

9-3-71
Ironwood 18
NOV 10 1970
(Gogebic Co)

MASTER CONTRACT FOR TEACHING PERSONNEL
1970-1971

The Board of Education of Ironwood, Michigan, hereinafter called "Board", and the Ironwood Education Association, an affiliate of the Michigan Education Association, hereinafter called "Association", in consideration of the mutually agreed upon covenants set forth herein, agree with each other as follows:

REC-
FEB 2 1971

ARTICLE I

Recognition

PROFESSIONAL NEGOTIATIONS

- 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 professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, librarians, speech and hearing therapists, school nurses, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding supervisory and executive personnel and all non-teaching employees. The term, "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the Bargaining or Negotiating unit as above defined, and references to male teachers shall include female teachers.
- B. The Board agrees not to negotiate with any teacher's 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. It is recognized the proper negotiation and administration of collective bargaining agreements entail expense which is appropriately shared by all teachers who are beneficiaries of such agreements. To this end, in the event a teacher shall not join the Association and execute an authorization for dues deduction, such teacher shall, as a condition of continued employment by the Board, execute an authorization for the deduction of a sum equivalent to the dues and assessments of the Association which sum shall be forwarded to the Association. These dues shall be equivalent to the total IEA, MEA & NEA dues paid by each member. In the event that such an authorization is not signed for a period of thirty days following the first regular day of work, the Board agrees that in order to effectuate the purposes of the Public Employment Relations Act and this Agreement, the services of such teacher shall be discontinued as of the end of the current school year. Such teacher or teachers shall be notified of the termination of their services immediately upon the expiration of the thirty (30) day period heretofore mentioned. However, if at the end of the school year the teacher or teachers receiving the termination notice shall then be engaged in pursuing any legal remedies contesting the discharge under this provision before the Michigan Tenure Commission or a court of competent jurisdiction, such teacher's services shall not be terminated until such time as such teacher or teachers have either obtained a final decision as to the validity or legality of said discharge, or said teacher or teachers have ceased to pursue the legal remedies available to them by not making a timely appeal of any decision rendered in said matter by the Michigan Tenure Commission or a court of competent jurisdiction.

Ironwood Area Schools Board of Ed.

MEA
1216 KENDALE
E. Lansing, MI
48823

9/3/70 -
9/3/71

In any case in which a teacher or teachers contest a discharge under the provisions of the Paragraph I, Section C, Article I, and it is necessary for the Board to defend its position and to engage legal counsel and to incur other expenses in so doing, the Association agrees to pay 100% of the expenses so incurred by the Board. The Association retains the right to name the legal counsel to serve on behalf of the Board. The Board may engage its own counsel and be represented if it desires.

- D. Within thirty days of the first regular day of work hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association upon such conditions as the Association shall establish.
- E. The deduction of membership dues shall be made from each check for twenty (20) consecutive pay periods beginning with the first pay period in October. The Board agrees to promptly remit to the local Association all monies so deducted, accompanied by a list of teachers from whom the deductions have been made.
- F. The Board shall also make payroll deduction upon written authorization from teachers for annuities, savings bonds, charitable donations, or any other plans or programs jointly approved by the Association and the Board.
- G. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II

Teacher Rights

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher employed by 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, 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 and Association specifically recognize the right of both parties appropriately to invoke the assistance of the Employment Relations Commission, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board and Association agrees to be bound by any lawful order or award thereof.

- C. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members.
- D. The Board agrees to give access 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 grievance or complaint.

