

6/1/68  
Ishpeming  
①

1967-1968  
MASTER CONTRACT  
between the  
ISHPEMING BOARD OF EDUCATION  
and the  
ISHPEMING TEACHERS' ASSOCIATION

MEA  
1216 Kendall  
E. Lansing, Mi.  
48823

#2-70  
#3- 6/1/68  
#4-70  
#5-70

OFFICE OF PROFESSIONAL NEGOTIATIONS  
Michigan Education Association

## TABLE OF CONTENTS

	Page
Agreement	1
Article	
I Purpose and Intent	2
II Recognition of the District's Rights	3
III Recognition of the Association's Status	3
<u>Section 1</u> Association Exclusive Representative for Collective Bargaining	3
<u>Section 2</u> Salary Deduction for Dues	4
<u>Section 3</u> Negotiating Committee	4
IV Salary Schedule - Term	5
V Teaching Schedules	5
<u>Section 1</u> Policy of District	5
<u>Section 2</u> Hours per Day and Week	5
<u>Section 3</u> Lunch Hour	6
<u>Section 4</u> Opening and Closing of School	6
VI Leaves	6
<u>Section 1</u> District Policy	6
<u>Section 2</u> Leaves with Pay	7
1. Personal Illness	7
2. Death in Family	7
3. Appearance in Court	7
4. Visitation of Schools and Conferences	7
5. Personal Business	7
6. Selective Service Examinations	7
7. Jury Duty	7
8. Annual Association Meeting	7
<u>Section 3</u> Leaves without Pay	8
1. Study, Research, Special Teaching Assignment, and Officer of M. E. A. or N. E. A.	8
2. Maternity	8
3. Serve in Public Office	8
4. Lengthy Illness	8
VII Promotions, Transfers, Assignments and Severance	8
<u>Section 1</u> Notification of Vacancies	8
<u>Section 2</u> Notification of Transfers	9
<u>Section 3</u> Notification of Change in Grade Assignment	9
<u>Section 4</u> North Central Standards	9
<u>Section 5</u> Assignment in Major or Minor Field	9

Article		Page
VII	Promotions, Transfers, Assignments and Severance (continued)	8
	<u>Section 6</u> Positions in State and Federal Programs	9
	<u>Section 7</u> Severance Pay	10
VIII	Miscellaneous	10
	<u>Section 1</u> Rights of Employment	10
	<u>Section 2</u> Use of Facilities	10
	<u>Section 3</u> Availability of Financial Information	10
	<u>Section 4</u> Reimbursement for Damage to Property	11
	<u>Section 5</u> Dress	11
	<u>Section 6</u> Driving School Bus	11
	<u>Section 7</u> Telephone Facilities	11
	<u>Section 8</u> Complaints of Parents	12
	<u>Section 9</u> Emotionally Disturbed Children	12
	<u>Section 10</u> Evaluation of Teacher's Performance	12
	<u>Section 11</u> Faculty Lounges and Restrooms	13
IX	Professional Grievance Procedure	13
	<u>Section 1</u> Definitions	13
	<u>Section 2</u> Steps in Grievance Procedure	13
	<u>Step 1</u> Discuss Grievance with Principal	13
	<u>Step 2</u> Discuss Grievance with Superintendent	14
	<u>Step 3</u> Discuss Grievance with Board of Education	15
	<u>Step 4</u> Invoke Provisions of Section 7 of Act 336	15
	<u>Section 3</u> Definitions and Terms Used in Grievances	16
	1. Level One Decision in Writing	16
	2. Filing of Grievance Reports	16
	3. Forms Used in Grievances	16
	4. Access to Records	16
	5. Limits on Decisions	16
	6. Days Referred to - School Days	16
	7. Time and Place of Meetings	17
	8. Quarterly Meetings of Professional Negotiating Committee and the Board of Education	17
X	Term of This Agreement	18
	Appendix A - Salary Schedule 1967-1968	19

AGREEMENT

1                    THIS AGREEMENT entered into this 16th day of August,  
2    1967, by and between the Board of Education of the City of  
3    Ishpeming, Michigan, School District No. 1, hereinafter called  
4    the "District", and the Ishpeming Teachers' Association, here-  
5    inafter called the "Association".

