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OFFICE OF PROFESSIONAL REGULATION
Michigan Education Association

A G R E E M E N T

between the

KALEVA-NORMAN-DICKSON BOARD OF EDUCATION

and the

KALEVA-NORMAN-DICKSON TEACHERS' ASSOCIATION

The Kaleva-Norman-Dickson Schools
Brethren, Michigan

This Agreement entered into this 12th. day of July, 1966 by and between the Board of Education of Kaleva-Norman-Dickson Schools, Brethren, Michigan, hereinafter called the "Board", and the Kaleva-Norman-Dickson Schools Teachers' Association, hereinafter called the "Association".

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Kaleva-Norman-Dickson Schools is their mutual aim and that the character of such education depends upon the quality and morals of the teaching service and the administration, and

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

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

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to reduce to a written agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive bargaining representative, to the extent required by Section 11 of Act 379, Public Acts of 1965, for all teaching personnel, employed or to be employed by the Board, but excluding supervisory and executive personnel, custodians, bus drivers, secretaries, and cooks for purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment. 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.

Kaleva - Norman - Dickson

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5. No

DWD: June 30, 1969

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

C. Within thirty days of the beginning of their employment hereunder teachers may sign and deliver to the Board an assignment authorizing salary deduction of membership dues of the Association and affiliated organizations.

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

ARTICLE II

PREAMBLE

The rights set forth in this Article II shall be subject to any other terms and covenants expressly set forth in any other articles or sections in this Agreement.

ASSOCIATION RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection in accordance with said act. ~~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 negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement with respect to any terms or conditions of employment.~~

B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency. The Board agrees to be bound by any lawful order thereof which is entered pursuant to the above named public act.

C. The Association and its members upon permission of the administration, shall have the right to use school building facilities at all reasonable after school hours for meetings provided, however, the same shall not interfere with school activities conducted after regular school hours, and the administration shall have the right to

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designate the room or rooms in which said meeting shall be held. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Media of communication shall be made available to the Association and its members.

D. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and other such information which may be necessary for its preparations in collective bargaining and for the Association to process any grievance or complaint.

BOARD RIGHTS

A. 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:

1. To the executive management and administrative control of the school system and its properties and facilities.
2. To hire all employees and subject to the provisions of law, to determine their qualifications for said positions, or their dismissal or demotion; and to promote, and transfer all such employees; except as otherwise hereinafter provided.
3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board in cooperation with the teachers' association.
4. 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 respecting the recommendation of the appropriate curriculums committees.
5. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers.

B. 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 judgment and discretion in connection therewith shall be limited only to 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 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

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three-year term of this Agreement, provided, however, that upon written notice to the other party at least thirty (30) days prior to the first day of February of every year of this Agreement, either party may request the reopening of negotiation of such salary schedule.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, September 1 through first week in June during normal teaching hours and also includes the following responsibilities of the respective teachers.

All Teachers - Student records, classroom inventories, supervision of all class activities, teacher meetings, curriculum study groups, parent-teacher conferences, public relation activities, professional organizations and supervisory assignments by Principal.

Grade Teachers - Supervisory assignments by Principals, Christmas Programs.

Secondary Teachers - Class advisor as assigned by Principal.

Music Teachers - Concerts, special productions, participation in local, district and state sanctioned contests.

Voc. Ed. Teachers - Participation in local and state associations in respective areas as authorized by State Voc. Ed. Div. of the Department of Education.

Coaches - Participation in all sanctioned games, contests or meets in their respective assigned sports.

The teacher shall be reimbursed for travelling expenses incurred while attending authorized local, district, regional or state meets, contests, clinics and conferences if arrangements are made and approved by the administration at least one week in advance of scheduled event.

C. Teachers shall not be required to report more than two days prior to the beginning of classes in September or to remain more than three days after classes end in June.

D. Teachers shall be required to report at the opening days of school for an orientation and briefing session. Students will report for the afternoon session only, not before 1:00 P.M.

E. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day.

F. A teacher shall be released from regular duties without loss of salary at least one day each semester for the purpose of participating in area or regional meetings of education organizations if pre-arranged and a qualified substitute can be secured.

ARTICLE IV

TEACHING HOURS

A. The teachers' normal teaching hours in the schools shall

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be as follows: 8:30 a.m. to 3:40 p.m.

B. All elementary teachers shall be entitled to a duty-free uninterrupted lunch period equivalent to a regular class hour, in no event less than 45 minutes.

C. All High School teachers will be entitled to a working day free of classes at the end of first semester for completing semester reports. Semester exams must be given according to schedule.

ARTICLE V

TEACHING LOADS AND ASSIGNMENTS

A. The normal weekly teaching load in the senior high school will be 25 assigned periods and 5 supervised study periods and 5 unassigned preparation periods. The normal weekly teaching load in the junior high school will be 25 assigned periods and 5 supervised study or activity periods and 5 unassigned preparation periods. The normal weekly teaching load in the elementary schools will be 30 teaching periods.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, every effort will be made to assign teachers in the scope of their teaching certificates of their major or minor field of study.

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

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 student and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties will make a continuing effort to maintain a 30-1 pupil-teacher ratio of full-time teachers in the school system.

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools.

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Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

D. Telephone facilities shall be made available to teachers for their reasonable use.

E. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

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

ARTICLE VII

VACANCIES AND PROMOTIONS

A. Whenever any vacancy in any teaching or administrative position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been publicized for at least five days.

B. Any teacher may apply for such vacancy, in filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district, and other relevant factors. An applicant with less service in the system shall not be awarded such position unless his qualifications therefor shall be superior to applicants with greater service, provided, however, that after taking the foregoing into consideration, the Board shall be final judge of qualifications in the matter of the filling of any vacancy and the hiring of new employees for any open position. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and administrative levels. "Service" in the system, for purposes of this Agreement, shall mean continuous employment in a school of the district, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause.

ARTICLE VIII

TRANSFERS

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

B. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be

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entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.

ARTICLE IX

LEAVE PAY

A. All teachers absent from duty on account of personal illness or for any other reason approved by the administration shall receive such sick leave credit at the rate of fifteen days absence per year. Unused sick leave shall be cumulative as follows:

1 to 5 years service	-	30 days leave
6 to 10 years service	-	45 days leave
11 to 15 years service	-	60 days leave
16 to 20 years service	-	75 days leave
20 years or more service	-	90 days leave

B. Any teacher who is absent because of injury or disease which arose out of or during the course of his employment for which he receives compensation under the Workmen's Compensation Law may at his election receive from the Board the difference between the allowance under Workmen's Compensation Law and his regular salary for the number of days he has accumulative sick leave. Provided, however, that in the event he receives compensation under the Workmen's Compensation Law and does not elect to receive from the Board the difference between the allowance under the Workmen's Compensation Law and his salary, then there shall be no deduction from any of his accumulative sick leave benefits provided for in this Agreement.

ARTICLE X

LEAVES OF ABSENCE

A. Any teacher whose personal illness extends beyond the period compensated under Article IX shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. Upon return from leave, if within a maximum period of 12 months, 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 teacher's sick leave allowance shall be granted for the following reasons:

1. A maximum of five days per school year for a critical illness of mother, father, spouse, sons and/or daughters, or death of mother-in-law, father-in-law, sisters, or brothers.
2. One day when emergency illness in family as defined above requires a teacher to make arrangements for necessary medical or nursing care.
3. Time necessary for medical and dental appointments when such appointments cannot be made any other time.
4. Time necessary for attendance at the funeral service of person whose relationship to the teacher warrants such attendance with the approval of the administration.

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5. One day for the conduct of personal affairs which cannot normally be handled outside school hours.

