## ARTICLE XXIV

This agreement shall be effective as of August 26, 1985, and shall continue in effect for two years until August 23, 1987. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date here indicated. However, upon mutual consent of both parties to the agreement, renegotiation of part or all of this agreement may take place at any time during the term of this contractual agreement.

It is further understood that all contract provisions contained in the August 30, 1982 - August 25, 1985 agreement shall remain in effect with the exception of changes made in the provisions noted below.

- September 6, 1984 Letter of Understanding (placement on salary schedule, Article IV, Section F)
- March 22, 1984 Memorandum of Understanding (salary payment to coaches handling both Varsity and JV's - Volleyball and Basketball)
- March 26, 1984 Memorandum of Understanding (salary for Girls' Junior Varsity Softball Coach)
- Article V, Section H (180 Day Instruction Rule)
- Article XI (Child care without pay)
- Schedule C, Section B-1 (15\% increase in health insurance premium)
- Schedule C, Section E (retirement offset for long term disability maximum of $\$ 2,000$ )
- Schedule A revised as per attached (1985-86 and 1986-87)
- Schedule A-3 revised as per attached (1985-86 and 1986-87)
- Revised School Calendars for 1985-86 and 1986-87 as per attached

BOARD REPRESENTATIVES:


ASSOCIATION REPRESENTATIVES:

michigan state University LABOR AND INDUSTRIAL RELATIONS LIBRARY

## ARTICLE V

H. 180 Day Instruction Rule

In accordance with Section 101 of the School Aid Act, teachers need not report to work on days when pupil instruction is not provided because of conditions not within the control of school authorities such as severe storms, fires, epidemics, mechanical failure, or health conditions as defined by the city, county or state. Days of instruction lost for the above reasons will be made up at the end of the school year and teachers will report for work.

## ARTICLE XI

Leave Policy
K. The Board shall grant a leave without pay, benefits, or increment for child care to any teacher under the following conditions:

## SCHEDULE C SECTION B-1

B. The Board agrees to furnish to all full time teachers, who elect such coverage, the following insurance protection:

1. The Board shall provide the full cost of MESSA Super Med I protection for a full twelve (12) month period for the employee's entire family. The Board will pay up to $15 \%$ increase in premium July 1, 1985 and again up to $15 \%$ increase in premium July 1, 1986.

## SCHEDULE C SECTION E

E. LTD - The Board will provide to each full time employee a long term disability insurance program with the following conditions:

1. There will be a 6 month waiting period.
2. The maximum benefit shall be $66-2 / 3 \%$ of your regular contractual salary subject to a maximum schedule amount of $\$ 2,000$.
3. The combined limit can be $70 \%$.
4. There will be a pre-existing condition waiver.
5. There will be a social security freeze.
6. There will be a primary social security offset.
7. There will be no exclusion on Mental and Nervous (two year limitation).
8. There will be a primary teacher retirement offset.

SChedule A
Kelloggsville public schools SALARY SCHEDULE 1985-86


LONGEVITY SCHEDULE

| STEP 15 | $28,183.30$ | $163 \%$ | $30,949.76$ | $179 \%$ |
| :--- | :--- | :--- | :--- | :--- |
| STEP 20 | $28,702.01$ | $166 \%$ | $31,814.28$ | $184 \%$ |
| STEP 25 | $29,220.73$ | $169 \%$ | $32,678.80$ | $189 \%$ |

1. All percentages for $1985-86$ are applied to $\$ 17,290.37$ which is the base for degree teachers without experience.
2. In order for a B.A. degree teacher to move from Step 10 to Step 15 he/she shall have 2 semester hours of graduate credit and have been on Step 10 for at least 5 years.
3. In order for a B.A. or M.A. degree teacher to move from Step 15 to 20 or 20 to 25 , said teacher shall have earned 5 semester hours of graduate credit. Said teacher must remain at each longevity step for at least 5 years.

The following positions will be filled if there is sufficient student participation, finances, facilities, and qualified personnel available.