## ARTICLE I - PURPOSE AND INTENT

1           The District and the Association recognize: that their  
2 individual and joint objective should be to provide a quality education  
3 to the children of the District: that the quality of education provided  
4 greatly depends upon the dedication and morale of the teaching staff  
5 and upon the expertise, effectiveness and efficiency of the administra-  
6 tion: and, further, that this objective must be accomplished within  
7 a budget determined by means and methods outside of the control of  
8 either of them.

9           Being engaged in a mutual endeavor in the public interest,  
10 the District and the Association recognize that the members of the  
11 teaching profession are particularly qualified to assist in formulating  
12 policies and programs designed to improve educational standards and  
13 encourage, to the fullest extent, fair and harmonious relations  
14 between their respective representatives at all levels, and among all  
15 employees of the District whether or not they be covered by this  
16 Agreement.

17           In the above spirit and pursuant to the requirements of  
18 Act 336 of the Michigan Public Acts of 1947, as amended by Act 379  
19 of the Michigan Public Acts of 1965, the District and the Association  
20 herein set forth all their agreement with respect to the wages, hours  
21 and other terms and conditions of employment of members of the  
22 Association who are covered here by, insofar as such matters are not  
23 controlled by applicable Michigan Laws.

ARTICLE II - RECOGNITION OF THE DISTRICT'S  
RIGHTS

---

1           Subject to the terms of this Agreement, the District  
2 retains exclusively all its legal, customary and normal  
3 functions of management of the affairs of the District, in-  
4 cluding, but not limited to, the determination of the number  
5 and types of schools and the location, schedule, curriculum  
6 and staffing, thereof, the hiring, transfer, promotion and de-  
7 motion of its teachers, the establishment and enforcement of  
8 rules to maintain efficiency of and discipline among its  
9 teachers and the suspension, discipline, and discharge of its  
10 teachers for proper cause: provided, however, that in the ex-  
11 ercise of such functions the District will not discriminate  
12 against any teacher because of membership or non-membership  
13 in the Association.

ARTICLE III - RECOGNITION OF THE ASSOCIATION'S  
STATUS

---

Section 1

14           Pursuant to and in accordance with all applicable  
15 provisions of Act 336 of the Michigan Public Acts of 1947,  
16 as amended by Act 379 of the Michigan Public Acts of 1965,  
17 the District recognizes the Association as the exclusive  
18 representative for the purpose of collective bargaining with  
19 respect to the wages, hours and other terms and conditions of  
20 employment, for the term of this Agreement, of all teachers,

1 guidance counsellors and librarians, but specifically ex-  
2 cluding the superintendent, principals, custodians, temporary  
3 teachers and substitute teachers, office, clerical and other  
4 non-professional employees.

Section 2

5           Upon receipt of a written authorization signed by a  
6 teacher, the District will deduct, during the existence of this  
7 Agreement, from the monthly salary of such teacher the monthly  
8 membership dues of the Association (including the National  
9 Educational Association and the Michigan Educational Assoc-  
10 iation) and shall also deduct any assessments against him  
11 which may be uniform and general among members of the Assoc-  
12 iation. Such amounts will be collected in ten installments and  
13 remitted to the Treasurer of the Association.

Section 3

14           The teachers who are covered by this Agreement will  
15 be represented by a Professional Negotiation Committee of five  
16 (5) such teachers elected by the Association in any manner it  
17 determines. The Association shall keep the Superintendent  
18 of Schools currently advised, in writing, of the members of  
19 the Professional Negotiation Committee, and only such teachers  
20 shall be recognized by the District as representatives of the  
21 Association. Either party may have such consultants or other  
22 persons as it may deem necessary at any meetings between the  
23 parties.

