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OFFICE OF
PROFESSIONAL NEGOTIATIONS

AGREEMENT

between

THE ASHLEY BOARD OF EDUCATION

and

THE ASHLEY TEACHERS EDUCATION ASSOCIATION

1966 - 1969

Ashley Bd. of Educ.

'66 - June 6, 1969

MEM

1216 KENDALE

E. LANS., MI.

48824

ALL WE RE-NEGOTIATED WAS THE SALARY SCHEDULE & ALSO
THE EXTRA-CURRICULAR ACTIVITIES WERE PUT ON A PERCENTAGE
BASIS. NO PROBLEMS w/BOARD AT THIS TIME. Dale Coffman

AGREEMENT

between

THE ASHLEY BOARD OF EDUCATION

and

THE ASHLEY TEACHERS EDUCATION ASSOCIATION

This agreement entered into on this ____ day of _____,
_____, by and between the Board of Education of the Village of Ashley,
Michigan, hereinafter called the "Board", and the Ashley Teachers
Education Association, hereinafter called the "Association".

PREAMBLE

WHEREAS the Board and the Association recognize and declare that
providing a quality education for the children of Ashley Community School
is their mutual aim and that the character of such education depends pre-
dominantly upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly
qualified to assist in formulating policies and programs designed to
improve educational standards, and

WHEREAS the Board has statutory obligations, 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, terms
and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional
negotiations, have reached certain understandings 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 the Section 11 of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counselors, librarians, employed or to be employed by the Board but excluding supervisory and executive personnel and office and clerical employees. The term " teacher ", when used hereafter in the agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this agreement. 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 an adjustment.

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 or assessments 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 teachers and remitted not less frequently than monthly to the Association.

D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLES II

Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support collective bargaining or negotiation and other concerted activities for mutual aid and protection. 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 deprive or coerce any teacher in the employment of any rights conferred by Act 379 or other laws of Michigan or the constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right to its employees appropriately to invoke the assistance of the State Labor Mediation Board or mediator from such public agency, or its arbitrator appointed pursuant to the provisions of this agreement, and the Board agrees to be bound by any lawful order or award thereof.

C. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication shall be made available to the Association and its member.

D. The Board agrees to furnish to the Association in response to reasonable request from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

ARTICLE III

Compensation

A. The salaries of teachers covered by this agreement are set forth in Schedule A which is attached to this agreement. Such salary schedule shall remain in effect during the three-year term of this agreement, provided, however, that upon written notice to the other party at least sixty (60) days prior to the first day of May of every year of this agreement, either party may request the reopening of negotiation of such salary schedule, and shall promptly and without delay commence negotiations within at least 10 days.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, for the current 180 day school year, and normal teaching hours. Emergency "sit-ins" of another teachers classes, shall be compensated at the rate of \$3.00 per hour when properly authorized by the Principal or Superintendent.

C. The work year of teachers covered by the classroom teacher salary schedules (other than new personnel who may be required to attend additional orientation sessions) shall begin not more than two days to the previous to the opening of school, as established by the Board, and terminate not more than two days after the close of the school year, but in no event more than 185 scheduled work days.

D. The following legal holidays shall be observed and school closed: New Years Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day.

E. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board of participation in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

F. A teacher shall be released from regular duties without loss of salary at least one day each semester for the purpose of participating in area or regional meetings of the Michigan Education Association.

G. For in-service training programs, released time shall be given by dismissing the pupils early.

H. A teacher may be released from regular duties at least one day a semester, for the purpose of attending in-service, professional meetings of conventions in his major field.

ARTICLE IV

Teaching Hours

A. The work day of class room and other teachers on the salary schedule shall not be required to report earlier than fifteen (15) minutes before the start of their days assignments, at their respective teaching stations, and shall not be required to remain longer than fifteen (15) minutes after school is

dismissed for the day, unless permission to leave early has been granted by the principal or the superintendent. The length of the work day shall be: 7 periods of 55 minutes or its equivalent for secondary school teachers and the same equivalent for kindergarten and elementary teachers. Secondary teachers shall be in their class rooms no later than five (5) minutes before the start of the afternoon classes. Elementary teachers shall also return to their classrooms five minutes before the start of the afternoon classes, unless by mutual arrangement with the principal, the time to return is changed to meet abnormal conditions.

B . All teachers shall be entitled to a duty-free uninterrupted lunch period equivalent to the student lunch period. Noon relief shall be provided for elementary teachers, giving them a duty-free period.