All percentages apply to current year base salary.

| Playground supervision |  | \$1,210.33 per year |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Recess supervision - 3\% |  |  | 518.71 per year |  |  |
| Safety Squad - 4\% |  |  | 691.62 per year |  |  |
| Athletic Director | 2,420.65 | 2,593.56 | 2,766.46 | 2,939.37 | 3,112.27 |
| Baseball, Varsity | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |
| Baseball, Reserve | $\begin{gathered} 1,210.33 \\ -7.0 \% \end{gathered}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.0 \% \end{gathered}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ |
| Basketball, Varsity | $\begin{gathered} 2,247.75 \\ 13.0 \% \end{gathered}$ | $\begin{gathered} 2,420.65 \\ 14.0 \% \end{gathered}$ | $\begin{gathered} 2,593.56 \\ 15.0 \% \end{gathered}$ | $\begin{gathered} 2,766.46 \\ 16.0 \% \end{gathered}$ | $\begin{gathered} 2,939.37 \\ 17.0 \% \end{gathered}$ |
| Basketball, Reserve | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |
| Basketball, Freshman | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |
| Basketball, Jr. High | $\begin{array}{r} 1,037.42 \\ 6.0 \% \end{array}$ | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ | $\frac{1,210.33}{7.0 \%}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.0 \% \end{gathered}$ |
| Cross Country | $\begin{array}{r} 1,383.23 \\ 8.0 \% \end{array}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ |
| Football, Varsity | $\begin{gathered} 2,247.75 \\ 13.0 \% \end{gathered}$ | $\begin{gathered} 2,420.65 \\ 14.0 \% \end{gathered}$ | $\begin{gathered} 2,593.56 \\ 15.0 \% \end{gathered}$ | $\begin{gathered} 2,766.46 \\ 16.0 \% \end{gathered}$ | $\begin{gathered} 2,939.37 \\ 17.0 \% \end{gathered}$ |
| Football, Ass't Varsity | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |


| Football, Reserve | $\begin{gathered} 1,556.14 \\ 9.08 \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.08 \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Football, Gen. Ass't | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.08 \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.08 \end{gathered}$ |
| Football, Freshman | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.08 \end{gathered}$ |
| Golf | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,210.33 \\ 7.08 \end{gathered}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.08 \end{gathered}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ |
| Tennis | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |
| Track, Head | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.08 \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.0 \% \end{gathered}$ |
| Track, Ass't | $\begin{gathered} 1,210.33 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.08 \end{gathered}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ | $\begin{gathered} 1,556.14 \\ 9.08 \end{gathered}$ |
| Track, Jr. High | $\begin{aligned} & 691.62 \\ & 4.0 \% \end{aligned}$ | $\begin{aligned} & 778.07 \\ & 4.5 \% \end{aligned}$ | $\begin{aligned} & 864.52 \\ & 5.08 \end{aligned}$ | $\begin{aligned} & 950.97 \\ & 5.5 \% \end{aligned}$ | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ |
| Wrestling | $\begin{gathered} 2,074.85 \\ 12.0 \% \end{gathered}$ | $\begin{gathered} 2,247.75 \\ 13.0 \% \end{gathered}$ | $\begin{gathered} 2,420.65 \\ 14.08 \end{gathered}$ | $\begin{gathered} 2,593.56 \\ 15.08 \end{gathered}$ | $\begin{gathered} 2,766.46 \\ 16.08 \end{gathered}$ |
| Wrestling, Ass't | $\begin{gathered} 1,383.23 \\ 8.08 \end{gathered}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.08 \end{gathered}$ |
| Wrestling, Jr. High | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\underset{6.5 \%}{1,123.88}$ | $1,210.33$ | $1,296.78$ | $1,383.23$ |
| Softball | $\begin{gathered} 1,556.14 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 1,901.94 \\ 11.08 \end{gathered}$ |
| Softball, Reserve | $\begin{gathered} 1,210.33 \\ 7.08 \end{gathered}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.0 \% \end{gathered}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ | $\begin{gathered} 1,556.14 \\ 9.08 \end{gathered}$ |
| Volleyball | $\begin{gathered} 1,556.14 \\ 9.08 \end{gathered}$ | $\begin{gathered} 1,642.59 \\ 9.58 \end{gathered}$ | $\begin{gathered} 1,729.04 \\ 10.08 \end{gathered}$ | $\begin{gathered} 1,815.49 \\ 10.5 \% \end{gathered}$ | $\begin{aligned} & 1,901.94 \\ & 11.08 \end{aligned}$ |