ARTICLE IV - SALARIES

Section 1

1                   The salary schedule for teachers covered hereby is  
2 set forth in Appendix A, which is attached hereto and is in-  
3 corporated herein by reference. Such salary schedule shall  
4 remain in effect during the term of this Agreement subject to  
5 the provisions of Article X.

ARTICLE V - TEACHING SCHEDULES

Section 1

6                   It is the policy of the District to consider its  
7 present teaching schedules as the normal daily and weekly  
8 work schedule. Permanent changes in schedules, in excess of  
9 those referred to herein, shall be discussed with the Assoc-  
10 iation prior to their establishment.

Section 2

11                   The schedules referred to in Section 1 above are  
12 as follows:

13                   A. Hours per day:

14	High School	6 3/4 hours
15	C. L. Phelps	6 1/2 hours
16	Elementary	6 1/4 hours

17                   B. Hours per week: High School

- 18                   1. 25 teaching periods of 1 hour each.
- 19                   2. 5 non-teaching periods of 1 hour each,  
20                   except that in any 5-week period,  
21                   5 of the non-teaching periods may  
22                   be assigned supervisory periods.
- 23                   3. High School Teachers will not be required  
24                   to supervise the study hall after 3:35 P. M.
- 25                   4. The administration shall make every  
26                   effort to keep the enrollments in the  
27                   study hall at a reasonable number.



- 1 C. Hours per week: C. L. Phelps School  
2 1. 25 teaching periods of 45 minutes each.  
3 2. 10 non-teaching periods of 45 minutes each,  
4 5 of which will be unassigned preparation  
5 periods.

- 6 D. Hours per week: Elementary Schools  
7 1. 25 teaching hours.  
8 2. 6 1/4 non-teaching hours.

- 9 E. Two half days may be used by the teachers for the  
10 purpose of working on reports at the close  
11 of the year. Students shall be dismissed one morn-  
12 ing and one afternoon, but not on the same day.

### Section 3

13 In addition to the hours and periods referred to,  
14 each teacher will be allowed at least a 1/2-hour period daily  
15 for lunch, which period will be duty free: any change in the  
16 present schedule shall be discussed with the Association.  
17 Each high school teacher may be required to report to the  
18 school ten minutes prior to commencement of classes, which  
19 time is not included in the above schedules.

### Section 4

20 Teachers shall not be required to report prior to the  
21 opening day of school in September or to remain after school  
22 ends in May without compensation therefor.

## ARTICLE VI - LEAVES

### Section 1

23 It is the policy of the District to permit absence  
24 from teaching duties under the circumstances hereinafter set  
25 forth. Any changes in such policy shall be discussed with  
26 the Association prior to establishment.

Section 2

- 1 Leaves of absence with pay.
- 2 1. Teachers will be granted ten days per contract year  
3 for personal illness or illness in their family.  
4 A teacher may accumulate any unused days, up to a  
5 maximum of 120 days, for such illness in future years.  
6 Teachers who had accumulated 90 days under the  
7 previous policy shall be credited with 120 days sick  
8 leave when this contract is signed if no sick leave was  
9 added for two years after 1964.
- 10 2. Teachers will be granted leaves up to five days for  
11 a death in the immediate family. Immediate family  
12 is deemed to include spouse, children, parents,  
13 grandparents, brothers, sisters of the teacher,  
14 parents of the spouse, son-in-law, daughter-in-law,  
15 grandchildren, brother-in-law, sister-in-law, and  
16 any person who has made residence with the family.
- 17 3. Teachers will be granted such time as may be re-  
18 quired for their appearance in court on behalf of  
19 the District, or on their own behalf in any action  
20 by them against a third party, which action arises  
21 out of the performance of their teaching duties.
- 22 4. The District may grant time under the provisions of  
23 this subsection 2, for visitations to other schools  
24 or attendance at educational conferences or con-  
25 ventions.
- 26 5. Teachers will be granted a leave of absence for one  
27 day in each contract year for personal reasons.  
28 A second day will be granted with the deduction of  
29 a substitute's salary. These days shall be  
30 **cleared** by the administration and shall not be used  
31 before or after a vacation period except in an  
32 emergency.
- 33 6. Tenure teachers will be granted a leave of absence  
34 for the purpose of taking a Selective Service  
35 physical examination.
- 36 7. Teachers will be granted leaves of absence required  
37 for the performance of jury duty and shall be en-  
38 titled to pay for such time, less, however, any  
39 amounts received as payment for jury duty.
- 40 8. A teacher will be released without loss of pay for a  
41 period of two days to participate in the annual  
42 Upper Peninsula meeting of the Michigan Education  
43 Association.

