

1969-70 6/30/70

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PROFESSIONAL EMPLOYMENT CONTRACT

ARTICLE I - Recognition and Definition

The Board recognizes the Association as the sole and exclusive representative for all elementary and secondary classroom teachers who are certificated and regularly employed by the Board: it specifically being the intent of the parties hereto that membership in the association shall not be a condition of employment, nor used as a point of discrimination in the rights, benefits or obligations under this contract.

The term CERTIFICATION as used herein shall mean a teacher who is presently holding a valid certificate issued by the State Board of Education under the requirements of Act 202 of Public Acts of 1903 as amended.

The term REGULARLY EMPLOYED CLASSROOM TEACHER as used herein shall include all those teachers employed full time throughout the school year and in addition thereto special education teachers, guidance-counsellors, librarians, teachers regularly employed on a part-time basis, probationary teachers as stated below, and specifically excluding from the bargaining unit all others and particularly the supervisory staff consisting of the Superintendent, Principals and Assistant Principals, non-supervisory staff consisting of the substitute teachers and non-regularly employed part-time teachers.

The association represents the "Probationary Teacher" in matter of hours, wages, and working conditions, but does not represent them in matters of discharge, reprimand, or transfer for other than Association activities and extra work duties.

The term TEACHER shall refer to all employees represented by the Association as herein defined and masculine gender shall include feminine.

Michigan Board of Education

RECEIVED (3)

OCT 7 1969

OFFICE OF
PROFESSIONAL NEGOTIATIONS

MEA
1216 Kendall
E. Lansing, MI
48823

9/2/69-6/30/70

ARTICLE II - Board of Education Policies and Rights

The existing written policies of the Board shall remain in effect, and, except as they may be superseded by express provisions of this contract, shall govern the employment of the teachers with like effect as the express provisions of this contract. The Board, however, reserves the right to promulgate new policies, or modify existing policies from time to time as the need arises, but not in conflict with the express provision of this contract.

The Board agrees to apply these policies equitably.

The Board on its own behalf and on behalf of the electors of the school 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:

- A. To the executive management and administrative control of the school system and its properties and facilities and the school activities of its employees.
- B. 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. 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.

ARTICLE III - Unpaid Leaves of Absence

A. DEFINITION OF LEAVE -- A leave of absence means that the teacher may return on the proper step of the salary schedule as if the interruption of service had not occurred. All accumulated fringe benefits will be restored. Return from a leave of absence does not entitle said teacher to reinstatement of former position until such time as a vacancy in said position might occur.

A teacher on leave granted under B1 or 2 shall upon return be entitled to all the rights accorded to him under the Tenure Act and in the event that no vacancy exists, the waiting period experienced by said teacher until a vacancy occurs shall be credited to the teacher as time of employment for purposes of salary increments.

Maternity leaves shall be granted without pay, except the Board may in its sole discretion, and upon written request, reinstate the teacher to teaching and apply the provision of ARTICLE II, B, contained herein.

B. Leaves of absence without pay may be granted to teachers for the following purposes:

1. Educational improvement through further training.
2. Educational improvement through travel.
3. Maternity.
4. Illness or injury requiring at least a full school year's leave of absence.

C. ELIGIBILITY -- To be eligible to apply for a leave of absence under B1 or 2, a teacher shall have been employed by the Board for a period of not less than seven (7) full school years, shall not be over sixty (60) years of age, shall not have taken such a leave within five (5) years next preceding the application, shall hold a Master's Degree (except the Board agrees to consider some applications where the purpose is to fulfill the residency requirement for a Master's Degree when these cannot be obtained during the summer session).

To be eligible for B3 or 4, the teacher must have acquired Tenure status.

D. APPLICATION PROCEDURE -- The application under B1 or 2 must be in writing, accompanied by sufficient establishment of the nature of the educational improvement and its value to the school system. This must be filed with the Board no later than April 15, and have endorsed thereon the approval of both Principal and Superintendent.

Written application for maternity leave shall be submitted no later than three (3) months after pregnancy has been determined. Failure to apply for leave within this time may result in dismissal.

E. RIGHTS OF THE BOARD -- The Board may restrict the total number of teachers on leave under B1 or 2, at any one time, not to exceed one (1) teacher per building and not to exceed a total of four (4) teachers at any one time from its entire staff.