| Football Faculty Manager | $\begin{aligned} & 691.62 \\ & 4.0 \% \end{aligned}$ | $\begin{aligned} & 778.07 \\ & 4.5 \% \end{aligned}$ | $\begin{gathered} 864.52 \\ 5.0 \% \end{gathered}$ |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Basketball Faculty Manager | $\begin{aligned} & 864.52 \\ & 5.0 \% \end{aligned}$ | $\begin{aligned} & 950.97 \\ & 5.5 \% \end{aligned}$ | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ |  |
| Wrestling Faculty Manager | $\begin{aligned} & 891.62 \\ & 4.0 \% \end{aligned}$ | $\begin{aligned} & 778.07 \\ & 4.5 \% \end{aligned}$ | $\begin{gathered} 864.52 \\ 5.0 \% \end{gathered}$ | $\begin{gathered} 950.97 \\ 5.5 \% \end{gathered}$ |  |
| Jr. High Faculty Manager | $\begin{aligned} & 864.52 \\ & 5.0 \% \end{aligned}$ | $\begin{aligned} & 950.97 \\ & 5.5 \% \end{aligned}$ | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ |  |
| Girl's Athletics Faculty Manager | $\begin{gathered} 1,210.33 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.0 \% \end{gathered}$ | $\begin{gathered} 1,469.68 \\ 8.5 \% \end{gathered}$ |  |
| Cheerleading, Varsity | $\begin{aligned} & 864.52 \\ & 5.0 \% \end{aligned}$ | $\begin{aligned} & 950.97 \\ & 5.5 \% \end{aligned}$ | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,210.33 \\ 7.0 \% \end{gathered}$ |
| Cheerleading, Freshman | $\begin{gathered} 518.71 \\ 3.0 \% \end{gathered}$ | $\begin{gathered} 605.16 \\ 3.5 \% \end{gathered}$ | $\begin{gathered} 691.62 \\ 4.0 \% \end{gathered}$ | $\begin{gathered} 778.07 \\ 4.5 \% \end{gathered}$ | $\begin{gathered} 864.52 \\ 5.0 \% \end{gathered}$ |
| Cheerleading, Jr. High | $\begin{gathered} 432.26 \\ 2.5 \% \end{gathered}$ | $\begin{gathered} 518.71 \\ 3.0 \% \end{gathered}$ | $\begin{gathered} 605.16 \\ 3.5 \% \end{gathered}$ |  |  |
| Pom Pon | $\begin{aligned} & 864.52 \\ & 5.0 \% \end{aligned}$ | $\begin{gathered} 950.97 \\ 5.5 \% \end{gathered}$ | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,210.33 \\ 7.0 \% \end{gathered}$ |
| Pom Pon Ass't | $\begin{aligned} & 518.71 \\ & 3.0 \% \end{aligned}$ | $\begin{gathered} 605.16 \\ 3.5 \% \end{gathered}$ | $\begin{gathered} 691.62 \\ 4.0 \% \end{gathered}$ | $\begin{gathered} 778.07 \\ 4.5 \% \end{gathered}$ | $\begin{gathered} 864.52 \\ 5.0 \% \end{gathered}$ |
| Senior Class Sponsor | $\begin{aligned} & 518.71 \\ & 3.0 \% \end{aligned}$ |  |  |  |  |
| Junior Class Sponsor | $\begin{gathered} 518.71 \\ 3.0 \% \end{gathered}$ |  |  |  |  |
| Sophomore Class Sponsor | $\begin{aligned} & 259.36 \\ & 1.5 \% \end{aligned}$ |  |  |  |  |
| Freshman Class Sponsor | $\begin{gathered} 259.36 \\ 1.5 \% \end{gathered}$ |  |  |  |  |


