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1971-72

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.....

MASTER
AGREEMENT

IDA PUBLIC SCHOOLS
AND
IDA EDUCATION ASSOCIATION

.....

Ida Public Schools.

MEA
1216 Nordale
East Lansing, Mich.
48823

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IDA PUBLIC SCHOOLS
Ida, Michigan

BOARD OF EDUCATION
IDA EDUCATION ASSOCIATION

AGREEMENT

The Board of Education of the Ida Public Schools of Ida, Michigan hereafter referred to as the "Board", and the Ida Education Association hereafter referred to as the "Association", in consideration of the mutual covenants entered into, agree as follows:

Whereas, the Board and the Association recognize and declare that providing a quality education for the children of the Ida Public Schools is their aim, and

Whereas, the members of the teaching profession are qualified to assist in formulating policies and programs designed to improve educational standards, and

Whereas, the parties of this Agreement agree that it is the duty of the Board of Education to make policies necessary to maintain adequate and uninterrupted services to the public and children of the Ida Public Schools, and

Whereas, the laws of the State of Michigan authorize collective bargaining for public employees, and

Whereas, it is the purpose of this agreement to resolve by collective bargaining in good faith differences concerning wages, hours and working conditions.

ARTICLE I

Recognition

A. The Board recognizes the Ida Chapter of Michigan Education Association as the exclusive bargaining representative as defined in Section 11 of Act 379, Public Acts of 1965, for all professionally certified personnel who are teaching, but excluding administrative and supervisory personnel and diagnostician, also social worker.

B. The term "teacher" when used hereinafter in this agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and reference to the male teachers shall include female teachers.

C. The Board agrees not to negotiate with any teacher or teachers' organization other than the Ida Chapter of Michigan Education 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 consistent with the terms of this Agreement.

D. 1. 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 membership dues in the Association, including the NEA and the MEA. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of any year.

2. 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 as a fee to the Association an amount equal to membership dues payable to the Association, the NEA, and the MEA, provided, however, that the teacher may authorize payroll deduction for such fee in the same manner as provided in paragraph 3 of this Article. In the event that a teacher shall not pay such fee directly to the Association or authorize payment through payroll deductions, as provided in paragraph 3, the Board shall not submit a contract to such teacher for the subsequent year. The parties expressly recognize that the failure of any teacher to comply with the provisions of this Article is just and reasonable cause for discharge from employment.

3. Pursuant to such authorization as provided in paragraphs 1 and 2 of this Article, deduction of membership dues or such fees shall be made in the following manner:

a. MEA and NEA and district dues will be taken out in equal payments from the second through the twentieth

(2-20). The dues for the local association shall be deducted from the first pay.

b. The fee provided in paragraph 2 of this section shall be deducted as follows: an amount equivalent to the local Association dues shall be deducted from the first pay. An amount equivalent to the MEA, NEA and district dues will be taken out in equal payments from the second through the twentieth pay (2-20).

c. The Board agrees promptly to remit to the respective Associations all money so deducted, accompanied by a list of teachers from whom the deductions have been made.

4. The Board shall not invoke the provisions of paragraph 2 until the legality of the agency shop has been settled to the satisfaction of both parties.

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 Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association 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 to invoke the assistance of the State Labor Mediation Board.

C. The Board agrees to furnish to the Association all information concerning the financial resources of the district.

D. The local chapter of the Association and its members shall have the right to use school buildings for meetings at reasonable times and hours when such buildings are open and janitorial operating staff is on duty. Such use will be scheduled through the building principal.

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 the Agreement. Such salary schedule shall remain in effect during the one year term of this agreement.
- B. The following legal holidays shall be observed and all schools closed: New Years Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day. Schools will also be closed on Good Friday and Easter Monday.
- C. For the term of this Agreement, the school calendar shall be as set forth in Schedule B. If the state demands more days than are called for in Schedule B to qualify the district for full state aid, these days will be added to the schedule without an increase in the salary of the teacher.
- D. All teachers shall be released from regular duties without loss of salary for the purpose of participating in area or regional institutes where authorized by statute. When a teacher is actively engaged as an officer or representative of the local or district associations they shall be allowed released time without loss of salary to attend meetings conducted by said associations. The local chapter shall reimburse school districts for substitutes for local officers or representatives attending these meetings.
- E. Salary will be paid on the basis of 20 or 26 pay periods according to authorization of each teacher.
- F. All new teachers shall be required to attend an unpaid half day session previous to the first calendar day. The date and program for the session will be arranged by a joint Association and Board committee.

