

8-31-70

ME A AREA OFFICE
REGION 9
4020 Eastern Ave. S.E.
Grand Rapids, Mich. 49508

Jenison 9

1969-70

SEP 9 - REC'D

PROFESSIONAL NEGOTIATION AGREEMENT

Between

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University
FEB 6 1975

THE JENISON PUBLIC SCHOOLS DISTRICT

and

THE JENISON EDUCATION ASSOCIATION, MEA-NEA

September 1, 1969 - August 31, 1970

Jenison Public Schools

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OFFICE OF
PROFESSIONAL NEGOTIATIONS

MEA

1216 Kendall

East Lansing, Mich.

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ARTICLE I - PREAMBLE

Section 1 -- This agreement made and entered into this 9th day of June, 1969 in Jenison, Michigan, by and between the Board of Education of the Jenison Public School, Ottawa County, hereinafter referred to as the "Board", and the Jenison Education Association, hereinafter referred to as the "Association".

Section 2 -- PURPOSE AND INTENT

- A. It is the intent and purpose of the parties hereto that this agreement will improve and promote good relationships between the Board and the Employees of the Association represented by this agreement.
- B. It is recognized by both parties that they have a mutual interest and obligation to maintain friendly cooperation which will promote the high level of education expected in our school system.
- C. This agreement, as well as all written amendments thereto, shall be binding upon both parties and upon each and every employee represented by the Association.

ARTICLE II - RECOGNITION

The Board of Education agrees to recognize the Association as the sole and exclusive bargaining representative for all professional teaching staff under contract, exclusive of administrative personnel. Collective bargaining is agreed to the extent required by Act 379 of the Public Acts of 1965, in respect to "rates of pay, wages, hours of employment or other conditions of employment" in public education.

ARTICLE III - ASSOCIATION RIGHTS

Section 1 -- Use of school buildings, facilities and equipment.

- A. The Association shall have the right to use the school buildings. Permission must be obtained from the building principal, and the same rules and regulations will apply to the Association as to other community groups.

(CONT.)

ARTICLE III - ASSOCIATION RIGHTS

- B. Upon request, the Association may use school facilities and equipment. The Association will furnish all materials and supplies incidental to its operation.

Section 2 -- The Board and the Association recognize the right of either party to invoke the assistance of the State Labor Mediation Board.

ARTICLE IV - MANAGEMENT RIGHTS
AND RESPONSIBILITIES

Section 1 -- The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of the school system and its properties and facilities and the activities of its employees which must be consistent with the Tenure Act and the Laws of the State of Michigan;
- B. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
- C. To establish grades and courses of instruction; to establish special programs; and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
- D. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;

(CONT.)

ARTICLE IV - MANAGEMENT RIGHTS
AND RESPONSIBILITIES

- E. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities.

Section 2 -- The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgement and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of Michigan, and the Constitution and Laws of the United States.

ARTICLE V - TEACHER RIGHTS AND
RESPONSIBILITIES

Section 1 -- RELEASED TIME

- A. Teachers may be granted released time for purposes of observation in other educational systems or attendance at in-service meetings and educational conventions. A formal request should be received from the teacher not less than three school days in advance. A report will be submitted for all such days granted.
1. The Board will pay all expenses for clinics and workshops approved by the administration.
 2. Such expenses include registration fees, travel, conference meals and lodging,
 3. A list of anticipated expenses will be submitted to the business office for approval prior to all conferences.

Section 2 -- ATTENDANCE AT SCHOOL FUNCTIONS

- A. The Board of Education and the Administration request that all teachers attend P. T. A. and school activities

(CONT.)

ARTICLE V-TEACHER RIGHTS AND
RESPONSIBILITIES

regularly. School programs shall be planned co-operatively by faculty and administration. Attendance at these meetings reflects the individual teacher's professional acceptance of responsibility.

1. All teachers are required to attend parent-teacher conferences and open houses. In case of conflict the teacher has the right to discuss said problem with the administration.

