

Proposed Agreement

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BEDFORD PUBLIC SCHOOLS
TEMPERANCE, MICHIGAN

PROPOSED EDUCATION ASSOCIATION AGREEMENT

This agreement entered into this 1st day of June, 1966, by and between the Board of Education of the Bedford Public Schools, Monroe County, Michigan, hereinafter called the "Board," and the Bedford Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Bedford is their mutual aim and that the character of such education depends predominantly 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 a statutory obligation, 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:

*MEA
1216 Wendale
East Lansing, Mich. 48823*

Bedford Public School

ARTICLE I

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 academically and vocationally certified personnel. The term "teacher," when used hereinafter in this 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.

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. Such sum shall be deducted as dues from the regular salaries of all teachers, when signed payroll orders are received, and remitted not less frequently than monthly to the Association, ~~provided bookkeeping facilities are available.~~

ARTICLE II

Teacher Rights

A. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency.

B. The Association and its members shall apply to use school building

facilities for meetings, subject to existing rules of Board of Education. Faculty room bulletin boards shall be made available to the Association and its members.

C. The Board agrees to furnish to the Association in response to pertinent requests, all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association 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

Professional Compensation

A. The salaries of teachers covered by this agreement are set forth in Schedule A which is attached to and incorporated in this agreement. Such salary schedule shall remain in effect during the one-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 negotiations of such salary schedule, or any other clause or part of this agreement.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined in Article V, from Labor Day to the 9th day of June, during normal teaching hours. The teacher shall be paid at the rate of five dollars per hour in addition to his base salary, or given equivalent released time for all time spent after the regular school day in parent-teacher conferences, PTA meetings, supervision of extra-curricular activities of students, teaching meetings extending more than one hour beyond school time of any day,

or on Saturdays, Sundays or holidays, and attendance at any educational or civic functions where attendance is not voluntary but required by written order of the Board of Education. Extra duty assignments for which a salary schedule has been established are excluded from the application of this section.

C. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, shall be released from regular duties without loss of salary or sick leave days. The time of these negotiations shall be mutually agreed upon.

D. A teacher shall be released from regular duties without loss of salary for the purpose of participating in teacher institutes authorized by Statute, and other professional meetings subject to the approval of the Superintendent of Schools. Visitations shall also be covered by this section.

ARTICLE IV

Teaching Hours

A. The schedule of classes in both the elementary and the secondary schools shall be established by the administrative staff. The teachers and the building principals shall determine the time for arrival and departure of teachers to best implement the established schedule.

B. All teachers shall be entitled to a 30-minute duty-free, uninterrupted lunch period.

ARTICLE V

Teaching Loads and Assignments

A. In making staff assignments, the Board of Education will strive to meet the criteria established by the North Central Association.

B. Teachers who will be affected by a change in grade assignments in the elementary school grades, and by changes in subject assignment in the secondary school grades, will be notified and consulted by their principals prior to June 1, if possible, or as soon thereafter as practical.

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 teacher and the Board. It is also 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 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 wherever possible.

Enrollment in the elementary grades shall be established at a pupil-teacher ratio of 30 to 1, with a maximum deviation of one pupil permitted. When the total enrollment in any elementary grade increases 28 per grade during the first semester, a new class shall be established at the beginning of the second semester. At no time shall the enrollment in any one classroom exceed 32 pupils, when this occurs pupils shall be transferred wherever possible to reduce the class size accordingly.

The maximum teacher load in the secondary schools shall follow the current criteria set forth by the North Central Association.

B. The Board of Education shall provide playground supervisors during the pupils' lunch period recess.

C. A committee of teachers and administrators shall be formed to initiate a program to relieve teachers of certain bookkeeping duties effective for the 1966-67 school year.

D. The Board shall make available in each school, adequate lunchroom, restroom and lavatory facilities exclusively for adult use and at least one room, appropriately furnished, which shall be reserved for use as a faculty workroom in which smoking shall be permitted, excluding outlying school buildings where existing facilities are inadequate.

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

F. The private and personal life of any teacher is not within the appropriate attention or concern of the Board except as defined by the law, the Teachers Code of Ethics and the State Tenure Act.

