

9-1-74

Changed in the Master Agreement

For 1973-74

Kingsley

The 1972-73 Master Agreement between the Kingsley Education Association and the Kingsley Area School Board shall remain in effect with the exception of the changes listed here.

Article VIII - Leaves (Page 12)

B. Sick Leave

4a. (New Section)

The parties jointly acknowledge that abuse of sick leave has a deleterious effect on the education of children and therefore mutually pledge to dissuade the teaching staff from improper use of sick leave.

Should the administration become aware of circumstances which it believes is an abuse of sick leave, the teacher(s) in question may be called on by an administrator to satisfactorily explain the circumstances. The KEA will be notified of such hearing and will send a representative to the hearing to reaffirm the first sentence in this paragraph. Should the administrator determine that discipline is in order, the KEA representative shall be notified of same. It is expected that the KEA will face up to its responsibility and not pursue grievances which are unmeritorious or based on political expediency.

The KEA affirms that it is the right of the administration and school board to adopt policy and procedure to insure a correct usage of sick leave, however, this shall not deprive the KEA of their normal grievance rights as to the application of policy and procedure pertaining to sick leave.

Article XV - Reduction in Personnel

B. Previous wording removed and replaced with:

B. In such case the following procedure shall be used:

1. All staff members shall be granted seniority equal to the number of years the teacher has taught in the school system.
2. Seniority shall be the primary consideration in the lay-off of any teacher, providing that the following conditions are met:
 - a) Teachers must be kept within levels of certification.
 - b) Secondary teachers have seniority rights only in subject matter positions for which they have college major or minor preparations.

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- c) A secondary teacher with a major in a teaching area shall have priority over one with a minor.
- d) An elementary teacher shall have seniority rights only in the grade that she is teaching plus one grade above and one grade below her present grade level.
- e) In the event that two teachers with the same seniority shall qualify for one position, then administrative evaluations shall be the deciding factor. It shall be the responsibility of the administration to determine which evaluations are superior.

Article XVIII

To Read:

This agreement shall be effective immediately upon ratification by both the KEA and the Kingsley Area School Board and shall continue in effect until the first day of September, 1974.

This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

For the Association

By _____
President

By _____
Secretary

By _____
Treasurer

By _____
Negotiator

For the Board

By _____
President

By _____
Secretary

By _____
Treasurer

By _____
Negotiator

Appendix A

Kingsley Area School

1973-74 Salary Schedule

<u>Step (Experience)</u>	<u>BA</u>	<u>MA</u>
0	\$7930	\$8430
1	8287	8737
2	8644	9144
3	9001	9501
4	9358	9858
5	9715	10,215
6	10,072	10,572
7	10,429	10,929
8	10,786	11,286
9	11,143	11,643
10	11,500	12,000

Insurance Benefit

- A) The Board shall pay \$47 per month towards the cost of the comprehensive MESSA or blue cross full family health care package for a full twelve month period for the employee's family. All additional programs available through MESSA shall be available at the employee's expense through payroll deduction.
- B) For single teachers the Board will pay completely for the teacher's health insurance under the MESSA-Super Med plan or will pay an equal amount toward health insurance subscribed to under Blue Cross.
- C) Employees not wishing health care protection may apply a \$18.96 per month board subsidy toward the Selective Option package available through MESSA or Blue Cross.
- D) Any amount allowed towards insurance may not be paid to a teacher in cash.

APPENDIX B

Extra-Duty Schedule

Athletic Director	\$200
Head Football	750
Head Basketball	750
Ass't Football	500
Ass't Basketball	500
Cross Country	250
Baseball	300
Track	300
7th Basketball	200
8th Basketball	200
9th Basketball	200
Annual	200
FHA	75
Girls Basketball	350
Cheerleading	150
Drama Club & Senior Play	100
Student Council	150
Band	300
Driver Ed:	
Classroom	\$5.00 per student
Road work	\$5.00 per hour

Appendix C

School Calendar
Kingsley Area School
1973-74

August 30	Teacher's meeting day
September 4	First day of school
October 12	End of first marking period
November 21	End of second marking period
November 22 - 23	Thanksgiving Vacation
December 24 - January 1	Christmas Vacation
January 17 - 18	Elementary Conferences
January 17	Last day of first semester
January 13	Secondary grading day
March 1	End of fourth marking period
April 11	End of fifth marking period
April 12-19	Easter vacation
May 27	Memorial Day - no school
June 6	Last day of school
June 7	Records day

Contract Days Membership Days

August	1	0
September	19	19
October	23	23
November	20	20
December	15	15
January	22	20
February	20	20
March	21	21
April	16	16
May	22	22
June	<u>5</u>	<u>4</u>
	184	180