

7071

8/31/90
RDM
9/22/87
LA.
9/22/87
8:25 p.m.

MASTER CONTRACT

COMSTOCK PARK BOARD OF EDUCATION

KCEA/CPEA

1985 - 1990

Comstock Park Public Schools

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

UNIVERSITY OF MICHIGAN
LIBRARY

ARTICLE 18

NEGOTIATION PROCEDURES

QSM
2/22/87
JF.
18:25p.m.

A. CONFERENCE

It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be discussed from time to time during the period of this Agreement upon request by either party to the other.

B. RE-NEGOTIATION

Re-negotiation of this Agreement for subsequent years shall be commenced not later than March 1, 1990 provided one party (Board or Association) receives prior to February 15, 1990 from the other party (Board or Association) a letter requesting such re-negotiations. In the event neither party makes such a request, this Agreement shall be in force for one (1) additional year with an increase on the salary schedule of 6.0% and a mutually agreeable calendar.

C. TEAM MEMBERS

In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives from within or outside the School District. The parties mutually pledge the 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 ratification.

D. IMPASSE

If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take any other lawful measure it may deem appropriate, including the imposition by the Association of professional sanctions to discourage any employee from working in the absence of a contract.

E. RELEASED TIME

An employee engaged during the school day in negotiating by Board request in behalf of the Association with any representative of the Board or participation in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

RGM
9/22/87
LJ.
09:25p.

ARTICLE 26

SALARY

A. PREVIOUS DEGREE AND SERVICE

All previous degree and service credit shall be recognized in the current year.

- B. 1985-86 SALARY SCHEDULE (Please see attached) 5.5%
- C. 1986-87 SALARY SCHEDULE (Please see attached) 6.0%
- D. 1987-88 SALARY SCHEDULE (Please see attached) 6.5%
- E. 1988-89 SALARY SCHEDULE (Please see attached) 6.0%
- F. 1989-90 SALARY SCHEDULE (Please see attached) 6.0%

G. CREDENTIALS

Hours earned sufficient to move an employee horizontally on the schedule by September 1 of any year shall entitle said employee to the raise in salary stipulated on the appropriate schedule step, providing the proof indicating such degree or credits were successfully completed is received by the Personnel Office prior to November 1.

H. SALARY SCHEDULE

The schedule is based on the graduate semester hour.

1. Term and undergraduate hours will be figured as 2/3 ratio to graduate hours.
2. For courses to count on the schedule, they must be in the field in which the employee is qualified, or cognates to his field.
3. Hours for the BA+20, BA+34, MA+10, MA+20, MA+30 schedules must be earned after the date the last degree was awarded

I. INTERNS

The Board may deduct, upon written authorization from the intern employee, up to one third (1/3) of the total salary of college and/or university interns for reimbursement to the institution for the cost of administration and supervision of an intern program. Other arrangements may be made upon request of the college and/or university.

J. PART-TIME REGULAR EMPLOYMENT

Employees employed or recalled to part-time positions on a regular basis will receive pro rata wages as provided in the March 16, 1981 letter of Agreement between the CPEA/KCEA and the Superintendent of Schools.

ARTICLE 27

ADDENDA

RGM
9/22/87
Sf.
8:55 p.m.

Addenda will be paid on the following bases:

| | | | |
|----|---------|---|----------|
| A. | 1985-86 | - | \$16,660 |
| B. | 1986-87 | - | 17,173 |
| C. | 1987-88 | - | 17,762 |
| D. | 1988-89 | - | 18,295 |
| E. | 1989-90 | - | 18,894 |

A. CO-CURRICULAR

| | |
|----------------------------|------|
| Class Sponsors | |
| 9th and 10th | 2.5 |
| 11th and 12th | 3.5 |
| Student Council | 1.5 |
| Safety Patrol | 4.0 |
| High School Musical Choral | 4.0 |
| High School Musical Band | 2.0 |
| Club Sponsors | 2.5 |
| Yearbook Advisor | 8.0 |
| Band Director | 10.0 |
| Choral Director | 5.0 |

B. ATHLETICS

GROUP I - Varsity Football, Varsity Basketball
(boys or girls), Varsity Wrestling 11-13-14-15-16