ARTICLE IV

Teaching Hours

- A. The Board recognizes the principle of a standard work week not to exceed forty hours and will set work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board will not require teachers to work in excess of such standard work week unless mutually agreed.
- B. The Board reserves the right to set the hours of the school day as long as these hours agree with section A of this Article.
- C. Teachers shall check in no later than one half hour before school convenes and leave no earlier than one half hour after school is dismissed unless permission is given.

ARTICLE V

Teaching Load and Assignments

The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both the Association 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 toward insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible to meet the following optimum standards:

<u>Elementary</u>		<u>Secondary</u>	
Kindergarten	25	English	25
First-Second	25	Social Studies	30
Third-Fifth	30	Mathematics	25
		Science	25
		Language	25
		Business	25
		Typing	30
		Business Machines	20
		Industrial Arts	24
		Drafting	30
		Homemaking	24
		Music	30
		Art	25
		Phys. Education	35
		Hygiene	30

B. Assignments shall be made at the discretion of the Administration and will, except for good cause, be in the areas of teacher competence and in their major and minor fields of study.

C. Since a change in grade assignments in the elementary school grades and changes in subject assignments in the secondary school grades could cause poor teaching because of dissatisfaction, the administration will consult with the teacher prior to August first before such change will take place. If the teacher objects, every effort will be made to make a satisfactory assignment.

D. The normal weekly teaching load in the senior high and intermediate school will be 25 teaching periods and 5 supervised study periods, or 30 teaching periods only with not more than 3 preparations. There shall be 5 unassigned preparation periods for all teachers in the high school and intermediate school.

E. Whenever a teaching or supervisory vacancy occurs, the superintendent shall post notices in all teachers' lounges that a vacancy exists, and state the level - elementary, intermediate or secondary - at which the vacancy exists. Interested teachers may secure further information from their building principal. Any new position, including supervisory positions, shall be posted with an accompanying job description.

ARTICLE VI

Teaching Conditions

A. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to implement all joint decisions thereon made by its representatives and the Association. The Board agrees at all times to keep the schools equipped and maintained and textbooks up to date.

B. All teachers shall be entitled to a duty free lunch period equivalent to the established lunch period. All teachers of grades 1 - 5 shall be entitled to a duty free period equivalent to 15 minutes in the morning and 15 minutes in the afternoon.

C. No teacher shall be required to drive a school bus on a daily route as a part of his regular assignment.

D. The Board shall make available in each school adequate restroom and lavatory facilities for teacher use and at least one room shall be reserved for use as a faculty preparation room in which smoking shall be permitted.

E. Announcements shall be made either the first 5 minutes of a class period or the last 5 minutes except in extreme emergency.

F. Any announcements concerning the non-performance of duties by teachers will not be made over the classroom public address system, but shall be on the morning attendance sheet or be brought up in teachers' meetings.

G. A key to the building will be made available to teachers who desire to prepare rooms and plan professionally during times when the building is locked.

H. Professional studies and curriculum committee: A committee to study curriculum improvement and make recommendations for such improvement to the Board of Education shall be established. This committee shall be composed of nine members: 3 teachers (one from each building) to be appointed by the Association, 3 members from the administrative staff and Board of Education (at least one Board member) and 3 members who are not employed by the school system, to be mutually agreed upon by the Board and Association, to represent the public. The committee shall establish a regular meeting time and study such problems as curriculum and class load. The

committee herein established shall investigate and submit recommendations to both the Board and the Association and such reports shall be acted upon by the Board and a formal decision shall be submitted to the Association with the Board's rationale.

I. Parking facilities shall be made available to teachers for their normal use.

J. 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.

K. The provisions of this Agreement as to 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.

L. Each teacher is expected to have a week's lesson plans made available on a Monday-through-Friday basis. Any teacher who does not have lesson plans available for a substitute teacher when absent will not receive any reimbursement for that day's absence. Seating charts are expected if required by the principal.

