

7/23

6/30/89

AGREEMENT
BETWEEN THE
WATERSMEET TOWNSHIP
BOARD OF EDUCATION
AND THE
WATERSMEET EDUCATION
ASSOCIATION

1986-87
1987-88
1988-89

Watersmeet Township School District

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

This Agreement entered into this 1st day of July 1976, by and between the Board of Education of the Township of Watersmeet, Michigan, hereinafter called the "Board" and the Watersmeet Education Association, hereinafter called the "Association".

WITNESSETH

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, term and conditions of employment and,

The parties, following extended and deliberate professional negotiations, have reached certain understanding which they desire to memorialize,

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, as defined in Section II of Act 379, Public Acts of 1965, for all full time certified teaching personnel employed by the Board, but excluding supervisory and executive personnel. The term "teacher" represented by the Association in the bargaining of negotiation unit as defined above, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement.

ARTICLE II

Teacher Rights

Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that all full time certified teaching personnel shall have the purpose of engaging in collective bargaining or negotiation. As a duly elected body, exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or coerce or deprive any teacher in the enjoyment of any rights conferred by Act 379. That it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reasons of his membership in the Association. His participation in any activities of the Association, or collective professional negotiations with the Board, or his Agreement with respect to any terms or conditions of employment.

B. The Association shall have the right to use school buildings facilities at all reasonable hours, without rental charge, for the purpose of conducting local Association meetings. The Association agrees to abide by the rules and regulations established by the school for the use of school building facilities. The Superintendent will decide on what hours are reasonable.

C. The Board agrees to furnish the Association with such public information which may be available concerning the financial resources of the district, tentative budgetary requirements and allocations and such information which may be necessary to assist the Association to bargain collectively with the school with respect to wages, hours, and other terms and conditions of employment. The Association agrees that requests for such information will be made in writing through its President or someone designated by him, and that requests will be made sufficiently in advance to their needs so that the school may have ample time to prepare and/or assemble the information. Original records may be examined only at the office of the school.

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 one year term of this agreement.

B. The President or alternate of the Association shall be released from regular duties for the purpose of participating in area, regional, or state meetings of the Michigan Education Association other than the Annual N.E.A. Convention not to exceed a total of three days provided the Association pays for a substitute teacher. Provided further, that said teacher or Association notify the Superintendent in writing at least one week prior to date of said meeting.

C. When a teacher is absent, the administration shall attempt to find a substitute.

ARTICLE IV

Teaching Hours

A. The teacher's normal teaching hours in elementary and secondary schools shall be as follows:

1. The day will commence at 8:20 A.M. with teachers in their rooms until 12:00 Noon.

2. The lunch period will extend from 12:00 Noon to 12:20 P.M. at which time teachers are to be in their rooms. Classes to resume at 12:25 P.M.

3. Pupils will be dismissed at 3:00 P.M. whereas teachers will leave at 3:10 P.M., unless a conference is in progress at which time the teachers may leave following the conference.

4. Violations of arrival time shall be subject to a \$3.00 deduction in pay after a written warning.

5. Teachers are not to leave their classrooms when students are present, except in the case of an emergency. They are to be in their rooms when the class period begins, and not leave until class period ends. Violators of this rule shall be subject to a \$5.00 deduction in pay after a written warning.

6. Elementary teachers shall be provided with a minimum of thirty (30) minutes duty-free preparation time daily.

ARTICLE V

Teacher Loads and Assignments

A. The weekly teaching load in the high school will not exceed six class periods which may include one study hall. In the elementary grades, equivalent teaching loads will be assigned. These loads to be set up and agreed upon by the elementary teachers and administration.

B. Teachers shall not be assigned, except temporarily and for good cause outside the scope of their teaching certificates or their major or minor field of study. Elementary teachers will be assigned to the grade of their training whenever possible.

C. All teachers shall have a duty-free lunch period.

ARTICLE VI

Teaching Conditions

A. The parties agree that class size should, wherever possible, not exceed the following maximums:

1. Kindergarten per $\frac{1}{2}$ day session - 22 pupils

2. Elementary school grades - 26 pupils

The recommended maximum class size per teacher in the secondary schools, shall be 28 pupils.

ARTICLE VII

Transfers

A. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status, shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory and executive status.

B. If a teacher within the system applies for a position for which he is qualified and certified, he shall be considered for that position. However, the final decision will rest with the Board of Education.