GROUP II - Varsity Track, Varsity Baseball,
Varsity Softball, Varsity Football Asst.,
JV Football, Cross Country (boys & girls) 9-10-11-12-13

GROUP III - JV Basketball (boys or girls),
Wrestling Asst., 9th Grade Football,
JV Football Asst. 8-9-10-11-12

GROUP IV - Varsity Volleyball, Cross Country
(boys or girls), Tennis (boys or girls), Golf,
Asst. Track, JV Baseball, JV Softball, 9th Grade
Basketball, 9th Grade Football Asst. 7-8-9-10-11

GROUP V - JV Volleyball, MS (Middle School Sports)
based on at least a 10 week season. If the sport
is less than 10 weeks, addendum is to be reduced
proportionately. 5-6-7-8-9

C. OTHERS

| | |
|--|---------|
| Girls Bowling, MS Cheerleading, MS Intramurals | 3-4-5-6 |
| High School Cheerleading | 6-7-8-9 |
| High School Pom Pon | 6-7-8-9 |
| Auxiliary Band Personnel | 6-7-8-9 |

RGM
2/22/87
Jf.
8:55 p.

ARTICLE 29
FRINGE BENEFITS

A. MEDICAL INSURANCE

IN 1985-87:

For each full time employee who requests it, the Board of Education will pay the full cost of MESSA Super Med I/Blue Cross-Blue Shield medical care insurance.

IN 1987-90

For each full time employee who requests it, the Board of Education will pay the full cost of MESSA SUPERCARE I (Super Med I with Messa Care Rider at the lowest carrier rate available to MESSA. This plan would begin as soon as possible after ratification.

B. OPTION GROUP

The Comstock Park Board of Education will contribute \$65.00 in 1985-86; \$70.00 in 1986-87; \$75.00 in 1987-90 toward the purchase of approved options for each employee not electing health insurance (A. above).

Other approved options include MESSA non-taxable Fixed Options or MEALS, the remainder toward the MESSA non-taxable variable options or annuities. Employees eligible for options shall meet as soon as possible prior to the close of the annual enrollment period each year to arrange for the programs and/or coverage. This language offers the widest possible offerings under the MESSA options programs.

Any additional cost above the above-mentioned limits will be paid by the employee through payroll deduction.

C. DENTAL INSURANCE

The Board shall provide without cost to the employee the Delta Dental Care Program C 1985-86 70/30; 1986-87 80/20; 1987-90 90/10 for the employee and his/her eligible dependents with the 01 orthodontic rider (50% to a maximum of \$500.00). The plan shall include Internal and External Coordination of Benefits (COB). This program shall be available to all employees who work twenty (20) hours or more per week.

D. HALF-TIME EMPLOYEES

The Board will, upon request, pay one half (1/2) of the premium (except for C. Dental Insurance) for an employee who is employed on a regular half-time basis, and the employee shall pay one half of the premium.

RGM
9/22/87
AJ.
8:55 p.m.

E. LIFE INSURANCE

The Board of Education will provide life insurance with an accidental death and dismemberment policy for each full-time employee (MESSA) in the following amount: \$25,000.00. Part-time employees will receive pro rata coverage, i.e. 50% = \$12,500.00.

F. LONG-TERM DISABILITY

Beginning in 1987-88 as soon as possible after ratification, the Board of Education will provide an improved long-term disability program for each employee.

1. 180 day calendar waiting period
2. Maximum of 66 2/3% of salary
3. \$2,500.00 monthly maximum
4. Social Security, Retirement, and Workers' Compensation offsets
5. Alcoholism/drug addiction - 2 year
6. Mental/nervous - 2 year

G. VISION

Beginning 1988-89 the Board of Education will provide a vision care package MESSA VSP ~~1~~

Beginning 1989-90 the Board of Education will provide a vision care package MESSA VSP 2.