Section 3

- 1 Leaves of absence without pay.
- 2 1. Leaves of absence without pay for periods of up to one  
3 year will be granted, without loss of salary increment,  
4 and where proper replacements are available , for:  
5 studies relating to the teacher's license field: studies  
6 to meet eligibility requirements for a license not held  
7 by a teacher: study, research or special teaching  
8 assignment involving advantage to the school system:  
9 officers of the MEA or NEA for performance of official  
10 duties.
- 11 2. A maternity leave of absence will be granted commencing  
12 not later than the 5th month of pregnancy and terminating  
13 no less than 5 months after the birth of the child.
- 14 3. A leave of absence for up to one year will be granted to  
15 teachers to serve in a public office.
- 16 4. A tenure teacher whose personal illness extends beyond  
17 the period compensated under Paragraph 1, subsection 2  
18 above will be granted a leave of absence up to three  
19 years. Upon return from such a leave the teacher will  
20 be assigned to the same or substantially equivalent  
21 position if available, but with not more than one year  
22 advance in salary schedule.

ARTICLE VII - PROMOTIONS, TRANSFERS,  
ASSIGNMENTS AND SEVERANCE

Section 1

23 It is the policy of the District, when it believes  
24 all factors to be equal, to make promotions from within its  
25 own teaching staff. The District will post dated notices of  
26 vacancies in teaching or related positions in each school  
27 building within five days after receiving a written and dated  
28 resignation and ten (10) days prior to the permanent assign-  
29 ment of a teacher to such position. Any teacher may indicate  
30 within such ten-day period to the District his desire to be  
31 considered for assignment to the position. The District

1 will notify each such teacher of the person to be assigned to  
2 the vacancy prior to a general announcement.

### Section 2

3 In the event that transfers of teachers to another  
4 school are required the District will post a notice of such  
5 transfer in the same manner as Section 1 above. Teachers may  
6 indicate to the District their desire to be considered for  
7 such transfer.

### Section 3

8 Teachers affected by a change in grade assignments  
9 in the elementary schools and subject assignment in the second-  
10 ary schools will be notified by their principals as soon as  
11 practicable and by June 1st if possible.

### Section 4

12 Teachers shall meet North Central Association of  
13 Colleges and Secondary Schools accreditation standards. No  
14 teacher shall be granted a contract with less than a Bachelors  
15 Degree and full certification by the State Department of Education.

### Section 5

16 Teachers, except temporarily and for good cause,  
17 will be assigned to duties within the scope of their teaching  
18 certificates or their major or minor field of study.

### Section 6

19 The District will cooperate with the Association in  
20 making available to the teachers such information as it may  
21 acquire concerning positions and opportunities in or under  
22 State and Federal educational programs.

Section 7

1           Upon retirement from the District or death while an  
2 active teacher in the District, a teacher who has been employed  
3 by the District for ten (10) years shall be paid one week's current  
4 salary plus one day's current salary for each year of employment  
5 by the District in excess of ten (10) years, up to a maximum of  
6 Five Hundred Dollars. Teachers shall designate a beneficiary  
7 and this name shall appear on the contract.

ARTICLE VIII - MISCELLANEOUS

Section 1

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

Section 2

17           The Association and its members shall have the right  
18 to use school facilities for meetings at such times and at such  
19 locations as may be approved by the Superintendent.

