

8/15/76

TABLE OF CONTENTS

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Hopkins B.O. of Education

	AGREEMENT
ARTICLE I	RECOGNITION
ARTICLE II	TERM OF CONTRACT
ARTICLE III	BOARD RIGHTS
ARTICLE IV	STRIKE PROHIBITION
ARTICLE V	TEACHERS' RIGHTS
ARTICLE VI	BOARD OF EDUCATION POLICIES
ARTICLE VII	PROFESSIONAL COMPENSATION
ARTICLE VIII	LEAVE OF ABSENCE
ARTICLE IX	PERSONAL LEAVE
ARTICLE X	PROFESSIONAL LEAVE
ARTICLE XI	SUBSTITUTE TEACHERS
ARTICLE XII	PAYROLL DEDUCTIONS
ARTICLE XIII	PROFESSIONAL DUES
ARTICLE XIV	TEACHER HOURS
ARTICLE XV	WORKING CONDITIONS AND ASSIGNMENTS
ARTICLE XVI	HOPKINS EDUCATION ASSOCIATION
ARTICLE XVII	GRIEVANCES AND GRIEVANCE PROCEDURE
ARTICLE XVIII	BINDING ARBITRATION
ARTICLE XIX	PROFESSIONAL RESPONSIBILITIES
ARTICLE XX	TEACHER EVALUATIONS
ARTICLE XXI	SCHOOL CALENDAR
ARTICLE XXII	SALARY SCHEDULE
ARTICLE XXIII	SALARY SCHEDULE 1975-76
ARTICLE XXIV	EXTRA DUTY SALARY SCHEDULE
ARTICLE XXV	INSURANCE
ARTICLE XXVI	LONGEVITY

SCHOOL CALENDAR

~~Hopkins B.O. of Education~~
*Hopkins Public School
Hopkins, Mich. 49328*

AGREEMENT

Agreement made this day of August, 1974 by and between the Board of Education of Hopkins Public School, hereinafter called "The Board" and the Hopkins Educational Association hereinafter called "The Association."

ARTICLE I

Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative with respect to wages, hours, and working conditions for all elementary and secondary teachers, who are certified including counselors, special education teachers, probationary teachers, the athletic director and visiting teachers, and specifically excluding the superintendent, principals, and part-time teachers and substitutes not regularly employed.

ARTICLE II

Term of Contract

The term of this contract, shall be for two years, and shall expire on the 15th day of August, 1976. Negotiations for 1975-76 Master Agreement (extra duty only) shall begin on or about July] of 1975. Negotiations for 1976-77 Master Agreement shall begin in February of 1976.

ARTICLE III

Board Rights

A. Administrative Rights. The Employer, on his own behalf, and on behalf of the electors of the school district, hereby retains and reserves unto itself, without limitations, 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 the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the duty assignments of its employees;

2. To hire all employees and subject to the provisions of law to determine their qualifications and the condition for their continued employment, their dismissal, or demotion; and to promote, and transfer all such employees; however,

3. The Board shall have the right to prescribe the number and duration of class hours during the teaching day.

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

ARTICLE IV

Strike Prohibition

The Association recognizes that strikes, as defined by Section I of Public Act 336 of 1947 of Michigan, as amended by teachers, are contrary to law and public policy. The Board and the Association subscribes to the principle that differences shall be resolved by appropriate and peaceful means, in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association agrees that during the term of this agreement, it will not direct, instigate, participate in, encourage, or support and strike against the Board by any teacher or group of teachers.

ARTICLE V

Teachers' Rights

A. Right to Freely Organize, Join, and Support the Association.

Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher of the district shall have the right to freely organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation. The Board further agrees that it will not directly or indirectly encourage, or discourage, deprive, or coerce any teacher from the enjoyment of any rights conferred by Act 379, or other laws of the State of Michigan, or its constitution, or the Constitution of the United States; that it will not discriminate against any teacher with respect to wages, hours, terms or conditions of employment, by reason of his membership in this Association or participation in collective professional negotiation with the Board, or his institution of any grievance under this agreement, but that nothing herein shall require a teacher to be a member of, or participate in the activities of any organization.

B. Rights of Citizenship and Affiliation. 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 teachers. The private life of the teacher shall be of no concern to the Board, except the teacher shall be governed by the MEA code of Ethics. (1966 revision.) Exceptions: conviction of major felony, major theft, and rape shall be the concern of the Board, while the teacher is under contract, and may be punished by dismissal.