ARTICLE VIII

Leave of Absence and Sick Leave Policies

A. Refer to present Sick Leave Policy

B. Any teacher whose personal illness extends beyond the period compensated under Article VIII shall be granted a leave of absence without pay for such time as is necessary to complete recovery from such illness. Upon return from sick leave, a teacher shall be assigned to the position he held prior to the sick leave or to another position for which he is qualified providing his leave has not exceeded two years. After two years, (this includes ones total sick leave) he will be assigned to the first opening for which he is qualified and certified. Such leave of absence must be requested by the teacher in writing after sixty days of illness. The intention to return to a teaching position during the next school year shall be made in writing prior to March 25.

ARTICLE IX

A. The Board shall pay up to \$225.60 per month during the 1986-87 school year and up to the Premium rate per month for the 1987-88 and 1988-89 school years toward all hospitalization and only hospitalization for a full 12 month period, July 1, through June 30, except for those employees who terminate their employment at the end of the regular school year for reasons other than retirement. For these employees, insurance coverage will terminate on the termination date of this contract. For employees who terminate their employment during the regular school year, insurance coverage will end on their last day of employment. Payments will be made directly into the company funds, either monthly or semi-monthly. The hospitalization plan is to be MESSA Super Med II.

B. The Board shall provide the MESSA Dental Care Program for all teachers of the bargaining unit and their eligible dependents. Dental Auto + Plan with Orthodontic Rider 008, including internal and external coordination of benefits.

C. The Board shall provide the MESSA full family Vision Care, VSP-3 to all teachers of the bargaining unit and their eligible dependents.

D. Any teacher within the system who does not choose to be covered by the provided hospitalization plan may apply the dollar (\$) amount of a single subscriber's rate for other MESSA options or towards an annuity.

E. The Board agrees to negotiate an early retirement package with an individual employee at that employee's request.

Teacher Evaluation

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The primary purpose of the evaluation procedure is to assist and help teachers improve their instructional capabilities.

B. No teacher shall be disciplined, reprimanded, reduced in rank or compensation without just cause.

ARTICLE XI

Protection of Teachers

A. The school recognizes its responsibilities to give assistance to teachers with respect to the maintenance of control and discipline in the classroom within the confines of school policies. The teacher bears the responsibility for maintaining proper control and discipline in the classroom and understands that all disciplinary actions and methods invoked by them shall be reasonable and just, and in accordance with established board policy. It shall be the responsibility of the teacher to report to the Principal, the name of any student, who, in the opinion of the teacher, needs particular assistance from skilled personnel. Principals and teachers will work cooperatively in resolving discipline problems which disrupt good classroom operation.

B. Any case of assault upon a teacher, by a pupil or otherwise, on school property shall be promptly reported to the Board or its designated representative. The Board shall render assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities, if in the opinion of the Board the teacher is in the right.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teachers against a student, the Board will render assistance to the teacher in his defense, if in the opinion of the Board the teacher is right.

D. Time lost by a teacher in connection with any incident mentioned in this Article, shall not be charged against the teacher, provided the teacher's action was proper in the opinion of the Board.

E. Teachers shall exercise 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.

F. No teacher shall be laid off because of necessary reduction in personnel for any school year unless the teacher has been notified of the lay-off at least sixty (60) days prior to the last teaching day of the previous school year.

G. In the event of a reduction in personnel, the Board shall first retain those teachers who possess current teaching certificates, have the longest period of continuous service in the school district, and who are qualified to teach in those areas or disciplines to be retained. If two or more people meet the above criteria, the one with the longest period of continuing tenure shall be retained.

H. Recall of teachers shall be in the inverse order of layoff, i.e. those laid off last will be recalled first' provided, however, that a teacher in order to be reassigned shall be certified and qualified. The Board will tender re-employment to any teacher released when a vacancy arises within his or her area of competence and certification.

I. The Association shall be provided with a seniority list by the end of October for each new school year. Seniority shall be based upon the length of service at the Watersmeet School District as defined in Article 1, Section A of this contract.

ARTICLE XII

Negotiation Procedures

A. This agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiations. This agreement may be modified, in whole or in part, by the parties by an instrument, in writing duly executed by both parties.

B. Upon written notice to the other party not more than 120 days nor less than 60 days before the expiration of the contract, either party may request the reopening of negotiations for next school year or years.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiation or bargaining 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 ratification.