| Debate Coach | $\begin{gathered} 1,037.42 \\ 6.08 \end{gathered}$ | $\begin{gathered} 1,123.88 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,210.33 \\ 7.08 \end{gathered}$ | $\begin{gathered} 1,296.78 \\ 7.5 \% \end{gathered}$ | $\begin{array}{r} 1,383.2 \\ 8.0 \% \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Noon Supervision | $\begin{aligned} & 847.23 \\ & 4.9 \% \end{aligned}$ | Can be as | igned any | ition |  |
| Hall Duty | $\begin{aligned} & 605.16 \\ & 3.5 \% \end{aligned}$ |  |  |  |  |
| Play Director | $\begin{aligned} & 691.62 \\ & 4.0 \% \end{aligned}$ | $\begin{aligned} & 778.07 \\ & 4.5 \% \end{aligned}$ | $\begin{gathered} 864.52 \\ 5.0 \% \end{gathered}$ | $\begin{gathered} 950.97 \\ 5.5 \% \end{gathered}$ | $\begin{array}{r} 1,037.42 \\ 6.0 \% \end{array}$ |
| Play Technical Director | $\begin{gathered} 518.71 \\ 3.0 \% \end{gathered}$ | $\begin{aligned} & 778.07 \\ & 4.5 \% \end{aligned}$ | Upon recon for extra | ndation rk | princip |
| Yearbook Sponsor | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,210.33 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,383.23 \\ 8.0 \% \end{gathered}$ |  |  |
| Senior Student Council | $\begin{gathered} 518.71 \\ 3.0 \% \end{gathered}$ | $\begin{gathered} 605.16 \\ 3.5 \% \end{gathered}$ | $\begin{gathered} 691.62 \\ 4.0 \% \end{gathered}$ |  |  |
| Band Director | $\begin{gathered} 2,593.56 \\ 15.0 \% \end{gathered}$ | Including activities | th hour an | addition |  |
| Band Director, Ass't | $\begin{gathered} 864.52 \\ 5.0 \% \end{gathered}$ | $\begin{gathered} 1,037.42 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,210.33 \\ 7.0 \% \end{gathered}$ | include ditional th additi commenda ministrat | th hour ctivitie nal 2\% u on of n. |
| Vocal Music | $\begin{aligned} & 864.52 \\ & 5.0 \% \end{aligned}$ | Upon recom Principal | endation <br> or extra | the High e to the | chool rogram. |
| Librarian | $\begin{gathered} 2,593.56 \\ 15.0 \% \end{gathered}$ | To include | 10 additio | days a! | 6 th hou |
| Director of Guidance | $\begin{gathered} 2,939.37 \\ 17.0 \% \end{gathered}$ | To include | 10 additio | days a | 6 th hour |
| Counselor - H.S. \& J. H. | $\begin{gathered} 2,224.75 \\ 13.0 \% \end{gathered}$ | To include | days and | h hour. |  |
| H. S. Dept. Heads | $\begin{gathered} 605.16 \\ 3.5 \% \end{gathered}$ | By appointm | nt of H . | Principa | , |


| School Psychologist | $4,322.60$ To include 29 additional days. <br> Intramurals 8.62$\quad$ Per hour. |  |
| :--- | ---: | :--- |
| Outside Supervision | $8.62 \quad$ Per hour. |  |
| Driver's Training | 12.03 | Per hour. |
| Driver's Ed. Co-ordinator | 432.26 | If there is a position. |

SCHEDULE A
KELLOGGSVILLE PUBLIC SCHOOLS SALARY SCHEDULE 1986-87

|  |  | B.A. | M.A. |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| SASE | $\$ 18,327.80$ | $100 \%$ | $\$ 20,160.58$ | $110 \%$ |  |
| STEP | 1 | $19,060.91$ | $104 \%$ | $20,893.69$ | $114 \%$ |
| STEP | 2 | $19,794.02$ | $108 \%$ | $21,626.80$ | $118 \%$ |
| STEP | 3 | $20,710.41$ | $113 \%$ | $22,543.19$ | $123 \%$ |
| STEP | 4 | $21,626.80$ | $118 \%$ | 23.459 .58 | $128 \%$ |
| STEP | 5 | $22,726.47$ | $124 \%$ | $24,559.25$ | $134 \%$ |
| STEP | 6 | $23,826.14$ | $130 \%$ | 25.658 .92 | $140 \%$ |
| STEP 7 | $25,109.09$ | $137 \%$ | $26,941.87$ | $147 \%$ |  |
| STEP 8 | $26,392.03$ | $144 \%$ | $28,591.37$ | $156 \%$ |  |
| STEP | 9 | $27,858.26$ | $152 \%$ | $30,057.59$ | $164 \%$ |
| STEP | 10 | $29,324.48$ | $160 \%$ | $31,890.37$ | $174 \%$ |

## LONGEVITY SCHEDULE

STEP 15
29,874.31
163\%
32,806.76
179\%
STEP 20
30,424.15
166\%
33,723.15
184\%
STEP 25
30,973.98
169\%
34,639.54 189\%

1. All percentages for $1986-87$ are applied to $\$ 18,327.80$ which is the base for degree teachers without experience.
2. In order for a B.A. degree teacher to move from Step 10 to Step 15 he/she shall have 2 semester hours of graduate credit and have been on Step 10 for at least 5 years.
3. In order for a B.A. or M.A. degree teacher to move from Step 15 to 20 or 20 to 25 , said teacher shall have earned 5 semester hours of graduate credit. Said teacher must remain at each longevity step for at least 5 years.