C. Leaves of absence with pay not chargeable against the teacher's sick leave allowance shall be granted for the following reasons upon notification of the administration, the duration of said leave to be determined with the administration at time of notification, except as set forth in Section 2.

1. A maximum of five days per school year for a death of mother, father, spouse, sons and/or daughters.
2. Absence when a teacher is called for jury service, and in this event the Board shall pay the difference of his regular salary and the compensation he receives for jury service.
3. Court of record appearance as a witness in any case connected with the teacher's employment or the school or whenever teacher is subpoenaed to attend any proceedings.
4. Approved visitation at other schools or for attending educational conferences or convention.
5. Time necessary to take the selective service physical examination.

D. Leaves of absence of one year duration without pay shall be granted with approval of the administration upon application for the following purposes:

1. Study related to the teacher's license field.
2. Study to meet eligibility requirements for a license other than that held by the teacher.
3. Travel, study, research or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such period shall be allowed.

E. A maternity leave shall be granted without pay, commencing not later than the end of the fifth month of pregnancy, except that when this date falls within one school month of the end of the semester, the teacher may be permitted to complete the semester with the approval of the administration. The teacher shall be entitled to return from such leave at any time within one year providing a written statement of intention to return is filed with the Board and a vacancy exists for which she is qualified. Absence of a written statement of intention to return implies automatic resignation from the staff.

F. Teachers who are officers of the State or National Educational Association (MEA or NEA) or are appointed to its staff should, on proper application, be given leave of absence of one year duration without pay for the purpose of performing duties for the Educational Association.

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G. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the U.S.

Teachers on military leave shall be given the benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school system.

H. All teachers returning to work following an absence, must within two days, secure from and file with the principal of their respective school, a report stating the total number of days and reason of their absence to insure proper record keeping.

ARTICLE XI

TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher shall be conducted openly. The use of eavesdropping, closed surveillance devices shall be strictly prohibited.

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

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

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

ARTICLE XII

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 as identified by competent authorities.

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B. Any case of assault upon a teacher which arose out of or in the course of his employment 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, 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 except gross negligence or gross neglect shall not be charged against the teacher.

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

F. Teachers' shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.

ARTICLE XIII

NEGOTIATION PROCEDURES

A. It is contemplated that matters not specifically covered or specific items found to be unsatisfactory in this Agreement but which relate to wages, hours and conditions of employment shall be subject to negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

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

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

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

ARTICLE XIV

PROFESSIONAL GRIEVANCE NEGOTIATION PROCEDURE

A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any other provision of law except a statute specifically establishing a procedure for redress relating to wages, hours, terms or conditions of employment, may file a written grievance signed by teachers involved with the Board or its designated representative. The Board hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

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

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

D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to mediation under Section 10 and 11 of Act 176 of Public Acts of 1939, as amended. Failure to appeal within the above time limits shall be deemed acceptance of the decision.

E. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

F. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to a department head, assistant principal or other

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school employee, for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of department heads, assistant principals or other employees in such informal procedures be deemed to be a supervisory or executive function.

ARTICLE XV

PROFESSIONAL STUDY COMMITTEES

A. There is hereby established Professional Study Committees as recommended by the University of Michigan Bureau of School Services composed of faculty members and appointed by the administration. The Professional Study Committees shall investigate into the following matters and submit a written report and recommendations to the parties on or before March 1st. of each year. Additional Professional Study Committees may be established as required.

B. The committees will be in the following curriculum areas:

- | | | |
|-------------------|-----------------------|--------------------------------|
| 1. Language Arts | 4. Music | 7. Vocational Arts |
| 2. Mathematics | 5. Science | 8. Home Economics |
| 3. Social Studies | 6. Business Education | 9. Physical & Health Education |

C. Representatives on such Committees shall be excused from the performance of other work, up to five hours per week, for the purpose of serving on such Committee.

ARTICLE XVI

MISCELLANEOUS AGREEMENTS

A. The Board agrees at all times to maintain a list of substitute teachers. Teachers will be informed of a telephone number they may call before 7:30 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. No polygraph or lie detector device shall be used in any investigation of any teacher.