ARTICLE III

Professional Compensation

- A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the period of this Agreement, and is based upon the school year adopted in Schedule C.
- B. Members of the faculty shall not be assigned to assist or work at after school activities in which a charge for attendance is made. Faculty members shall have prior opportunity to fill paid positions for such activities at the regular established rates.
- C. The Board agrees to recognize the principle of rotation in the selection of faculty members for special professional summer or vacation period employment but reserves the right to deviate from this principle should this seem to be a wise course of action.
- D. An athletic ticket pass will be issued to all teachers who make some direct contribution to the athletic program at any level of the school system.
- E. Extra duty schedule, see Schedule B.
- F. Teachers required in the course of their work to drive personal automobiles from one school building to another shall receive a car allowance of (12¢) twelve cents per mile. The same allowance shall be given for use of personal cars for field trips or other business of this district. The teacher is to pay his own insurance except for excess. A minimum of \$50,000 to \$100,000 public liability is required. The School Board will provide an over-ride of \$100/300,000 of insurance.

ARTICLE IV

Teaching Hours

Since the single salary schedule is predicated on the principal of equal pay for equal work, the teacher's work day in both the elementary and secondary schools shall be of uniform length.

- A. Teachers will be assigned on the job schedules consisting of not more than seven hours excluding a duty-free uninterrupted lunch period and

including a minimum of fifty minutes for preparation. This in no case will be earlier than 7:45 a.m. or later than 4:00 p.m., although by mutual agreement earlier and/or later times may be set up. Class teaching schedules will be set up to approximate the requirements of the State Board of Education.

ARTICLE V

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; or 20 teaching periods and 5 supervisory 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. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.
- B. Since preparation is vital to good classroom instruction, teachers must be ready to show tangible evidence of weekly lesson planning if requested to do so by the professional administrative staff.
- C. 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.
- D. Elementary teachers will be provided two fifteen minute relief periods each day. In addition, elementary teachers may use for preparation all time during which their classes are receiving instruction from various teaching specialists.
- E. If a teacher shall teach more than the normal teaching load as set forth in this Article, he shall receive additional compensation at one and one-half ($1\frac{1}{2}$) times his hourly rate for each teaching period in excess of such norms. Example: $1\frac{1}{2} \times$ annual salary
number of hours taught per year
This is not applicable to courses taught for the Community School Program.

ARTICLE VI

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 teachers 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 and that the following list includes desirable maximums.

- (1) Kindergarten 22 pupils
- (2) Elementary school grades 30 pupils
- (3) Special classes for handicapped or mentally retarded 15 pupils

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

English	)	Typing	30 pupils
Social Studies	)	Industrial Arts	20 pupils
General Education)		Drafting	30 pupils
Mathematics	) 25 pupils	Vocational Shops	20 pupils
Science	)	Homemaking	20 pupils
Language	)	Art	25 pupils
Business	)	Physical Ed.	40 pupils

- B. The Board shall furnish without charge smocks for art teachers, home economics, manual training and all laboratory science teachers, and shall provide without charge laundering service therefor.
- C. The Board shall make available in each school adequate lunchroom, restroom and lavatory facilities exclusively for teacher use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.
- D. Telephone facilities shall be made available to teachers for their reasonable use.
- E. Adequate parking facilities shall as far as possible be made available to teachers for their exclusive use.

ARTICLE VII

Vacancies and Promotions

- A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least 7 calendar days. Any teacher may apply for such vacancy.
- B. 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.

ARTICLE VIII

Professional Qualifications and Assignments

- A. No new teacher shall be employed by the Board for a regular teaching assignment who does not have a bachelor's degree from an accredited college or university, and a provisional or permanent certificate, except as modified in "B" below.
- B. The employment of teachers by individual contracts as based on special certificates is to be permitted only in cases of absolute necessity.
- C. No substitute teacher shall be employed by the Board for more than 90 days per school year, who possesses less than a provisional or permanent certificate except in case of absolute necessity.
- D. Teachers shall not be assigned outside the scope of their teaching certificates and their major or minor field of study except temporarily and for good cause, and with teacher's consultation.
- E. In the event that changes in schedule are proposed, all teachers affected shall be notified promptly and consulted. In no event will changes in teacher's schedules be made later than the 15th day of August preceding the commencement of the school year, unless an emergency situation requires same.
- F. Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, driver education, extra duties enumerated in Schedule B, and summer school courses, shall be with the consent of the teacher.