H. PAYMENTS

Payments for such insurance shall begin, in the case of new employees, at the beginning of the insurance month immediately following the time they begin their duties, or as soon as the group accepts the enrollee. (Exception: employees starting after the enrollment period in September will have a waiting period of from 30 to 60 days before the insurance becomes effective, in accordance with the Board of Education group contract). Coverage will be provided on an annual basis in accordance with the Master Agreement. Restrictions to the Board's obligation for medical care insurance are defined as:

1. An employee shall not cover his dependents if they are receiving coverage via the same or another hospitalization policy (non-duplication).
2. A single person (defined as an employee who receives coverage for himself or herself only) qualifies for individual membership under group provisions.
3. Payments shall be made for a twelve (12) month period. The Board will also provide full coverage for three (3) months for any employee laid off.

4. The insurance benefits provided in this Article shall begin when the employee has properly completed the necessary forms and actually begins employment. Such insurance shall terminate when the employee's employment is terminated or when the employee is on a leave of absence without pay. The employee shall have the option, subject to Article 29 H6, of continuing his/her coverage by assuming payments when payments provided by the Board under terms of this Master Agreement expire.
5. The Board will continue to pay the employee's insurance premiums as stated in this Master Agreement while the employee is under contract with the Board. If the employee is on extended sick leave (Article 14, I), the Board will continue to make payments for the employee's insurance coverage for no less than the period of time during which the employee receives sick leave pay, no less than the full twelve months of the insurance contract year, or no less than 90 days, whichever of these three is greater to the extent permissible under Article 29, H6. The employee shall have the option, subject to Article 29 H6, of continuing his/her coverage by assuming payments when payments provided by the Board under terms of this Master Agreement expire.
6. Notwithstanding the provisions of this Article, the terms of any contract or policy issued by an insurance company hereunder shall be controlling as to all matters concerning benefits, eligibility, and termination of coverage and other required matters.
7. The Board's responsibilities shall not extend to the provision of benefits unless it has failed in meeting its responsibilities which shall be limited to:
 - a. timely paying of all premiums;
 - b. complying with all requirements of the employer required by the carrier and/or underwriter;
 - c. securing insurance coverage no less than that which is outlined in the certificate of insurance on file in the business or administrative office.
8. Disputes between beneficiaries or employees and any insurance company shall not be subject to the Grievance Procedure established herein.

ARTICLE 33

AGREEMENT PROVISIONS

RJM
9/22/87
A.
8:25 p.m.

- A. 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 employee contracts heretofore in effect. All future individual employee contracts shall be made expressly subject to the terms of this Agreement. The provisions of the Agreement shall be incorporated into and be considered part of the established policies of the Board. Individual contracts shall not be issued until this Agreement is ratified by both parties.
- B. 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 all other applications shall continue in full force and effect.
- C. Prior to printing, the negotiated Agreement shall be submitted to the negotiating committee for the Association for proofreading and approval. The Association shall be furnished with thirty (30) additional copies of the final printed Agreement.
- D. This Agreement incorporates the Agreement reached by the parties on all agreed issues which were subjects of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in writing and signed by both parties as an amendment to this Agreement.

- E. This Agreement shall be in effect as of August 31, 1985 and shall continue in effect until August 31, 1990. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated, except as provided for under Article 18, Section B.

