of credit for said work experience.
 3. In no case shall a newly employed teacher be credited with more than nine (9) years of teaching experience.
- C. Assignments
1. The inclusion of any extra duty assignment on the pay scale of this contract merely enumerates the compensation for the assignment if it is made by the Board. Specifically, this contract does not include any obligation on the part of the Board to make such assignments.

2. Every effort will be made to notify teachers of assignments and changes at the earliest possible time.
 3. Extra pay duty assignments shall be made in writing prior to the beginning of the activity. Such positions will be considered vacant annually with appointments made by the building principal with the consent of the Superintendent.
 4. Department chairmen, elementary representatives, and elementary band and orchestra directors shall be appointed by the Director of Curriculum and Personnel.
- D. When there is reason to question the physical and/or the mental health of a teacher, the Board may require the teacher to submit to a physical and/or mental examination by a physician of the Board's choosing. Such requested examination will be at the Board's expense. Examination results may be used to determine grounds for suspension or termination of employment.

ARTICLE XI

Curriculum Development

A. DEPARTMENT CHAIRMEN

The Board recognizes the need for reimbursed department chairmen. The Board reserves the right to leave these positions vacant when it believes conditions warrant this decision.

Subject to the above statement, department chairmen and vice chairmen will be appointed as follows:

1. The English, mathematics, social studies, language, science, business and industrial arts departments will have chairmen who will function at the secondary level.
2. The art, music, physical education, and special education departments will have chairmen who serve on a kindergarten through twelfth grade basis.
3. The English, mathematics, social studies and science departments will have a chairman and a vice chairman, one serving at the junior high school level and the other at the senior high school level.
4. The music department shall have a chairman and two (2) vice chairmen. The selected persons will provide leadership and coordinate the activities within the vocal, instruments, and orchestra programs.
5. Department chairmen and/or vice chairmen shall be appointed annually by the Director of Curriculum with the approval of the Board of Education. Each department chairman will serve on the Instructional Council.

6. Compensation for chairman and vice chairman shall be paid on a 60/40 basis. Compensation for Music Department Chairman and two (2) vice chairmen shall be on a 40-30-30 basis.

B. INSTRUCTIONAL COUNCIL

Teachers, administrators, and Board recognize that all school instructional programs need continued study and evaluation. The Board shall, therefore, form an Instructional Council.

The following define the composition, duties, and authority of this Council:

1. The Council shall be composed of teachers and administrators.
2. Department Chairmen shall be members of the Council.
3. Four elementary teachers, one from each of the following levels: kindergarten, lower, middle, and upper, shall be appointed by the Director of Curriculum, as members of the Council.
4. The Director of Curriculum shall be chairman of the Council.
5. The Instructional council shall serve in an advisory or consultative capacity to the Board of Education and the Administration.
6. The Council shall formulate and establish rules for conducting the meetings subject to the approval of the Administration.
7. Minutes of each Instructional Council meeting shall be recorded and distributed to the members of the Board's Curriculum Committee.
8. All Instructional Council recommendations will be presented to the Curriculum Committee of the Board when endorsed by the Administration.
9. The Instructional Council shall meet at least once a month during the school year. Proposed agenda items must be submitted to the Curriculum Director one week prior to the meeting date.

ARTICLE XII

Professional Dues/Fees/Payroll Deductions

- A. Any teacher who is a member of the Association, or has applied for membership may sign and deliver to the Board by the 3rd Friday of September, on forms provided, an assignment authorizing deductions of membership dues in the HEA, MEA and NEA. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1, of any year. Pursuant to such authorization, the Board shall deduct one-tenth of such dues from the second regular salary check of the teacher each month for ten (10) months, beginning

in September and ending in June. Deductions for teachers employed after commencement of the school year shall be appropriately pro-rated to complete payments by the following June. A monthly check shall be sent to the HEA and MEA.

- B. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for: Northwestern Mutual Tax Sheltered Annuity, Ottawa County School Employees Credit Union, Holland United Fund, and other fringe benefits as negotiated.
- C. The annual contractual salary shall be paid either in twenty-one (21) equal payments payable bi-weekly, beginning on the 2nd Friday in September with final payment on the last day of school, or payable in twenty-six (26) equal payments, also bi-weekly, beginning on the 2nd Friday in September, a double check on the last day of school, and final payment on June 30. The number of payments selected by the teacher at the beginning of the school year will remain constant throughout the school year.
- D. Selection of payment plan and benefit alternatives must be authorized by the teacher, in writing, prior to the 4th Friday in September on forms provided. (See Appendix B)
- E. Benefits for part time teaching personnel shall be pro-rated.