Professional Grievance Negotiation Procedure

1. Definitions:

A. A grievance shall be a complaint which has been reduced to a written statement of the violation of any provision of the Agreement. The grievance shall name and be signed by the aggrieved teacher. If the grievance involves more than one teacher, it shall be an association grievance and will be signed by the President of the Association. It shall contain a statement of facts upon which the grievance is based with reference to the Article and Section of the Agreement, which has been allegedly violated, and shall state the relief requested.

The grounds for dismissal and the dismissal of probationary teachers shall not be subject to the grievance procedures as established herein.

B. A "party of interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

C. The term "days" as used herein shall mean the days in which school is in session.

2. Purpose

A. The primary purpose of the procedure set forth in the Section is to secure, at the lowest level possible, equitable solution to the problems of the parties.

3. Procedure

A. The teacher with an alleged grievance shall first discuss the matter with the Association. If the Association concurs a grievance exists, move to B.

B. The teacher with a grievance will discuss the matter with the Superintendent within 5 school days either individually or with an Association representative, with the object of resolving the matter informally. The Superintendent shall make his decision known within three days.

C. If the grievance is not resolved by the Superintendent, it shall be referred to the Board of Education to be disposed of in a mutually satisfactory manner within five days after discussion.

D. In case a decision is then not reached, either party has the right to invoke the arbitration machinery of the American Arbitration Association. The arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement. The cost of arbitration by the American Arbitration Association, is to be born equally by each party.

E. If the aggrieved teacher or teachers do not file a grievance in writing with the Superintendent or other designated Board representative within five (5) school days after the occurrence, then the grievance shall be considered waived. Also, any grievance not advanced to the next step by the Association within five (5) working days, shall be deemed abandoned.

4. Rights to Representation

A. The teacher with the grievance may be represented at all meetings and hearings at all steps and stages of the grievance procedure by another teacher or person. Provided, further; when a teacher is not represented by the Association, a representative of the Association shall have the right to be present and to state its law.

5. Miscellaneous

A. There shall be no reprisals of any kind by administrative personnel taken against any party in interest of his Association or any other participants in the procedures set forth herein by reason of such participation.

ARTICLE XIV

Management Right Clause

The Board, on its own behalf of the electors of the district hereby retains and reserves unto itself, without limitation, all power, 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, and the activities of its employees;

(2) To hire all employees and subject to the provision of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion and to promote all such employees;

(3) To establish grades, courses of instruction, and the number of sessions per day, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

(4) To make purchases wherever the Board desires and to select textbooks and other teaching materials.

(5) To determine class schedules, the hours of instruction, and the duties, responsibilities and assignment of teachers with respect thereto, and with respect to administrative and non teaching activities, and the terms and conditions of employment.

The exercise of the foregoing power, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgement and discretion in connection therewith shall be limited only to the extent such specific and express terms hereof are in and the Constitution and laws of the United States

ARTICLE XV

Miscellaneous Provisions

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 supercede any contrary or inconsistent terms contained in any individual teacher contracts hereto fore in effect. All future individual teacher contracts shall be made expresly 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.

B. School doors will open for all students at 8:25 A.M. and 12:25 P.M. Teachers will have assumed their hall duties at their respective stations by this time.

C. The school calendar shall be drawn up by the Board of Education. Suggestions from the Association will be considered. The calendar shall provide for a maximum of 182 days of which 180 days of instruction must be provided for the children, except for Acts of God. One day shall be for in-service, conferences, and other educational needs as determined by the Superintendent. The 182nd day shall be for only a portion of the morning, not to exceed 10:30 A.M. This portion shall be for grading and passing out report cards, handing in keys, reports, etc. After this is completed, teachers shall be free to leave. All teachers are to be present for the above described 182nd day. One evening of not more than three hours will be held for Parent-Teacher Conferences. The date of this evening will be determined by the Superintendent. All teachers are to be present for this evening.

D. Elementary teachers will be responsible for the extra activities of the elementary department, whereas; secondary teachers will assist in the secondary school activities on a rotating schedule.

E. 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 be null and void except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

F. Grievance forms shall be developed by the Superintendent and the Association. This form shall be attached to this Agreement.

G. The use of personal cars on school business shall be reimbursed at the rate of 35¢ per mile with the approval of the Superintendent.