1988-89 CALENDAR

| SEPTEMBER | | | | | SA | TW | JANUARY-FEBRUARY | | | | | SA | TW |
|-----------|----|----|----|-----|-----|-----|------------------|----|----|----|----|-----|-----|
| | TW | 31 | 1 | | 2 | 3 | | | | | | | |
| LD | 6 | 7 | 8 | 9 | 4 | 4 | -30 | 31 | 1 | 2 | 3 | 4 | 5 |
| 12 | 13 | 14 | 15 | 16 | 5 | 5 | 6 | 7 | 8 | 9 | 10 | 5 | 5 |
| 19 | 20 | 21 | 22 | 23 | 5 | 5 | 13 | 14 | 15 | 16 | 17 | 5 | 5 |
| 26 | 27 | 28 | 29 | 30 | 5 | 5 | 20 | 21 | 22 | 23 | 24 | 5 | 5 |
| | | | | | | | 27 | 28 | | | | 2 | 2 |
| | | | | | 21 | 22 | | | | | | 21 | 22 |
| OCTOBER | | | | | | | MARCH | | | | | | |
| 3 | 4 | 5 | 6 | 7 | 5 | 5 | | | 1 | 2 | 3 | 3 | 3 |
| 10 | 11 | 12 | 13 | 14 | 5 | 5 | 6 | 7 | 8 | 9 | 10 | 5 | 5 |
| 17 | 18 | 19 | CI | 21 | 4 | 5 | 13 | 14 | 15 | 16 | 17 | 5 | 5 |
| 24 | 25 | 26 | 27 | 28 | 5 | 5 | 20 | 21 | 22 | 23 | GF | 4 | 4 |
| 31 | | | | | 1 | 1 | 27 | 28 | 29 | 30 | 31 | 5 | 5 |
| | | | | | 20 | 21 | | | | | | 22 | 22 |
| NOVEMBER | | | | | | | APRIL | | | | | | |
| | 1 | 2 | 3 | 4 | 4 | 4 | 10 | 11 | 12 | 13 | 14 | 5 | 5 |
| 7* | 8 | 9 | 10 | 11 | 5 | 5 | 17 | 18 | 19 | 20 | 21 | 5 | 5 |
| 14 | 15 | 16 | 17 | 18* | 4 | 5 | 24 | 25 | 26 | 27 | 28 | 5 | 5 |
| 21 | 22 | 23 | TV | TV | 3 | 3 | | | | | | | |
| 28 | 29 | 30 | | | 3 | 3 | | | | | | 15 | 15 |
| | | | | | 19 | 20 | | | | | | | |
| DECEMBER | | | | | | | MAY | | | | | | |
| | | | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 4 | 5 | 5 | 5 |
| 5 | 6 | 7 | 8 | 9 | 5 | 5 | 8 | 9 | 10 | 11 | 12 | 5 | 5 |
| 12 | 13 | 14 | 15 | 16 | 5 | 5 | 15 | 16 | 17 | 18 | 19 | 5 | 5 |
| | | | | | | | 22 | 23 | 24 | 25 | 26 | 5 | 5 |
| | | | | | | | MD | 30 | 31 | | | 2 | 2 |
| | | | | | 12 | 12 | | | | | | 22 | 22 |
| JANUARY | | | | | | | JUNE | | | | | | |
| 2 | 3 | 4 | 5 | 6 | 5 | 5 | | | | 1 | 2 | 2 | 2 |
| 9 | 10 | 11 | 12 | 13 | 5 | 5 | 5 | 6 | 7 | 8 | 9 | 5 | 5 |
| 16 | 17 | 18 | 19 | 20 | 5 | 5 | 12 | 13 | 14 | TR | | 3 | 4 |
| 23 | 24 | 25 | 26 | ES | 4 | 4 | | | | | | | |
| | | | | | 19 | 19 | | | | | | 9 | 10 |
| | | | | | --- | --- | | | | | | --- | --- |
| | | | | | 91 | 94 | | | | | | 90 | 92 |

*Parent Teacher Conferences may be scheduled between November 7 and November 18.

-One day of the second semester will be an Inservice Day. Exact date to be determined by mutual consent.

| | | | | | |
|--------------|-------------------------------|--------------------|-------------------|----|--------------|
| EM | End of marking period | CI | In-service | MD | Memorial Day |
| SA | Student attendance | SV | Spring vacation | TV | Thanksgiving |
| TR | Teacher's record day | TW | Teacher work days | WV | Winter vac. |
| ES | No school for students/non-TW | | | | |
| 1st semester | 91 days - students | 94 days - teachers | | | |
| 2nd semester | 90 days - students | 92 days - teachers | | | |
| TOTAL: | 181 | 186 | | | |