Section 3

20           The District agrees to furnish to the Association  
21 in response to reasonable requests from time to time such

1 available information concerning the financial resources of  
2 the District, tentative budgetary requirements and allocations  
3 as will assist the Association in determining the financial  
4 condition of the District.

Section 4

5 The District will reimburse a teacher for any  
6 malicious damage or destruction to clothing or personal  
7 articles (excluding automobiles) arising out of the perform-  
8 ance of his duties.

9 The District will provide legal counsel, if required,  
10 for the defense of any teacher in any proceeding which arises  
11 out of any reasonable disciplinary action taken by the teacher  
12 against a student.

Section 5

13 Male teachers may remove their suitcoats in the  
14 classroom if uncomfortable conditions so warrant and provided  
15 the teacher is wearing a dress shirt and tie.

Section 6

16 Teachers will not be required to drive a school bus  
17 as part of their regular duties.

Section 7

18 Telephone facilities will be available to teachers  
19 for their reasonable use.

Section 8

1                   Any complaints to the administration by a parent of a  
2 student directed toward a teacher shall be promptly called to the  
3 teacher's attention.

Section 9

4                   The District further recognizes that the teacher may  
5 not fairly be expected to assume the role of warden or custodian  
6 (unless qualified and assigned to such position) for emotionally  
7 disturbed students nor to be charged with responsibility for  
8 psychotherapy. Whenever it appears that a particular pupil  
9 requires the attention of special counsellors, social workers, law  
10 enforcement personnel, physicians or other professional persons,  
11 the District will take reasonable steps to relieve the teacher of  
12 responsibilities with respect to such pupil.

Section 10

13                   Whenever a teacher is evaluated by an administrator, the  
14 teacher shall receive a copy of the evaluation within 5 days of the  
15 evaluation. There shall be room on the evaluation sheet for teacher's  
16 comments. Any unsatisfactory ratings shall be accompanied by  
17 suggestions for improvement.

18                   Each teacher shall have the right upon request to review  
19 the contents of his own personnel file. A representative of the  
20 Association may be requested by the teacher to accompany the  
21 teacher in such a review.

Section 11

1           The Board recognizes the need in each school for  
2     adequate lunchroom, restroom and private lavatory facilities  
3     and at least one room of adequate size appropriately furnished  
4     with facilities for refreshments which shall be used as a faculty  
5     lounge.

ARTICLE IX - PROFESSIONAL  
GRIEVANCE PROCEDURE

Section 1

6           The primary purpose of the procedure herein set forth  
7     is to provide a prompt settlement of any grievances arising between  
8     the parties.

9           "Grievance" as used in this agreement is limited to a  
10    complaint which has not been settled as a result of the discussions  
11    required by Step 1 and which involves the interpretation or  
12    application of or compliance with the provisions of this agreement.

13           Both parties agree that these proceedings shall be  
14    kept as confidential as may be appropriate at any step of such  
15    procedure. Nothing contained herein shall be construed as  
16    limiting the right of any teacher having a grievance to discuss the  
17    matter informally with any appropriate member of the adminis-  
18    tration.

Section 2

19           The grievance procedure shall be as follows:

20           Step 1. The aggrieved teacher shall discuss the  
21    matter with his immediate principal, either individ-  
22    ually or with his Association representative.



1 The grievance must be presented to the principal  
2 within 10 days after the teacher knew or should have  
3 known if he exercised reasonable diligence and atten-  
4 tion that the cause of the grievance had occurred in  
5 order to become the basis of action. If the complaint  
6 is not resolved within 3 days following this meeting, it  
7 may be reduced to writing and appealed to Step 2 of  
8 this procedure. If the decision reached in Step 1 is  
9 not appealed within 3 days from such decision, the  
10 matter shall be considered settled.