ARTICLE VII

Vacancies and Promotions

A. Whenever any new professional position is created, the Board shall publicize the same by giving written notice of said vacancy to each teacher. Whenever any vacancy shall occur in any existing professional position, notice of said vacancies shall be posted in each building maintaining an office. No vacancy shall be filled, except on a temporary basis, until such vacancy shall have been posted for at least 14 days.

B. Any teacher may apply for such a vacancy. In filling such vacancy, the administrative staff and 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 shall adhere

to the policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels, whenever possible. Service in the system for purposes of this agreement shall mean continuous employment in a school of the district.

C. Nothing in Article VII, Sections A and B, shall abrogate the legal responsibilities and rights of the Board of Education and the Superintendent of Schools in the assignment and promotion of employees.

ARTICLE VIII

Transfers

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

B. 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 all the accumulated benefits as he may have had under this agreement prior to such transfer and while serving in an supervisory or executive position.

C. Nothing in Article VIII, Sections A and B, shall abrogate the legal responsibilities and rights of the Board of Education and the Superintendent of Schools in the transfer of employees.

ARTICLE IX

Leave Pay

A. All teachers absent from duty because of personal illness who have been in the employ of the Board for less than two years, shall be allowed to draw upon their unearned sick leave up to a maximum of 10 days. Teachers who have been in the employ of the Board more than two years, and who are absent from duty because of personal illness, shall be allowed to draw upon their unearned sick leave up to a maximum of 20 days. Unearned sick leave used in

the manner described above shall not be deducted from earned future sick leave at a rate greater than 5 days per year.

Employees who leave the school system to seek other employment, and whose sick leave account is not in balance, shall have their salaries reduced proportionately.

B. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmens' Compensation Law shall receive Workmens' Compensation in lieu of sick leave.

C. Each teacher shall be entitled to one day's sick leave for each month of employment, or major fraction thereof, and the portion of each year's unused leave which shall be available in future years. There shall be no limit to the number of sick leave days a teacher may accumulate.

D. The Board of Education reserves the right to require a doctor's certificate or other evidence of illness.

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 without pay for the illness period. The Board of Education may renew this leave at its option. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position. Application of this policy shall be considered only at the beginning of each semester.

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

- (1) A maximum of five days per school year for a critical illness in the immediate family. Immediate family shall be interpreted as: Father, mother, husband, wife, child, sister, brother, or a dependent of the immediate household residence.

- (2) One day, when emergency illness in family requires a teacher to make arrangements for necessary medical or nursery care.
- (3) One day, except when travel requires additional time, for attendance at the school graduation of a son, daughter, husband or wife.
- (4) Time necessary for attendance at the funeral service of person other than immediate family, at the discretion of the Superintendent of Schools.
- (5) Two personal business days may be granted, upon application, at the discretion of the Superintendent of Schools.

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

- (1) A maximum of five days for a death in the immediate family. Immediate family shall be interpreted as: Father, mother, husband, wife, child, sister, brother, or a dependent of the immediate household residence.

D. Leaves of absence, without pay, shall be granted upon application, for study or research approved by the Board, for not more than one year. The regular salary increment and all other benefits occurring during such period shall be allowed.

E. A maternity leave shall be granted, without pay. The time the leave shall commence shall be determined by medical advice and by the Superintendent of Schools.

F. Teachers who are officers of the state association or are appointed to its staff, should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the association. Teachers given leaves of absence, for one year, without pay, shall receive credit toward annual salary increment on the schedule appropriate to their rank.

G. The Board shall grant, upon application, a leave of absence, without pay, to any teacher to campaign for, or serve in, a public office.

H. Returning to work following a leave as defined in Sections A, D, E, F, and G, will be permitted only at the beginning of a semester.

ARTICLE XI

Insurance Protection

The Board agrees to pay 50% of the cost of basic major-medical insurance for all certified teachers.

ARTICLE XII

Teacher Evaluation

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

B. No teacher shall be warned, reprimanded, or disciplined in the presence of pupils or at a public meeting, by the Board of Education or administrative staff.