The Board has the right to deny the leave of absence if no replacement can be found to fill the vacancy that would be created by the absence of the applicant.

F. LENGTH OF LEAVE -- Leaves granted under B1 or 2, or 4, may be for a period not to exceed one (1) year at the will of the Board. In the case of a maternity leave, the maximum shall be for six (6) months except the Board may, at its will, extend said leave beyond six (6) months, if in its sole discretion it determines the circumstances so warrant.

G. TEACHER RESPONSIBILITIES -- The teacher granted a leave of absence pursuant to B1 or 2 shall as a condition of said grant be under the duty at the end of said leave time to return and teach in this school system for at least three (3) years thereafter.

The teacher shall further be obligated upon completion of said leave to file with the Superintendent a written statement containing college credits earned on said leave, or his itinerary.

A teacher granted a maternity leave shall notify the Board if at any time her condition of pregnancy ceases prior to birth, or said leave shall be automatically terminated and may result in dismissal.

ARTICLE IV - Working hours and Conditions

A. LUNCH PERIODS -- All teachers will have a duty-free lunch period. For all teachers who do not have a full daily relief period, a scheduled lunch period of not less than sixty (60) minutes shall be provided.

All students will be required to eat in a central lunch area and not in regular classrooms in buildings where such area is available.

B. ACTIVITY PERIOD -- Regular teachers will be relieved from their classroom supervision while special activities are being conducted in their rooms.

C. SCHOOL DAY -- The parties agree that a good educational climate can be closer to attainment if the teachers are available for student contact both before and after the official school day. Teachers agree to be in their rooms, or the vicinity of their rooms, not less than twenty (20) minutes before school and to remain there or in an area designated for typing and duplicating activities at least twenty (20) minutes after school. Teachers will normally be in their classrooms at least five (5) minutes before any scheduled class period.

D. SCHOOL YEAR -- The parties agree that the calendar for the school year should not exceed one hundred eighty (180) attendance days. The calendar will be published for the following school year prior to April 1st each year.

E. Smoking is specifically permitted in each Teachers' Lounge.

F. PLAYGROUND DUTY -- The Board will schedule not more than one recess duty per week per teacher.

Teacher supervision for noon hour shall be at least:

High School - 1 teacher
Middle School - 5 teachers
Elementary School - 3 teachers

To be supplied from list of available teachers, list made up by Bangor Board of Education and Bangor Education Association. (See Appendix I of extra curricular salary schedule). The Board of Education will provide sufficient supervisory Aides for playground and halls, during noon hour.

All supervisory personnel will be under direct supervision of Principals, and they will participate in a training period prior to employment.

ARTICLE V - Professional Ethics and Practices

A. Both parties to this Contract recognize that ethical behavior and professional attitudes are necessary for the welfare of our educational endeavors. The professional Code of Ethics authored by the Michigan Education Association and the National Education Association shall be recognized as the guidelines for professional conduct. The Association hereby agrees to encourage teachers in their respect for, and compliance with, these Ethical Codes.

B. TEACHER EVALUATIONS --

1. The Association recognizes the right and responsibility of the Administrative staff to evaluate the performance of teachers. The Association also recognizes the right and responsibility of the administrative staff of the school to visit classrooms for purposes of evaluating and promoting the education program.

2. The School agrees that all observation and evaluation shall be done openly and with full knowledge of the teacher. The Principal shall give prior notification of the first formal evaluation of each year to each probationary teacher.

3. Each teacher shall be given a copy of the criterion of evaluation, on or before the first day of school year.

4. Evaluations by building principals or other local administrative or supervisory officials, placed in a teacher's file shall be reviewed with, and signed by, the teacher prior to their becoming a part of the permanent record, and thereafter may be reviewed upon request. Space will be provided for the teacher's notes and a copy provided for the teacher.

C. The School recognizes that appropriate equipment and materials are necessary to facilitate a sound educational program. Teachers, either individually, or through established committees, shall be given the opportunity to make recommendations concerning educational program and media. The Association recognizes the right of the school to make all final decisions in the adoption of such programs and media.

ARTICLE VI - Professional Growth

A. CONFERENCES AND VISITING DAYS -- A teacher may, at the discretion of the Superintendent, have two (2) days a year with pay for professional visits or for attendance at special conferences for teachers.