## SCHEDULE A-3

EXTRA DUTY SCHEDULE 1986-87

The following positions will be filled if there is sufficient student participation, finances, facilities, and qualified personnel available.

All percentages apply to current year base salary.

| Playground supervision $-7 \%$ | $\$ 1,282.95$ | per year |
| :--- | ---: | :--- |
| Recess supervision $-3 \%$ | 549.83 | per year |
| Safety Squad $-4 \%$ | 733.11 | per year |


| Athletic Director | $\begin{gathered} 2,565.89 \\ 14.0 \% \end{gathered}$ | $\begin{gathered} 2,749.17 \\ 15.0 \% \end{gathered}$ | $\begin{gathered} 2,932.45 \\ 16.0 \% \end{gathered}$ | $\begin{gathered} 3,115.73 \\ 17.0 \% \end{gathered}$ | $\begin{gathered} 3.299 .00 \\ 18.0 \% \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Baseball, Varsity | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1, \underset{10.0 \%}{832.78} \\ 10 . \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 2,016.06 \\ 11.0 \% \end{gathered}$ |
| Baseball, Reserve | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,374.59 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,466.22 \\ 8.0 \% \end{gathered}$ | $\begin{gathered} 1,557.86 \\ 8.5 \% \end{gathered}$ | $\begin{array}{r} 1,649.50 \\ 9.0 \% \end{array}$ |
| Basketball, Varsity | $\begin{gathered} 2,382.61 \\ 13.0 \% \end{gathered}$ | $\begin{gathered} 2,565.89 \\ 14.0 \% \end{gathered}$ | $\begin{gathered} 2,749.17 \\ 15.0 \% \end{gathered}$ | $\begin{gathered} 2,932.45 \\ 16.0 \% \end{gathered}$ | $\begin{gathered} 3,115.73 \\ 17.0 \% \end{gathered}$ |
| Basketball, Reserve | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 2,016.06 \\ 11.0 \% \end{gathered}$ |
| Basketball, Freshman | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 2,016.06 \\ 11.0 \% \end{gathered}$ |
| Basketball, Jr. High | $\begin{gathered} 1,099.67 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,191.31 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{array}{r} 1,374.59 \\ 7.5 \% \end{array}$ | $\begin{array}{r} 1,466.22 \\ 8.0 \% \end{array}$ |
| Cross Country | $\begin{array}{r} 1,466.22 \\ 8.0 \% \end{array}$ | $\begin{array}{r} 1,557.86 \\ 8.5 \% \end{array}$ | $\begin{array}{r} 1,649.50 \\ 9.0 \% \end{array}$ | $\begin{array}{r} 1,741.14 \\ 9.5 \% \end{array}$ | $\begin{array}{r} 1,832.78 \\ 10.0 \% \end{array}$ |
| Football, Varsity | $\begin{gathered} 2,382.61 \\ 13.0 \% \end{gathered}$ | $\begin{gathered} 2,565.89 \\ 14.0 \% \end{gathered}$ | $\begin{array}{r} 2,749.17 \\ 15.0 \% \end{array}$ | $\begin{array}{r} 2,932.45 \\ 16.0 \% \end{array}$ | $\begin{array}{r} 3,115.73 \\ 17.0 \% \end{array}$ |
| Football, Ass't Varsity | $\begin{array}{r} 1,649.50 \\ 9.0 \% \end{array}$ | $\begin{array}{r} 1,741.14 \\ 9.5 \% \end{array}$ | $\begin{array}{r} 1,832.78 \\ 10.0 \% \end{array}$ | $\begin{array}{r} 1,924.42 \\ 10.5 \% \end{array}$ | $\begin{array}{r} 2,016.06 \\ 11.0 \% \end{array}$ |