Section 3 --TEACHER ASSIGNMENTS

- A. On or before July 1 of each school year the administration will notify all members of their tentative teaching assignment for the coming year. These tentative assignments will become firm unless notification is received by the teacher prior to August 1. If any changes in assignments are made after August 1 due to conditions beyond the control of the Board, the teachers involved will be consulted. The administration will make every effort to see that these changes are on a mutual consent basis.
- B. Terms of the State Tenure Law shall be respected by both parties.
- C. This section does not pertain to newly hired teachers.

Section 4 --TEACHER INTENT

- A. Each staff member will fill out a writ of intent fifty (50) days before the end of the school year, to the Association and then to be referred to the Superintendent.
- B. Any staff member leaving the school system shall notify the Superintendent on or before July 1 of the coming school year.
- C. When a teacher decides not to renew his contract he is requested to notify the administration at the earliest convenient date.

Section 5 -- DEPARTMENT HEADS

Each department within the secondary school may have a department leader. Each department leader will act as a liaison between Administration and department staff.

ARTICLE VI- TEACHING CONDITIONS

Section 1 -- HOURS AND ASSIGNMENTS

A. All teachers

1. A classroom teacher shall be in his respective building at least fifteen minutes prior to the beginning of the school day, and at least fifteen minutes after the end of the school day.
2. A teacher may request permission from his building administrator to leave earlier than the time set forth in Part 1 above.
3. Teachers shall be required to attend faculty meetings and conferences as prescribed by the administration. Faculty meetings will be held on Mondays or Tuesdays and will take precedence over all other meetings. Except in case of emergency notification of such meetings shall be given the last school day of the preceding week.
4. Building meetings shall begin within fifteen minutes after the end of the school day. Teachers shall not be required to remain beyond one hour after the meeting begins. Any teacher who is either absent or tardy from a faculty meeting without previously being excused by the building principal is subject to the loss of one hour of pay.
5. Any teacher who is either absent or tardy from his first assignment without previously being excused by the building principal is subject to the maximum loss of one hour of pay per hour missed or parts thereof.

B. Secondary

1. In the Junior and Senior High, a normal teaching load shall consist of an assignment of five classes in a six-period day or six classes in a seven-period day. The Board of Education agrees to respect the regulations of the North Central Association in regards to teaching loads whenever possible.
2. a. One free period in the teaching day shall be for planning and preparation, and working with students and parents.

(CONT.)

ARTICLE VI- TEACHING CONDITIONS

b. If, with the consent of the teacher, this period is used for teaching on a permanent basis, the teacher shall be paid one-sixth of the base pay of days remaining under contract.

3. Whenever a classroom teacher is asked by an administrator to forfeit his planning period to take over a class for a teacher who is ill, excused for personal business or to fill in for a head coach who must be absent for an athletic event and a substitute cannot be obtained, shall be compensated at the following rate:

1 period -----\$5.00
½ period -----\$2.50

4. A classroom teacher shall be in his respective room at least ten minutes prior to the beginning of the school day and at least ten minutes after the end of the school day.
5. Every effort shall be made to place and assign teachers to teaching responsibilities in their area of preparation.
6. Nothing shall prevent any teacher upon mutual agreement of the teacher and administrator, from accepting additional subject areas outside his field of preparation.
7. Each teacher shall have at least a thirty minute period free from responsibility during the noon period.

C. Elementary and Special Teachers

1. Special teachers will have a break in the morning and afternoon if scheduling permits.
2. Teachers will be provided a thirty minute duty free noon period except in inclement weather when each teacher shall have a twenty-five minute duty free noon period.
3. The use of teacher aids assigned to a building will be worked out between the teachers in that building and the administration.