B. IN-SERVICE TRAINING -- Teachers will be required to participate in In-Service Training programs, initiated by the Administration and paid by the Board of Education. The Association is given the right and responsibility of planning and organizing the equivalent of one (1) school day of said training, per year, approved by the administration.

The administration will have the responsibility of planning and organizing the equivalent of one (1) school day per year.

Attendance will be required of the staff of the building involved. There will be no loss of pay for such days.

Proposed plans and dates will be presented by October 1st of Contract Year.

C. Any teacher desiring transfer to a different position or desiring a different assignment may apply in writing to the Superintendent stating his reasons therefor.

All reasonable requests shall be fulfilled, if in the opinion of the Board said transfer is justified.

ARTICLE VII - Retirement

Teachers shall retire at age sixty-five (65) except the Board may, upon application of the teacher to the Board, continue the employment if a teacher after age sixty-five (65) upon sufficient showing by a health certificate signed by at least one (1) medical doctor showing that said teacher is physically and mentally capable of teaching under the terms of his contract.

ARTICLE VIII - Fringe Benefits

The Board agrees to jointly participate in an amount not to exceed \$192.00 (one hundred ninety-two dollars) per annum in an optional insurance plan under one carrier accepted by members of the bargaining unit and agrees upon the request of the teachers to use a payroll deduction plan to cover the balance of the premium.

The rate listed above will be adjusted prior to September 1st of each year to meet the basic rates then currently in effect. The Board agrees to pay one-half (1/2) of the above stated amount for part-time teachers.

ARTICLE IX - Sick Leave -- Personal Leave

SICK LEAVE --- Teachers shall be allowed sick leave at the rate of ten (10) days per year, accumulative to one hundred (100) days, for the 1969-70 school year; one hundred ten (110) days for 1970-71 school year, and one hundred twenty (120) days beginning the 1971-72 school year.

A. A teacher may not borrow accumulated sick leave from another teacher.

B. A doctor's certificate may be required after three (3) consecutive days of absence.

C. Absences for each day in excess of allowable sick leave, or personal leave, shall be subject to a salary deduction equal to 1/185 (one one-hundred-eighty-fifth) of the regular teaching annual salary excluding extra duty schedule.

D. Working days to be deducted from accumulated sick leave may be claimed for illness in the immediate family. Family is defined as: mother, father, husband, wife, brother, sister, son, daughter, mother-in-law, father-in-law, maternal and paternal grandparents, and other relatives living in the immediate household.

PERSONAL LEAVE -- Teachers desiring personal leave will submit their application stating reasons to the Principal or Superintendent. These applications must be made at least five (5) days prior to the absence (except in emergency) and are subject to the final approval by the Superintendent. The Principal and Superintendent shall not be obligated to grant more than one (1) application during any one (1) day from any building, nor days immediately preceding or following school holidays. Personal leave shall not be deducted from sick leave. Permission will not be granted for personal leave for Association business.

Up to three (3) working days may be claimed for death in the immediate family (see definition in D above). This paragraph does not refer to funeral leaves which may be granted as personal leave under paragraph one, this section.

ARTICLE X - Grievance Procedure

A. DEFINITIONS --

1. A "grievance" is a claim based upon an event or condition which affects the welfare or conditions of employment of a teacher or group of teachers and arising from the language of this Agreement or an alleged breach thereof. It is expressly understood that a claim based upon an event or condition which does not affect the welfare or conditions of employment of a member of the unit described in Article I above will not constitute a grievance.

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

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

B. PURPOSE --

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given opportunity to be present at such adjustment.

C. PROCEDURE --

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum, and every effort should be

made to expedite the process. If appropriate action is not taken within the time limit specified, the grievance will be deemed settled on the basis of the disposition at the preceding level. Should the grieving teacher leave the employ of the Board, all further proceedings on said grievance shall be barred. The time limits specified may, however, be extended by mutual agreement expressed in written form. In the event a grievance is filed on or after June 1 which, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

1. Level One

A teacher with a grievance will first discuss it with his principal within five (5) calendar days of the occurrence either directly or through the Association's School Representative whose name will be furnished by the Association to the principal, with the objective of resolving the matter informally. If the grievance is not solved informally within five (5) calendar days, the aggrieved person either directly or with the Association's School Representative will restate his grievance in writing signed by the grievant and the A. S. R. A copy of the grievance shall be delivered to the principal within three (3) calendar days. If the grievance involves more than one (1) school building, it may be filed with the Superintendent.

