

1966-67

LAKESHORE PUBLIC SCHOOLS  
1966-67  
MASTER CONTRACT

LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

Michigan State University

A. Salary Schedule

<u>EXPERIENCE</u>	<u>INDEX</u>	<u>B. A.</u>	<u>INDEX</u>	<u>M. A.</u>	<u>NON DEGREE</u>
0	100%	5,300	100%	5,600	4,800
1	103%	5,459	103%	5,768	4,944
2	106%	5,618	106%	5,936	5,088
3	110%	5,830	110%	6,160	5,280
4	114%	6,042	114%	6,384	5,472
5	118%	6,254	118%	6,608	5,664
6	122%	6,466	122%	6,832	
7	125%	6,625	126%	7,056	
8	128%	6,784	130%	7,280	
9	131%	6,943	133%	7,448	
10	134%	7,102	136%	7,616	
11	137%	7,261	139%	7,784	
12	140%	7,420	142%	7,952	

Plus \$2,000 paid life insurance program. Plus \$6.00 per semester hour beyond 90 hours until the B.A. is reached, and \$6.00 per semester hour earned beyond the B.A. until the M.A. is reached.

B. Limits:

1. No more than 7 years outside experience may be applied, (must have been in previous 7 years).
2. If a teacher receives a higher degree after the beginning school date, he shall not be placed on that schedule until the following year.
3. No contract may be written for less than the preceding year.

C. Leave of Absence:

1. A leave for professional advancement (exchange teaching, schooling), shall be credited with the annual increment.
2. Any employee being drafted from the system shall be granted credit for the years in military service, if under contract the fall following an honorable discharge.

D. Absence Without Loss of Salary:

1. Sick leave:
  - a. All full time employees shall be allowed one day per month accumulative to 60.
  - b. Sick leave shall be for personal illness, serious illness in the immediate family or death in the immediate family. (husband, wife, children, father, mother, brother, sister).
2. Personal Business:
  - a. Two days shall be allowed with permission of the Superintendent and Principal.

Lakeshore Public Schools  
(Benzie County)

MEA; 1216 Wendale; E.T.; Mich. 48823



3. Professional Advancement:

- a. A minimum of 1 day per year will be allowed with approval of the Superintendent for conferences, clinics or professional advancement. The school system will pay the cost of a substitute, plus reasonable expense.

E. Special Provisions:

1. The Board of Education reserves the right to create additional assignments and set remuneration for these additional assignments in ratio to the responsibilities of these assignments.
2. The Board of Education reserves the right to discontinue any assignments, if in its judgment the position is no longer justified and it is in the best interests of the school district. The remuneration for the assignment will then be deducted from the current contract.
3. No extra remuneration will be paid for special interest or departmental club sponsorship.

F. Proposal of New Schedule:

1. Proposal of new salary schedule may be initiated by a resolution of the Board of Education or on petition of 75% of the teachers.

G. Terms and Lengths of Contracts:

1. All teachers contracts will be made out for 12 months payable in 26 equal payments on every other Friday beginning in September. All teaching contracts will be written for 9 ½ months (38 weeks).

H. Method of Signing Contracts:

1. All contracts will be signed first by the Board of Education. They shall then be signed by the teacher in the Office of the Superintendent, by April 15th. No contract shall leave the Superintendent's office unless signed by the teacher. Any extension of time beyond April 15th, must have the written permission of the Superintendent. Acceptance blanks of intent will be issued prior to issuance of contracts.

I. Extra Pay for Extra Duties:

1. Coaching: (increments not to exceed 5 years).  
Varsity football and basketball \$600, plus \$30 per year.  
Assistants to varsity coaches \$400, plus \$20 per year.  
Junior varsity football and basketball \$400, plus \$20 per year.  
Baseball, track and wrestling \$300, plus \$20 per year.  
Freshmen teams and assistant J.V. \$300, plus \$20 per year.  
Junior High football and basketball \$200, plus \$20 per year.  
Assistant Junior High and Junior High Track \$100, plus \$20 per year.  
Golf \$200, plus \$20 per year.  
Cross country \$200, plus \$20 per year.
2. Class Sponsors:  
\$75 each - 1 per class - Freshmen and Sophomores  
\$75 each - 2 per class - Juniors and Seniors

3. Cheerleading Coach:

High School \$75.00 - Junior High \$50.00

4. Music: (Increments not to exceed 5 years)

High School Band \$400, plus \$20 per year.