C. Right of Association to a Meeting Room. The Education Association shall have the right to use a room of the school upon

reasonable notice to the superintendent for the purpose of holding Association meetings, except that meetings shall not interfere with other regularly scheduled school activities and that administration shall have the right to designate the location of the meeting within the building.

D. Right of Class Assignment. No teacher shall arbitrarily be assigned a subject for which he is not qualified to teach except where the teacher gives his written permission for said assignment. In all instances the administration shall provide the teacher with his written assignment at least 30 days prior to the start of each school year. No teacher shall have his assignment transferred after the notification without his written consent. In no case shall a teacher be compensated for full time classroom work unless he has accepted a full time schedule of classroom duties and responsibilities.

ARTICLE VI

Board of Education Policies

A. Policy Topics. The written policies of the Board which apply to wages, hours, or working conditions shall be a part of this contract and except as they may be superseded by express provisions of this contract shall be included herein, but the Board reserves the right to the contrary, to promulgate new policies from time to time as the need arises, but not to conflict with the provisions of this agreement.

B. Publication and Distribution of Policies. The Board shall supply four copies of Board Policies to the Association officers, and one to each school professional library (a total of eight copies). The Masters of the Board Policies (typed on stencils) shall be made available for use by the Association, at their expense.

C. Publication and Distribution of Master Agreement. All teachers shall be supplied with a copy of the Master Agreement at the beginning of the school year.

ARTICLE VII

Professional Compensation

The salaries of the teachers covered by this agreement are set forth in the Article XXII which is attached heretoin incorporated in this Agreement. Said Salary Schedule shall be in effect for 1974-75.

ARTICLE VIII

Leave of Absence

A. Sick Leave. Teachers shall be on the job every school day for which they are paid unless specifically excused by resolution of the Board except as provided in the following:

All regularly employed teachers will be allowed ten (10) sick days per year without loss of salary. Sick leave will be granted on the basis of 5 days per semester. If more than 5 days are used in one semester, the teacher will be docked, however, the teacher will be paid for the sick days at the end of the school year provided the aggregate days missed do not exceed 10 days.

Un used sick leave days shall be accumulative to a maximum of eighty (80) days. Sick leave will be paid and utilized as prescribed below:

1. Illness of the teacher.
2. Illness of and/or hospitalization of immediate family.
Immediate family are defined as children, spouse, parents of spouse, teacher, and brothers and sisters of teacher and spouse.
3. Death of member of immediate family.
4. Death of other relations limited to one day per year.
5. Amount to be deducted for exceeding this limit will be 1/182 of teacher's yearly salary.
6. Additional number of sick leave days in excess of number of accumulated sick leave days will be allowed for extended illness of the teacher only, which will be compensated at the difference between teacher's daily salary minus salary of substitute.

7. Teachers shall upon retirement from teaching (age 60 or more) be compensated at 1/2 teaching pay for accumulated sick leave that occurs after June 30, 1967.

8. Teachers shall upon legal termination of contract with the Board after five (5) years of service, be compensated at 1/2 substitute pay for all accumulated sick leave that occurs after June 30, 1967.

B. Sabbatical Leave. Extended leave of absence shall be utilized in accordance with the provisions of the Michigan General School laws regarding Sabbatical Leave.

C. Jury Duty. Teachers summoned to serve on Jury Duty shall be paid 1/182 of their contractual salary less the amount received for jury duty for each day served. If a teacher is not picked to serve on the jury any day, he will then report to school to resume his normal classroom duties.

D. Maternity Leave. Female teachers who have acquired tenure will be granted a leave of absence of up to one (1) year for maternity.

The employee must report the pregnancy to the school within the first three months of pregnancy if a leave under this section will be necessary during the school year.

The teacher may remain in the classroom until two (2) weeks prior to the expected delivery date set by the doctor.

Return from such leave will be permitted upon presentation of a doctor's release but must be no later than the beginning of the next school year following the expiration date of the leave of absence unless an extension of the leave is granted by the association and the school.

A teacher returning from a leave provided in this paragraph shall be placed on the next step of the salary schedule from which she went on leave unless she returns in the same school year.

The female teacher who takes a Maternity Leave shall have the option of using her accumulated sick leave days during her leave of absence.