C. No teacher shall be disciplined, reprimanded, reduced in compensation or deprived of any professional advantage without just cause. Adverse evaluation of teacher performance asserted without just cause by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

ARTICLE XIII

Protection of Teachers

A. The Board and the administrative staff recognize their responsibility to give all merited support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Pupils appearing to require the attention of specialized personnel shall be referred to the administrative staff, who shall take immediate steps to provide diagnostic services. Removal of the pupil from the classroom shall be contingent upon the results of the diagnostic evaluation.

B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will advise the teacher of his rights and obligations with respect to such assault and shall render

all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

C. The Board shall provide, upon application by the teacher, such protective clothing as is required by the teaching assignment.

ARTICLE XIV

Negotiation Procedures

A. It is contemplated that hours, wages and employment not specifically covered by this agreement 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 discussions, 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 the 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 representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association.

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 or take any other lawful measures it may deem appropriate.

ARTICLE XV

Grievance Procedures

A. Definitions

1. A "grievance" is a claim based upon an event or condition which affects conditions or circumstances related to school operation and within the terms of this agreement.
2. The "aggrieved person" is the person or persons making the claim, or the Board of Education.
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 the 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.

B. Purpose.

The primary purpose of this procedure is to secure, at the lowest/^{level}pos-
sible, 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.

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 Representative or any member of the PR and 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.

2. 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 and R Committee. The Association Representative will assist in writing the grievance.
- (b) Within five (5) days of receipt of the grievance, the PR and R Committee shall decide whether or not there is a legitimate grievance. If the committee decides that no grievance exists and so notified 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, in writing, 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.

3. 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 and R Committee to the Board of Education. Within twenty (20) days from receipt of the written referral by the Board, its Review Committee shall meet with the Association's PR and 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.

4. 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.

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 other educational association or labor union other than B.E.A.

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 and R Committee, the grievance affects a group of teachers, the PR and R Committee may process the grievance at the appropriate level.
2. The grievance discussed and the decision rendered at Level One may 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 and 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 XVI

Miscellaneous Provisions

- A. The Association may request from the Board regarding fiscal, budgetary and tax programs affecting the district. The Association shall have the opportunity to consult with the Board with respect thereto prior to final adoption.
- B. 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.
- 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. If any provision of this agreement or any application of this 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.

E. All certified teachers shall receive all of the benefits granted in the master agreement to certified teaching personnel.

F. Secondary schools shall be defined as those maintaining grades 7 through 12 inclusive.

G. Elementary schools shall be defined as those maintaining grades Kindergarten through 6.

ARTICLE XVII

Duration of Agreement

This Agreement shall be in full force and effect from _____
_____, 1966, to and including _____
and shall continue in full force and effect from year to year thereafter,
unless written notice of desire to cancel or terminate the Agreement is
served by either party upon the other at least sixty (60) days prior to date
of expiration.

It is further provided that where no such cancellation or termination
notice is served and the parties desire to continue said, either party may
serve upon the other a notice, at least 60 days prior to _____
or _____ of any subsequent contract year, advising that
such party desires to continue this Agreement but also desires to revise or
change terms or conditions of such Agreement.

BOARD OF EDUCATION

By _____
Its President

By _____
Its Secretary

EDUCATION ASSOCIATION

By _____
Its President

By _____
Its Secretary

TENTATIVE SALARY SCHEDULE 1966-67

Bedford Public Schools

YEARS	NON-DEGREE	B. A.	B. A. +15	M. A.	M. A. +15
1	\$4650	5350	5600	5850	6100
2	4750	5650	5900	6150	6400
3	4850	5950	6200	6450	6700
4	4950	6250	6500	6750	7000
5	5050	6600	6850	7100	7350
6	5150	6900	7150	7400	7650
7	5250	7250	7500	7750	8000
8	5350	7550	7800	8050	8300
9	5450	7900	8150	8400	8650
10	5550	8200	8450	8700	8950
11	5650	8550	8800	9050	9300

BEDFORD PUBLIC SCHOOLS

TEMPERANCE, MICHIGAN

SUPPLEMENT TO SCHEDULE "A" OF THE MASTER AGREEMENT

The following personnel shall be placed on index ratio based on the maximum salary for teachers holding the M.A. degree.

