



National - State - Local

Ionia City Education Association

438 Union Street
IONIA, MICHIGAN 48846

10-11-67

Dear Sir:

Here are the master contracts
you requested from the Ionia
city Education association.

Sincerely,
Jack Oarsset, Pres.

MASTER EDUCATION CONTRACT AGREEMENT

This Agreement entered into this day of 1967, by and between the Board of Education of the Ionia Public Schools, Ionia, Ionia County, Michigan, hereinafter called the "Board" and the Ionia Education Association, hereinafter called the "Association".

ARTICLE I

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of the Ionia Area Schools is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

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

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize, IN CONSIDERATION OF THE FOLLOWING MUTUAL COVENANTS, it is hereby agreed as follows:

ARTICLE II

RECOGNITION OF THE DISTRICT'S RIGHTS

The District retains exclusively all its legal functions of management of the affairs of the District. The Association reserves the right to grieve, in accordance with the procedure provided herein, when action taken by the District may reasonably and sensibly be claimed to be contrary to a specific limitation, set forth in this Agreement, of such rights of the District.

ARTICLE III

RECOGNITION

A - The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all teacher certified professional teaching personnel and degreed personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, librarians, school nurses, and all those whose major assignments are not administrative in nature, employed or to be employed by the Board (whether or not assigned to a public school building). This contract shall exclude supervisory and executive personnel. 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 references to male teachers shall include female teachers.

B - The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

C - Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall

be deducted as dues from the regular salaries of all such teachers in not more than three (3) monthly installments to the Association.

D - Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE IV

Section 1.

The employees who are covered by this Agreement will be represented by an Association Committee of Five (5) such employees (no more than one of whom shall be in probationary status) elected by the Association in any manner it determines.

Section 2.

The Association shall keep the Superintendent of Schools currently advised, in writing, of the members of the Association Committee, and only such employees shall be recognized by the District as representatives of the Association.

ARTICLE V

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 cover 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 teachers with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B - The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board and teachers agree to be bound by any lawful order or award thereof.

C - The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in

developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievances or complaint.

ARTICLE VI

PROFESSIONAL COMPENSATION

A - The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Extracurricular duties shall be compensated for according to Schedule B which is also attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the term of this Agreement, provided, however, that upon written notice to the other party by February first of every year of this Agreement, either party may request the reopening of negotiation of such salary schedule.

B - Teachers shall not be required to report more than two (2) days prior to the beginning of classes in September or to remain more than two (2) days after classes end in June. A school calendar, for the next school year, shall be made and presented to the Association at least sixty (60) days prior to the first day of May, during the term of this Agreement. This calendar will show not more than 190 days of contractual obligation.

C. - Sick Leave

A teacher entering the Ionia Schools shall be entitled to two (2) days per month for five (5) months, credited monthly in advance and not to exceed ten (10) days. Sick leave in the Ionia Schools for all other teaching personnel is granted at the rate of one (1) working day per calendar month worked and not to exceed an accumulation of 190 days. Sick leave will be credited yearly in advance to teachers who have been in the system. Sick leave shall apply to personal illness of the employee.

Death in Family. Five (5) days of sick leave per year may be used for a death in the immediate family. The term "immediate family" as used here is interpreted to mean the mother, father, spouse, parent of spouse, brother, sister, child, grandparents, grandchild, or a dependent in the immediate household.

Family Illness. Ten (10) days of sick leave per year may be used for an illness in the immediate family. The term "immediate family" as used here is interpreted to mean the mother, father, spouse, children and dependents in the immediate household.

Emergency Leave. Emergency leave may be granted to school personnel for matters of an urgent nature which cannot be transacted at any other time, providing arrangements are made with the Superintendent of Schools. This time will be deducted from the sick leave accumulation.

Maternity Leave. Any Ionia teaching employee after two (2) continuous years shall be eligible for maternity leave. As soon as she is three months pregnant, she must apply to the Board for a leave of absence, without pay,

to begin as soon as a suitable substitute is found, and, in any event, within three months. The leave of absence shall extend for one year following the birth of the child and as much longer as may be required, to terminate on the next succeeding September 1st. The Board agrees to offer said employee a contract for the following year if an opening exists, however, said opening may not necessarily occur in said employee's previous area of instruction. The Board of Education will grant such leave of absence without pay. In the event that normal conditions attendant upon pregnancy and birth do not prevail, the employee may apply to the said District for permission to return to a position the September prior to the termination of the period for which leave was granted. Failure to apply for leave of absence when three months pregnant shall be considered as not in the best interests of the Ionia Schools and shall be sufficient reason for termination of services.

For extended personal illness or injury beyond the allowable sick leave accumulated, an employee having three or more years of service in this district shall be entitled to that portion of contractual salary remaining after a substitute has been paid, for a further period of time equal to the number of sick leave days accumulated by said employee prior to becoming ill or injured.

D - Military Service Leave. The District and the Association agree that the matter of leave of absence for an employee during the period of his military service with the Armed Forces of the United States, and of his reinstatement thereafter, shall be governed by applicable statutes as they may be interpreted by decisions of the Courts.