M. If a teacher reports for work and must leave for reasons of illness, or other possible reason for sick leave, before (three (3) clock hours have elapsed, a full days sick leave will be subtracted from sick days earned. If a teacher must leave any time after three (3) clock hours a half day only will be subtracted.

ARTICLE VII

Personal Business

One day to be counted as sick leave, and one day not counted as sick leave, will be given for personal business which can be called an emergency and cannot be done after regular school hours. Permission for these days must be secured from the superintendent of schools.

ARTICLE VIII

Leave of Absence

A. All teachers will be given 10 days sick leave per year with accumulation to 100 days.

B. Any teacher whose personal illness extends beyond the period compensated under A of this article shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. Upon return from leave, a teacher shall be assigned to the same position or a substantially equivalent position if such a position is available.

C. Leaves of absence with pay chargeable against the teacher's sick leave allowance shall be granted for the following reasons:

1. Personal illness.
2. Serious illness in immediate family not to exceed 5 days per year.
3. A maximum of 3 days for death in immediate family defined as spouse, siblings, children, parents, mother-in-law and father-in-law.
4. One day of local leave will be given for death of grandparents or foster parents.

D. All other leaves of absence will be granted without pay at the discretion of the administration. Upon return from leave, the teacher shall be assigned to the same position or a substantially equivalent position, if available, for which he is qualified.

E. A maternity leave shall be granted without pay at the request of the teacher. The teacher shall be entitled to return from such leave at a time when a position for which she is qualified is available within two (2) years.

F. Military leaves of absence shall be granted to any teacher who shall be inducted for military duty to any branch of the armed forces of the United States. Teachers on military leaves shall be given the benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school system.

ARTICLE IX

Protection of Teachers

Since the 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 support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.

ARTICLE X

Negotiation Procedures

A. It is contemplated that matters not specifically covered by this Agreement, but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. The salary schedule included in this contract shall be controlling for a period of one year. The salary schedule for the 1970-71 school year shall be opened by either party, with negotiations to begin on or before 60 days before the end of the 1969-70 school year.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representative from within or outside the school districts. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations or bargaining, subject only to such ratification.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate.

ARTICLE XI

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 days of receipt of the grievance, the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may be present at such meetings. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the superintendent who shall have five days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the superintendent, he shall have 10 days from receipt to approve or disapprove it. If the grievance shall be denied by the superintendent, either upon review of the action of the school principal, or in the first instance, the grievance shall immediately be transmitted to the secretary of the Board, with a statement of the reasons why it is being disapproved.

C. Within 30 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 30 days after its submission to the Board.

D. 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 arbitration before an impartial arbitrator. If the parties cannot agree as to the arbitrator WITHIN FIVE CALENDAR DAYS FROM THE NOTIFICATION DATE THAT ARBITRATION WILL BE PURSUED, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. 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. The costs of any arbitration under this Article shall be paid equally by the Board and local Association.

G. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to the principal for informal processing in an effort to reduce the number of grievances handled under the professional grievance procedure herein established.

ARTICLE XII

Miscellaneous Provisions

- A. The Board agrees at all times to maintain a list of substitute teachers. Teachers shall be informed of a telephone number they may call between 6:45 and 7:15 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.
- B. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.
- C. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary 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 the Agreement, and all monies paid shall be stipulated in the contract. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. 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 shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. Copies of this Agreement shall be duplicated at the expense of the Board and presented to all teachers now employed or hereafter employed or considered for employment by the Board.
- F. The Board shall agree not to hire any new personnel to a position on the teaching staff who is, or will be, receiving teacher retirement pay from another state, unless an emergency arose and then only with agreement of both parties.

ARTICLE XIII

Fringe Benefits

A. Increments become effective September 1 of each year, and the advancement under the salary schedule shall be automatic as of September 1 following completion of required academic or professional courses.

B. If a teacher substitutes for another teacher during their preparation period they will be allowed \$4.00 per period.

C. For service in the Ida Public Schools since 1946, the teacher shall receive additional compensation beyond the established salary schedule as follows: After 14 years - \$100, after 18 years - \$200, after 22 years - \$300, after 26 years - \$400.

D. Terminal leave - in recognition of services to the school district, a terminal leave payment of 2% of the teacher's current basic salary will be paid upon retirement at social security age or permanent disability provided the teacher has successfully completed 10 years of service in the Ida district.

