

CONTRACT CHANGES FOR THE 1974-75 SCHOOL YEAR

as agreed to by the

Alma Education Association and the Alma Board of Education
Negotiating Teams

August 27, 1974

Alma Publishers Schools

August 7, 1974

PROFOSAL #8

TO: Alma Board of Education

FROM: Alma Education Association

Contract changes for the 1974-75 school year as agreed to by the Alma Education Association and the Alma Board of Education negotiating teams.

1. Article VII - PROFESSIONAL COMPENSATION

- M. The established rate for use of private vehicles for school business shall be fifteen cents (15¢) per mile if a school vehicle is not available.

2. Article XIX - MISCELLANEOUS

- D.
 - 2. Be paid fifteen cents (15¢) per mile for driving between schools.

3. BASE SALARY

\$8,900.00 for 1974-75 school year plus.....

Article VII - MISCELLANEOUS

- Q. The Board of Education agrees to pay each teacher's Old Age Retirement contribution to the State Retirement Fund for the duration of this contract in accordance with the Michigan School Retirement Act, as passed July 13, 1974, and subsequent implementation regulations and directives.

4. Article XIV - INSURANCE

- A.
 - 2. In lieu of medical insurance, a teacher may apply up to the single subscriber rate against Board-approved options.
 - 5.
 - a. Benefits up to 70% of contractual salary to take effect thirty (30) non-consecutive work days from the first date of disability; said benefits would continue to the end of the current contractual year.

SCHEDULE "B" - page 15

(following last paragraph)

Payment for Schedule "B" activities (excluding adult education) may be requested in a single payment payable on the last pay period in December if the assignment is completed, and/or the first pay period in June, and/or pro-rated over the twenty (20) or twenty-six (26) payment schedule. As a single payment, the employee will receive a separate check for the Schedule "B" item. However, when pro-rated over the regular schedule, the payment will be included in the regular check.

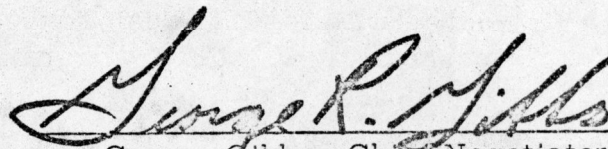
The employee will notify the business office prior to September 1 as to which method of payment or if a change from year to year is requested. Failure to notify the business office by September 1 will result in an automatic selection of the pro-rated method. If a Schedule "B" assignment is made after September 1, the employee will have two weeks in which to select the method of payment; otherwise, it will be a single payment.

Payment for adult education services may be paid in two equal installments per semester worked or pro-rated over the twenty (20) or twenty-six (26) payment schedule.



Lou Scott, Chief Negotiator
Alma Education Association

8/27/74



George Gibbs, Chief Negotiator
Alma Board of Education

8/27/74

ALMA PUBLIC SCHOOLS

1974-75 Calendar

New Teachers Begin	August 22, 1974
All Teaching Staff	August 26, 1974
School Begins	August 28, 1974
Labor Day Recess (End of P.M. Classes)	August 30, 1974
Classes Resume	September 3, 1974
Middle School Evening Parent Teacher Conferences	October 22, 1974
No School (All Schools, Parent Teacher Conferences)	October 23, 1974
High School Evening Parent Teacher Conferences	October 23, 1974
Elementary Evening Parent Teacher Conferences	October 24, 1974
Thanksgiving Recess (End of P.M. Classes)	November 27, 1974
Classes Resume	December 2, 1974
Christmas Recess (End of P.M. Classes)	December 20, 1974
Classes Resume	January 6, 1975
End of First Semester (Students Not In Attendance)	January 17, 1975
Elementary Evening Parent Teacher Conferences	March 11, 1975
No School, P.M. (All Schools, Parent Teacher Conferences)	March 12, 1975
Middle School Evening Parent Teacher Conferences	March 12, 1975
High School Evening Parent Teacher Conferences	March 13, 1975
Spring Recess (End of P.M. Classes)	March 14, 1975
Classes Resume	March 24, 1975
No School, P.M. (Good Friday)	March 28, 1975
Memorial Day Recess (End of P.M. Classes)	May 23, 1975
Classes Resume	May 27, 1975
Last Day of School (Students)	June 5, 1975
End of School Year (Teachers)	June 6, 1975