C. Teachers may not normally be required to remain after school for longer than one hour to attend the following staff meetings:

1. General staff meetings or other meetings called by the administration of the school, when all teachers are required to attend, shall be given released time by the administration dismissing school early.
2. The Board expects reasonable active participation in such meetings such as PTA and other school associated organizations, as part of the teachers professional responsibility. Teachers will be expected to take active participation in school assemblies, pep meetings, et cetera.

ARTICLE V

Teaching Loads and Assignments

A. The normal weekly teaching load in the secondary school.

will be 25 teaching periods, unassigned preparation periods, and 5 supervised study periods, unless changed by mutual consent. No departure from these norms, except in case of emergency, shall be authorized without prior consultation with the Association. In the event of any disagreement between the representative of the Board and the Association as to need and desirability of such deviation, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, secondary teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor fields of study.

C. Teachers who will be affected by change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted by the principal as soon as practicable and prior to June 1st. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary teachers to different grade levels unless the teacher requests such change.

ARTICLE VI

Teaching Conditions

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both teachers and the Board. It is also acknowledged that primary duty and responsibility of the teacher is to teach and the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible. A teacher-pupil ratio of 1-30 will be followed as a standard for present room facilities.

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to implement all joint decisions thereon made by its representative and the Association. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained.

C. To relieve teachers of cafeteria, patrol, hall duty, and playground duty, the Board agrees to engage not less than two aides in the elementary schools. The aides will handle noon hour playground supervision and similar non-professional responsibilities.

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

E. The Board shall make available, when conditions permit, adequate lunchroom, restroom and lavatory facilities exclusively for teacher use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

F. Telephone facilities shall be made available to teachers for their reasonable use.

G. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political

activities of any teacher or lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

H. The provisions of this agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, color, religion, national origin, age, sex, or marital status, or membership in or association with the activities of an employee organization. The Board and Association pledge themselves to seek to extend the advantage of public education to every student without regard to race, creed, religion, sex, color, or national origin and to seek to achieve full equality of opportunity to all pupils.

ARTICLE VIII

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 Association and providing for appropriate posting in every school building. No vacancy shall be filled except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least fifteen days.

B. Any teachers may apply for such vacancy. In filling such vacancy, the agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district, and other relevant factors. An applicant with less service in the system shall not be awarded such positions unless his qualifications thereof shall be substantially superior to applicants with greater service. The Board declares its support of a policy of promotions to supervisory and executive levels. "Service" in the system, for the purposes of this agreement, shall mean

continuous employment in a school of the district, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause.

ARTICLE VIII

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 or executive status.

ARTICLE IX

Leave Policies

A. 1. All full time employees shall receive sick leave credit at the rate of ten (10) days per year, the full allowance shall be credited at the beginning of the year.

2. Unused sick leave shall be cumulative to one hundred (100) days.

3. A total of two (2) days will be allowed when requested for personal or business reasons. These two days are deductible from the sick leave credit and are not cumulative.

B. Any teacher who is absent because of injury compensable under the Michigan Workmen's Compensation Law and decisions, shall receive from the Board, for a period of three (3) months the difference between the allowance under Workmen's Compensation and 75% of Contractual salary.

Should the employee require an extension of time beyond the three (3) months period; the sick leave he has accumulated be pro-rated in regard to the additional amount necessary to continue his salary payments.

Thereafter, the employee who has been injured in the course of this employment will receive compensation as provided under Michigan Workmen's Compensation Act. According to the present Act, the weeks of disability need not be consecutive.

C. Any teacher whose illness extends beyond the compensated under Article IX-1 & 2, shall be granted a leave of absence without pay for such a time as is necessary for complete recovery from such

illness. Upon return from leave, a teacher shall be assigned to the same position, or a substantially equivalent position.

D. Leave of absence with pay, chargeable against the teachers allowance for personal business shall be granted for the following reasons:

1. One day, except when travel requires additional time for attendance at the school graduation of a son, daughter, husband or wife.

2. Time necessary for the conduct of personal affairs which cannot be normally handled outside of school hours.

3. Time necessary for the attendance at the funeral service of a person whose relationship to the teacher warrants attendance.

E. A leave of absence with pay shall be approved for the following reasons:

1. A maximum of two (2) days per school year for a death in the immediate family.

2. Court appearance as a witness in any case connected with the teachers employment related to school matters.

3. Approved visitation at other schools or for attending educational conferences or conventions, including Association meetings.