E. The Board shall make payment of health insurance premium for each employee to assure health insurance for the full twelve month period from October 1 through September 30 for all employees who complete their contractual obligation. In the event the employee shall terminate employment, his subsidy shall be paid on a pro-rated basis.

Any premium increase that may occur during the time of the contract and during the time from the expiration date of this contract to October 1 will be paid by the teacher.

No health insurance will be paid to an employee on leave of absence except for sick leave. For those who have sick leave remaining, the insurance will continue to be paid until sick leave is used up.

No new teacher will have Board paid insurance until October of the school year they begin teaching in the system.

F. Credit for experience outside the school system shall be evaluated by the Board of Education and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory. Full credit shall be given for the first 6 years of experience. Teachers shall be advanced a maximum of two steps on the salary schedule for active military service.

G. Any teacher teaching in Ida Public Schools at least one half time, but less than full time or at least one half year, but less than a full year, will be given credit for one half increment on the salary

schedule. A full increment will be given for fractional time when the total fractional time equals one year. No half time credit for experience outside the system will be given unless the fractional parts of a year equal a total of one year. This rule does not become retroactive, but will begin September 1969 and will apply to any credit secured after September 1969.

Salaries for fractional part of a year will be figured on the base salary where the number of years credit falls. The total daily schedule will be considered as 375 minutes of actual teaching time. The time taught in secondary school will be considered as 60 minutes for hourly periods and 45 minutes for the shorter periods. The fractional part will be actual minutes taught divided by 375. In the secondary school, a half hour preparation time may be considered as time taught for those teaching one half time or better up to full time teaching.

H. Tuition - the Board agrees to reimburse \$15.00 a semester hour toward tuition above the 18 hours required by the state in the field in which the teacher is teaching.

I. The Board agrees to provide, upon application to and approval of the superintendent, the necessary funds for teachers who desire to attend select professional conferences in their special areas. Travel, meals, lodging and registration fees shall be deemed appropriate expenses of the Board. Substitutes will be furnished at the Board's expense. A teacher attending such conferences and meetings shall be granted sufficient leave time to attend without loss of compensation.

J. Employees not wishing health care protection may choose from the "Selection Option Package" available through MESSA. The Board agrees to pay for any of these options up to the amount of \$18.00 per employee.

K. In the event that the contingency fund for the 1971-72 State Aid shall be made available to the school, 70% of this fund shall be allocated to the teachers, to be paid out on an equal amount per individual on a lump sum basis.

ARTICLE XIV

Reduction in Personnel

- A. This Agreement shall be binding upon the Board and its successor personnel and upon any school district into which this district shall be merged.
- B. In the event that this district shall be combined with one or more districts, the Board will use its best efforts to assure the continued recognition of the Association and the continued employment of its members in such consolidation of districts.
- C. In the event the reduction of professional personnel becomes a necessity due to lack of current expected state and local income, the Board of Education will give written notification in person or by certified mail to those staff members affected.
- D. Seniority will be based upon length of service in the Ida Public Schools. No service outside the system will be considered.
- E. Seniority within the school system will be determined by certification as approved by the Department of Education of the State of Michigan, by years of continuous employment in the elementary grades K through 5, and by subject matter taught in grades 6 through 12.
- F. Probationary teachers will be laid off first where any teacher who has acquired tenure and whose position has been curtailed is certified and qualified to perform the services of the probationary teacher.
- G. In the event tenure teachers must be laid off, teachers in each classification will be laid off first by seniority according to length of service.
- H. Knowledge, skill, efficiency on the job and physical fitness will be considered in case of teachers with the same amount of seniority as judged by the tenure committee.
- I. In the event of lay-off, the Board will institute a recall procedure which, when implemented, will insure teachers that they will be recalled in the reverse order of lay-off. Recall will be initiated immediately upon resolution of any financial crisis which may have precipitated the necessary reduction in personnel.

ARTICLE XV

Duration of Agreement

This contract will be put into effect only if it meets all legal requirements of the wage freeze as set by the state and federal governments, and will continue into effect through June 9, 1972.