Agreed

CALENDAR for 1974 - 75

May 13, 1974

AUGUST - 1974

SEPTEMBER - 1974

OCTOBER - 1974

NOVEMBER - 1974

S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	
				1	2	3	4	H	S	S	S	S				S	S	S	S								S	2
4	5	6	7	8	9	10	11	S	S	S	S	S		6	7	8	9	10	11	12	3	4	5	6	7	8	9	
11	12	13	14	15	16	17	18	S	S	S	S	S		13	14	15	16	17	18	19	10	11	12	13	14	15	16	
18	19	20	21	NT	NT	23	24	S	S	S	S	S		20	21	*22	*23	*24	25	26	17	18	19	20	21	22	23	
25	W	W	S	S	S	31	29	S						21	S	S	S	S			24	S	S	S	H	-	30	

DECEMBER - 1974

JANUARY - 1975

FEBRUARY - 1975

MARCH - 1975

S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	
1	S	S	S	S	S					H	-	-									1							1
8	S	S	S	S	S		5	S	S	S	S	S		2	S	S	S	S	S		8	2	S	S	S	S	S	8
15	S	S	S	S	S		12	S	S	S	S	W		9	S	S	S	S	S		15	9	S	S	S	S	S	15
22	-	-	H	-	-		19	S	S	S	S	S		16	S	S	S	S	S		22	16	SPRING VACATION					22
29	-	-					26	S	S	S	S	S		23	S	S	S	S	S		30	23	S	S	S	S	S	29

APRIL - 1975

MAY - 1975

JUNE - 1975

JULY - 1975

S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	
		S	S	S	S						S	S			S	S	S	S	W					1	2	3	4	5
6	S	S	S	S	S		4	S	S	S	S	S		8	S	S	S	S	S		12	6	7	8	9	10	11	12
13	S	S	S	S	S		11	S	S	S	S	S		15	S	S	S	S	S		19	13	14	15	16	17	18	19
20	S	S	S	S	S		18	S	S	S	S	S		22	S	S	S	S	S		24	20	21	22	23	24	25	26
27	S	S	S				25	H	S	S	S	S		29	S	S					31	27	28	29	30	31		

* See Other Side for Parent-Teacher Conferences

- * 10/22/74 - M.S. Evening PTC 6 - 9 p.m.
- * 10/23/74 - H. S. Evening PTC 6 - 9 p.m. (All Schools--All Day)
- * 10/24/74 - Elem. Evening PTC 6 - 9 p.m.
- * 3/11/75 - Elem. Evening PTC 6 - 9 p.m.
- * 3/12/75 - M.S. Evening PTC 6 - 9 p.m. (All Schools, PTC--Afternoon)
- * 3/13/75 - H.S. Evening PTC 6 - 9 p.m.

SCHEDULE "A"

Base Salary at BA Level - \$8,900 for 1974-75

Step	BA	BA+20	BA+40 * or MA	MA+15	MA+30
0	1.00 \$8,900.00	1.035 \$9,211.50	1.07 \$9,523.00	1.0875 \$9,678.75	1.105 \$9,834.50
1	1.05 9,345.00	1.09 9,701.00	1.13 10,057.00	1.15 10,235.00	1.17 10,413.00
2	1.10 9,790.00	1.145 10,190.50	1.19 10,591.00	1.2125 10,791.25	1.235 10,991.50
3	1.15 10,235.00	1.20 10,680.00	1.25 11,125.00	1.275 11,347.50	1.30 11,570.00
4	1.20 10,680.00	1.255 11,169.50	1.31 11,659.00	1.3375 11,903.75	1.365 12,148.50
5	1.25 11,125.00	1.31 11,659.00	1.37 12,193.00	1.40 12,460.00	1.43 12,727.00
6	1.30 11,570.00	1.365 12,148.50	1.43 12,727.00	1.4625 13,016.25	1.495 13,305.50
7	1.35 12,015.00	1.42 12,638.00	1.49 13,261.00	1.525 13,572.50	1.56 13,884.00
8	1.40 12,460.00	1.475 13,127.50	1.55 13,795.00	1.5875 14,128.75	1.625 14,462.50
9	1.45 12,905.00	1.53 13,617.00	1.61 14,329.00	1.65 14,685.00	1.69 15,041.00
10	1.50 13,350.00	1.585 14,106.50	1.67 14,863.00	1.7125 15,241.25	1.755 15,619.50
11	1.55 13,795.00	1.64 14,596.00	1.73 15,397.00	1.775 15,797.50	1.82 16,198.00
Longevity	5% 445.00	5.5% 489.50	6% 534.00	6.25% 556.25	6.5% 578.50

* Graduate level hours