E - Personal Business Leave. An employee covered hereby shall have the right to make written application for leave of absence, without pay, for a period of up to one (1) calendar month, for personal reasons of persuasive nature which shall be stated in the application to the Superintendent. Granting of such leave shall be in the District's discretion.

F - Professional Discipline Conference Leave. An employee covered hereby may, at the District's discretion, be granted leave of absence, with pay from his time-off salary increment not to exceed one (1) day, to attend meetings, conferences, seminars, etc. offered in the field of his particular professional discipline.

Any variations or extentions of the above shall be made by the Superintendent and a representative of the Ionia Education Association. This applies to C, D, E, and F only.

G. The District will grant a leave of absence with pay, not to exceed a total of four (4) days, to the teachers' Association for MEA and NEA business.

ARTICLE VII

TEACHING HOURS

A - Teaching hours will be as described in the handbook.

B - It is expected that the school day will not be basically altered from its present schedule without prior discussion with the Association. The Board recognizes the principle of a standard workweek and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard workweek. The Board will not require teachers regularly to work in excess of such standard workweek within or outside of any school building.

C - Noon hour playground supervision shall be provided in the elementary schools by non-teaching personnel, or paid professional personnel.

ARTICLE VIII

TEACHING LOADS AND ASSIGNMENTS

A - The normal weekly teaching load in the senior high school will be 25 teaching periods and 5 unassigned preparation periods. The normal weekly teaching load in the junior high schools will be 25 teaching periods and 5 unassigned preparation periods. No departure from these norms, except in case of emergency, shall be authorized without prior consultation with the Association.

B - Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C - Teachers who will be affected by a change in grade assignments in the elementary school grade and by changes in subject assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable and prior to July first. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.

D - Teachers will be asked to commit themselves to teaching in this school district by April 1st of each year or at the completion of salary negotiations, by a Letter of Intent. Since a competent teacher is essential to this school system, the Administration should be given the opportunity to find suitable replacements as soon as it is known that a vacancy will exist. The Association agrees to cooperate in taking steps to discourage teachers from resigning after July 1st, without being released from their contract by the Board, including the imposition of sanctions of such teachers.

ARTICLE IX
TEACHING CONDITIONS

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach, and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A - The parties recognize that it is the Board's responsibility to provide appropriate building and teaching materials, while it is each teacher's responsibility to apply his professional abilities to teaching. It is further recognized that the adequacy of such facilities and the size of classes are mutual concerns of both parties. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered.

With this idea in mind, when any elementary grade level shall exceed by a total of 27 students an average of more than 28 per room, and it shall be financially and physically possible, another grade shall be formed at said grade level.

B - The Association and its members recognize that as a professional person, the proper discharge of a teacher's responsibility to his students and the school district shall obligate him to devote time outside normal school hours to prepare lesson plans, grade papers, attend a reasonable number of staff and other meetings, meet with parents, etc., and agrees that such professional responsibilities will be met.

It is recognized that for noon hour school hour activities to be effective, all interested parties be active in the planning stages. Members of the teaching staff shall be consulted and will agree to serve in such planning sessions.

C - The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard texts and questionnaires, and similar materials are the tools of the teaching profession. A successful school is one which satisfies the needs of its community. As a method of evaluating the educational needs of our community we ask support in forming a study committee with a view to effecting progress in meeting these needs. It is suggested the teachers' association choose eight classroom teachers: two from lower elementary, two from upper elementary, two from junior high and two from senior high. The Board is to choose one or more of its group, the Superintendent, and at least one principal. There shall be a meeting to organize by October 15th for the purpose of electing a Chairman and setting up a tentative agenda.

D - Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher shall conform to the M.E.A. Code of Ethics.

E - Teachers are expected to refrain from the negative discussion of school policies, other staff members and school employees, and students with persons who have no responsibility or authority to bring about improvements. Teachers should discuss their grievances relative to other members of the profession, other school employees, and students to the Superintendent, Principals, and

the persons designated by the local education association to administer to such matters.

F - The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

ARTICLE X

VACANCIES AND PROMOTIONS

A - Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least fifteen (15) days.

B - Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district, and other relevant factors. An applicant with less service in the system shall not be awarded such position unless his qualifications therefor shall be substantially superior to applicants with greater service. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels, if adequately qualified personnel is available within the system. "Service" in the system, for purposes of this Agreement, shall mean continuous employment in a school of the district, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause.

ARTICLE XI

TRANSFERS

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

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

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

D - Six (6) years previous teaching experience in systems other than Ionia will be allowed to transfer, non-retroactive.

ARTICLE XII

TEACHER EVALUATION

A - All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

B - Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

C - A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

D - No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of the M.E.A. professional Code of Ethics asserted by the Board or any agent or representative therefore shall be subject to the professional grievance negotiations procedure hereinafter set forth.