ARTICLE IX

Personal Leave

All regularly employed teaching personnel shall be granted one day per year for the purpose of personal leave, (and shall not be accumulative) provided, however, said teacher obtains permission from the building principal, or superintendent at least two (2) days prior to the date of expected absence, provided a suitable substitute can be employed. The principal and superintendent reserve the right not to grant more than two (2) applications for any given day.

ARTICLE X

Professional Leave

Professional leave of one day per year will be granted to teaching personnel for the purpose of visiting other elementary and secondary schools to observe classes in session, to attend educational workshops and conferences that will benefit the school program at Hopkins, and other professional activities approved by the administration.

Notice to the administration to take a professional leave must be at least seven days prior to the day of leave.

Upon completion of professional leave the teacher shall provide at the building principal's option, a verbal or written report of the activity.

Professional days are accumulative to two (2) days.

ARTICLE XI

Substitute Teachers

Substitute teachers shall be hired on a day to day basis to replace regular staff members on leave. When possible certified substitute teachers will be utilized. If a suitable replacement cannot be hired (high school), then regular teachers shall be obligated on a rotating basis during their conference period to act as replacements. Regular teachers shall be paid \$6.00 per class period for this work.

ARTICLE XII

Payroll Deductions

A. Payroll Deductions. Deductions from bi-weekly payroll shall be made for the following purposes upon written request submitted to the superintendent's office during the first week in September.

1. Allegan County Teachers' Credit Union

2. Professional dues

a. The payroll secretary shall be notified of the amount of professional dues by the President of the Association during the first week of the school year.

ARTICLE XIII

Professional Dues

A. Association Member Deductions. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of Professional Dues in the Association for 1974-75 and 1975-76 amount to be established by the Association. 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 of each year. Any teacher who shall not perform services for any entire month of the year shall have his dues reduced by one-tenth of the yearly dues for each entire month he did not work, except where the failure to perform services during any month was the result of the teacher taking any leave of absence or sick leave provided for in this contract.

B. Non-Association Member Deductions. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall, as a condition of employment pay a Representation Benefit Fee to the Association an amount equal to the Professional Dues of the Association, provided, however, that the teacher may authorize payroll deductions for such fee in the same manner as provided in Article XII. In the event that a teacher shall not pay such Representation Benefit Fee directly to the Association or authorize payment through payroll deductions, as provided in the preceding paragraph, the Board may cause the termination of employment of such teacher. The parties expressly recognize that the

failure of any teacher to comply with the provisions of Section c, Paragraph 2 of this article is just and reasonable cause for discharge from employment, since the establishment of said Representation Benefit Fee is herewith deemed to be the sum required to insure that non-members pay their proportionate share of the costs of obtaining and administering the benefits to be received hereunder.

C. Violation Discharge Procedure. The procedure in all cases of discharge for violation of this Article shall be as follows:

1. The Association shall notify the teacher of no compliance by certified mail, return receipt requested. The Board shall receive a copy of this notice at the time of mailing the original. Said notice shall detail the non-compliance, and shall further advise the recipient that a request for discharge may be filed with the Board in the event compliance is not effected.
2. If the teacher fails to comply, the Association may file charges in writing, with the Board, and shall request termination, shall conduct a hearing on said charges and to the extent that said teacher is protected by the provisions of the Michigan Teacher Tenure Act, all proceedings shall be in accordance with said Act. In the event of compliance at any time prior to discharge, charges may be withdrawn. The Association, in the processing of charges agrees not to discriminate between various persons who may refuse to pay the Professional Dues and/or Representation Benefit Fee.

D. Board Dispersal of Professional Dues. With respect to all

sums deducted by the Board pursuant to authorization of the employee, whether for Professional Dues or Representative Benefit Fee, the Board agrees promptly to disperse said sums in December and June.

E. Retroactivity of Article. This Article shall be effective retroactively to the date of the Agreement and all sums payable hereunder shall be determined from said date in case of late settlement of master agreement.

F. Procedure and Payment of Legal Defenses and Damages. The Association agrees to assume the legal defense of any suit of action brought against the Board regarding sections A through E of this Article XIII of the collective agreement. The Association further agrees to indemnify the Board for any cost or damages which may be assessed against the Board as the result of said suit or action subject, however, to the following conditions:

1. The damages have not resulted from violation by the Board of the Michigan Teacher Tenure Act.
2. The Association, after consideration with the Board, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the defense which may be assessed against the Board by any court or tribunal.
3. The Association has the right to choose the legal counsel to defend any said suit or action.
4. The Association shall have the right to compromise or settle any claim made against the Board under this section.