| Football, Reserve | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{array}{r} 2,016.06 \\ 11.0 \% \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Football, Gen. Ass't | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 2,016.06 \\ 11.0 \% \end{gathered}$ |
| Football, Freshman | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 2,016.06 \\ 11.0 \% \end{gathered}$ |
| Golf | $\begin{gathered} 1,191.31 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,374.59 \\ 7.5 \% \end{gathered}$ | $\begin{array}{r} 1,466.22 \\ 8.0 \% \end{array}$ | $\begin{array}{r} 1,557.86 \\ 8.5 \% \end{array}$ |
| Tennis | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{gathered} 2,016.06 \\ 11.0 \% \end{gathered}$ |
| Track, Head | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{gathered} 1,924.42 \\ 10.5 \% \end{gathered}$ | $\begin{array}{r} 2,016.06 \\ 11.0 \% \end{array}$ |
| Track, Ass't | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,374.59 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,466.22 \\ 8.0 \% \end{gathered}$ | $\begin{array}{r} 1,557.86 \\ 8.5 \% \end{array}$ | $\begin{array}{r} 1,649.50 \\ 9.0 \% \end{array}$ |
| Track, Jr. High | $\begin{aligned} & 733.11 \\ & 4.08 \end{aligned}$ | $\begin{aligned} & 824.75 \\ & 4.5 \% \end{aligned}$ | $\begin{aligned} & 916.39 \\ & 5.0 \% \end{aligned}$ | $\begin{array}{r} 1,008.03 \\ 5.5 \% \end{array}$ | $\begin{array}{r} 1,099.67 \\ 6.0 \% \end{array}$ |
| Wrestling | $\begin{gathered} 2,199.34 \\ 12.0 \% \end{gathered}$ | $\begin{gathered} 2,382.61 \\ 13.0 \% \end{gathered}$ | $\begin{gathered} 2,565.89 \\ 14.0 \% \end{gathered}$ | $\begin{array}{r} 2,749.17 \\ 15.0 \% \end{array}$ | $\begin{array}{r} 2,932.45 \\ 16.0 \% \end{array}$ |
| Wrestling, Ass't | $\begin{gathered} 1,466.22 \\ 8.0 \% \end{gathered}$ | $\begin{gathered} 1,557.86 \\ 8.5 \% \end{gathered}$ | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{array}{r} 1,741.14 \\ 9.5 \% \end{array}$ | $\begin{array}{r} 1,832.78 \\ 10.0 \% \end{array}$ |
| Wrestling, Jr. High | $\begin{gathered} 1,099.67 \\ 6.0 \% \end{gathered}$ | $\frac{1,191.31}{6.5 \%}$ | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{array}{r} 1,374.59 \\ 7.5 \% \end{array}$ | $\begin{array}{r} 1,466.22 \\ 8.0 \% \end{array}$ |
| Softball | $\begin{gathered} 1,049.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{array}{r} 1,924.42 \\ 10.5 \% \end{array}$ | $\begin{array}{r} 2,016.06 \\ 11.0 \% \end{array}$ |
| Softball, Reserve | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,374.59 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,466.22 \\ 8.0 \% \end{gathered}$ | $\begin{array}{r} 1,557.86 \\ 8.5 \% \end{array}$ | $\begin{array}{r} 1,649.50 \\ 9.0 \% \end{array}$ |
| Volleyball | $\begin{gathered} 1,649.50 \\ 9.0 \% \end{gathered}$ | $\begin{gathered} 1,741.14 \\ 9.5 \% \end{gathered}$ | $\begin{gathered} 1,832.78 \\ 10.0 \% \end{gathered}$ | $\begin{array}{r} 1,924.42 \\ 10.5 \% \end{array}$ | $\begin{array}{r} 2,016.06 \\ 11.0 \% \end{array}$ |


| Football Faculty | 733.11 | 824.75 | 916.39 |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Manager | $4.0 \%$ | $4.5 \%$ | $5.0 \%$ |  |
| Basketball Faculty |  |  |  |  |
| Manager | 916.39 | $1,008.03$ | $1,099.67$ | $1,191.31$ |