1989-90 CALENDAR

| SEPTEMBER | | | | | SA | TW | JANUARY-FEBRUARY | | | | | SA | TW |
|-----------|----|----|----|-----|-------|-----|------------------|----|----|----|----|-----|-----|
| | TW | 30 | 31 | | 2 | 3 | | | | | | | |
| LD | 5 | 6 | 7 | 8 | 4 | 4 | -29 | 30 | 31 | 1 | 2 | 4 | 5 |
| 11 | 12 | 13 | 14 | 15 | 5 | 5 | 5 | 6 | 7 | 8 | 9 | 5 | 5 |
| 18 | 19 | 20 | 21 | 22 | 5 | 5 | 12 | 13 | 14 | 15 | 16 | 5 | 5 |
| 25 | 26 | 27 | 28 | 29 | 5 | 5 | 19 | 20 | 21 | 22 | 23 | 5 | 5 |
| | | | | | | | 26 | 27 | 28 | | | 3 | 3 |
| | | | | | 21 | 22 | | | | | | 22 | 23 |
| OCTOBER | | | | | MARCH | | | | | | | | |
| 2 | 3 | 4 | 5 | 6 | 5 | 5 | | | | 1 | 2 | 2 | 2 |
| 9 | 10 | 11 | 12 | 13 | 5 | 5 | 5 | 6 | 7 | 8 | 9 | 5 | 5 |
| 16 | 17 | 18 | CI | 20 | 4 | 5 | 12 | 13 | 14 | 15 | 16 | 5 | 5 |
| 24 | 25 | 26 | 27 | 28 | 5 | 5 | 19 | 20 | 21 | 22 | 23 | 5 | 5 |
| 30 | 31 | | | | 2 | 2 | 26 | 27 | 28 | 29 | 30 | 5 | 5 |
| | | | | | | | | | | | | | |
| | | | | | 21 | 22 | | | | | | 22 | 22 |
| NOVEMBER | | | | | APRIL | | | | | | | | |
| | | 1 | 2 | 3 | 3 | 3 | 9 | 10 | 11 | 12 | GF | 4 | 4 |
| 6* | 7 | 8 | 9 | 10 | 5 | 5 | 16 | 17 | 18 | 19 | 20 | 5 | 5 |
| 13 | 14 | 15 | 16 | 17* | 4 | 5 | 23 | 24 | 25 | 26 | 27 | 5 | 5 |
| 20 | 21 | 22 | TV | TV | 3 | 3 | 30 | | | | | 1 | 1 |
| 27 | 28 | 29 | 30 | | 4 | 4 | | | | | | 15 | 15 |
| | | | | | | | | | | | | | |
| | | | | | 19 | 20 | | | | | | | |
| DECEMBER | | | | | MAY | | | | | | | | |
| | | | | 1 | 1 | 1 | | | | 1 | 2 | 3 | 4 |
| 4 | 5 | 6 | 7 | 8 | 5 | 5 | 7 | 8 | 9 | 10 | 11 | 5 | 5 |
| 11 | 12 | 13 | 14 | 15 | 5 | 5 | 14 | 15 | 16 | 17 | 18 | 5 | 5 |
| | | | | | | | 21 | 22 | 23 | 24 | 25 | 5 | 5 |
| | | | | | | | MD | 29 | 30 | 31 | | 3 | 3 |
| | | | | | | | | | | | | | |
| | | | | | 11 | 11 | | | | | | 22 | 22 |
| JANUARY | | | | | JUNE | | | | | | | | |
| | 2 | 3 | 4 | 5 | 4 | 4 | | | | | 1 | 1 | 1 |
| 8 | 9 | 10 | 11 | 12 | 5 | 5 | 4 | 5 | 6 | 7 | 8 | 5 | 5 |
| 15 | 16 | 17 | 18 | 19 | 5 | 5 | 11 | 12 | 13 | 14 | TR | 4 | 5 |
| 22 | 23 | 24 | 25 | ES | 4 | 4 | | | | | | | |
| | | | | | 18 | 18 | | | | | | 10 | 11 |
| | | | | | --- | --- | | | | | | --- | --- |
| | | | | | 90 | 93 | | | | | | 91 | 93 |

*Parent Teacher Conferences may be scheduled between November 7 and November 18.