H. The Board shall provide for payroll deductions of Association dues. Dues shall be deducted on a monthly basis for ten (10) months, provided the teacher signs a payroll authorization form allowing such deductions, this begins January 1, 1984.

I. Each teacher shall have the option of receiving bi-weekly checks through the summer or receive a lump sum on the last school day of the year. The method of payment will be decided by a majority vote of the teachers.

J. The school calendar shall be based on 182 workdays. In the event that this is increased, the per diem compensation for the increased number of days shall be negotiated.

PROFESSIONAL FEES

A. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall, as a condition of employment, pay as a Representation Fee to the Association an amount equal to the Professional Dues of the Association. In the event that a teacher shall not pay such Representation Benefit Fee directly to the Association, the Board shall cause the termination of employment of such teacher. The parties expressly recognize that the failure of any teacher to comply with the provisions of this article is just and reasonable cause for discharge from employment.

ARTICLE XVI

Duration of Agreement

This Agreement shall be effective as of July 1, 1986 and shall continue in effect for 3 years until the 30th day of June, 1989. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. However, upon written notice to the other party, no more than 120 days nor less than 60 days before the expiration of the contract, either party may request the reopening of negotiations for the next school year or years.

SICK LEAVE POLICY

WATERSMEET TOWNSHIP SCHOOL DISTRICT
ADOPTED BY BOARD OF EDUCATION
May 12, 1955 - Revised April 27, 1964

The following rules and regulations govern sick leave and leave of absence

1. DEFINITIONS

A. "Sick Leave" is defined to mean the absence of any teacher from his or her duty because of illness, injury, disability, or quarantine; also death or serious illness in the immediate family.

B. "Immediate Family" shall be defined to mean husband, wife, children, father, mother, sisters and brothers, regardless of residence. It may also be construed to mean any other relative member of the family unit living in the same household no matter what the degree of relationship. This also includes grandparents.

C. "In laws" shall be defined to mean father, mother, sisters and brothers of husband or wife of employee, also husband or wife of brothers and sisters. This also includes grandparents of husband or wife.

2. SICK LEAVE

Teachers of the Watersmeet Township School District are entitled to leave of absence on account of personal illness, injury, disability, quarantine and death or serious illness in the immediate family, with the following provisions for time and salary payment.

A. Full salary will be paid for twelve days sick leave for each year of service. Said twelve days are to be credited at the beginning of each school year. This policy therefore, goes into effect as of July 1, 1974. All unused sick leave acquired prior to above date of July 1, 1974 shall remain in force and which then could be allowed to accumulate up to a maximum of 1986-87--145 days; 1987-88--150 days; 1988-89--155 days. Sick leave for part time employees shall be proportionate to the time served. The policy is construed to be retroactive to the maximum for present employees depending upon their years of service.

B. Injury: An employee sustaining injury in the course of Board of Education employment shall be eligible for sick leave benefits, provided that where he or she received income under the Workmen's Compensation Act, such income shall be supplemented by the Board of Education with an amount sufficient to maintain his or her regular salary for a period not to exceed the cumulative reserve.

C. Quarantine: An employee who fails to render assigned service due to a legally established quarantine which he or she took reasonable precautions to avoid shall be entitled to the same leave as though he or she were personally ill.

D. Unused Sick Leave: Any teacher employed in this district for a minimum of ten (10) years shall receive upon retirement from this school district, compensation for each unused sick leave day, up to a maximum of 1986-87--145 days; 1987-88--150 days; 1988-89--155 days. Compensation shall be figured by taking .075% (.00075) of the person's highest annual salary and multiplying this number by the number of sick leave days coming.

E. Temporary Disability: All employees who know in advance that they will be going on leave for a temporary disability must give three (3) weeks advance notice of when he or she intends to begin leave.

2. All employees with a temporary disability must get a doctor's approval to continue work.

3. All employees who go on leave for a temporary disability must return to work within two weeks after receiving doctor's approval to return to work. Such approval from the doctor must be presented to the Superintendent or his designate.

F. Maternity is considered a disability. It is available to female employees under the sick leave policy of this contract.

3. NON-CUMULATIVE LEAVE

Two days leave of absence will be granted any teacher with full pay for professional and civic purposes. Such leaves not to be deducted from the cumulative reserve.