| Debate Coach | $\begin{gathered} 1,099.67 \\ 6.08 \end{gathered}$ | $\begin{gathered} 1,191.31 \\ 6.5 \% \end{gathered}$ | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,374.59 \\ 7.5 \% \end{gathered}$ | $\begin{gathered} 1,466.22 \\ 8.0 \% \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Noon Supervision | $\begin{aligned} & 898.06 \\ & 4.9 \% \end{aligned}$ | Can be assigned any position |  |  |  |
| Hall Duty | $\begin{aligned} & 641.47 \\ & 3.5 \% \end{aligned}$ |  |  |  |  |
| Play Director | $\begin{aligned} & 733.11 \\ & 4.0 \% \end{aligned}$ | $\begin{aligned} & 824.75 \\ & 4.5 \% \end{aligned}$ | $\begin{aligned} & 916.39 \\ & 5.0 \% \end{aligned}$ | $\begin{gathered} 1,008.03 \\ 5.5 \% \end{gathered}$ | $\begin{gathered} 1,099.67 \\ 6.0 \% \end{gathered}$ |
| Play Technical Director | $\begin{aligned} & 549.83 \\ & 3.0 \% \end{aligned}$ | $\begin{aligned} & 824.75 \\ & 4.5 \% \end{aligned}$ | Upon recon for extra | endation ork | principa |
| Yearbook Sponsor | $\begin{gathered} 1,099.67 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | $\begin{gathered} 1,466.22 \\ 8.0 \% \end{gathered}$ |  |  |
| Senior Student Council | $\begin{gathered} 549.83 \\ 3.0 \% \end{gathered}$ | $\begin{gathered} 641.47 \\ 3.5 \% \end{gathered}$ | $\begin{gathered} 733.11 \\ 4.0 \% \end{gathered}$ |  |  |
| Band Director | $\begin{gathered} 2,749.17 \\ 15.0 \% \end{gathered}$ | Including 6 th hour and additional activities |  |  |  |
| Band Director, Ass't | $\begin{aligned} & 916.39 \\ & 5.0 \% \end{aligned}$ | $\begin{gathered} 1,099.67 \\ 6.0 \% \end{gathered}$ | $\begin{gathered} 1,282.95 \\ 7.0 \% \end{gathered}$ | o include additional with addit recommerda administra | h hour a tivities <br> nal 2\% up <br> of <br> n. |
| Vocal Music | $\begin{aligned} & 916.39 \\ & 5.0 \% \end{aligned}$ | Upon recommendation of the High School Principal for extra time to the program. |  |  |  |
| Librarian | $\begin{gathered} 2,749.17 \\ 15.0 \% \end{gathered}$ | To include 10 additional days and 6th hour. |  |  |  |
| Director of Guidance | $\begin{gathered} 3,115.73 \\ 17.0 \% \end{gathered}$ | To include 10 additional days and 6th hour. |  |  |  |
| Counselor - H.S. \& J. H. | $\begin{gathered} 2,382.61 \\ 13.0 \% \end{gathered}$ | To include 8 days and 6th hour. |  |  |  |
| H. S. Dept. Heads | $\begin{gathered} 641.47 \\ 3.5 \% \end{gathered}$ | By appointment of H. S. Principal. |  |  |  |


| School Psychologist | $4,581.95$ <br> $25.0 \%$ | To include 29 additional days. |
| :--- | :---: | :--- |
| Intramurals | $9.14 \quad$ Per hour. |  |
| Outside Supervision | $9.14 \quad$ Per hour. |  |
| Driver's Training | 12.75 | Per hour. |
| Driver's Ed. Co-ordinator | 458.20 | If there is a position. |

KELLOGGSVILLE PUBLIC SCHOOLS
CALENDAR 1985-86
ELEMENTARY


| Aug. 26 | Conference \& Meetings | Jan 27 | Start of 2nd Semester |
| :---: | :---: | :---: | :---: |
| Aug. 27 | AM Classes/PM Records | Feb. 14 | AM Classes/PM Inservice |
| Sept. 2 | Labor Day Recess | March | 1/2 Day Inservice |
| Oct. 17 | Teacher Inservice | March 25 | AM Classes/PM Released/Even. |
| Oct. 31 | AM Classes/PM Inservice | March 26 | AM Conferences/PM Classes |
| Nov. 5 | AM Classes/PM Records/Even. Confs. | March 27 | AM Classes/PM Released/Even. |
| Nov. 6 | AM Conferences/PM Classes | March 28 | AM Classes/PM Conferences |
| Nov. 7 | AM Classes/PM Released/Even. Confs. |  |  |
| Nov. 8 | AM Classes/PM Conferences | March 31 |  |
| Nov. 28-29 | Thanksgiving Recess | April 4 | Spring Recess |
| Dec. 23 | Winter Recess |  |  |
| Jan. 24 | End of Semester/Records Day | May 26 | Memorial Day Recess |
|  |  | June 4 | AM Classes/ PM Records |
|  |  | June 5 | Records- Day |
|  |  | June 6 | AM Records/Students pick up report cards |

$\triangle$ Parent/Teacher Conferences
(8) No School - Teachers \& Students
$\bigcirc$ No School - Students / Teachers Report
1/2 Day School Students / Full Day for Teachers
$\boxtimes$ If days are required to be made up as described in Article $V$, Paragraph $H$, they will be scheduled at the end of the school year. The schedule the week of June 2 will be adjusted according to the number of days to be made up.