ARTICLE IX

Transfers

- A. In the event that transfers of teachers appear to be necessary, lists of available positions in the district shall be posted in the same manner as provided in Article VII. Teachers who are involved in transfers shall be notified at least 30 days prior to the beginning of the school year, except in emergency situations.
- B. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.
- C. The Board declares its support of a policy of filling vacancies including vacancies in supervisory positions, from within its own teaching staff. Whenever such a vacancy arises or is anticipated, the superintendent shall promptly post as indicated above in this article. Any new positions, including supervisory positions, shall be posted with accompanying job description. An involuntary transfer will be made only in case of emergency or to prevent undue disruption of the instructional program. The superintendent shall notify the affected teacher and the Association of the reasons for such transfer.

Reduction of Staff

D. If it shall become necessary to reduce the professional teaching staff for any reason, members of the staff shall be terminated as follows:

(1) Teaching positions are divided into fields of major curriculum qualification for purposes of retention; i.e. only a teacher with a history major shall fill a history teaching position etc. Assuming that several people are qualified in the field to be reduced, they shall be terminated in the following order:

First: All members of staff in the field to be reduced who are eligible for pensions.

Second: If additional reductions are required then the staff member having the least seniority in the district shall be first terminated.

This Article is included in this contract strictly for the year 1970-71 and expires in its entirety at the expiration date. Both parties agree to study the matter during the school year 1970-71 and an attempt will be made to resolve an acceptable article for both parties for the 1971-72 contract.

ARTICLE X

Sick Leave Pay

- A. Sick leave shall accumulate at the rate of ten days a year to a total of 100 days.
- B. Ten days shall be credited to each teacher upon the first day of the school year except when maximum is or will be reached during school year when it will be added at end of year if used during year. Teachers joining the staff after the opening of school shall be credited one day for each major fraction of a month taught the first year.
- C. Should a teacher leave the school system during the school year he will reimburse the school for any sick leave pay he might have received based on the sick leave allowance for that year. The pro-rated return shall be determined by consideration of the fraction of the total number of school days remaining at the time of his departure.
- D. If deemed necessary by the Association and the Board at the beginning of this school year each teacher shall contribute an amount not to exceed three days of the foregoing sick leave allowance to a common bank to be administered by the Association. Teachers who have exhausted their accumulated personal sick leave allowance may make reasonable withdrawals, as determined by the Association, from the common bank, provided that there are sufficient days available in the bank.

ARTICLE XI

Leaves of Absence

- A. Any teacher whose personal illness extends beyond the period compensated under Article X shall be granted a leave of absence without pay for such a time as is necessary for complete recovery from such illness. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.
- B. Leaves of absence with pay, chargeable against the teachers' sick leave shall be granted for the following reasons:
- (1) A maximum of five days per school year for a critical illness or emergency in the immediate family.
 - (2) Attendance at a ceremony awarding a degree to a staff member for such a portion of the day as is necessary.
 - (3) One day, except where travel requires additional time, for the attendance at the school graduation of a son, daughter, husband or wife.
 - (4) One day annually for personal business.
- C. Leaves of absence with pay not chargeable to sick leave allowance shall be granted for the following reasons:
- (1) A maximum of five days for each death in the immediate family. The immediate family is defined as mother, father, brother, sister, wife or husband, son or daughter, mother-in-law, father-in-law, grandparents or a member of the employee's immediate household.
 - (2) Court appearance as a witness in any case connected with the teacher's employment or the school, or whenever the teacher is subpoenaed to attend any legal proceeding.
 - (3) Time necessary to take the selective service physical examination.
- D. Leaves of absence without pay shall be granted upon application for the following purposes:
- (1) As allowed by law or at the Board's discretion. The regular salary increment shall be allowed in such instances.
- E. A teacher absent from work because of mumps, pink eye, impetigo, scarlet fever, measles or chicken pox shall suffer no diminution of compensation and shall not be charged with sick leave.
- F. A maternity leave shall be granted without pay, commencing not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the semester, the teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at the beginning of the following school year.