Within five (5) calendar days of receipt of the grievance, the principal shall meet with the grievant in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish the A. S. R. a copy.

2. Level Two

If the grievant is not satisfied with the disposition of the grievance or if no disposition

has been made within the days specified the grievance may be filed with the Superintendent.

Within seven (7) calendar days the Superintendent or his designee shall meet with the teacher either directly or through the A. S. R. on the grievance and shall indicate his disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

3. Level Three

If the grievant directly or through the Association is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within the specified time, the grievance may be filed to the Board of Education by filing a written copy with the Secretary or other designee of the Board. The Board no later than its next regular meeting or two (2) calendar weeks, shall meet with the Association on the grievance.

Disposition of the grievance in writing by the Board shall be made no later than seven (7) calendar days thereafter. A copy of such disposition shall be furnished to the Association.

4. Level Four

If the grievant directly or through the Association is not satisfied with the disposition of the grievance at Level Three or if no disposition has been made within the specified time limits, the grievance may be submitted to the State Labor Mediation Board according to law and within five (5) calendar days following time limits specified at Level Three.

5. Level Five

If the grievant directly or through the Association is not satisfied with the findings, conclusions and recommendations of the State Labor Mediation Board, they may within twenty (20) calendar days submit the grievance to Arbitration.

Within ten (10) calendar days after such written notice of submission to arbitration, the Board Committee and the Grievant and the Association will agree upon a mutually acceptable arbitrator and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will be bound by the rules and procedures of the American Arbitration Association in selection of an arbitrator.

Powers of the Arbitrator. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this Agreement.

- a. He shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
- b. There shall be no appeal from Arbitrator's decision if within the scope of his authority as set forth above. It shall be final and binding on the Bangor Education Association, its members, the employee or employees involved, and the Board.
- c. The fees and expenses of the arbitrator incurred shall be paid by the loser. In case of a split decision each party pays their share of total costs as declared by the Arbitrator.

The provisions of page one, paragraph four of this contract, are in no way to be construed as limiting the rights of a probationary teacher to use this grievance procedure, nor the Association to represent the probationary teacher, when so requested, in the grievance process except in the matters of discharge in accordance with the Tenure Act.

ARTICLE XI - Association Rights and Privileges

In addition to the terms of this contract, and the policies of the Board of Education, the Association is hereby guaranteed all rights established by State Law governing teacher employment, tenure, fair labor practices, and recognition. The Board of Education maintains its prerogatives as established by Law.

A. The Board shall provide a bulletin board to be placed in each Teacher's Lounge for the dissemination of material and information by the teachers. Any vacancies in teaching positions and/or extra curricular school duties will be posted in the Teachers' Lounges for fifteen (15) days. Any qualified teacher in the school system may present a written application for such vacancies to the Superintendent.

B. School reproduction facilities shall not be used for reproduction of Association materials without prior approval of the Board.

ARTICLE XII - Strike Prohibition

The Association recognizes that strikes, as defined by Section 1 of Public Act 336 of 1947 of Michigan, as amended, by teachers are contrary to public policy and the best interests of students, as well as contrary to law. The Board and The Association subscribe to the principle of resolution of differences in an orderly and appropriate manner as befits the high standards of professionalism. Accordingly, the Association agrees that it will not strike or sanction a strike by any member or group of members against the Board during the term of this Agreement; nor will the Association sanction any strike against the Board.

ARTICLE XIII - Teaching Conditions

The parties recognize that optimum facilities for both student and teacher are desirable to insure the high quality of education that is the goal of the Board of Education and the

Association. It is acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed toward 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 wherever possible to meet optimum standards.

The Board of Education recognizes the need for control of class size but that no definite number can be affixed so as to prove or disprove whether a good teaching situation exists.

Where feasible, students who are exceptionally difficult educational or behavioural problems will not be assigned to classes with new and inexperienced teachers, but will be equally divided among the remaining teachers. On request, teachers will provide a list, in rank order, of such problems, but the administrator will decide which ones and how many to assign under the provisions of this paragraph.