A. Leaves may be granted for attending educational meetings and as a delegate, officer, committee member, speaker or legislative agent of any local, state or national education association.

B. Leaves may be granted for answering court summons and serving on community sponsored projects.

C. Employees must make proper application to the Superintendent of the school for absences for above purposes.

D. Discretion of the Superintendent is to determine length of time and validity of above leaves or any leaves not contained in the above.

4. LEAVE OF ABSENCE WITHOUT PAY

Extended leave of absence may be granted by the Board of Education for professional study, sickness, disability, convalescence or military duty. The teacher shall be reinstated to her former position of employment and proper step and status of the Master Contract.

A. Any employee may, upon proper application to the Superintendent of Schools and approval of the Board of Education, be granted an extended leave of absence.

B. In cases of extended illness, disability or convalescence leave, employees shall be required to have such health examination as may be required by the Board of Education before reinstatement.

5. ADMINISTRATIVE RULES

The Superintendent of Schools is charged with the responsibility for the uniform administration of this sick leave policy.

A. All sick leave benefits for less than five days must be claimed immediately after termination of the period of disability by properly executing a form approved by the Superintendent and filed with the Principal. If disability at any one time exceeds five days, a certificate signed by a qualified member of the medical profession is required. If disability is prolonged, the above certificate will be required on or before the first day of each month and again when returning to duty.

B. All teachers shall elect, from among themselves, three members to serve on a continuous committee. This group will work with the Superintendent in interpreting any sick leave not covered by this policy with final approval of the Board of Education.

C. All teachers shall notify the Superintendent by 7:30 A.M. of the day upon which they are unable to perform their duties. Failure to do so shall require Board approval before such sick leave shall be granted.

D. Death in the Family: Absence without loss of salary shall be allowed for a period not to exceed three days upon death of a member of the immediate family. Said time will not be charged to the cumulative reserve. Any reasonable additional time may be granted upon the discretion of the Superintendent.

E. Illness in the Family: Absence without loss of salary shall be allowed for a period of five days upon an accident or serious illness of a member of the immediate family. where said member is hospitalized or under a doctor's care at the home and no other arrangements are possible. The need for a relative to secure dental care or to obtain eye glasses are not considered sufficient reasons for an employee's absence under this sick leave policy. Time to be charged to the cumulative reserve.

F. Death of In-Laws: Absence without loss of salary shall be granted for a period of one day upon death of an in-law. Any additional leave shall be granted at the discretion of the Superintendent. In both instances such time will be charged to the cumulative reserve.

G. Personal: Absence without loss of salary shall be allowed for a period of three days for emergencies (i.e. Upon a sudden or unexpected happening demanding immediate attention). These three days are not accumulative and are not charged against the cumulative reserve. The teacher will be asked to explain the reason for any personal leave requested for a school day immediately before or after a holiday, weekend, or vacation period, and reasonable restrictions may be imposed on personal leaves on such days. Flagrant violations of this agreement would be cause for negotiations toward concellation of the privelege of personal leaves. All requests for personal leave must be submitted in writing to the Superintendent at least 24 hours in advance of days requested. Actual emergencies shall be excepted.

1. If, because of a storm or car trouble, personnel was forced to be absent for a part of a day, a full hour would be charged against the personal business day allowed for the year for each hour and/or fraction of an hour to be cumulated up to six hours for a day, after whcih cumulation maximum, there would be a pay dockage. (Shopping or visiting is excluded from emergency or personal business leave). After the end of a year, a half day would be charged against cumulative leave for any amount up to three (3) hours and a whole day, six (6) hours for any amount from 4 to 6 hours thus sused.

2. The same would apply against leave for serious illness in the family, but in its own category.

3. The same would apply to sick leave of personnel, but in its own category.

4. In all cases, except in the case of car trouble, the administration is to be notified by 7:30 A.M. of the day the absence occurs. If not, no allowance will be made.

H. Teacher called for jury duty will receive regular pay. It being understood that teacher will report for teaching duty when presence is not required at the courthouse. Jury duty checks (less mileage) will be signed over to the school district.