ARTICLE VII - LEAVES

Section 1 -- SICK LEAVES

- A. Each certified teacher is to be granted, each year, without loss of pay, 10 days of sick leave. Such days of sick leave may accumulate to 80 days. In any one school year, up to 10 of these sick leave days may be granted due to illness within the family unit and to maternity related sickness.
1. The family unit includes those members of the immediate family living within the same household.
 2. The Board of Education reserves the right to request a doctor's certificate or the Board may, at the Board's expense, require a teacher to submit to a physical or mental examination by appropriate specialists to determine whether sick leave is warranted.
 3. The ten days of sick leave is earned at the rate of one day per month for ten (10) months. A teacher may be ill without loss of pay at any time within a school year. However, if said teacher leaves the system during the year the number of days absent beyond the number of months worked will be deducted from their last pay.
 4. Any regular employee of the school system who in line of duty incurs an injury for which he receives compensation under the Workmen's Compensation Act will be paid during the period of disability the difference between his salary and the regular amount received under Workmen's Compensation Insurance, provided that such additional compensation is valid by law and payable only if such additional compensation will not reduce the amount of compensation received by the teacher under Workmen's Compensation insurance carrier; provided further that such additional compensation will not be paid for a longer period than the period equivalent to the accumulative sick leave as heretofore determined in this article.
 5. All accumulated sick leave shall terminate upon severance of employment.

(CONT.)

ARTICLE VII - LEAVES

Section 2 -- BEREAVEMENT LEAVE

- A. At the time of death of a member of the teacher's immediate family or the immediate family of the teacher's current spouse which shall include (parent, spouse, child, brother, sister, or any relative living in the same household), a teacher covered here-by shall be granted leave of absence for a period of time which is of duration appropriate to the circumstances presented. Such leave shall be paid for a period not to exceed five usual workdays, to be deducted from sick leave. Any additional days necessary shall be granted at the discretion of the administration and be deducted from sick leave.
- B. If for reason of bereavement a teacher's accumulated sick leave has been exhausted within any one teaching year, any additional sick leave days equivalent to the number of bereavement days, up to five days shall be granted.
- C. Attendance at a funeral of other than immediate family shall be deducted from sick leave at the rate of:

Local -----(up to 35 miles) - ½ day
Out of area -----(35 to 250 miles)- 1 day
Out of area -----(250 miles & up) - 2 days

Section 3 -- MILITARY LEAVE

Military leave of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States and up to two steps, or more if law requires, on schedule shall be granted.

Section 4 -- PEACE CORPS - UNITED STATES GOVERNMENT TEACHING -
EXCHANGE TEACHING

After submitting a written request and upon the approval of the Superintendent, any tenure teacher will be granted a leave without pay to serve in the Peace Corps, Exchange Teaching, or Teaching for the U.S. Government overseas. Any such teacher engaged as a full-time participant in any such program and upon return from such leave will be advanced on the salary schedule as if employed by the Jenison School System. Such leave will not exceed two years.

(CONT.)

ARTICLE VII - LEAVES

Section 5 --SELF-IMPROVEMENT THROUGH STUDY

A leave of absence without pay for up to one year with renewal privileges will, upon the approval of the Superintendent, be granted for any tenure teacher who desires to study in his major or minor field or any other field approved by the Superintendent. The teacher, upon return, will be placed on the salary schedule one step above his highest salary step.

Section 6 -- PUBLIC OFFICE

If, upon thirty days' notice, and upon approval of the Superintendent, a teacher is elected to a public office and it is necessary for him to discontinue his position in the Jenison Public Schools in order to fulfill the requirements of his political office, the Board shall grant him a leave of absence for one full term of office without pay to serve full time in the political office to which he was elected. No salary increment, fringe benefits, insurance, or leave days shall accumulate or be granted during this period or upon his return.

Section 7 -- MATERNITY LEAVES

- A. Maternity leave of up to eighteen months shall be granted a tenure teacher. Leave shall commence not later than the end of the fifth month of pregnancy, except when this date falls within one month of the end of the semester, the teacher may be permitted to complete the semester. The teacher shall be reemployed in the first available position for which she is qualified upon sixty days notice of her intent and submission of a favorable medical report from a qualified physician.
- B. The Board will not be required to reemploy any teacher on maternity leave during the same school year in which the leave is granted.
- C. The Board reserves the right to grant a maternity leave of absence to a non-tenure teacher.

Section 8 --JURY DUTY

A leave of absence shall be granted a teacher called for jury service. The Board shall pay for each teaching day an amount equal to the difference between the teacher's daily salary and the daily jury duty fee paid by the court, not including travel allowances or reimbursement of expenses.