B. At least nine and one-half (9 1/2) additional teachers will be hired, five (5) in grades Kindergarten through Fourth grades; two and one-half (2 1/2) in grades Seventh through Twelfth grades; and two (2) Special Education teachers for early and later elementary grades.

C. CLERICAL HELP -- Teachers will be relieved by the use of non-teaching personnel in performing non-teaching and administrative duties such as the following:

1. Secretarial and clerical duties as typing of duplication masters, duplication of materials, provided, copy is exactly as to be duplicated and is presented to the Principal's office forty-eight (48) hours before it is to be used, or if any is to be typewritten, are presented one (1) week early.

2. Summarizing and balancing attendance data, scoring I. Q. and Achievement tests, and money collections.

The Board agrees to provide either one full time teacher's aide or adequate clerical person for each Kindergarten classroom during the first two (2) weeks of school, and will see to it that these persons are available the day school starts.

D. A committee comprised of Building Representatives and Superintendent and Principals of the Buildings will meet to work out techniques for achieving considerations of seniority in the following areas: job opportunities, room assignments, materials and new furniture.

E. The Board recognizes that appropriate texts, library reference materials, maps, and globes, laboratory equipment, audiovisual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar material are the tools of the teaching profession. The parties will confer from time to time through Curriculum Committees 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 representatives and the Association. The Board agrees at all times to keep the schools reasonably equipped and maintained.

F. An Administrative Assistant will be assigned to a building in the absence of a building Principal while away on official business.

G. First-Aid Specialists -- Administration will be appointed until specialists can be trained.

ARTICLE XIV

A. CLEARANCE CLAUSE -- 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.

B. Duration of this contract shall be from September 2, 1969, to June 30, 1970.

C. The parties shall begin negotiating prior to March 1, 1970, for a new agreement.

APPENDIX I
1969-70 SALARY SCHEDULE

| <u>EXPERIENCE</u> | <u>INDEX</u> | <u>B. A. DEGREE</u> | <u>INDEX</u> | <u>M. A. DEGREE</u> |
|-------------------|--------------|---------------------|--------------|---------------------|
| 0 | 100 | \$6,900.00 | 100.00 | \$7,400.00 |
| 1 | 104 | 7,176.00 | 104.25 | 7,714.50 |
| 2 | 108 | 7,452.00 | 108.50 | 8,029.00 |
| 3 | 112 | 7,728.00 | 112.75 | 8,343.50 |
| 4 | 116 | 8,004.00 | 117.00 | 8,658.00 |
| 5 | 120 | 8,280.00 | 121.25 | 8,972.50 |
| 6 | 124 | 8,556.00 | 125.50 | 9,287.00 |
| 7 | 128 | 8,832.00 | 129.75 | 9,601.50 |
| 8 | 132 | 9,108.00 | 134.00 | 9,916.00 |
| 9 | 136 | 9,384.00 | 138.25 | 10,230.50 |
| 10 | 140 | 9,660.00 | 142.50 | 10,545.00 |
| 11 | 144 | 9,936.00 | 146.75 | 10,859.50 |
| 12 | 148 | 10,212.00 | 151.00 | 11,174.00 |
| 13 | 152 | 10,488.00 | 155.25 | 11,488.50 |

Non-Degree Teachers - \$5,800. - \$6,300.

Masters Degree schedule will be paid when a teacher with a Masters Degree is assigned to their major or related fields. This paragraph shall exclude those teachers in the school system on the effective date of this Agreement.

SPECIAL CERTIFICATE SCHEDULE

The salary range for teachers holding a Special Certificate shall be \$5,800 - \$6,300.

CERTIFICATION

Only persons holding a Provisional or Permanent Certificate or those who are consistently working toward a Provisional or Permanent Certificate will be hired as a regular classroom teacher.