## KELLOGGSVILLE PUBLIC SCHOOLS <br> CALENDAR 1985-86 <br> SECONDARY



| Aug. 26 | Conference \& Meetings |
| :--- | :--- |
| Aug. 27 | AM Classes/PM Teacher Prep |
| Sept. 2 | Labor Day Recess |
| oct. 8 | AM Classes/PM Records/ Even. Confs. |
| oct. 9 | AM Classes/ PM Conferences |
| Oct. 17 | Teacher Inservice |
| Nov. 1 | AM Classes/PM Records |
| (End of 1st Marking Period) |  |
| Nov. 28-29 | Thanksgiving Recess |
| Dec. 23 | Winter Recess |
| Jan. 3 | End of Semester (Records Day) |
| Jan. 24 | En Inservice <br> Jan. |
|  |  |

Jan. 27 Start of 2nd Semester
Feb. 14 AM Records/PM Inservice
March PM Inservice
March 11 AM Classes/PM Records/Even. Confs.
March 12 AM Classes/PM Conferences
March 28 AM Classes/PM Records
(End of 3rd Marking Period)
March 31
April 4
Spring Recess

May 26 Memorial Day Recess
June $3,4,5$ AM Testing/PM Records
June 6 AM Records

[^0]KELLOGGSVILLE PUBLIC SCHOOLS
CALENDAR 1986-87
ELEMENTARY


| Aug. 25 | Conference \& Meetings |
| :--- | :--- |
| Aug. 26 | AM Classes/PM Records |
| Sept. 1 | Labor Day Recess |
| Oct. 16 | Teacher Inservice |
| Oct. 31 | AM Classes/ PM Inservice |
| Nov. 4 | AM Classes/PM Records/Even. Confs. |
| Nov. 5 | AM Conferences/PM Classes |
| Nov. 6 | AM Classes/PM Released/Even. Confs. |
| Nov. 7 | AM Classes/PM Conferences |
| Nov. 27,28 | Thanksgiving Recess |
| Dec. 22 | Winter Recess |
| Jan. 2 | End of Semester/Records Day |
| Jan. 23 |  |


$\triangle$ Parent/Teacher Conferences
(2) No School - Teachers \& Students

O No School - Students / Teachers Report

- 1/2 Day School Students / Full Day for Teachers

区 If days are required to be made up as described in Article $V$, Paragraph $H$, they will be scheduled at the end of the school year. The schedule for the week of June 1 will be adjusted according to the number of days to be made up.

FIRST SEMESTER
SECOND SEMESTER


| Aug. 25 | Conference \& Meetings |
| :--- | :--- |
| Aug. 26 | AM Classes/PM Teacher Prep. |
| Sept. 1 | Labor Day Recess |
| Oct. 7 | AM Classes/PM Records/Even. Confs. |
| Oct. 8 | AM Classes/PM Conferences |
| Oct. 16 | Teacher Inservice |
| Oct. 31 | (End of lst Marking Period) |
| Nov. 27, 28 Classes/PM Records  <br> Dec. 22 Thanksgiving Recess <br> Jan. 28 Winter Recess <br> Jan. 23 End of Semester (Record Day) <br> Jan. PM/Inservice |  |

Jan. 26 Start of 2nd Semester
Feb. 13 AM Records/PM Inservice
March PM Inservice
March 10 AM Classes/PM Records/Even. Confs.
March 11 AM Classes/PM Conferences
March 27 AM Classes/PM Records
(End of 3rd Marking Period)
March 30
April $3>$ Spring Recess

May 25 Memorial Day Recess
June 2,3,4 AM Testing/PM Records
June 5
AM Records

## Parent/Teacher Conferences

No School - Teachers \& Students
No School - Students / Teachers Report
1/2 Day School Students / Full Day for Teachers
If days are required to be made up as described in Article V, Paragraph H, they will
be scheduled at the end of the school year. The schedule for the week of June 1 will be adjusted according to the number of days to be made up.


[^0]:    $\triangle$ Parent/Teacher Conferences
    $\otimes$ No School - Teachers \& Students
    O No School - Students / Teachers Report

    - 1/2 Day School Students / Full Day for Teachers

    区 If days are required to be made up as described in Article V, Paragraph H, they will be scheduled at the end of the school year. The schedule for the week of June 2 will be adjusted according to the number of days to be made up.