(CONT.)

ARTICLE VII - LEAVES

Section 8a --COURT APPEARANCES

A leave of absence with pay shall be granted for time necessary for appearances in any legal proceeding connected with the teacher's employment or with the school system, if a teacher is required by law to attend.

Section 9 --PERSONAL BUSINESS

- A. Teachers may be granted released time for personal business upon approval of the administration. It is understood that except in cases of emergency, such days shall not be granted immediately before or after a holiday. Such days will not be deducted from sick leave.
- B. A personal business day is defined as a day necessary to conduct necessary business which cannot be conducted on another day or time of day.
 1. Business days are interpreted to include, but not be limited, to the following situations:

Signing of legal papers, mandatory court appearances, special consultations.

The following types of situations shall not be considered business days, including but not limited to:

pleasure trips, shopping, working at home, weddings, marriages & wedding trips, visiting or meeting friends or relatives, etc.

ARTICLE VIII - APPOINTMENTS AND VACANCIES

Subject to qualification, a teacher in the Jenison system shall be given first consideration in filling any vacancy. Should a teacher in the Jenison system be rejected for a vacancy, he or she shall be notified of the reason for such rejection.

ARTICLE IX -- GRIEVANCES AND PROCEDURES

Section 1 --DEFINITION OF A GRIEVANCE

A grievance is defined as an alleged violation of a specific article or section of this agreement.

Section 2 -- Any teacher may file a grievance and it shall be processed in the following manner:

- A. An informal discussion of the violation of the agreement shall be held with the principal within five days of the alleged violation. The teacher may request an authorized member of the association to be in attendance.
- B. If a solution is not reached by an informal discussion with the principal, a written copy of the grievance shall be given to the principal within five days of the informal discussion.
- C. All written grievances must be signed by the aggrieved party.
- D. The principal must answer the grievance in writing within five days of the receipt of the written grievance.
- E. If the aggrieved party is not satisfied with the disposition of the case, the grievance shall be transmitted to the Superintendent. Within a week after receiving the complaint, the Superintendent shall meet with the Association on the grievance and shall indicate his disposition of the grievance in writing within three days of such meeting and shall forward a copy of the disposition to the Association and to the Board of Education.
- F. If the Association is not satisfied with the disposition of the grievance by the Superintendent, the grievance shall be transmitted to the Board by filing a copy with the Secretary of the Board. The Board, within fifteen (15) days, will hold a hearing on the grievance. Disposition of the grievance in writing shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Association.

Section 3 -- A teacher engaged during the school day in any professional grievance negotiation on behalf of the Association with any representative of the Board shall be released from regular duties without loss of salary. If any negotiations are requested by the Board which will involve the teacher during the school day, the teacher will be released from regular duties without loss of pay.

ARTICLE X - PROVISIONS AFFECTING WAGE SCALE

Section 1 -- INSURANCE

See Exhibit IV

Insurance is available and deductions will be made with the Board willing to pay the above amounts per year toward the following options: (1) Blue Cross-Blue Shield Health Care, (2) MEA Basic and Major Medical coverage, (3) MEA Life Insurance only, (4) Loss of Time and Life Insurance only (MEA), (5) MEA Super Medical.

- A. To be eligible for the Board contribution toward above options, the choice of carriers and basic options must be made by October 1 of the school year. Only changes after October 1 are those within basic options plans, such as dependents, beneficiaries, etc.

Section 2 -- PAY DEDUCTIONS (VOLUNTARY)

- A. Voluntary payroll deductions will be made for the following:

Ottawa County School Employees Credit Union
Grand Rapids Teachers' Credit Union
Savings Bonds
Tax Exempt Annuities
Association Fees

1. The business office must have in writing the employees authorization for any of the above deductions prior to October 1 of each year. Additional deductions will only be considered on January 1 and March 1 of each year. Deductions may be discontinued by notifying the business offices seven days prior to the end of a pay period.
- B. By September 20 of each year the Association will furnish the business office a list of Association members who are to have dues deducted from their salary. Such deductions shall be made over five pay roll periods.
- C. The Board recognizes only the following carriers for the Employees Tax Sheltered Annuities and only will accept new applications during the period from September 1 through September 30 of each year.
- Metropolitan
Investors Diversified
MEA

(CONT.) ARTICLE X --PROVISIONS AFFECTING WAGE SCALE

Section 3 -- EDUCATIONAL CREDIT

Any teacher actively pursuing his Master's Degree and having completed fifteen hours of credit toward this degree shall receive an additional salary of \$200.00 per year beyond the B.A. scale. It shall be the responsibility of the teacher to provide proof of hours or degree earned and no credit shall be given for hours earned after start of school year.