F. Leaves of absences without pay shall be granted upon application for the following purposes:

1. Study related to the teachers license field.

2. Study, research, or special teaching assignments involving advantage to the school system.

The regular salary increment occurring during such period shall be provided.

G. A maternity leave shall be granted without pay, commencing not later than the end of the sixth month of pregnancy, except that when this falls within one school month of the end of the semester. The teacher shall be entitled to return from such leave at any time within one year.

H. Leave of absence will be granted, up to two (2) 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 one (1) year taught for purposes of the salary schedule set forth in the Appendix A of this agreement.

I. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States.

Teachers on military leave shall be given the benefit of one-half ($\frac{1}{2}$) of any increment allowances which would have been credited to them had they remained in active service in the school system.

J. The unused sick leave days accumulated by a teacher with 10 years or more of service, will be paid to the teacher or his estate according to Schedule A - Salary Implementation, Item No. 5.

ARTICLE X

Insurance Protection

A. Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish all teachers the following insurance protection:

B. The Board will provide without cost to the teacher public liability and accident insurance coverage in the amount of not less than \$100,000.00 for each accident of teachers exposed to special and unusual hazards in the course of their work, including driver education teachers, athletic coaches and shop teachers.

ARTICLE XI

Teachers Evaluation

A. All monitoring or observation of work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of evesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

B. A teacher shall at all times be entitled to have a representative of the Association present when he is being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance. When request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

C. No teacher shall be reprimanded, disciplined, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of teachers performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

ARTICLE XII

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 the respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teachers may not

fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teachers of responsibilities with respect to such pupils.

B. Any case of assault upon a teacher shall promptly be reported to the Board or its designated representatives. The Board will provide legal counsel and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

C. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence of duty for any damage or loss to person or property.

ARTICLE XIII

Negotiation Procedures

A. It is contemplated that matters not specifically covered by this agreement of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. In the event the salary schedule is reopened for negotiation, by either party, as provided in Article II of this agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a

revised salary schedule. At least sixty days prior to expiration of this agreement, the parties will likewise begin negotiations for a new agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.

C. In any negotiations described in this article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representative from within or outside the school district. It is recognized that no final agreement between the parties may be extended without a 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.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board to take any other lawful measures it may deem appropriate, including the imposition by the Association of professional sanctions to discourage a teacher from working in the absence of contract.

ARTICLE XIV

Professional Grievance Procedures

A. The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure. Nothing contained herein shall be construed as limiting the right of any teacher with a

grievance to discuss the matter informally with any appropriate member of the administration or proceeding independently as described in Section E of these procedures.

B. Definitions

1. A "grievance" is a claim based upon an event or condition which affects conditions or circumstances related to school operation.

2. The "aggrieved person" is the person or persons making the claim.

3. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this contract.

4. A "party of interest" is a person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

5. The term "days" shall mean calendar days.

C. Structure

1. There shall be one or more Association Representatives (Building Representatives) for each school building to be selected in a manner determined by the Association.

2. The Association shall establish a Professional Rights and Responsibilities Committee, which shall be broadly representative and which shall serve as the Association grievance committee. In the event that any Association Representative or any member of the PR & R Committee is a party in interest to any grievance, he shall disqualify himself and a substitute shall be named by the Association.

3. The building principal shall be the administrative representative when the particular grievance arises in that building.

4. The Board hereby designates the superintendent as its representative when the grievance arises in more than one school building.

D. Procedure

The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent.

If the grievance is filed on or after June 1, the time limits shall be reduced in order to affect a solution prior to the end of the school year or as soon thereafter as is practicable.

1. Level One

A teacher with a grievance shall discuss it with his immediate supervisor or principal: individually, together with his Association Representative or through the Association Representative.

Level Two

(a) In the event the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) days after presentation of the grievance, he may file the grievance in writing with the Association's PR & R Committee. The Association Representative will assist in writing the grievance.

(b) Within five (5) days of receipt of the grievance the PR & R Committee shall decide whether or not there is a legitimate grievance. If the committee decides that no grievance exists and so notifies the claimant, the teacher may continue to process his claim without Association support. If the committee decides there is a legitimate

grievance, it shall immediately process the claim with the superintendent of schools. Within ten (10) days from receipt of the grievance by the superintendent he shall render a decision as to the solution.