11 Step 2. The grievance shall be discussed between the  
12 teacher and /or member or members of the Professional  
13 Rights and Responsibilities Committee, hereinafter  
14 referred to as PR&R Committee, and the Superintendent  
15 of Schools together with such other persons as either  
16 party may designate. Each grievance appealed to Step  
17 2 shall be in writing and contain a clear and concise  
18 statement of the subject matter of the grievance, the  
19 relief sought and the Section and Subsection under which  
20 he believes himself entitled to relief. The discussions  
21 mentioned above shall be held within 5 days of receipt  
22 of the written grievance by the Superintendent. Process-  
23 ing of the grievance on the part of the teacher or  
24 teachers shall be under full control of the PR&R  
25 Committee.

1 Grievances not decided within 5 days may be appealed  
2 to Step 3. Grievances not appealed from a decision  
3 rendered under Step 2 within 5 days from the date of  
4 the decision shall be considered settled on the basis  
5 of that decision.

6 Step 3. Upon written notice of appeal from any de-  
7 cision rendered under Step 2, the grievance shall be  
8 discussed between the teacher and/or members of the  
9 PR&R Committee and members of the Board of Educ-  
10 ation appointed for such purpose. The discussion  
11 mentioned above shall be held within 5 days after receipt  
12 by the Superintendent of the written appeal. In the event  
13 neither party determines that mediation is necessary  
14 within 30 days from the first Step 3 meeting, the  
15 grievance shall be considered settled on the basis of  
16 the decision last made.

17 At the request of either party an additional  
18 Step 3 meeting may be held by a panel consisting of  
19 a member of the Association, a member of the Board  
20 of Education and a third person to be mutually selected  
21 by the Association member and the Board member.  
22 A majority of this panel shall submit a written  
23 recommendation as to the disposition of the grievance  
24 to the parties.

25 Step 4. At any time within the 30-day period  
following the first Step 3 meeting, either party may

1. invoke the provisions for the mediation of grievances
2. being Section 7 of Act 336 of the Public Acts of 1947,
- 3 as amended.

Section 3

- 4 1. The grievance discussed and the decision rendered
- 5 at level one shall both be placed in writing upon request of either
- 6 party.
- 7 2. All documents, communications, and records dealing
- 8 with a grievance shall be filed separately from the personnel
- 9 files of the participants.
- 10 3. Forms for filing and processing grievances shall
- 11 be designated by the Superintendent and the PR&R Committee,
- 12 shall be prepared by the Superintendent, and shall be given
- 13 appropriate distribution so as to facilitate the operation of the
- 14 grievance procedure.
- 15 4. The grievant shall be given access to all records
- 16 and available information needed to process his grievance ex-
- 17 cept personnel files of other staff members.
- 18 5. Failure at any step of this procedure to commun-
- 19 icate the decision on a grievance within the specified time limits
- 20 shall permit the aggrieved teacher to proceed to the next step.
- 21 Failure at any step of this procedure to appeal a grievance to
- 22 the next step within the specified time limits shall be deemed to
- 23 be acceptance of the decision rendered at that step.
- 24 6. All days referred to in this procedure shall be
- 25 school days.

1                   7. Grievance meetings beyond Step 1 shall be held at  
2 mutually agreeable times and places.

3                   8. During the first week of each school quarter the  
4 Professional Negotiating Committee and the administrative staff  
5 together with a member of the Board of Education, shall meet  
6 to discuss the administration of this agreement and any problems  
7 which either party believes exists or may occur in the operation  
8 of the School District. An agenda shall be prepared by the parties  
9 covering the subjects to be discussed at least a week prior to the  
10 meeting.