ARTICLE XIV

Teacher Hours

A. Teacher Hours and Enforcement. The teachers shall be at their assigned duty stations at 8:15 a.m. and shall remain on the school premises until 3:30 p.m. Faculty members must have the permission of the administration to be absent from duty after 8:15 a.m. and leave school prior to 3:30 p.m.

The enforcement of the above shall be the concern of the Association. If the Association fails in this duty, the disciplinary action will be taken by the Administration and Board of Education.

ARTICLE XV

Working Conditions and Assignments

A. Collection of Fees. Elementary teachers shall be required to collect lunch money on a weekly basis. A bank for change will be supplied. Teachers at the high school and junior high levels shall collect money for class fees during the second week of school and for weekly periodicals they may assign to their classes with the permission of the administration.

B. Noon Hour Duty. Elementary teachers shall have duty free noon hours. High school and junior high teachers shall be required to be on noon hall duty on a rotating basis (maximum of two teachers per week.)

C. Committee Work. All teachers are required to serve on a committee working to improve the school program. No teacher shall be required to serve on more than one committee during the school year unless they so desire. Committees shall be formed as the need arises in such areas as curriculum improvement, equipment need and procurement, teaching techniques, design of classrooms, and teacher-in-service training. All committees shall be advisory in nature. The committees are to be advised as to Board action on each report submitted with reasons given for Board action. Programs for in-service training shall be planned by a committee consisting in membership of teachers and administration.

D. Conference Period. Time during the school day when a teacher is not in charge of a group of students (conference period-high school; music and physical education classes-elementary) shall be spent doing work related to their own class or the school program.

E. Teachers' Meetings. Teachers shall be required to attend

one teachers' meeting per week. Meetings shall last no longer than 45 minutes in length, but teachers shall be required to remain at the meeting until all items on the agenda are completed.

F. Faculty Lounge. A room shall be provided for use as a faculty lounge in which bulletin boards and work tables shall be placed at the expense of the Board. This lounge shall contain sanitary facilities and shall have enough facilities (including an intra-school telephone, ditto machine, and typewriter) for working and dining. A telephone, to be used by the teachers, shall be provided in a private area away from students. Smoking and eating shall be permitted in the faculty lounge. Students shall not be allowed in this area unless requested by a teacher.

G. Chaperone Duties. Teachers required to participate in chaperone duties and ticket taking as determined by the high school principal at the beginning of each school year shall be compensated at the rate of \$5.00 per hour (except spectator buses) provided the teacher is not otherwise receiving compensation as sponsor of said activity.

H. Assurance of Required Student Days. The faculty agrees that if school cannot be in session for other reasons than "Acts of God" the faculty assures the Board of Education that the attendance days required for full state aid will be met.

I. Staff Reduction. In case a reduction of staff becomes necessary for any reason, seniority by Certification shall be the rule. By this it is meant that teachers who have seniority in the system and are qualified as far as Certification is concerned, will fill the remaining positions.

ARTICLE XVI

Hopkins Education Association

A. Association Business Hours. All discussion and work pertaining to the Hopkins Education Association shall be carried on only before or after regular school hours or during lunch periods.

B. Payment for Materials. Hopkins Education Association shall compensate the Board on a fair basis for use of materials and equipment.

C. Records Examination. All original records of the Board may be examined by officers and negotiating representatives of the Association, but only in the office of the Superintendent.

ARTICLE XVII

Grievances and Grievance Procedure

A. Grievance Definition. A grievance shall be defined as an alleged violation of the expressed terms of this contract or written board policies.

B. Application of Grievance Procedure. The grievance procedure shall apply in these areas in which the Tenure Act prescribes or denies procedure or authorizes a remedy. (Discharge and demotion.)

C. Grievance Procedure. In the event that a teacher believes there is a basis for a grievance, he shall take the following steps:

1. He shall first discuss the alleged grievance with his principal either personally or accompanied by his Association representative. The grievance must be filed within 20 school days of the violation.
2. If, as a result of the informal discussion with the principal, a grievance still exists, he may ~~see~~ put his grievance in writing through the Association. A copy of the document shall be delivered to the principal.
3. Within five (5) school days of receipt of the grievance, the principal shall meet with representatives of the Association in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing within five (5) school days of such meeting, and shall furnish a copy thereof to the Association.

4. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within within five (5) school days of such meeting, the grievance shall be transmitted to the superintendent. Within seven (7) school days the superintendent or his designee shall meet with the Association on the grievance and shall indicate his disposition of the grievance in writing within five (5) school days of such meeting, and shall furnish a copy thereof to the Association.

5. If the Association is not satisfied with the disposition of the grievance by the superintendent or his designee, or if no disposition has been made within five (5) school days of such meeting, the grievance shall be transmitted to the Board by filing a written copy thereof with the Board. The Board, no later than its next regular meeting shall meet with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than seven (7) school days thereafter. A copy of such disposition shall be furnished to the Association.

6. If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted to the Michigan Employment Commission according to law.

D. Grievance Acceptance. Failure to institute a grievance or appeal a decision within the specified time limits shall be deemed an acceptance of the decision at the level. Should a grievance teacher accept the decision at any level or leave the employ of the Board, all further proceedings shall be barred.

ARTICLE XVIII

Binding Arbitration

A. Arbitration of Grievances. If the Association or the Board is not satisfied with a solution to a grievance as settled by the Michigan Employment Relations Commission, to the American Arbitration Association the grievance may be submitted within 60 days for binding arbitration.

B. Procedure For Settlement Of Contract By Binding Arbitration. If the master agreement has not been settled within 60 days after the opening of school, the Board and the Association shall agree to submit their negotiations proposals to the arbitrator for settlement.

C. Selection, Powers, and Payment of the Arbitrator. The Arbitrator shall be selected from a list of not less than 10 names submitted by the American Arbitration Association and shall be agreed upon by the Board and the Association after fairly considering all aspects of the case.

The Arbitrator shall render a decision which will be final and binding upon the Association and the Board.

All expenses of the Arbitrator shall be shared equally between the Board and the Association.

D. Retroactivity of Decision. The Arbitrator's decision shall be retroactive to the beginning of the school year.

ARTICLE XIX

Professional Responsibilities

Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and school property, and shall be held responsible for personal injury as defined and provided for under the laws of the State of Michigan and the United States Government. Teachers have the right to expect legal protection against bodily harm from irate students and parents.

ARTICLE XX

Teacher Evaluations

Teachers are required to sign any evaluation sheets or reports going into their permanent file. The signature indicates that the teacher has seen the report but may not necessarily agree with same.

A copy of all evaluation sheets or reports shall be furnished to the teacher.

ARTICLE XXI

School Calendar

The Association shall be given an opportunity to make recommendations regarding the school calendar. The length of the school year shall be such as to qualify for State Aid and comply with all provisions of the State of Michigan General School Laws and with established Board policy regarding the school year.

The school calendar is attached at the end of this contract.

ARTICLE XXII

Salary Schedule

The following salary schedule is based on the "Base Salary" (Article XXIII) plus the percentage increment as stated for each step.

Steps shall be attained by continued employment and shall be increased at the rate of no less than one step per school year until the individual has reached the highest step. The Board may promote an individual at any time to a higher step than attained by years of continued employment.

There shall be 11 steps, with step one (1) being the starting step for the beginning teacher.

Salary schedules shall be paid in twenty (20) equal payments unless the teacher notifies the principal during the first full week of school that he would like his salary paid in 26 equal payments.

At the teacher's option, the balance of the salary may be taken in one lump sum on the first payday after the closing of the school year.

The first payday of the school year shall be the second Friday following the opening of school. Each payday after the first one shall be every other Friday.

ARTICLE XXIII

Salary Schedule

The Salary Schedules for 1974-75 and 1975-76 are as follows:

A. Salary Schedule for 1974-75.

STEP	BA	MA
1	8028	8484
2	8417	8896
3	9195	9720
4	9584	10132
5	9973	10544
6	10363	10956
7	10752	11368
8	11140	11780
9	11530	12192
10	11919	12604
11	12309	13016

BA or BS + 18 approved semester hours add \$300 on step

MA + approved semester hours add \$300 on step

Board pays 5% retirement beginning 1974-75 school year.

B. Salary Schedule 1975-76

The salary schedule for 1975-76 will be based on a cost of living increase on each step of the 1974-75 salary schedule for the 1975-76 guaranteeing a minimum of 5% and a maximum of 10% as determined by the percent rise in the cost of living from July 1, 1974 to July 1, 1975 as reported by the B.L.S.