ARTICLE XIII

Professional Behavior

- A. 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. The Association shall accept responsibility to deal with ethical problems in accordance with the terms of such Code of Ethics of the profession. The Association shall establish a Professional Ethics Committee to process such violations.
- B. The Association recognizes that willful deficiencies in professional performance, or other violations of discipline by a teacher creates undesirable conditions in the school. The breach by a teacher of this contract shall be considered unprofessional behavior and shall constitute grounds for reprimand and/or penalties. Continued or flagrant violations will constitute good cause for dismissal.
- C. Letters which formally warn the teacher or record disciplinary action taken shall be sent to the teacher involved and a copy to the Association president. Said communication shall identify the problem and the section of the contract presumed to have been violated.

Any teacher who wishes to take exception to a written reprimand must respond in writing and shall present same with his association representative to the principal and Superintendent, or his designee.

ARTICLE XIV

Teacher Evaluation

- A. The Board and the Association recognize the importance of securing well developed procedures for evaluating probationary teachers.
- B. The evaluations of all probationary teachers shall be in writing. Three evaluations shall be scheduled during the school year. One evaluation shall be completed prior to each of the following dates: November 1, January 15, and March 1.
- C. Evaluations shall be conducted by a building principal and/or full time administrators. Written evaluations shall be based on actual classroom visitations.
- D. During a personal interview a copy of the written evaluation shall be submitted to the teacher within ten (10) days following the classroom observation.

ARTICLE XV

Professional Compensation

The following appendices are incorporated herein by reference as if each appendix were written out hereunder in full.

- A. Salary - Appendix A
- B. Fringe Benefits - Appendix B
- C. Extra Pay for Extra Duties - Appendix C
- D. Miscellaneous Schedule - Appendix D

ARTICLE XVI

Calendar

The regular school year for 1970-71 shall be 180 student attendance days and four (4) teacher days. (Appendix E)

ARTICLE XVII

Termination Clause

This agreement shall be effective as of July 1, 1970, and until
June 30, 1971.

IN WITNESS WHEREOF the parties have caused this agreement to be executed
by their authorized representatives as of the 28th day of September, 1970.

HOLLAND EDUCATION ASSOCIATION

By Roger Plagenhoef
President

By Marcia Vanderwel
Secretary

By Donald Rohlck
Chairman, Negotiating Committee

By Fred Russell Freers
Member, Negotiating Committee

By Daniel Porretta
Member, Negotiating Committee

By Kenneth Taylor
Member, Negotiating Committee

By Myles Runk
Member, Negotiating Committee

By Donald Johnson
Member, Negotiating Committee

By Betsy Paarlberg
Member, Negotiating Committee

HOLLAND BOARD OF EDUCATION

By James O. Lamb
President

By John Keuning
Vice President

By Katherine S. MacKenzie
Secretary

By Charles L. Bradford, Jr.
Treasurer

By Robert Gosselar
Trustee

By A. James Prins
Trustee

By John Weeber
Trustee

APPENDIX A

SALARY SCHEDULE

1970-1971

<u>B.A. SCHEDULE</u>		<u>M.A. SCHEDULE</u>	
1.	\$7,420	1.	\$7,840
2.	7,740	2.	8,160
3.	8,060	3.	8,480
4.	8,370	4.	8,800
5.	8,690	5.	9,120
6.	9,010	6.	9,540
7.	9,330	7.	9,960
8.	9,650	8.	10,390
9.	9,960	9.	10,810
10.	10,280	10.	11,240
11.	10,600	11.	11,660
12.	10,920	12.	12,080
		13.	12,400

FRINGE BENEFITS

- A. The Board shall pay for the annual required TB test and shall determine the time, place and physician.

- B. The Holland Board of Education will provide Full Family Health Insurance through either MEA Super Med or Blue Cross/Shield for all eligible members of the bargaining unit and their eligible dependents. Coverage will commence October 1 and continue for a full twelve (12) month period for all employees who complete the terms of their teaching contract.

Employees not eligible for hospital insurance shall be allowed the equivalent of a single subscriber premium towards the purchase of any of the options.