Level Three

In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) days from date of receipt of grievance by the superintendent, he may refer the grievance through the PR & R Committee, to the Board of Education's Review Committee. This committee shall be composed solely of members of the Board of Education. Within ten (10) days from receipt of the written referral by the Board, its Review Committee shall meet with the Association's PR & R Committee chairman and the Association's Negotiating Team for the purpose of arriving at a mutually satisfactory solution to the grievance problem. A decision shall be rendered within ten (10) days.

Level Four

In the event the grievance is not satisfactorily resolved at Level Three, or if no decision is reached within the ten (10) day period, the grievance shall immediately be transmitted to the State Labor Mediation Board or to the MTA Board of Reference; either channel may be used at the discretion of the party transmitting the grievance. The decisions shall be binding upon either party.

E. Rights to Representation

Any party of interest may be represented at all meetings and hearings at any level of the grievance procedure by another

teacher or another person. Provided, however, that any teacher may in no event be represented by an officer, agent, or other representative of any organization other than the Association. Provided further, when a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance processing.

F. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice or record. However, if, in the judgment of the Association Representative or the PR & R Committee may process the grievance at the appropriate level.

2. The grievance discussed and the decision rendered at Level One shall both be placed in writing upon request of either party. Decisions rendered at all other levels shall be in writing and shall promptly be transmitted to all parties of interest.

3. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

4. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

5. Forms for filing and processing grievances shall be designed by the superintendent and the PR & R Committee, shall be prepared by the superintendent, and shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.

6. Access shall be made available to all parties, places, and records for all information necessary to the determination and processing of the grievance.

ARTICLE XV

Miscellaneous Provisions

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call as soon as possible but not later than 7:00 a.m., to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of 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, and the Association shall, whenever feasible, have the opportunity in advance, to consult with the Board with respect thereto prior to general publication.

C. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

D. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teachers contracts shall be made expressly subject to terms of this agreement. The provisions of the agreement shall be incorporated into and considered a part of the established policies of the Board.

E. Copies of this agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

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

ARTICLE XVI

Duration of Agreement

This Agreement shall be effective as of _____ and shall continue in effect for three (3) years until the ^{6th} day of June, 1969. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

President

Secretary

EDUCATION ASSOCIATION

President

Secretary

ASHLEY COMMUNITY SCHOOL
Ashley, Michigan

SALARY SCHEDULE
1968-1969

Step	Bachelors	Masters	Non-Degree
Base	6200	6600	5300
Increment 4%	248	264	100
1	6448	6864	5400
2	6696	7128	5500
3	6944	7392	5600
4	7192	7656	5700
5	7440	7920	5800
6	7688	8184	5900
7	7936	8448	6000
8	8184	8712	6100
9	8432	8976	6200
10	8680	9240	6300

up from \$5500

up from \$5900

up from \$4600

ASHLEY COMMUNITY SCHOOL

Extra - Curricular Schedule
1968 - 1969

	% of Base
CLASS SPONSORS	
Grades 9 - 12	1%
HEAD COACH - FOOTBALL	7%
HEAD COACH - BASKETBALL	7%
ASSISTANT COACHES	
J.V. Football	5%
J.V. Basketball	5%
J.H. Basketball	3%
Girls Basketball	3%
J.H. Football	3%
CHEERLEADING	2%
TRACK	4%
BASEBALL	4%
BAND	6%
A.V. DIRECTOR	3%
PLAY DIRECTOR	2%
FORENSIC - DEBATE	2%
ANNUAL	2%
SAFETY PATROL	1%
LIBRARY	\$ 200
HOME ECONOMICS	\$ 300
SPECIAL EDUCATION	\$ 300
ATHLETIC DIRECTOR	\$ 400

Salary Schedule Implementation

1968 - 1969

1. \$15.00 per credit hour, from 11 through 30 the Bachelor scale and from 1 through 30 above the Master scale shall be paid in addition to the salary schedule for teachers earning extra credit.
2. Either M.E.S.S.A. or Blue Cross insurance premiums will be deducted from pays if requested by the teacher.
3. The Ashley Board of Education will provide 10 days sick leave per year, accumulative to 100 days.
4. The Ashley Board of Education will provide 2 days personal business which will be deducted from sick leave.
5. The Ashley Board of Education will pay an amount equal to one-half of the unused sick leave accumulated multiplied by \$10.00 to any employee, who, after having completed 10 years of service, terminates employment through voluntary retirement, forced retirement, of death while under contract.
6. Outside teaching experience shall be allowed to a limit of 5 years. Peace Corps and Military service will be allowed at the rate of 1/2 service time up to a total of 2 years. This shall be part of the 5 year limit.