- G. The Board agrees to compensate teachers called to jury duty by an amount equal to the difference between jury pay and the teacher's regular salary.
- H. Terminal Leave Pay: Any teacher employed ten(10) or more years in the Ironwood Area Schools (formerly the Ironwood School District and the Ironwood and Erwin Township Schools) shall receive upon termination of his services from said system \$5.00 for each unused sick leave day, but not exceeding a total of \$500.00.

ARTICLE XIII

Sabbatical Leave

- A. Upon request teachers who have been employed for six years shall be granted a sabbatical leave for one year. During said sabbatical leave, the teacher shall be considered to be on leave with no remuneration of any kind.
- B. A teacher, upon return from a sabbatical leave, shall be restored to his former position or to a position of like nature and status, and shall be placed at the same position on the salary schedule as he would have been had he taught in the district during such period.
- C. Not more than two percent (2%) of the teaching staff shall be placed on a sabbatical leave upon request.

ARTICLE XIII

Insurance Protection

- A. The Board agrees to pay full coverage Blue Cross-Blue Shield insurance for head of family and single persons. In case of couple employees a family plan or two single plans will be provided. In case a teacher wishes to have MEA insurance coverage an equivalent amount can be applied to it.
- B. The Board shall make payment of insurance premiums for each employee to provide insurance coverage for the full twelve-month period commencing September 1st and ending August 30th; when necessary, premiums in behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

ARTICLE XIV

Teacher Evaluation

- A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio systems and similar surveillance devices shall be strictly prohibited.
- B. Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

- C. A Teacher shall at all times be entitled to have present a representative of the Association when he is being penalized, warned or disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no further action shall be taken with respect to the teacher until such representative of the Association is present.
- D. No teacher shall be disciplined, penalized, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, penalty or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the grievance procedure as herein set forth.
- E. Each teacher shall submit at the close of the school year to the superintendent a self-evaluation and plan of professional growth upon a form supplied by the school system and developed jointly by a committee composed of the superintendent, each building principal and one teacher from each elementary school and three from the high school, whom the teachers at each building shall elect, before being eligible for any increase in salary or salary schedule increment.

ARTICLE XV

Protection of Teachers

- A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.
- B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board 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 handling of the incident by law enforcement and judicial authorities.
- C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student when in proper pursuit of his duties the Board will provide legal counsel and render all necessary assistance to the teacher in his defense.
- D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.

- E. The Board will reimburse teachers for any loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises and involved in proper disciplinary action.
- F. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

ARTICLE XVI

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. At least sixty days prior to the expiration of this Agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.

ARTICLE XVII

Grievance Procedure

- A. A copy of the agenda of any Board of Education meeting shall be available to the Association on request prior to the meeting when ready.
- B. The primary purpose of the procedure set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration.

C. Structure

- (1) The building principal shall be the administrative representative when the particular grievance arises in one building.
- (2) The Board hereby designates as its representative Superintendent Richard R. Rohde when the particular grievance arises in more than one school building.

D. Procedure

In the event a grievance is filed on or after the first of June, it shall be resolved prior to the beginning of the next school year. In this case, the term "days" shall mean calendar days.

(1) Level One

The teacher with a grievance shall discuss the matter with his principal, either individually or with his Association Representative, with the objective of resolving the matter informally. The principal shall make his decision known within three days.

(2) Level Two

In the event the grievance is not satisfactorily resolved at Level One within three days, the grievant or the Association Representative shall file the grievance in writing with the Grievance Committee within five (5) days after the decision at Level One. The Committee shall within five (5) days make a judgment on the decision. If the Committee decides that the decision at Level One is in the best interests of the educational system it shall so notify the teacher and the Association Representative. If the Committee decides that the decision at Level One is not satisfactory, it shall refer such grievance in writing to the Superintendent of Schools. The Chairman of the Grievance Committee shall designate three persons, who may include himself, as an Ad Hoc Committee to represent the Association. Within ten (10) days after receipt of the written grievance by the Superintendent, these two representative groups shall meet to consider the problem and to arrive at an equitable solution of the grievance within five (5) days of said meeting.