IDA EDUCATION ASSOCIATION

By _____
Association President

By _____
Association Secretary

By _____
Chairman, Neg. Committee

By _____
Negotiating Committeeman

IDA BOARD OF EDUCATION

By _____
Superintendent of Schools

By _____
Board President

By _____
Board Treasurer

By _____
Board Secretary

By _____
Board Trustee

By _____
Board Trustee

By _____
Board Trustee

By _____
Board Trustee

1971-72
SCHEDULE A

<u>STEP</u>	<u>B.A.</u>	<u>M.A.</u>
0	8,000	8,600
1	8,200	8,800
2	8,400	9,000
3	8,700	9,400
4	9,000	9,800
5	9,400	10,300
6	9,800	10,800
7	10,200	11,300
8	10,700	11,800
9	11,200	12,300
10	11,700	12,900
11	12,600	13,900

The salary schedule also includes longevity pay for service in Ida Public Schools since 1946:

- 14 years service - \$100 above pay schedule
- 18 years service - \$200 above pay schedule
- 22 years service - \$300 above pay schedule
- 26 years service - \$400 above pay schedule

SCHEDULE A - 1

Coaching Salary - based on B.S. or B.A. degree

Head football coach	11%
Head basketball coach	11%
Assistant football coach	9%
Reserve and extra assistant football coach	6%
Assistant basketball coach	9%
Freshman basketball coach	5%
Head baseball coach	6%
Head track coach	6%
7 th grade basketball	5%
8 th grade basketball	5%
Reserve and junior high track coaches	5%
6 th grade coaching	3%
Wrestling	7%
Golf	3%
Cross country	4%

Additional Compensation for Extra Duties - based on B.S. or B.A.

High School G.A.A.	2%
High School cheerleading	3%
Junior High cheerleading	1%
Band	\$750 for summer + 9%
Senior play	\$100
Junior play	\$100
Annual (all above \$100 from Annual Fund)..	\$100
Lunch period, per person	\$3
High School counselor - 2 weeks extra at current pay	
High School librarian - 2 weeks extra at current pay	
Driver education, per hour	\$5

Mentally Handicapped - Deaf and Hard of Hearing - Speech Correction

For teachers certified in fields of mentally handicapped, deaf and hard of hearing and speech correction, the following differential shall be maintained:

- Teacher with no teaching experience in any field - \$400 above base.
- Teacher with 1 year teaching experience in any field - \$300 above.
- Teacher with 2 years teaching experience in any field- \$200 above.
- Teacher with 3 years teaching experience in any field- \$100 above
- Teacher with 4 years teaching experience in any field- none.

IDA PUBLIC SCHOOLS
School Calendar for 1971-72

	M	T	W	Th	F		M	T	W	Th	F
<u>SEPTEMBER</u>						<u>FEBRUARY</u>		1	2	3	4
Labor Day	6	7	8	9	10		7	8	9	10	11
	13	14	15	16	17		14	15	16	17	18
	20	21	22	23	24		21	22	23	24	25
	27	28	29	30			28	29			
<u>OCTOBER</u>					1	<u>MARCH</u>			1	2	3
	4	5	6	7	8		6	7	8	9	10
	11	12	13	14	15		13	14	15	16	17
	18	19	20	21	22		20	21	22	23	24
	25	26	27	28	29	Easter	27	28	29	30	31
<u>NOVEMBER</u>	1	2	3	4	5	<u>APRIL</u>	3	4	5	6	7
	8	9	10	11	12		10	11	12	13	14
	15	16	17	18	19		17	18	19	20	21
Thanksgvg	22	23	24	25	26		24	25	26	27	28
	29	30									
<u>DECEMBER</u>			1	2	3	<u>MAY</u>	1	2	3	4	5
	6	7	8	9	10		8	9	10	11	12
	13	14	15	16	17		15	16	17	18	19
Christmas	20	21	22	23	24		22	23	24	25	26
	27	28	29	30	31	Memorial Day	29	30	31		
<u>JANUARY</u>	3	4	5	6	7	<u>JUNE</u>				1	2
	10	11	12	13	14	Marking Day	5	6	7	8	9
Marking Day	17	18	19	20	21						
	24	25	26	27	28						
	31										

180 Days Attendance
183 Working Days for Teachers

- - Teachers work - no students
□ - Vacation days