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1966-68

LABOR AND INDUSTRIAL  
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MASTER CONTRACT

between

THE  
BOARD OF EDUCATION  
Anchor Bay School District  
New Baltimore, Michigan

and

THE  
ANCHOR BAY EDUCATION ASSOCIATION  
Anchor Bay School District

Anchor Bay School District

MEA  
1216 Wendale  
East Lansing, Mich.  
48823



MASTER CONTRACT  
NEGOTIATION COMMITTEES

ANCHOR BAY EDUCATION  
ASSOCIATION COMMITTEE

BOARD OF EDUCATION  
COMMITTEE

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Co-Chairman  
Dean A. Naldrett School

John S. Dye, Chairman  
Secretary, Board of Education

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Hiram School

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Trustee

Robert Hedson, M.A.  
Anchor Bay High School

Frank Humm  
President, Board of Education

James Huset, B.S.  
Co-Chairman  
Dean A. Naldrett School

Leonard G. Burgess  
Trustee, Retiring

James Mall, B.S.  
Anchor Bay High School

Paul G. Liddicost  
Superintendent of Schools

Mrs. Ella Naldrett, B.S.  
Anchor Bay Elementary School

E. James Rynearson  
High School Principal

James Rhodes, M.A.  
Dean A. Naldrett School

George S. Freeman  
Attorney



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This Agreement entered into this 17th day of August, 1966 by and between the Board of Education of the Anchor Bay School District located in the City of New Baltimore, Michigan, hereinafter called the "Board", and the Anchor Bay Education Association, hereinafter called the "Association".

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I  
TEACHER 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 certificated teaching personnel regularly employed by the Board during the period of this agreement.

The word teacher as used herein shall mean the male as well as the female and is intended to describe certificated personnel employed to regularly conduct instruction in the classroom, guidance counselors, and librarians, but shall not include Assistant Principal, Principal, Assistant Superintendent and Superintendent.

B. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment. (Refer to grievance procedure)

C. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of all such teachers and remitted not less frequently than monthly to



the Association. Payroll deductions under this paragraph will not be recognized unless the approved form is received by the bookkeeper ten (10) days prior to the pay date, and deductions will not be started until after October 1 of each school year.

## ARTICLE II TEACHER RIGHTS

A. The Association and its members shall have the right to use school building facilities <sup>for</sup> ~~at~~ all reasonable hours for Association meetings upon usual application and approval. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association: provided that, if such insignia is deemed inappropriate, it will not be worn without mutual consent of the Administration and the Association. Bulletin boards in the faculty rooms and teacher mailboxes may be used by the Association and its members for Association business: provided that, if material posted thereon is deemed objectionable to the Administration, such material will be removed until agreement is reached by the Administration and Association. A typewriter and a ditto machine will be made available after school hours to the Association's designated representative through the office of the building principal, upon application to and approval by the building principal, pursuant to established rules.



ARTICLE III  
COMPENSATION

A. This agreement shall remain in effect for a two-year term, provided that, upon written notice to the other party at least sixty (60) days prior to the first day of May of each year of this Agreement, either party may request the reopening of negotiations for the sole purpose of negotiating a new salary schedule for the coming year.

B. In the event the Board chooses to negotiate any changes in this contract during the school day, members of the Association negotiating on its behalf shall be released from regular duties without loss of pay. If it shall be necessary to hold arbitration hearings during the school day, members of the Association compelled to attend such hearings shall be released from regular duties without loss of pay. In no event will any teacher be paid for attendance at grievance discussions.

*Part  
of  
parent*

ARTICLE IV  
TEACHING HOURS

A. The Standard Work Week shall be 40 hours exclusive of a lunch period.

B. The Board and/or Administration shall not require teachers regularly to work in excess of the regular work hours.

C. The Teacher shall report 10 minutes prior to his first designated assignment and shall remain in his building for 15 minutes following his final assignment of the day..

D. The teacher may have entrance to his building when the building is open.



E. The teacher shall be assigned a 30 minute period to eat his lunch  
Elementary  
which shall be duty-free and uninterrupted. In addition teachers will not be assigned outside duties during the entire lunch period. This does not mean a teacher may not be assigned some duty before or after his uninterrupted lunch period.

F. Elementary teachers shall be provided a fifteen minute relief time per full day of school. This may not apply on half day schedules.

ARTICLE V  
TEACHING LOADS AND ASSIGNMENTS

A. The normal weekly teaching load in the senior high school shall be in compliance with the North Central Association requirements. The assignment of more than two (2) study halls per day shall be avoided whenever possible. Such deviation shall be brought to the attention of the Association.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, 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.