C. The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

D. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

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E. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

F. Copies of this Agreement shall be printed at the expense of the Board and presented to the Association for distribution to all teachers now employed or hereafter employed by the Board.

G. All degree teachers presently employed in the Kaleva-Norman-Dickson School District shall be granted credit for years of service as follows:

1. Credit must be granted for each year and up to and including five years for out-of-system services as a full-time, properly-certified public or private school teacher.
2. One year credit for each year served within the Kaleva-Norman-Dickson School system or the original Kaleva and the Norman-Dickson School Districts.

H. A teacher shall be placed on the first step of the salary schedule only after receiving his Bachelor's Degree, B.S. or B.A.

I. The maximum number of years of teaching credit to be granted a teacher upon transferring from another school or schools into our school system shall be no more than five years.

J. No teacher, entering our school system, shall be given teaching credit for other than years of credit gained while serving as a full-time, properly certified, school teacher.

K. No service, duty or activity performed by any teacher during the 185 days of the regular school year shall be rewarded with extra pay, excepting those extra duties, services, and activities set forth in this salary agreement.

L. A teacher, having taught in the Kaleva-Norman-Dickson Schools prior to receiving a bachelor's degree, shall occupy that position on our salary schedule as though beginning in our system after obtaining the above mentioned degree.

1. However, following the first year and occupying the above stated position on the salary schedule for the first year, (she) he shall advance at a double-step rate on the salary scale with each new year until the total years of service in our school system and his placement on the salary schedule coincide.
2. The above shall apply to all teachers now in our school system and all teachers who shall become part of our school system at any future date.

M. The maximum yearly salary for a non-degree teacher shall be \$100 less than the minimum yearly salary for a degree teacher.(B.S.-B.A.)

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

O. In addition to the basic teacher salary as provided in Schedule A there will be paid the following further sums:

As per Schedule A

P. Substitute teachers without degree shall receive \$15 per diem and with degree shall receive \$20 per diem.

Q. 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.

ARTICLE XVII

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1966 and shall continue in effect for three (3) years until the 30th. of June, 1969. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

In witness whereof we have hereunto set our hands and seals the day and year first above written, and the President and Secretary of the Kaleva-Norman-Dickson Schools District do hereby certify that they are authorized to execute this Agreement on behalf of said School District by authority of the Board of Education, and the President and Secretary of the Kaleva-Norman-Dickson Teachers' Association do hereby certify that they are authorized to execute this Agreement on behalf of said Teachers' Association by authority of its membership.

KALEVA-NORMAN-DICKSON
BOARD OF EDUCATION

BY Raymond A. Renge
President

BY Pauline Howes
Secretary

KALEVA-NORMAN-DICKSON
TEACHERS' ASSOCIATION

BY Judith Sutter
President

BY Richard A. Smith
Secretary

SCHEDULE A

for 1966-67

Basic Teacher Salaries

Steps	Bachelor's Degree	Bachelor's Degree plus 15 Sem. Hours	Master's	Steps
1	\$5200	\$5350	\$5500	1
2	5400	5550	5700	2
3	5650	5800	5950	3
4	5900	6050	6200	4
5	6150	6300	6450	5
6	6400	6550	6700	6
7	6650	6800	6950	7
8	6900	7050	7200	8
9	7150	7300	7450	9
10	7400	7550	7700	10
			7950	11
			8200	12

Extra Projects Beyond Classroom Teaching and Outside of School Hours

Coaches:	Varsity Football	\$350
	Ass't Football	200
	Varsity Basketball	450
	Jr. Varsity Basketball	200
	Track	200
	Baseball	200
	Jr. High Basketball	100
Others:	Modern Dance	50
	Cheerleading & Majorettes	50
	Play	100
	Publications	200
	Forensics:	
	Local Contest	25
	District Contest	50