Section 4 -- TUITION

- A. Credits needed for permanent certification are the responsibility of the teacher.
- B. Payment for the amount of tuition will be made to each teacher immediately after the October school board meeting providing the teacher submits to the business office the necessary certification of successful completion of courses prior to September 30. If application is not made by September 30 reimbursement rights will be forfeited for all courses taken during the previous school year.
- C. If a teacher is not on a degree program, approval for reimbursement must be obtained from the Superintendent before the teacher enrolls in a class.
- D. Payment will be made on the following basis:
 1. Full tuition reimbursement for the first class during the school year.

Two-thirds tuition reimbursement for the second class during the school year.

One-half tuition reimbursement for the third class during the school year.

Full tuition reimbursement for classes taken in summer school.
 2. The Board of Education will not be responsible for tuition payment if courses are taken under a scholarship grant, or are reimbursed in any way from another source.
 3. Teacher must be a full-time employee.

(CONT.) ARTICLE X -- PROVISIONS AFFECTING WAGE SCALE

4. If attending out-of-state or private institution, Board will reimburse at a rate comparable to a state supported institution in Michigan.

E. The teacher must return to the Jenison School system to be eligible for any tuition refund.

Section 5 -- MILEAGE FOR TEACHERS

Any teacher who must travel on a scheduled basis between buildings within the district using transportation not provided by the district, will receive 10¢ per mile on leaving the first building in which said teacher has had a teaching assignment to the last building in which said teacher has had a teaching assignment. A mileage chart will be arranged by the administration in cooperation with the teachers involved. Reimbursement for the above mileage will be made after the close of each semester.

Section 6 -- TENURE

If, after a second year of a probationary contract a tenure contract is not granted, a total increase of not more than \$100.00 shall be granted during the next contract year. If granted tenure after the third probationary year, they will again be placed upon the regular step of the salary schedule for the following contract year.

Section 7 -- NEW TEACHERS

For newly hired teachers a maximum of seven years credit will be given for teaching experience outside the system and they will be placed on Step 8 of the salary schedule. In case of unusual circumstances, the Superintendent may deviate from the schedule, provided the placement on the schedule is not greater than the total years of teaching or related experience.

Section 8 -- PAYMENT FOR EXTRA DUTIES

The payment for all extra duties listed in Exhibits II & III will be made only after these duties have been completed.

Section 9 -- PAY PERIODS

All employees will be paid in 27 equal payments. These payments will start on the first normal payday of the school year and continue thereafter on every other Friday until paid in full

(CONT.) ARTICLE X -- PROVISIONS AFFECTING WAGE SCALE

except that the teacher may receive the balance of his salary on a regularly scheduled pay day on or after the close of the school year in June provided such request is made no later than May 1 of that year. Persons on the 27-pay plan who do not request this lump sum may have their remaining checks sent to any address that they request. In the event that a teacher on the 27-pay plan chooses to receive a lump sum payment at the end of the school year, the district will compute deductions for his insurance and other benefits on the basis of information available as of May 1. If an employee desires to receive his salary in 21 pay periods beginning with the first regular pay period in September, this request must be made to the business office no later than five days prior to the first pay period in September.

Section 10 -- SALARY INCREMENT

For any teacher to be eligible for an increase of one step on the salary schedule, he must teach a minimum of 150 days in the Jenison school system during the previous school year. To qualify for one-half step credit, a teacher must teach a minimum of 75 days in the Jenison system during the previous school year.