The Board's contribution will be equivalent to the lowest prevailing rate of the above two plans (Blue Cross/Shield or MEA).

APPENDIX C

EXTRA PAY FOR EXTRA DUTIES

Compensation is based on the B.A. base salary of this contract. These assignments are one year non-tenure appointments.

<u>ATHLETICS</u>	<u>DISBURSEMENT</u>
Athletic Director - High School	9%
Varsity Football	15
Varsity Assistant	10
Varsity Assistant	10
Junior Varsity	10
Junior Varsity Assistant	8
Varsity Basketball	15
Junior Varsity Basketball	10
Varsity Track	8
Varsity Track Assistant	5
Varsity Track Assistant	5
Varsity Baseball	8
Varsity Assistant Baseball	5
Cross Country	5
Tennis	8
Golf	5
Varsity Swimming (Boys)	11
Varsity Swimming (Girls)	6
Wrestling	11
Assistant Wrestling	5
Gymnastics	6
Ticket Manager	5
Jr. High Athletic Director	8
9th Grade Football	7
9th Grade Ass't Football	5
8th Grade Football	4
8th Grade Ass't Football	3
9th Grade Basketball	7
8th Grade Basketball	5
7th Grade Basketball	4
Gymnastics	4
Junior High Wrestling	5
Junior High Swimming	5
Tennis	4
Track	5
Assistant Track	3
<u>ACTIVITIES</u>	
G.A.A.	4
Athletic Sisters	4
Dutch Dance	7
Debate	4
Senior Play	4
Forensics	3
Senior High Cheerleading	3
Senior High Intramural	7
Junior High Cheerleading	3

APPENDIX C - Cont'd

<u>MUSIC</u>	<u>DISBURSEMENT</u>
H.S. Band Director	8%
Ass't H.S. Band Director	2
High School Orchestra	5
High School Vocal Music	5
Junior High Band	5
7th Grade Band	4
Junior High Orchestra	5
Elementary Band	4
Elementary Orchestra	4
 <u>ADVISORS</u>	
*Senior Class	12
*Junior Class	4
*Sophomore Class	3
Boomerang	9
Herald	9
Echo	5
Hi Lites	5
Performing Arts Center Supervisor	11
I.P.D.	10
Safety Patrol	2
 <u>DEPARTMENT CHAIRMEN</u>	
Elementary Representatives	1
Music	8
Industrial Arts	7
Science	8
Art	7
Foreign Language	6
English	8
Social Studies	8
Mathematics	8
Business Education	5
Physical Education	8
Special Education	7

*The percentages assigned represent total amounts to be distributed among class advisors and co-chairman.

SUMMER PROGRAMS AND/OR ADULT EDUCATION

1. Summer school employees for 1971 summer shall be paid on the basis of this agreement.
2. B.A. base pay divided by 182 days equals per diem pay.
3. Per diem pay divided by 7 equals hourly rate.
4. Maximum hourly rate can be achieved in five years with 5% increase annually.
5. No transfer credit will be accepted.
6. Advancement on the schedule will occur within a given program only.

TRAVEL ALLOWANCE

1. Allowance for out of town travel will be paid at the rate of 10¢ per mile. Mileage to be figured from post office to post office.
2. Itinerant teachers within the district shall receive an annual car allowance of \$100 plus 10¢ per mile as per policy.

APPENDIX E

A. CALENDAR FOR 1970-71 SCHOOL YEAR

September 1, A.M. (Tuesday)	Pre-school Building Meetings
September 1, P.M. (Tuesday)	9th Grade Students East Unit (H.S.) Students
September 2, A.M. (Wednesday)	All Elementary Students 7th Grade Students
September 2, P.M. (Wednesday)	8th Grade Students West Unit (H.S.) Students
September 3 and 4	Classes all day for all students
September 7 (Monday)	Labor Day
November 5 and 6 (Thursday & Friday)	M.E.A. Regional Conference
November 26 and 27 (Thursday & Friday)	Thanksgiving Vacation
December 23 (Wednesday)	Christmas Vacation Begins
January 4, 1971 (Monday)	Classes Resume
January 29 (Friday)	End of First Semester
April 5 (Monday)	Spring Vacation Begins
April 12 (Monday)	Classes Resume
May 31 (Monday)	Memorial Day (3 day weekend)
June 6 (Sunday)	Baccalaureate
June 10 (Thursday)	Commencement
June 10 (Thursday)	Schools Close