DIAGNOSTICIAN
SCHOOL SOCIAL WORKER

Service Year	Employed 10 Months
1	1.00
2	1.02
3	1.04
4	1.06
5	1.08
6	1.10
7	1.12
8	1.14
9	1.16
10	1.18
11	1.20

DIRECTORS

Service Year	Employed 9 $\frac{1}{2}$ Months	Service Year	Employed 10 Months	Service Year	Employed 11 Months
1	1.05	1	1.10	1	1.20
2	1.07	2	1.12	2	1.22
3	1.09	3	1.14	3	1.24
4	1.11	4	1.16	4	1.26
5	1.13	5	1.18	5	1.28
6	1.15	6	1.20	6	1.30
7	1.17	7	1.22	7	1.32
8	1.19	8	1.24	8	1.34
9	1.21	9	1.26	9	1.36
10	1.23	10	1.28	10	1.38
11	1.25	11	1.30	11	1.40

1. Psychometrist

This position should be on the regular teacher salary schedule with work beyond the normal school year compensated for on a basis pro-rated from their normal salary.

2. Persons not now employed by the Bedford Public Schools whose job classification would not place them on any existing schedule or index.

That any person to be employed in the future by the Bedford Public Schools, who would not belong on one of the established salary schedules shall initially be placed on the regular teacher salary schedule at the appropriate step for their training and experience, and that as soon as possible after school commences, an index or schedule for that position be established by the B.E.A. and the Board of Education, and that any increase resulting therefrom shall be retroactive to the date of employment.

This Supplement to Schedule A shall be in full force and retroactive as of July 1, 1966.

BOARD OF EDUCATION

By _____
Its President

By _____
Its Secretary

EDUCATION ASSOCIATION

By _____
Its President

Dated: November 11, 1966

By _____
Its Secretary

BEDFORD PUBLIC SCHOOLS

TEMPERANCE, MICHIGAN

TEACHERS SALARY SCHEDULE

Adopted August 15, 1966

Service Year	Years of Professional Training		
	No Degree	B.A. Degree	M.A. Degree
1	4,650	5,350	5,850
2	4,750	5,650	6,150
3	4,850	5,950	6,450
4	4,950	6,250	6,750
5	5,050	6,600	7,100
6	5,150	6,900	7,400
7	5,250	7,250	7,750
8	5,350	7,550	8,050
9	5,450	7,900	8,400
10	5,550	8,200	8,700
11	5,650	8,550	9,050

B.A. + 15 hours -- \$250.00 additional at each step

M.A. + 15 hours -- \$250.00 additional at each step

BEDFORD PUBLIC SCHOOLS

TEMPERANCE, MICHIGAN

The following personnel shall be placed on index ratio, based on the maximum salary for teachers holding the M.A. Degree

SENIOR HIGH PRINCIPAL
DIRECTOR OF INSTRUCTION

<u>Years Employed</u>	
Exp.	11 Months
0	1.30
1	1.32
2	1.34
3	1.36
4	1.38
5	1.40
6	1.42
7	1.44
8	1.46
9	1.48
10	1.50

CLASS "A" EL.COORDINATOR
JUNIOR HIGH PRINCIPAL

<u>Years Employed</u>	
Exp.	11 Months
0	1.26
1	1.28
2	1.30
3	1.32
4	1.34
5	1.36
6	1.38
7	1.40
8	1.42
9	1.44
10	1.46

CLASS "B" ELEMENTARY
25 OR MORE TEACHERS

<u>Years Employed</u>	
Exp.	10 Months
0	1.16
1	1.18
2	1.20
3	1.22
4	1.24
5	1.26
6	1.28
7	1.30
8	1.32
9	1.34
10	1.36

ASSISTANT PRINCIPAL
HIGH SCHOOL

<u>Years Employed</u>	
Exp.	11 Months
0	1.21
1	1.23
2	1.25
3	1.27
4	1.29
5	1.31
6	1.33
7	1.35
8	1.37
9	1.39
10	1.41