C. Teachers who will be affected by a change in grade assignment in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified by their principals as soon as practicable. Such change will be voluntary to the extent practicable.

ARTICLE VI  
TEACHING CONDITIONS

A. The Board and the Association recognize that optimum school facilities, and small class sizes, among other things are desirable if a quality program of instruction is to be maintained.



B. A joint committee shall be established to prepare class size recommendations. The objective of the parties shall be to achieve reasonable class sizes.

C. Such recommendations will be applied by the board to the extent of the availability of qualified personnel, funds, and facilities existing and under construction.

D. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

E. The Board shall make available in each school adequate restroom and lavatory facilities exclusively for staff use and at least one room, appropriately furnished, which shall be reserved for use as a Faculty Center in which smoking shall be permitted.

F. Telephone facilities shall be made available to teachers in the faculty room for their reasonable use. The Board reserves the right to remove any such facilities if they are improperly used.

G. Adequate parking facilities shall be made available to teachers for their use.

#### ARTICLE VII VACANCIES AND PROMOTIONS

A. Whenever any vacancy in any professional position, in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the president of the Association and by posting in every school building. No vacancy shall be filled, except in case of emergency, until such vacancy shall have been posted for at least ten (10) days.



B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants and the length of time each has been in the school system of the district. The Board maintains the right to promote or employ the person who, in the Board's opinion, is the best qualified applicant but reiterates its support of a policy involving promotions within its own teaching staff.

C. A written request for an Administrative position will be forwarded directly to the Superintendent of Schools with a copy forwarded to the Secretary of the Board.

D. In order to encourage promotions from within the ranks a standard set of requirements shall be established and forwarded to the Association listing qualifications most desirable for administrative positions in existence.

E. The failure to obtain appointment to any administrative position shall not be a grievance issue.

#### ARTICLE VIII TRANSFERS

A. The parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. In the event that transfers of teachers appear to be necessary, lists of available positions in other schools shall be posted in the same manner as provided in Article VII.

C. A teacher may request transfer to another building by filling out a form in quadruplicate, all copies to be signed by the teacher and his principal and forwarded to the Superintendent's Office. One copy shall be returned to the principal and one to the teacher and one to the receiving principal indicating the disposition of the request within 45 calendar days.



ARTICLE IX  
LEAVE PAY

A. Absence without loss of salary is based on the following policy. One day per month up to a total of ten days per year, will be allowed for Sick Leave, accumulative to an unlimited number of days.

Acceptable absences with pay chargeable against the teacher's allowance and acceptable absences with pay not chargeable against the teacher's allowance is stated in Section B and C of Article X.

B. On or before the fourth Friday of each school year each teacher will be informed as to his total number of days of sick leave accumulated.

C. In event that an employee is absent in excess of his allowable Sick Leave days, the salary deduction shall be based on 1/200 of his stipulated salary.

D. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law shall receive from the Board the difference between the disability benefits provided by the Workmen's Compensation Law and the sick-leave benefits herein provided. To the extent that the Board makes payment to a teacher for that portion of his salary not reimbursed under the Workmen's Compensation Law, said partial payments shall be charged pro-rata against the teacher's accumulated sick-leave days.



ARTICLE X  
LEAVES OF ABSENCE

A. Any teacher whose personal illness extends beyond the period compensated under Article IX shall be granted a leave of absence for a period of time not to exceed two calendar years without pay. Upon return from leave a teacher shall be assigned to the same position, or a substantially equivalent position if available. Any abuse of this section as determined by the Board (such as taking any other position but not limited to same) automatically terminate<sup>s</sup> said employment.

B. Leaves of absence with pay chargeable against the teacher's allowance shall be granted through normal channels for the following reasons:

- (1) The maximum allowable sick leave per school year for personal illness or quarantine and critical illness in the immediate family.
- (2) Emergency illness in the family requiring a teacher to make arrangements for necessary medical or nursing care.
- (3) Attendance at the funeral service of person whose relationship to the teacher warrants such attendance.

C. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:

- (1) Two days per school year for the conduct of personal business. Personal business shall be construed as business of a personal nature that cannot be conducted at other than school hours. Advance notice and approval shall be required through normal channels.
- (2) Absence when a teacher is called for jury service. Jury compensation and fees less mileage to be returned to the school district office.



- (3) Court appearance as a witness in any case connected with the teacher's employment or the school.
- (4) Approved visitation at other schools or for attending educational conference or conventions.
- (5) Time necessary to take the selective service physical examination.

