

68-69 Revision of 68 agreement

Kalkaska (15) Revised 8/29/68-1c
1-Resub

ARTICLE II

Add:

RECEIVED (3)
Sec. 3.

SEP 27 1968

OFFICE OF PROFESSIONAL NEGOTIATIONS

If a need arises, negotiators for the current year may be called for clarification of the contract.

ARTICLE IV

E. CONFERENCES

The Board of Education shall encourage teachers to actively participate in professional conferences, in their subject matter field, and the Michigan Department of Education curriculum meetings, with no loss of pay. Reimbursement will be made for expenses for professional conferences in the teacher's subject matter field and to the Michigan Department of Education curriculum meetings.

1. Actual railroad, plane or bus fare. Private car expenses at 10¢ a mile.
2. ADD: except when especially reserved meals may exceed this amount, in which case, the extra expenses will be allowed.
3. Lodging not to exceed \$9.00 per day.
- 4.
5. Teachers shall suffer no loss of pay attending authorized meetings for the improvement of instruction.

KALKASKA Bd. of Educ.

M.E.A.
1216 KENDALE
E. LANS., MI.
48824

G. PERSONAL BUSINESS DAY

3. Personal Business Day means an activity that requires the teacher's presence during the school day, and is of such a nature that it cannot be attended to at a time when school is not in session.

2.
3.
4.
5.

4. A personal business day shall not be granted for the day following holidays or vacations, or the first and/or last day of the school year.

J. CURRICULUM MEETINGS Change to:

STAFF MEETINGS-LOCAL:

A committee of four teachers selected by the teachers organization, and four administrators, selected by the Board of Education will form the committee to plan for staff curriculum meetings on a district basis. These meetings will be held in one building in the district. These meetings will be held a maximum of four times during the school year. One half day will be allowed for each meeting.

These meetings will not replace the individual school staff meetings that are held in each building. This committee will be appointed on or before September 20th, and will function immediately. This committee shall continue to function until a new committee is appointed.

ARTICLE XIII

NOON DUTY (eliminate present wording)

1. Elementary teachers will be granted at least 30 minute duty free noon period.
2. Middle grade teachers shall have at least one conference period each day.

ARTICLE XVI

Sec.1. Teachers shall be in the building fifteen minutes before school opens in the morning. Teachers may leave the building after busses leave, faculty meetings or other

meetings or appointments have been completed.(Remainder of this article remains as is)

ARTICLE XVII

ASSOCIATION BUSINESS

1. Association business will not be conducted during the regular school day class hours.
2. Teachers will be given release time for professional meetings when representing the local association solely, and the teacher shall be reimbursed for substitute expenses by the KEA.
3. Officers of any Antrim-Kalkaska, Michigan or National Education Association, above the local level, will be permitted to attend meetings of their group on a regional, state or national level. Expenses of teachers who are officers will not be the responsibility of the Board of Education, but said teachers shall suffer no loss of pay.
4. Members and/or chairmen of the above groups (Sec.3) may request permission to be absent to attend such meetings. If permission is granted, it will be with substitute pay deducted, and the teacher's expenses will not be the responsibility of the Board of Education.
5. The Board of Education, through its delegated representative, reserves the right to regulate the number of staff members that are absent for any one conference.

ARTICLE XXIII

SCHOOL CALENDAR:-delete that part of the appendix that deals with this item.

Sec.1. The Thursday and Friday preceding the opening of school in the fall should be used for staff meetings. School shall open no later than the first Tuesday after Labor Day, and continue until the necessary session days, as required by the School Code, are completed.

Sec. 2. The actual school calendar for each school year, listing vacations, no-school days, holidays, will be established each year.

SCHOOL CALENDAR 1968-1969

August 29-30	Staff Meetings
Sept. 3	School Opens
October 3-4	State-Regional Institute
November 28-29	Thanksgiving
December 20	School closes at end of P.M. session
January 6	School opens A.M.
January 23	A.M. tests--P.M. Marking time
January 24	A.M. tests--P.M. Marking time
March 28	School closes at end of P.M. session
April 7	School opens A.M.
April 25	Trout Friday - no school
May 30	Memorial Day
June 13	School closes

June 9-10-11 A.M. exams P.M. Marking period

June 12 Record Day - Report Card Marking
Commencement

ARTICLE XXV

Sec. 9. Salary Information - Additional - Extra Curricular

Pay Schedule:

ACTIVITY	POSITION	%OF STEP ON SALARY SCHEDULE	AMOUNT
Football	Head Coach	7.0%	--
	Assistant Coach	3.5%	--
	J.V. Coach	3.5%	--
Basketball	Head Coach	7.0%	--
	Assistant Coach	3.5%	--
Girl's Athletic Assoc. Sponsor		6.0%	--
Track-Cross Country Head Coach		3.0%	--
Baseball	Head Coach	3.0%	--
Athletic Director		--	\$300.

con't.