ARTICLE XXIV

Extra Duty

- A. Extra Duty Positions. The schedule contained in Article XXV states the extra duty positions available for teachers. Extra duty positions not in the schedule that may arise shall be filled according to section B of this Article and paid a salary agreed upon by the supervisor of the activity, and H.E.A. representative (specified by H.E.A.), the principal, and superintendent with final approval by the Board.
- B. Filling of Positions. Extra duty vacancies shall be filled as follows:
1. Athletic assignments shall be made by the athletic director with agreement by the principal and superintendent who shall consider the recommendations of the coaching staff, qualifications, experience, interest, and other pertinent information. Final approval shall be the prerogative of the Board
 2. Activity advisors and sponsor assignments shall be made by the building principal who will consider the recommendations of his teaching staff, qualifications, experience, interest, and other pertinent information.
 3. Driver education and summer school assignments shall be made by the principal or program coordinator, who will give first

consideration to regularly employed teachers in our system, and also consider recommendations by the staff, qualifications, experience, interest, and other pertinent information.

- C. Retroactive Credit. Present coaches, advisors, and sponsors, of extra duty activities shall be given retroactive credit for years of coaching, or supervision, in the particular activity in determining upon which step they shall be placed.
- D. Extra Duty Salary Schedule. Extra duty activities shall be paid upon completion of the requirements set by the athletic director (athletics) or principal (all others.)

ARTICLE XXV

Extra Duty Schedule
Salary

<u>POSITIONS</u>	<u>STEPS</u>			
	1	2	3	4
ATHLETIC DIRECTOR (1 hr. per day)	800	900	1000	1100
BASEBALL: VARSITY	450	550	650	750
JR. VARSITY	350	450	550	650
BASKETBALL: VARSITY	750	850	950	1050
JR. VARSITY	600	700	800	900
9TH GRADE	300	400	450	550
8TH GRADE	250	350	400	500
7TH GRADE	250	350	400	500
GIRLS VARSITY	150	175	200	450
JR. VARSITY	125	150	175	300
CHEERLEADERS: VARSITY AND J.V.	250	250	250	250
9th, 8th and 7th GRADE	150	150	150	150
CROSS COUNTRY	200	250	300	400
FOOTBALL: VARSITY	750	850	950	1050
ASST. VARSITY	600	700	800	900
JR. VARSITY	600	700	800	900
ASST. JR. VARSITY	600	600	600	600
GOLF	200	250	350	400
SOFTBALL: GIRLS	100	100	125	200
TENNIS: VARSITY	200	250	300	400
TRACK: VARSITY	350	450	550	650
VOLLEYBALL: GIRLS	100	100	125	200
WRESTLING (BOARD APPROVAL FOR START)	450	550	650	800

SCHOLASTIC ACTIVITIES

BAND	550	600	650	700
SUMMER BAND	860	860	860	860
CLASS SPONSORS: 12TH	450	450	450	450
11TH	300	300	300	300
10TH	270	270	270	270
9TH	225	225	225	225
8TH	180	180	180	180
7TH	130	130	130	130
CHAPERONES	\$5.00 per hour per teacher except spectator buses.			
SR. and JR. PLAY (PER PLAY)	350	350	350	350
YEARBOOK	300	300	300	300
SPLIT ROOM	150	150	150	150
DRIVER EDUCATION (PER HOUR)	\$6.00	\$6.00	\$6.00	\$6.00

ARTICLE XXV

Insurance

A. Health and Accident. Full family insurance shall be provided by the Board under the Blue Cross-Blue Shield MVF - 2, with Master Medical and Prescription Drug Rider.

ARTICLE XXVI

Longevity

A. Longevity Provision. Teachers shall be entitled to longevity pay of \$500.00 according to the following:

1. At the commencement of the 15th year in the Hopkins system; and
2. Years taught as a non-degree teacher are not to be counted as a part of the 15 years.

DURATION OF AGREEMENT

This agreement shall be effective as of September 3, 1974 and shall continue in effect for two years until August 15, 1976.

Negotiating Team, Chairman

Donald Jobe
Donald Jobe

Negotiating Team, Chairman

William Maher
William Maher

Negotiating Team, Rep.

Ruth Ann Malone
Ruth Ann Malone

Negotiating Team, Rep.

Leo Smith
Leo Smith

Negotiating Team, Rep.

Shirley Henry
Shirley Henry

Negotiating Team, Rep.

Charles Pelham
Charles Pelham