SALARY SCHEDULE

1986-87

<u>Step</u>	<u>B.S. Percentage Increase of Base</u>	<u>1986-87</u>	<u>Step</u>	<u>M.S. Percentage Increase of Base</u>	<u>1986-87</u>
0	1.00	16,158	0	1.00	17,211
1	1.05	16,966	1	1.05	18,071
2	1.10	17,774	2	1.10	18,932
3	1.15	18,582	3	1.15	19,792
4	1.20	19,390	4	1.20	20,653
5	1.25	20,198	5	1.25	21,513
6	1.30	21,006	6	1.30	22,374
7	1.35	21,814	7	1.35	23,234
8	1.40	22,622	8	1.40	24,095
9	1.45	23,430	9	1.45	24,955
10	1.50	24,238	10	1.50	25,816
11	1.55	25,046	11	1.55	26,676
12	1.60	25,854	12	1.60	27,537
13	1.65	26,661	13	1.65	28,397
			14	1.70	29,258

SALARY SCHEDULE
1987-88

<u>Step</u>	<u>B.S. Percentage Increase of Base</u>	<u>1987-88</u>	<u>Step</u>	<u>M.S. Percentage Increase of Base</u>	<u>1987-88</u>
0	1.00	17,047	0	1.00	18,157
1	1.05	17,900	1	1.05	19,065
2	1.10	18,752	2	1.10	19,973
3	1.15	19,604	3	1.15	20,881
4	1.20	20,457	4	1.20	21,789
5	1.25	21,309	5	1.25	22,696
6	1.30	22,161	6	1.30	23,604
7	1.35	23,014	7	1.35	24,512
8	1.40	23,866	8	1.40	25,420
9	1.45	24,718	9	1.45	26,328
10	1.50	25,571	10	1.50	27,236
11	1.55	26,423	11	1.55	28,144
12	1.60	27,275	12	1.60	29,051
13	1.65	28,128	13	1.65	29,959
			14	1.70	30,867

SALARY SCHEDULE

1988-89

<u>Step</u>	<u>B.S. Percentage Increase of Base</u>	<u>1988-89</u>	<u>Step</u>	<u>M.S. Percentage Increase of Base</u>	<u>1988-89</u>
0	1.00	17,985	0	1.00	19,156
1	1.05	18,884	1	1.05	20,114
2	1.10	19,783	2	1.10	21,071
3	1.15	20,682	3	1.15	22,029
4	1.20	21,582	4	1.20	22,987
5	1.25	22,481	5	1.25	23,945
6	1.30	23,380	6	1.30	24,903
7	1.35	24,279	7	1.35	25,860
8	1.40	25,179	8	1.40	26,818
9	1.45	26,078	9	1.45	27,776
10	1.50	26,977	10	1.50	28,734
11	1.55	27,876	11	1.55	29,691
12	1.60	28,776	12	1.60	30,649
13	1.65	29,675	13	1.65	31,607
			14	1.70	32,565

Teachers with double elementary grades all day--all year-----\$1200
 Teachers with double elementary grades half days--all year or
 all day one semester-----\$ 600

Longevity - Means consecutive years in the Watersmeet Township School System. Consecutive is not construed to mean layoffs or any leave without pay that might be granted by the Board of Education.

15 years-----\$400 20 years-----\$450 25 years-----\$475

EXTRA DUTY COMPENSATION: For 1986-87 school year

Sr. High Forensics	\$362	Yearbook Advisor	\$428
Jr. High Forensics	\$278	School Paper Advisor	\$344
Sr. Class Advisor	\$284	Jr. Class Prom Advisor	\$131
Jr. Class Advisor	\$228	Ticket Seller per night	\$17.30
Sophomore Advisor	\$167	Ticket Taker per night	\$15.20
Freshmen Advisor	\$167	Score Keeper - Varsity	\$17.85
Eighth Grade Advisor	\$105	Score Keeper - Jr. Varsity	\$13.65
Seventh Grade Advisor	\$105	Time Keeper - Varsity	\$17.85
Cheerleader Advisor	\$289	Time Keeper - Jr. Varsity	\$13.65
Boys' Varsity Basketball Coach	\$1892	Hall Duty	\$16.25
Girls' Varsity Basketball Coach	\$1892	Chaperones - per night plus \$4.25 per hour over 4 hours	\$14.15
Boys' Jr. Varsity Basketball Coach	\$1002		
Girls' Jr. Varsity Basketball Coach	\$1002		
H.S. Cross Country Coach	\$420		
Boys' H.S. Track Coach	\$523		
Girls' H.S. Track Coach	\$523		
Boys' Jr. High Track Coach	\$223		
Girls' Jr. High Track Coach	\$223		
High School Volleyball Coach	\$762		

Teachers with double elementary grades all day--all year-----\$1200
 Teachers with double elementary grades half days--all year or
 all day one semester-----\$ 600

Longevity - Means consecutive years in the Watersmeet Township School System. Consecutive is not construed to mean layoffs or any leave without pay that might be granted by the Board of Education.