ACTIVITY	POSITION	% STEP	AMOUNT
Band	Director	4.0%	--
Special Education	Teacher	7.0%	--
Yearbook	Sponsor	3.0%	--
	Photography		
	take-develop	2.0%	--
Guidance	Head	3.0%	--
Class Plays	Sponsors ea.play	--	\$150.
Class Sponsor	Head-ea.class	--	10.
Student Council	Sponsor H.S.	--	50.
	Middle Grades	--	50.
National Honor Soc.	Sponsor	--	50.
Special Events			
	Dances-Mixers (not to exceed 2 sponsors per dance		5. ea.
	Banquet-Prom (not to exceed 2 sponsors per)		10. ea.
	Senior Field Day(not to exceed 2 sponsors)		10. ea.
	Floats(each float sponsor)		10. ea.
Student Council-out-of-town trips		\$5.00 + mileage	
	Continuing tenure shall not apply to an annual assignment		

of extra duty for extra pay. Extra pay will be paid when each assignment has been completed, upon presentation of written request.

Sec. 10. The establishment of extra curricular positions, requiring expenditure of school district funds shall be the joint responsibility of the current negotiators of both parties.

Sec. 11. Certificated employees of the district on a half step on the salary schedule for the school year 1967-1968 will be advanced to the next full step beginning with the 1968-1969 teaching contract.(This will eliminate half steps on the salary schedule)

A committee of teachers appointed by the K.E.A., and representatives of the Board of Education will meet starting in September to discuss fringe benefits such as insurance and sick leave bank. The report of this committee will be made on or before January 15, 1969, to their respective groups.

SALARY INDEX
KALKASKA PUBLIC SCHOOLS
Adopted August 1968

	A BA	B +13	C +30	D NA	E +15	F +30	G Ed.S.
0	1.000	1.0316	1.0636	1.0952	1.1270	1.1588	1.1905
1	1.036	1.0689	1.1019	1.1346	1.1676	1.2006	1.2334
2	1.072	1.1060	1.1402	1.1740	1.2082	1.2424	1.2763
3	1.108	1.1431	1.1785	1.2134	1.2488	1.2842	1.3192
4	1.144	1.1802	1.2168	1.2528	1.2894	1.3260	1.3621
5	1.180	1.2173	1.2551	1.2922	1.3300	1.3678	1.4050
6	1.216	1.2544	1.2934	1.3316	1.3706	1.4096	1.4479
7	1.252	1.2915	1.3317	1.3710	1.4112	1.4514	1.4908
8	1.288	1.3286	1.3700	1.4104	1.4518	1.4932	1.5337
9	1.324	1.3657	1.4083	1.4498	1.4924	1.5350	1.5766
10	1.360	1.4028	1.4466	1.4892	1.5330	1.5768	1.6195
15	1.396	1.4399	1.4849	1.5286	1.5736	1.6186	1.6624
20	1.432	1.4770	1.5232	1.5680	1.6142	1.6604	1.7053
25	1.468	1.5141	1.5615	1.6074	1.6548	1.7022	1.7482

Steps above Ed.S to be same
as on Index adopted March 1963,
except no half-year steps.

SALARY SCHEDULE*
 KALKASKA PUBLIC SCHOOLS
 Adopted August 1968

	A	B	C	D	E	F	G
	BA	+15	+30	MA	+15	+30	Ed. S.
0	\$6150.	6346.	6541.	6735.	6931.	7127.	7322.
1	6371.	6574.	6777.	6978.	7181.	7384.	7585.
2	6593.	6802.	7012.	7220.	7430.	7641.	7849.
3	6814.	7030.	7248.	7462.	7680.	7898.	8113.
4	7036.	7258.	7483.	7705.	7930.	8155.	8377.
5	7257.	7486.	7719.	7947.	8180.	8412.	8641.
6	7478.	7715.	7954.	8189.	8429.	8669.	8905.
7	7700.	7943.	8190.	8432.	8679.	8926.	9168.
8	7921.	8171.	8426.	8674.	8929.	9183.	9432.
9	8143.	8399.	8661.	8916.	9178.	9440.	9696.
10	8364.	8627.	8897.	9159.	9428.	9697.	9960.
15	8585.	8855.	9132.	9401.	9678.	9954.	10224.
20	8807.	9084.	9368.	9643.	9927.	10211.	10488.
25	9028.	9312.	9603.	9886.	10177.	10469.	10751.

*All salaries to nearest dollar