(3) Level Three

If the grievance is not settled at Level 2, it will be settled by binding arbitration using the following procedure: A three-member mediation panel shall be selected. One member will be chosen by the Board, one by the Association and the third member by the other two members. In the event that no agreement can be reached in the selection of the third member he will be chosen by the state mediation board. The final decision of the panel shall be binding on all parties and there shall be no further appeal.

E. Rights to Representation

Any party in interest may be represented at all meetings and hearings at all steps and stages of the grievance procedure by another teacher or another person. Provided, however: That any teacher may in no event be represented by an officer, agent or other representative of any organization other than the Association. Provided further: When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of grievance processing, except where the grievance involves only questions of fact peculiar to the individual grievant.

F. Miscellaneous

- (1) During the pendency of any proceedings and until a final determination has been reached, all proceedings shall be kept confidential between the parties directly involved and any preliminary disposition will not be made public without the agreement of all parties.
- (2) All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

- (3) Forms for filing grievances, serving notices, taking appeals, making appeals, making reports and recommendations, and other necessary documents shall be given appropriate distribution by the Superintendent so as to facilitate operation of the procedures set forth herein.
- (4) All expenses will be born by the person and persons submitting the grievance.

ARTICLE XVIII

Miscellaneous Provisions

- A. 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 or any subsequent agreement covering the same period as the individual contracts do. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- B. Copies of this Agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board no later than 30 days after the signing of the Agreement.
- C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D. All provisions of this contract as well as any of a desirable nature by either party not included are herewith closed for the duration of this document.

ARTICLE XIX

Duration of Agreement

This Agreement shall be effective as of September 3, 1970 and shall continue in effect for one (1) year until the 3rd day of September 1971. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

DATE OF SIGNING: _____ By (Signed) Robert J. Kleimola
Its President

_____ By (Signed) Alma Nelson
Its Secretary

EDUCATION ASSOCIATION

_____ By (Signed) Steve Thomas
Its President

_____ By (Signed) Mrs. Sherrill Weeden
Its Secretary

SCHEDULE A.

Salary Schedule

Years of Experience	3 years Training (\$225.00)	Bachelor's Degree (\$275.00)	Master's Degree (\$325.00)	Master's plus 30 s. h. (\$325.00)	Specialist Degree (\$325.00)
0	\$6700	\$7200	\$7600	\$7700	\$7800
1	6925	7475	7925	8025	8125
2	7150	7750	8250	8350	8450
3	7375	8025	8575	8675	8775
4	7600	8300	8900	9000	9100
5	7825	8575	9225	9325	9425
6	8050	8850	9550	9650	9750
7	8275	9125	9875	9975	10075
8	8500	9400	10200	10300	10400
9		9675	10525	10625	10725
10		9950	10850	10950	11050
11		10225	11175	11275	11375
12		10500	11500	11600	11700

SCHEDULE C.
1970-71

Tuesday, September 8	Teacher Pre-planning
Wednesday, September 9	Classes begin on full time basis
Thursday, November 26	Thanksgiving Day - Holiday
Friday, November 27	Vacation
Thursday, Dec. 24 through Sunday, January 3	Christmas Vacation (Holiday Dec. 25 Holiday Jan. 1)
Monday, January 4	Classes begin after Christmas
Thursday, April 8, through Wednesday, April 14	Easter Vacation - Holiday Easter Monday, April 12
Thursday, April 15	Classes begin after Easter Vacation
Monday, May 31	Memorial Day - Holiday
Thursday, June 10	Last full day of classes
Friday, June 11	School closing activities

The above contract period provides for 182 full days of actual student-teacher contact, two duty days without regular classes, 5 holidays, and 10 vacation days.

First full two week check will be issued on September 11, 1970 with the remaining twenty-five following at two week intervals.