ARTICLE XI - MANDATORY RETIREMENT

Ordinarily a teacher shall not be offered employment for any semester following his 65th birthday. A teacher may continue to be employed on a semester basis after 65 upon recommendation of the Superintendent of Schools and approval of the Board of Education.

1. Any teacher employed on a semester basis due to mandatory retirement shall only be entitled to 10 days sick leave annually and any previously accumulated leave shall be terminated.

ARTICLE XII - SCHOOL CALENDAR

The School Board will furnish a school calendar for the school year 1969-70. This will be included in the Master Contract.

ARTICLE XIII - CONFLICT

In the event that any provision of this Agreement shall conflict with any Federal or State Law, order, directive, or regulation which has the same force as law, now or hereafter enacted or issued, such provision hereof shall not remain operative or binding upon the parties, but the remaining portion of this Agreement shall remain in force and effect.

ARTICLE XIV - SIGNING CONTRACT

Section 1 -- All master contracts will be signed on the original master.

Section 2 -- Copies of this agreement are to be printed by the Board and presented to those now employed by the Board. Newly hired teachers are to receive copies of this agreement upon signing of their contracts.

ARTICLE XV - RATIFICATION AND DURATION

Section 1 -- The 1969-70 agreement shall become effective September 1, 1969 and shall continue in effect until August 31, 1970, except as indicated in the following sections:

- A. The salary index will remain in effect for the 1969-70, 1970-71, and 1971-72 contract years.
- B. The insurance plan will remain in effect for the 1969-70, 1970-71, and 1971-72 contract years.

Section 2 -- If either party desires to terminate this agreement, it shall give written notice of termination not less than sixty days prior to June 1 of each year. If such notice is not given, the agreement shall continue in effect from year to year. The salary index for the 1970-71 and 1971-72 contract years, and the insurance plan for the 1970-71 and 1971-72 contract years are not subject to this section.

(CONT.) ARTICLE XV - RATIFICATION AND DURATION

Section 3 -- 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 contract.

FOR THE BOARD OF EDUCATION:

FOR THE ASSOCIATION:

D. Dale Mohr

Ron E. Aulembro

Milton E. Hazan

Lois Brown

Bruce J. Ripperda

David P. C. Hoff

Robert J. Kaler

Gayle Bremer

Dale Wall

EXHIBIT I

SALARY SCHEDULE

1969-70

Step	B.A.		B.A. + 20 hrs.		M.A.		M.A. + 20 hrs.	
1	1.00	7,000	1.00	7,050	1.00	7,350	1.00	7,500
2	1.03	7,210	1.03	7,261	1.03	7,570	1.03	7,725
3	1.09	7,630	1.09	7,684	1.09	8,011	1.09	8,175
4	1.13	7,910	1.14	8,037	1.14	8,379	1.14	8,550
5	1.17	8,190	1.19	8,389	1.19	8,746	1.19	8,925
6	1.21	8,470	1.24	8,742	1.24	9,114	1.24	9,300
7	1.25	8,750	1.29	9,094	1.29	9,481	1.29	9,675
8	1.29	9,030	1.335	9,412	1.335	9,812	1.335	10,012
9	1.33	9,310	1.38	9,729	1.38	10,143	1.38	10,350
10	1.375	9,625	1.425	10,046	1.425	10,474	1.425	10,687
11	1.42	9,940	1.48	10,434	1.48	10,878	1.48	11,100

1970-71

1	1.00		1.00		1.00		1.00	
2	1.03		1.03		1.03		1.03	
3	1.09		1.09		1.09		1.09	
4	1.14		1.14		1.14		1.14	
5	1.17		1.19		1.19		1.19	
6	1.21		1.24		1.24		1.24	
7	1.25		1.29		1.29		1.29	
8	1.295		1.34		1.34		1.34	
9	1.34		1.39		1.39		1.39	
10	1.385		1.44		1.44		1.44	
11	1.43		1.49		1.50		1.50	