-One day of the second semester will be an Inservice Day. Exact date to be determined by mutual consent.

| | | | | | |
|--------------|-------------------------------|--------------------|-------------------|----|--------------|
| EM | End of marking period | CI | In-service | MD | Memorial Day |
| SA | Student attendance | SV | Spring vacation | TV | Thanksgiving |
| TR | Teacher's record day | TW | Teacher work days | WV | Winter vac. |
| ES | No school for students/non-TW | | | | |
| 1st semester | 90 days - students | 93 days - teachers | | | |
| 2nd semester | 91 days - students | 93 days - teachers | | | |
| TOTAL: | 181 | 186 | | | |

1988-89

| YEAR | BA | BA+20 | BA+34 | MA | MA+10 | MA+20 | MA+30 |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 20566 | 20971 | 22639 | 22639 | 23121 | 23604 | 24087 |
| 2 | 21379 | 21819 | 23573 | 23573 | 24069 | 24566 | 25064 |
| 3 | 22226 | 22703 | 24546 | 24546 | 25056 | 25568 | 26080 |
| 4 | 23104 | 23622 | 25558 | 25558 | 26082 | 26611 | 27139 |
| 5 | 24019 | 24577 | 26613 | 26613 | 27154 | 27697 | 28237 |
| 6 | 24969 | 25572 | 27709 | 27709 | 28266 | 28824 | 29383 |
| 7 | 25957 | 26607 | 28850 | 28850 | 29424 | 30000 | 30576 |
| 8 | 26985 | 27682 | 30041 | 30041 | 30629 | 31224 | 31814 |
| 9 | 28052 | 28803 | 31281 | 31281 | 31886 | 32495 | 33103 |
| 10 | 29163 | 29967 | 32571 | 32571 | 33194 | 33821 | 34446 |
| 11 | 30317 | 31180 | 33914 | 33914 | 34553 | 35199 | 35843 |
| 12 | 31516 | 32441 | 35312 | 35312 | 35970 | 36633 | 37295 |
| 16 | 32762 | 33753 | 36768 | 36768 | 37445 | 38128 | 38808 |
| 21 | 33416 | 34428 | 37486 | 37486 | 38191 | 38893 | 39596 |
| 26 | 34084 | 35117 | 38216 | 38216 | 38948 | 39672 | 40392 |

1989-90

| YEAR | BA | BA+20 | BA+34 | MA | MA+10 | MA+20 | MA+30 |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 21800 | 22229 | 23997 | 23997 | 24508 | 25020 | 25532 |
| 2 | 22662 | 23128 | 24987 | 24987 | 25513 | 26040 | 26568 |
| 3 | 23560 | 24065 | 26019 | 26019 | 26559 | 27102 | 27645 |
| 4 | 24490 | 25039 | 27091 | 27091 | 27647 | 28208 | 28767 |
| 5 | 25460 | 26052 | 28210 | 28210 | 28783 | 29359 | 29931 |
| 6 | 26467 | 27106 | 29372 | 29372 | 29962 | 30553 | 31146 |
| 7 | 27514 | 28203 | 30581 | 30581 | 31189 | 31800 | 32411 |
| 8 | 28604 | 29343 | 31843 | 31843 | 32467 | 33097 | 33723 |
| 9 | 29735 | 30531 | 33158 | 33158 | 33799 | 34445 | 35089 |
| 10 | 30913 | 31765 | 34525 | 34525 | 35186 | 35850 | 36513 |
| 11 | 32136 | 33051 | 35949 | 35949 | 36626 | 37311 | 37994 |
| 12 | 33407 | 34387 | 37431 | 37431 | 38128 | 38831 | 39533 |
| 16 | 34728 | 35778 | 38974 | 38974 | 39692 | 40416 | 41136 |
| 21 | 35421 | 36494 | 39735 | 39735 | 40482 | 41227 | 41972 |
| 26 | 36129 | 37224 | 40509 | 40509 | 41285 | 42052 | 42816 |

EDUCATION ASSOCIATION

BOARD OF EDUCATION

By David A. Wier
Local Association President

By James D. Bruner
Its President

By Tom Greene
KCEA/MEA/NEA President

By Gary M. Lindsay
Its Secretary

By Gary Jansen
Chief Negotiator

Other members of the Association
Bargaining Team are as follows:

Other members of the Board's
Bargaining Team are as
follows:

Rennie Bruner

Augusta L. Planda

Charles Foster

Catherine B. Conrad

Michael A. Stephens

Dated this 30th day of October, 1985.