ARTICLE X - TERM OF THIS AGREEMENT

1           This Agreement shall become effective August 16, 1967  
2    and it shall remain in full force and effect until June 1, 1968,  
3    and for annual periods thereafter, unless and until either the  
4    District or the Association, during the month of November, shall  
5    serve upon the other party hereto written notice of a desire to  
6    terminate, modify, alter, renegotiate, change or amend this  
7    Agreement. Following such a notice the parties shall meet, as  
8    early as is practicable under the circumstances, on or after  
9    December 1, for the purpose(s) indicated. A notice of desire  
10   to modify, alter, amend, renegotiate or change - or any  
11   combination thereof - shall have the effect of terminating this  
12   Agreement in its entirety on the expiration date in the same  
13   manner as a notice of desire to terminate unless, before such  
14   date of termination, all subjects of amendment proposed by  
15   either party have been disposed of by agreement or by withdrawal  
16   by the party proposing amendment.

Ishpeming Teachers' Association  
By Its P. N. Committee:

\_\_\_\_\_

Chairman

\_\_\_\_\_

President

Board of Education  
of the City of Ishpeming

By \_\_\_\_\_ Pres.

By \_\_\_\_\_ Sec.

APPENDIX A

ISHPEMING PUBLIC SCHOOLS  
SALARY SCHEDULE  
1967 - 1968

<u>Years of Experience</u>	<u>A. B.</u>	<u>A. B. + 15</u>	<u>M. A.</u>	<u>M. A. +15</u>
0	6000	6240	6480	6720
1	6240	6480	6720	6960
2	6480	6720	6960	7200
3	6720	6960	7200	7440
4	6960	7200	7440	7680
5	7200	7440	7680	7920
6	7440	7680	7920	8160
7	7680	7920	8160	8400
8	7920	8160	8400	8640
9	8160	8400	8640	8880
10	8400	8640	8880	9120
11	8640	8880	9120	9360
12		9120	9360	9600
13			9600	9840
14				10080
20	8880	9360	9840	10320
25	9120	9600	10080	10560

APPENDIX A

Part 2

The Board of Education of the Ishpeming School District hereby agrees to purchase health and life insurance for each interested employee, from the company and in the amount of insurance designated by the Negotiating Committee of the Ishpeming Teachers' Association, providing the cost does not exceed twenty-seven thousand eight hundred and forty dollars (\$27,840.00) for a period ending August 31, 1968.

APPENDIX A  
Part 3

ISHPEMING PUBLIC SCHOOLS  
EXTRA DUTY PAYMENTS

1967 - 68

Football

Varsity	\$650.00
Assist. Varsity	325.00
Jr. Varsity	275.00
Ass't. Jr. Varsity	250.00
Jr. H. S. Coach	200.00
Ass't. Jr. H. S.	150.00
Varsity & Jr. Varsity Coaches - 3 wks. pay on schedule.	

---

Basketball

Varsity	\$800.00
Jr. Varsity	400.00
Freshmen	300.00
Jr. H. S.	350.00

---

Track

Varsity	\$300.00
Ass't. Varsity	300.00
Jr. H. S.	150.00
Cross Country	150.00
Skiing	300.00
Golf	100.00



## EXTRA DUTY PAYMENTS (continued)

<u>Wrestling</u>	\$300.00
<u>Cheerleading H. S.</u>	125.00
<u>Intramurals - Jr. H. S.</u>	300.00
<hr/>	
<u>Debate</u>	350.00
<u>Guidance</u>	450.00
<u>Music - Band</u>	600.00
<u>Music - Vocal</u>	600.00
<u>Play - Senior</u>	175.00
<u>Play - Christmas Sr. H. S.</u>	75.00
<u>Play - Christmas Jr. H. S.</u>	75.00
<u>Yearbook</u>	500.00
<u>Class Advisors</u>	
Freshman	50.00
Sophomore	50.00
Junior	100.00
Senior	100.00
<u>Newspaper</u>	200.00
<u>Student Council Finances</u>	200.00
<hr/>	
<u>Driver Training</u>	
Summer \$5.00	School Year
All Sessions	\$4.50 Driving
	6.50 Class
<hr/>	
<u>Working at Activities</u>	
<u>Admission Charged</u>	
Football	\$ 7.50
Basketball Sr.	10.00
Basketball Jr. H.	7.50
Timers	11.50
Other Events	2.50 per hour