ARTICLE XIII
PROTECTION OF TEACHERS

A - Each teacher is responsible for maintaining an atmosphere conducive to good learning. Classrooms shall be conducted accordingly. Teachers should supervise at all times except in emergencies. The Board recognizes that through its administrative staff, it must support its teachers to help maintain proper classroom order, and agrees to do so.

B - Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities, unless the above is provided by the M.E.A.

C - If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense, unless the above is provided by the M.E.A.

D - Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher if it is determined that the teacher is not at fault.

E - Any complaints of a proportion to be placed in the teacher's personnel file, shall be promptly called to the teacher's attention.

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

ARTICLE XIV

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 discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B - In the event the salary schedule is reopened for negotiation, by either party, as provided in Article VI of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised salary schedule. By February 1st prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new Agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

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

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

ARTICLE XV

PROFESSIONAL GRIEVANCE NEGOTIATION PROCEDURE

A - Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated representative.

B - Within five (5) days of receipt of the grievance the designated representatives of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. 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 (5) days thereafter to approve or disapprove the grievance. If the grievance is of a nature to be transmitted directly to the Superintendent, he shall have ten (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 reasons why it is being disapproved.

C - Within fifteen (15) days from receipt of the grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than twenty (20) days after its submission to the Board.

D - If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration hearing. The 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 judgement 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.

ARTICLE XVI

PROFESSIONAL IMPROVEMENT

1. Each teacher who is teaching in the elementary schools who has not had a class in the teaching of reading since 1960 shall be required to take one before September, 1968.
2. Each teacher who is teaching in the elementary school shall be required to take a course related to the teaching of elementary schools every three (3) years. Fulfillment of requirement number 1 fulfills requirement number 2.
3. Each teacher who is teaching in the junior and senior high school shall be required to take a course in his major or minor field every three (3) years.
4. In case the above requirements are not met, there will be no increase in salary.
5. The Board of Education will reimburse each teacher upon completion of the above requirements for tuition and books.

ARTICLE XVII

MISCELLANEOUS PROVISIONS

A - Policies in the teacher's handbook will be followed regarding substitute teachers.

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 this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

D - Copies of this Agreement shall be furnished at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

E - If any provision of the Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

SCHEDULE A

Base	Non-Degree <u>5400.00-7695.00</u>	Bachelor Degree <u>5900.00-8407.50</u>	Masters Degree <u>6400.00-9120.00</u>	Specialists Degree <u>6900.00-9832.50</u>
1	5629.50-229.50	6150.75-250.75	6672.00-272.00	7193.25-293.25
2	5859.00-459.00	6401.50-501.50	6944.00-544.00	7486.50-586.50
3	6088.50-688.50	6652.25-752.25	7216.00-816.00	7779.75-879.75
4	6318.00-918.00	6903.00-1003.00	7488.00-1088.00	8073.00-1173.00
5	6547.50-1147.50	7153.75-1253.75	7760.00-1360.00	8366.25-1466.25
6	6777.00-1377.00	7404.50-1504.50	8032.00-1632.00	8659.50-1759.50
7	7006.50-1606.50	7655.25-1755.25	8304.00-1904.00	8952.75-2052.75
8	7236.00-1836.00	7906.00-2006.00	8576.00-2176.00	9246.00-2346.00
9	7465.50-2065.50	8156.75-2256.75	8848.00-2448.00	9539.25-2639.25
10	7695.00-2295.00	8407.50-2507.50	9120.00-2720.00	9832.50-2932.50

SCHEDULE B

EXTRA PAY PERCENTAGES ARE FIGURED ON THE INDIVIDUAL'S BASE ACCORDING TO THE INDEX STEP REPRESENTING THE YEARS OF ACTUAL EXPERIENCE DIRECTING THE ACTIVITY.

Head Football -----	11%	Summer Band -----	8%
Ass't Varsity -----	7%	Varsity Band -----	9%
Junior Varsity -----	7%	Junior Varsity Band -	3%
Junior Varsity Ass't-	5%	Vocal Music -----	4%
Freshman Head -----	5%	Detention Hour -----	4% of base
Freshman Ass't -----	4%		\$5900
Jr. High -----	4%	Girls Safety Patrol -	2%
Head Basketball -----	11%	Added Class -----	1/6 of
Junior Varsity -----	7%		teachers base
Freshman -----	5%	Insurance:	
Jr. High -----	4%	100% single subscriber Blue	
Wrestling -----	8%	Cross or M.E.A. or equivalent	
Boys Gymnastics -----	7%	of life or annuity.	
Girls Gymnastics ----	3%		
Girls Basketball ----	3%		
Baseball -----	8%		
Junior Varsity -----	5%		
Track -----	8%		
Assn't -----	5%		
Tennis -----	5%		
Golf -----	5%		
Testing -----	4%		
Audio-Vis. Director -	8%		
Play Director -----	8%		
Assn't Director -----	4%		
Forensics -----	4%		
Debate -----	4%		
Cheerleading Dir. ---	3%		
Agriculture -----	49/38		
F.H.A. 2% for each teacher			
Annual Director -----	8%		
Annual Assn't -----	4%		
Spotlight Director --	2%		