1971-72

1	1.00		1.00		1.00		1.00	
2	1.03		1.03		1.03		1.03	
3	1.09		1.09		1.09		1.09	
4	1.14		1.14		1.14		1.14	
5	1.17		1.19		1.19		1.19	
6	1.21		1.24		1.24		1.24	
7	1.25		1.29		1.29		1.29	
8	1.305		1.34		1.34		1.34	
9	1.35		1.39		1.39		1.39	
10	1.395		1.44		1.44		1.44	
11	1.44		1.50		1.50		1.50	

EXHIBIT II

EXTRA COMPENSATION

Elementary Music	\$175
Secondary Music	250
Plays	100 for 3-act 75 for 2-act 50 for 1-act
Safety Sponsors	75
Junior High Newspaper	75
Senior High Newspaper	125
Yearbook	200
Cheerleaders	70 per squad H.S. 30 per squad 7th, 8th
Forensics	100
Debate	150
Class Advisors	
Freshmen	50
Sophomores	50
Juniors	150
Seniors	100
Student Council	
Junior High	50
Senior High	100
G.A.A.	200
6th Grade Camp	10 per night (over night at camp, \$40)
Clubs	50 10 hrs.--membership 10 10 meetings after school, at least one hour

EXHIBIT III

ATHLETIC SCHEDULE
 (% of BA Base)

	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>
Varsity Football	11.0	12.0	12.5	13.0
Asst. Varsity Football	6.0	6.5	7.0	8.0
J.V. Football	6.0	6.5	7.0	8.0
Asst. J.V. Football	6.0	6.5	7.0	8.0
Frosh Football	6.0	6.5	7.0	8.0
Asst. Frosh Football	6.0	6.5	7.0	8.0
Varsity Basketball	11.0	12.0	12.5	13.0
J.V. Basketball	6.0	6.5	7.0	8.0
Frosh Basketball	6.0	6.5	7.0	8.0
8th Basketball	3.0	3.5	4.0	5.0
7th Basketball	3.0	3.5	4.0	5.0
Varsity Cross Country	5.0	5.5	6.0	7.0
Varsity Wrestling	8.0	8.5	9.0	10.0
Varsity Track	6.0	6.5	7.0	8.0
Asst. Varsity Track	5.0	5.5	6.0	7.0
Junior High Track	3.0	3.5	4.0	5.0
Varsity Golf	3.0	3.5	4.0	5.0
Varsity Baseball	6.0	6.5	7.0	8.0
J.V. Baseball	3.0	3.5	4.0	5.0

EXHIBIT IV

INSURANCE

First year Probation (new each year)

	<u>1969</u>	<u>1970</u>	<u>1971</u>
Single	\$100	\$100	\$110
Married	150	175	200
Family	159	186	213

Second year Probation (teachers presently on first step in system)

	<u>1969</u>	<u>1970</u>	<u>1971</u>
Single	\$100		
Married	175		
Family	186		

Tenure

	<u>1969</u>	<u>1970</u>	<u>1971</u>
Single	\$100	\$100	\$110
Married	186	233	280
Family	195	244	293

Teachers are furnished the above coverage. If husband and wife are employed, the husband would receive the maximum for which he is eligible. The spouse would receive the single rate and this may be used to supplement the husband's insurance.

If spouse works out of system teacher receives eligible amount.

First day of school determines insurance coverage for the year.

No teacher will receive less than he or she received during the 1968-69 school year.

JENISON PUBLIC SCHOOLS

CALENDAR - 1969-70

Student
Days

	September 2 - Pre-school conference
	3 - School - First Day
19 $\frac{1}{2}$	$\frac{1}{2}$ day elementary (a.m.)
	$\frac{1}{2}$ day 9-12 (a.m.)
	$\frac{1}{2}$ day 7-8 (p.m.)
23	October
18	November 27-28 - Thanksgiving vacation
15	December 19, 4:00 p.m. - Start Christmas vacation
19	January 5, 1970 - Return from vacation
20	February
19 $\frac{1}{2}$	March 27, noon - Start Easter vacation
19	April 6 - Return from vacation
21	May
	June 9 - $\frac{1}{2}$ day exams
8	10 - $\frac{1}{2}$ day exams
—	11 - Records - Graduation
180	

Conferences 1 day
In-service 1 day