EXTRA--CURRICULAR SCHEDULE based on B. A. Degree and M. A. Degree:

| | | | | | | | | | |
|----------------------------|---|-----|-----|-----|------------------------------|----|--------------------------|----|----|
| FOOTBALL & BASKETBALL | 9% | 11% | 13% | 15% | ASSISTANT | 6% | 7% | 8% | 9% |
| JUNIOR HIGH | 5% | 6% | 7% | | | | | | |
| TRACK & BASEBALL | 8% | 9% | 10% | 11% | ASSISTANT | 5% | 6% | 7% | 8% |
| CROSS-COUNTRY | 5% | 6% | 7% | 8% | | | | | |
| AUDIO-VISUAL | 7% | 8% | 9% | 10% | | | | | |
| SCHOOL NEWSPAPER | 5% | 6% | 7% | 8% | (MINIMUM OF NINE (9) ISSUES) | | | | |
| HOME ECONOMICS | 5% of Salary | | | | | | | | |
| AGRICULTURE | 25% of Salary - 48 weeks work | | | | | | | | |
| YEAR BOOK | 5% | 6% | 7% | 8% | | | | | |
| SHOP | 5% | 6% | 7% | 8% | | | | | |
| BAND DIRECTOR | 9% | 10% | 11% | 12% | (SUMMER AND CONCERTS) | | | | |
| CHEERLEADER ADVISOR | | 4% | 5% | 6% | 7% | | | | |
| PLAY DIRECTOR | \$150. per play (JUNIOR PLAY, SENIOR PLAY, ALL SCHOOL PLAYS) | | | | | | | | |
| PRINTING | \$3.75 per hour | | | | | | | | |
| HIGH SCHOOL VOCAL DIRECTOR | | 6% | | 7% | 8% | 9% | plus \$150. for OPERETTA | | |
| DRIVER EDUCATION | \$30.00 per student (Six (6) hours of Driving). \$150.00 - Classroom Instruction as required for full reimbursement. | | | | | | | | |

EXTRA-CURRICULAR SCHEDULE (continued)

NOON-HOUR SUPERVISION 10% of B.A. Base (where duties are in addition to the regular teaching duties). This is based on a sixty (60) minute period and shall be pro-rated for any shorter or longer period of time.

FIRST-AID SPECIALIST 3% of B.A. Base Salary

STUDENT COUNCIL ADVISOR 4% of B.A. Base Salary

1969-70 CLASS ADVISORS:

| | | |
|---|----------|---------------------|
| Senior Class - Advisor | \$90.00 | Assistant - \$60.00 |
| Junior Class - Advisor | \$125.00 | Assistant - \$75.00 |
| Sophomore Class - Advisor | \$85.00 | Assistant - \$55.00 |
| Freshmen Class - Advisor | \$50.00 | Assistant - \$35.00 |
| Eighth Grade Class - Advisor - \$50.00 | | Assistant - \$35.00 |
| Seventh Grade Class - Advisor - \$50.00 | | Assistant - \$35.00 |

BY-LAWS GOVERNING TEACHERS' SALARY SCHEDULE

1. The salary schedule adopted is a part of this contract and all members of the teaching staff of the school district shall receive salaries in accordance with their schedule and these by-laws. None of these by-laws is retroactive.

2. Advancement on the salary schedule shall be automatic and mandatory, each teacher advancing one step on the schedule September 1st of each year after completion of a full school year of teaching service. One-half (1/2) of an increment will be granted for a semester of experience, or a year of teaching half days.

3. A teacher entering the employ of the School District shall, upon recommendation of the Superintendent, receive up to a maximum of five (5) years of credit on the salary schedule if the experience occurred within the ten (10) years preceding employment in the Bangor System.

A. PAYROLL DEDUCTIONS - When duly authorized by the individual, the Board agrees to deduct from teacher's salaries the following:

1. Professional Dues
2. Credit Union
3. Community Chest
4. Tax Sheltered Annuities

All funds collected as a result of such deductions shall be promptly remitted to the appropriate financial officer designated by the Association.

Any other deductions will be duly authorized by the individual if agreed by the Association and the Board.

Deductions of less than five dollars (\$5.00) per month will not be allowed except for Insurance.

B. Credit to a maximum of two (2) years shall be granted for military service after proof of employment as a teacher in a school district prior to military service.

C. Transfer from one salary schedule to another based on a newly earned degree is effective at the beginning of the school calendar year following the awarding of the degree.

IN WITNESS WHEREOF THE PARTIES HEREUNTO SET THEIR HANDS AND SEALS.

BANGOR EDUCATION ASSOCIATION

BY Evelyn Balzer
President

BY Howard W. Wood
Negotiator

BY John Rathbone
Negotiator

BOARD OF EDUCATION OF
BANGOR PUBLIC SCHOOLS,

BY Ronald Piper
President

BY Burtis G. McKane
Secretary

BY Wm. F. Wokeck
Treasurer