D. A maternity leave shall be granted without pay, commencing not later than the end of the fourth month of pregnancy, except that when this date falls within one school month of the end of the semester the teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at any time within two years providing the appropriate position is available.

E. Leave of absence will be granted up to two years to any teacher who joins the Peace Corps as a full time participant in such program. Any period so served shall be treated as time taught for purposes of the salary schedule set forth in Schedule "A" of this Agreement.

F. Teachers who are officers of the MEA and/or NEA Association or are appointed to its staff should, upon proper application, be given leave or absence without pay for the purpose of performing duties for the Association but not to exceed two years. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank.

G. Any teacher, having taught under contract in the Anchor Bay School District, who is called into the armed services of the United States, or who is activated as a member of the reserve forces, or who enlists in anticipation of induction, shall be granted leave of absence without pay for the period of such absence. Full credit on the salary schedule for each calendar year or major portion



thereof spent in military service will be granted to those so leaving Anchor Bay's teaching service and returning thereto, provided that rights under this paragraph will terminate upon any voluntary extension of such military service.

H. The Board may grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office on his own behalf for a period not to exceed two years. The teacher shall be entitled to return from such leave within two years providing the appropriate position is available.

#### ARTICLE XI TERMINAL LEAVE

A. Upon retiring the teacher shall receive credit or 1/2 of his daily wages for all remaining sick leave days accumulated.

#### ARTICLE XII TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher shall be conducted openly.

B. Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

C. The teacher shall be given a copy of all evaluations placed in his Personnel Office file and/or Principal's file. Teachers shall be give the opportunity to comment in writing on all evaluations. All copies shall be signed by both the principal and the teacher in each other's presence.



ARTICLE XIII  
PROTECTION OF TEACHERS

A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

B. With the consent of the Superintendent, any teacher who is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel to advise the teacher of his right and obligations.

C. When deemed appropriate by the Board, time lost by a teacher in connection with any incident mentioned in this Article may not be charged against the teacher.

ARTICLE XIV  
GRIEVANCE PROCEDURE

A. Any teacher, or the Association, believing there has been a violation, misinterpretation or misapplication of any provision of this Agreement, may file a grievance with the parties designated in the procedures outlined below.



B. **Level One.** Any teacher with a problem may first discuss the matter with the Assistant Principal or Principal, directly or accompanied by an Association representative, with the objective of resolving the matter informally.

**Level Two.** Within six (6) working school days of an incident which is to result in a grievance, the aggrieved shall file a written complaint with the Assistant Principal or Principal that is more directly concerned with the particular grievance. Such complaint shall be specific. It shall contain the name of, and be signed by, the teacher involved. It shall contain a concise statement of the facts upon which the grievance is based. It shall contain specific reference to the Articles and Sections of the Collective Bargaining Agreement which have allegedly been misinterpreted or violated. The aggrieved and his representative may discuss the complaint with such Principal or Assistant Principal, and a written statement disclosing the decisions made shall be furnished the aggrieved and copies filed with the Association and with the Board.

**Level Three.** The aggrieved party shall give written notification, both to the representatives of the Board and of the Association, that the grievance procedure is being further invoked. Such notification must be received by the Superintendent within seven (7) working school days of original receipt of a written complaint, and the complaint shall promptly be transmitted to the Superintendent. The aggrieved, his representatives, and the Superintendent shall attempt to resolve the matter within five (5) working school days thereafter. In the event the grievance is resolved, a written statement shall be furnished to the aggrieved, and copies filed with the Board and with the Association. In the event a grievance is of such magnitude that prior steps in the grievance procedure are skipped, such grievance can be filed directly with the Superintendent in the first



instance. In such event, a period of ten (10) working school days will be given to discuss such grievance.

Level Four. Such grievance must be appealed from the third level within six (6) working school days of its receipt by the Superintendent if such grievance has been appealed from Level Two, and within eleven (11) working school days when it was filed as an original grievance with the Superintendent. Filing of the appeal shall be complete when received by the Secretary of the Board. Every attempt shall be made by the Board to hold a hearing within fifteen (15) working school days of the receipt of said grievance, said hearing to be an executive session of the Board and not open to the public. In no event, except with the written consent of the aggrieved, shall a hearing before the Board involving any such grievance be more than thirty (30) working school days after its submission to the Board. A written statement disclosing the decisions made shall be furnished the aggrieved and copies filed with the Association and with the Board.