15 years-----\$400 20 years-----\$450 25 years-----\$475

EXTRA DUTY COMPENSATION: For 1987-88 School Year

Sr. High Forensics	\$382	Yearbook Advisor	\$452
Jr. High Forensics	\$293	School Paper Advisor	\$363
Sr. Class Advisor	\$300	Jr. Class Prom Advisor	\$138
Jr. Class Advisor	\$241	Ticket Seller per night	\$18.25
Sophomore Advisor	\$176	Ticket Taker per night	\$16.00
Freshmen Advisor	\$176	Score Keeper - Varsity	\$18.85
Eighth Grade Advisor	\$111	Score Keeper - Jr. Varsity	\$14.40
Seventh Grade Advisor	\$111	Time Keeper - Varsity	\$18.85
Cheerleader Advisor	\$305	Time Keeper - Jr. Varsity	\$14.40
Boys' Varsity Basketball Coach	\$1996	Hall Duty	\$17.15
Girls' Varsity Basketball Coach	\$1996	Chaperones - per night plus \$4.48 per hour over 4 hours	\$14.93
Boys' Jr. Varsity Basketball Coach	\$1057		
Girls' Jr. Varsity Basketball Coach	\$1057		
H.S. Cross Country Coach	\$443		
Boys' H.S. Track Coach	\$552		
Girls' H.S. Track Coach	\$552		
Boys' Jr. High Track Coach	\$235		
Girls' Jr. High Track Coach	\$235		
High School Volleyball Coach	\$804		

Teachers with double elementary grades all day---all year-----\$1200
 Teachers with double elementary grades half days--all year or
 all day one semester-----\$ 600

Longevity - Means consecutive years in the Watersmeet Township School System. Consecutive is not construed to mean layoffs or any leave without pay that might be granted by the Board of Education.

15 years-----\$425 20 years-----\$475 25 years-----\$500

EXTRA DUTY COMPENSATION: For 1988-89 school year

Sr. High Forensics	\$403	Yearbook Advisor	\$477
Jr. High Forensics	\$309	School Paper Advisor	\$383
Sr. Class Advisor	\$317	Jr. Class Prom Advisor	\$146
Jr. Class Advisor	\$254	Ticket Seller per night	\$19.25
Sophomore Advisor	\$186	Ticket Taker per night	\$16.90
Freshmen Advisor	\$186	Score Keeper - Varsity	\$19.90
Eighth Grade Advisor	\$117	Score Keeper - Jr. Varsity	\$15.20
Seventh Grade Advisor	\$117	Time Keeper - Varsity	\$19.90
Cheerleader Advisor	\$322	Time Keeper - Jr. Varsity	\$15.20
Boys' Varsity Basketball Coach	\$2106	Hall Duty	\$18.10
Girls' Varsity Basketball Coach	\$2106	Chaperones - per night plus \$4.73 per hour over 4 hours	\$15.75
Boys' Jr. Varsity Basketball Coach	\$1115		
Girls' Jr. Varsity Basketball Coach	\$1115		
H,S, Cross Country Coach	\$467		
Boys' H.S. Track Coach	\$582		
Girls' H.S. Track Coach	\$582		
Boys' Jr. High Track Coach	\$248		
Girls' Jr. High Track Coach	\$248		
High School Volleyball Coach	\$848		

This contract signed this 1st day of July, 1986.

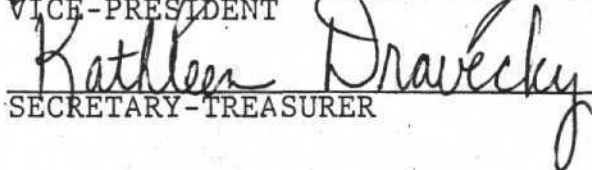
For the Watersmeet Education Association:



PRESIDENT



VICE-PRESIDENT



SECRETARY-TREASURER

For the Watersmeet Board of Education:



PRESIDENT



SECRETARY



TREASURER