Junior High Band \$200, plus \$20 per year.

5. Other:

A. Dramatics \$100 per play

D. Yearbook \$150

B. Debate \$100

E. Newspaper \$75

C. Forensics \$100

F. Student Council \$50

6. Not on Schedule:

Salaries for guidance director, counselors, and athletic director will be set by separate action of the Board of Education.

J. Signatures:

This on a one year contract between the L.E.A. and the Lakeshore Board of Education.

For the L.E.A. Dennis Schultz President

For the Board Lerald Howard Secretary



## TEACHER'S CONTINUING CONTRACT

THIS CONTINUING CONTRACT made the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_.

between the Board of Education of LAKESHORE PUBLIC SCHOOLS, Berrien County, State of Michigan (hereinafter called the Board) and

\_\_\_\_\_ (hereinafter called the teacher).

WITNESSETH: That said Teacher being certificated to teach in the Public Schools in said County and State and having met the requirements of the Michigan Teachers Tenure Act being Act IV of the Public Acts of the State of Michigan (Extra Session) for the year 1937 as defined in said Act for continuing tenure, hereby contracts with said

Board for the school year of 19\_\_\_\_ - 19\_\_\_\_ commencing the \_\_\_\_\_ day of \_\_\_\_\_

19\_\_\_\_, and said Board hereby contracts to employ said teacher, such appointment to continue in full force and effect as provided in the policies and the rules and regulations of said Board and until the said Teacher resigns, elects to retire, or is dismissed in accordance with the provisions of the Michigan Teacher's Tenure Act.

For and in consideration of such service for the school year as herein set forth the said Board will pay to said Teacher the sum of

\_\_\_\_\_ (\$ \_\_\_\_\_) payable in twenty-six (26) installments.

Said Teacher shall annually, hereafter, so long as employed by said Board receive a supplementary contract stating the salary for the ensuing school year to which said Teacher is entitled under the rules and regulations of said Board. Said Teacher shall be subject to assignment and transfer at the discretion of the Superintendent of Schools and said Board. This contract shall be subject to all written Board Policies and the terms of the master agreement (now under negotiations) (now in effect) both of which are herein incorporated by reference. In the event the salary as specified above is in conflict with the master agreement incorporated herein by reference, the appropriate adjustment will be made in accordance with the procedure as outlined in said master contract.

Said teacher is assigned to \_\_\_\_\_

### SUMMARY OF SALARY

SALARY STEP	Base Salary \$	EXTRA DUTIES (NOT UNDER TENURE)	\$
	Base Salary \$	1	\$
	Extra Hours \$	2	\$
	Total Base \$	3	\$
		4	\$
GRAND TOTAL:			\$

\_\_\_\_\_  
 Superintendent of Schools  
 (Authorized by the Board of Education)

\_\_\_\_\_  
 Teacher

\_\_\_\_\_  
 Date of Signature

*To be signed by teachers going on tenure*



ANNUAL SUPPLEMENT TO CONTINUING CONTRACT

Date \_\_\_\_\_

You are hereby notified that your base salary for the school year 19\_\_\_\_ 19\_\_\_\_ beginning \_\_\_\_\_

19\_\_\_\_, will be \_\_\_\_\_

( \$ \_\_\_\_\_ )

payable in twenty-six (26) installments, to teach in the Lakeshore Public Schools, Berrien County, State of Michigan.

This contract shall be subject to all written Board Policies and to the terms of the master agreement (now under negotiation) (now in effect) both of which are herein incorporated by reference. In the event the salary as specified above is in conflict with the master agreement incorporated herein by reference, the appropriate adjustment will be made in accordance with the procedure as outlined in said Master Contract.

If you accept the terms of this continuing contract supplement, please date, sign, and return the original copy to the office of the Superintendent of Schools within ten (10) days of receipt of this notice.