Level Five. In the event the aggrieved or the Association disagrees with the decision of the Board at the Fourth Level, such grievance may be appealed to arbitration. Notice of such appeal is to be given to the Superintendent within seven (7) working school days of the decision of the Board at the Fourth Level.

Parties hereto agree that the arbitrator shall be selected by the American Arbitration Association, subject only to factual objections on the part of the either of the parties within forty-eight (48) hours of notification by the American Arbitration Association of the arbitration appointment. Said arbitration shall be conducted under the auspices of the American Arbitration Association, and the conduct of said hearing shall be controlled by its rules.



The fees of the American Arbitration Association and the fees and expenses of the arbitrator will be paid one-half (1/2) by the Association and one-half (1/2) by the Board, and all other expenses shall be borne by the party incurring them; provided, however, in the event the aggrieved desires arbitration and the Association does not wish to join him in such arbitration, the aggrieved shall pay one-half (1/2) of the fees of the American Arbitration Association and the fees and expenses of the arbitrator and shall post, as security for costs, a cashier's check in the amount of Two Hundred Dollars (\$200) with the Superintendent at the time such appeal is filed.

There shall be no appeal from the arbitrator's decision, and said decision shall be final and binding on the Association and all members of the bargaining unit, and the Board. The Association will discourage any attempt of its members, and will not encourage or cooperate with any of its members, in any appeal to any Court or Labor Board from the decision of the arbitrator.

C. The appropriate representative of the Board and the appropriate representative of the Association shall note the time and day when the grievance complaint is received by him. If dispute shall arise as to the date on which said appeal was taken, such notation shall be conclusive evidence of the date of its receipt.

D. Upon failure to file a grievance within six (6) working school days of the incident complained of, or to appeal from one level to the next within the time periods set forth above, it shall be conclusively presumed that said incident or grievance has been satisfactorily resolved, unless an extension of time is agreed upon in writing by both parties.



E. At Level Two of the grievance procedure, the aggrieved shall be accompanied by not more than one (1) representative of the Association and the Board may be represented by not more than the Principal or Assistant Principal involved and one additional representative.

At Level Three of the grievance procedure, the aggrieved shall be accompanied by not more than two (2) representatives of the Association and the Superintendent may be accompanied by not more than two (2) representatives.

At Level Four of the grievance procedure, the aggrieved shall be accompanied by not more than four (4) representatives of the Association, and the Board may be accompanied by not more than the supervisors heretofore involved and two (2) additional representatives.

F. At Level Four, a transcript of the proceedings may be made by either the Association or the Board at the expense of the party requesting it. Use of said transcript by the other party will be permitted on sharing of the cost.

G. It is intended herein to limit the number of participants throughout the course of the grievance procedure. Attempts to avoid this concept by the joint signing of complaints by a number of aggrieved parties will not be permitted.

H. It is not intended to record individual grievances in the personnel file of the parties involved. However, any events affecting performance as a staff member may be recorded in the personnel file of the individual involved.

I. The Board or the Association will not withhold information necessary to the resolution of a grievance.

J. Any individual teacher presenting a grievance on his own behalf within the meaning and application of the proviso to Section 11 of Act 336, of the Public Acts of 1947, as amended by Act 379, of the Public Acts of 1965, shall not be accompanied nor represented by an officer, executive, delegate,



representative or agent in any capacity of any organization other than the Association. In such case, the administrator concerned will provide the Association with a copy of the grievance and with a copy of any disposition thereof, and the furnishing of such copies to the Association shall be deemed to satisfy the statutory requirement that the Association be given "opportunity to be present at such adjustment."

K. The parties hereto agree that the grievance procedure is the sole and exclusive remedy for grievances under this collective bargaining agreement.

#### ARTICLE XV MISCELLANEOUS PROVISIONS

A. Teachers shall be informed of a telephone number they shall call one (1) hour prior to the first period of the day to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district.

C. 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 teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly 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.

D. Copies of This Agreement shall be reproduced at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.



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 not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XVI  
RIGHTS AND RESPONSIBILITIES OF THE BOARD

The Board on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, 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 provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
- (3) To establish grades and courses of instruction, 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 decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;
- (5) To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.



The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

The foregoing is subject to the provisions of Public Act 379 of 1965 and the specific provisions of this agreement.

ARTICLE XVII  
NO-STRIKE CLAUSE

During the life of this Agreement, the Association will not cause or permit its members to cause, nor will any member of the Association take part in a strike. As used in this contract, the word "strike" shall mean the concerted failure to report for duty, the wilful absence from one's position, the stoppage of work or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, or the rights, privileges or obligations of employment.

Any member of the Association holding elected office or position of authority in the Association, who engages in, or encourages others to engage in, such prohibited activities is subject to dismissal.



ARTICLE XVIII  
TEACHER CONTRACTS

A. The following clause shall be added to all individual contracts:

This contract is subject to the Master Agreement approved by the Anchor Bay Education Association and the Board of Education of The Anchor Bay School District.

B. Teacher contracts shall include the following:

- (1) Number of pay periods
- (2) Length of school year in months
- (3) Signatures of Board Members prior to teachers receipt
- (4) Teacher and Board signatures



ARTICLE XIX  
DURATION OF AGREEMENT

This Agreement shall be effective as of August 17, 1966 and shall continue in effect for two (2) years until the 16th day of August, 1968. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

BY \_\_\_\_\_

Frank Russin, President

BY \_\_\_\_\_

John S. Dye, Secretary

ANCHOR BAY EDUCATION ASSOCIATION

BY \_\_\_\_\_

(Mrs.) Margaret E. Carter, President

BY \_\_\_\_\_

(Mrs.) Juanita Smith, Secretary

Approved as to form by the  
Michigan Education Association

\_\_\_\_\_  
(Counsel)



A P P E N D I X

"A"



ANCHOR BAY SCHOOL DISTRICT  
NEW BALTIMORE, MICHIGAN 48047  
SUPERINTENDENT'S OFFICE

TEACHER SALARY SCHEDULE

To become effective 1966-67 school year, supercedes  
schedule dated March 24, 1965

TEACHING YEAR	1	2	3	4	5	6	7	8	9	10	11	12
Bachelor's Degree	5500	5750	6000	6250	6500	6750	7000	7300	7600	7900	8200	8500
10 Hours Added Work	5600	5850	6100	6350	6600	6850	7100	7400	7700	8000	8300	8600
20 Hours on Graduate Program	5700	5950	6200	6450	6700	6950	7200	7500	7800	8100	8400	8700
Master's Degree	6000	6250	6500	6750	7000	7250	7500	7800	8100	8400	8700	9000
10 Hours Added Work	6100	6350	6600	6850	7100	7350	7600	7900	8200	8500	8800	9100
20 Hours Added Work	6200	6450	6700	6950	7200	7450	7700	8000	8300	8600	8900	9200
Specialist's Certificate	6300	6550	6800	7050	7300	7550	7800	8100	8400	8700	9000	9300
Non-Degree Special Certificate	4700	4900	5100									

NOTE: To qualify for higher educational levels, an official transcript shall be provided the Superintendent's office on or before October 1st of each school year.

Teachers filling special positions requiring special certification for which a salary increment shall be granted, shall continue to meet certification requirements. If such teacher does not meet the certification requirement, the special increment shall not be paid.



EXTRA-CURRICULAR SALARY SCHEDULE

TO BECOME EFFECTIVE 1966-67- SCHOOL YEAR

<u>ACTIVITY</u>	<u>1966-67</u>
Jr. Play	\$150.00
Sr. Play	150.00
Yearbook	3%
Adult Education	7%
H. S. Band	6%
H. S. Choral	5%
H. S. Cheerleaders	100.00
H. S. Student Council	100.00
G.R.A.	100.00
Debate	3%

ATHLETIC COACHING

Athletic Director	5%
-------------------	----

FOOTBALL

Varsity Head Coach	7%
Varsity Asst. Coach	5%
J. V. Head Coach	4%
J. V. Asst. Coach	4%
Jr. High Head Coach	4%
Jr. High Asst. Coach	4%

BASKETBALL

Varsity Coach	7%
J. V. Coach	5%
Fresh Coach	4%
Jr. High 8th Grade	4%
Jr. High 7th Grade	4%
Girls BB Coach	4%

SPRING SPORTS

Varsity Baseball	4%
J. V. Baseball	3%
Track	4%
Tennis	4%
Golf	4%

EXTRA-CURRICULAR SALARY INCREMENTS

1. Special increments shall be provided for those extra duty assignments as indicated on the attached schedule. All teachers receiving additional payment for extra-curricular work shall carry a full teaching load. The assumption of these additional paid duties shall not relieve a teacher from sharing in the normal responsibilities such as class or club sponsorships and other regular normal assignments.
2. The percentage assigned to each extra-curricular activity shall be based on the salary schedule step number equal to the years of experience the activity director has in that activity. Thus, the activity step number may not be the same as the teaching experience schedule step number.