Assigned to \_\_\_\_\_

SUMMARY OF SALARY:

EXTRA DUTIES (NOT UNDER TENURE)

SALARY STEP	Base Salary	\$ _____	1	\$ _____
	Extra Hours	\$ _____	2	\$ _____
	Total Base	\$ _____	3	\$ _____
			4	\$ _____
			GRAND TOTAL	\$ _____

\_\_\_\_\_  
Superintendent of Schools  
(Authorized by the Board of Education)

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Date of Signature

*To be signed by those teachers on tenure*



TEACHER SALARY COMPUTATION  
Lakeshore Public Schools

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Teacher's Name \_\_\_\_\_ Assigned to \_\_\_\_\_

Type of Contract: \_\_\_\_\_ 1st pro \_\_\_\_\_ 2nd pro \_\_\_\_\_ 3rd pro \_\_\_\_\_  
\_\_\_\_\_ tenure \_\_\_\_\_ supplement \_\_\_\_\_ special

Degree \_\_\_\_\_ Years of teaching experience \_\_\_\_\_

Salary Step<sup>1</sup> \_\_\_\_\_ Base Pay \$ \_\_\_\_\_

Semester Hours Credit \_\_\_\_\_ @ \$ \_\_\_\_\_ \$ \_\_\_\_\_

Total Base Pay (26 pays) \$ \_\_\_\_\_

Extra Assignments<sup>2</sup>:  
\_\_\_\_\_  
\$ \_\_\_\_\_  
\_\_\_\_\_  
\$ \_\_\_\_\_  
\_\_\_\_\_  
\$ \_\_\_\_\_  
\_\_\_\_\_  
\$ \_\_\_\_\_  
Grand Total \$ \_\_\_\_\_

1 - The first figure indicates degree level (0 non-degree, 4 bachelors, 5 masters).  
The second figure indicates years of experience applicable to the salary guide in  
the Lakeshore Public Schools. Examples:

- 0-1 means non-degree with 1 year experience
- 4-3 means bachelor degree with 3 years experience
- 5-8 means master degree with 8 years experience

2 - Pay for extra assignments will be made in one pay at the end of the assignment.

*To be given all teachers after Master Agreement  
has been Ratified.*



## TEACHER'S PROBATIONARY CONTRACT

( \_\_\_\_\_ 1st Year, \_\_\_\_\_ 2nd Year, \_\_\_\_\_ 3rd Year

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_,  
 between LAKESHORE PUBLIC SCHOOLS, Berrien County, State of Michigan, hereinafter called the School District,  
 and \_\_\_\_\_ hereinafter called the Teacher.

WITNESSETH: Said Teacher being certified to teach in the Public Schools in said state, hereby contracts with  
 said School District for the school year 19\_\_\_\_ - 19\_\_\_\_, commencing \_\_\_\_\_ 19\_\_\_\_  
 and said School District hereby contracts to hire said Teacher as herein set forth on a Probationary basis as provided  
 by the Tenure Act (Act 4, P.A. Extra Sessions, 1937) as amended, in consideration for which said School District will  
 pay to said Teacher the sum of

\_\_\_\_\_ Dollars (\$ \_\_\_\_\_)

payable in twenty-six (26) installments.

The services of the Teacher shall consist of teaching in said School District. The Teacher is subject to the policies,  
 rules, and regulations of the Board of Education and the general school laws of the State of Michigan, and to assign-  
 ment and transfer at the discretion of the Superintendent of Schools and the Board of Education, and to such terms  
 and conditions as are specified in the master agreement (now under negotiation) (heretofore negotiated) both of which  
 are herein incorporated by reference. In the event the salary as specified above is in conflict with the master agreement  
 incorporated herein by reference, the appropriate adjustment will be made in accordance with the procedure as out-  
 lined in said master contract. Said teacher is assigned to \_\_\_\_\_

**SUMMARY OF SALARY:**

**EXTRA DUTIES: (NOT UNDER TENURE)**

SALARY STEP	Base Salary \$ _____	1	_____	\$ _____
	Extra Hours \$ _____	2	_____	\$ _____
	Total Base \$ _____	3	_____	\$ _____
		4	_____	\$ _____

**GRAND TOTAL: \$ \_\_\_\_\_**

\_\_\_\_\_  
 Superintendent of Schools  
 (Authorized by the Board of Education)

\_\_\_\_\_  
 Teacher

\_\_\_\_\_  
 Date of Signature

*To be signed by new teachers & those on probation*