CLASS "C" ELEMENTARY
LESS THAN 25 TEACHERS

<u>Years Employed</u>	
Exp.	10 Months
0	1.12
1	1.14
2	1.16
3	1.18
4	1.20
5	1.22
6	1.24
7	1.26
8	1.28
9	1.30
10	1.32

DIRECTOR OF
VOCATIONAL EDUCATION

<u>Years Employed</u>	
Exp.	11 Months
0	1.20
1	1.22
2	1.24
3	1.26
4	1.28
5	1.30
6	1.32
7	1.34
8	1.36
9	1.38
10	1.40

BEDFORD PUBLIC SCHOOLS

TEMPERANCE, MICHIGAN

ATHLETIC SCHEDULE 1966-67

Business Manager	1,000.00
SENIOR HIGH FOOTBALL	
Head Coach	850.00
(5) Assistant Coach	450.00
JUNIOR HIGH FOOTBALL	
2 - Ninth Grade Coach	350.00
2 - Assistant Ninth Grade Coach	225.00
2 - Eighth Grade Coach	225.00
2 - Seventh Grade Coach	225.00
SENIOR HIGH BASKETBALL	
Head Coach	850.00
Reserve Coach	450.00
JUNIOR HIGH BASKETBALL	
2 - Ninth Grade Coach	350.00
2 - Eighth Grade Coach	250.00
2 - Seventh Grade Coach	175.00
2 - Sixth Grade Coach	125.00
SENIOR HIGH WRESTLING	
Head Coach	450.00
Reserve Coach	300.00
JUNIOR HIGH WRESTLING	
2 - Ninth Grade Coach	250.00
SENIOR HIGH BASEBALL	
Head Coach	450.00
Reserve Coach	300.00
SENIOR HIGH TRACK	
Head Coach	450.00
Reserve Coach	300.00
JUNIOR HIGH TRACK	
2 - Coach	175.00
Cross Country Coach	200.00
Bowling Coach	100.00
Golf Coach	150.00
Tennis Coach	150.00
Trainer (for all sports)	750.00
2 - Junior High Equipment Managers	200.00
Intra-mural Manager	500.00
G.A.A. Director	300.00

BEDFORD PUBLIC SCHOOLS

TEMPERANCE, MICHIGAN

SCHEDULE A

VOCATIONALLY CERTIFIED

The beginning salary for vocationally certified personnel who do not possess a valid college degree, shall be established at the fifth step of the B.A. salary schedule, when the vocational teacher substitutes comparable approved work experience and technical training.

EXTRA-DUTY ASSIGNMENTS WHEN AUTHORIZED BY THE ADMINISTRATIVE STAFF

SENIOR HIGH BAND DIRECTOR

Marching season and after-school hours instrumental music program for the school year -- \$1,500.00.

Summer band: \$1,200.00.

JUNIOR HIGH BAND DIRECTOR

Marching season and after-school hours instrumental music program for the school year -- \$1,000.00.

Summer band: \$1,200.00.

Vocational Agriculture -- summer program: \$2,380.00.

Parking lot Supervisor: \$300.00.

Play Director (production not a part of regular curriculum): \$100.00.

Debate Coach: \$300.00.

Department Heads: \$200.00.

Visual Aids: \$300.00.

Club Advisor: \$50.00.

Class Advisor -- Senior: \$150.00
Junior: \$100.00
Sophomore: \$50.00

Cheer Leader Advisor: \$100.00

Driver Training: \$5.00 Per hour.

SPECIAL EDUCATION

Qualified teachers who are employed for the school year of 1967-68 and who are assigned to special education classes, as defined by the Department of Education, with the adoption of the attached salary schedule, shall be placed on the regular schedule with a \$300.00 differential. Teachers already under contract, however, shall continue to receive the present differential of \$500.00.

SUBSTITUTE TEACHERS

Substitute teachers shall receive \$22.00 per day.

REIMBURSEMENT FOR STUDY

The Board of Education shall reimburse teachers, under regular contract, for college credits earned in areas related to their chosen fields, over and above the requirements for permanent certification at the rate of fifteen dollars (\$15.00) per semester hour, provided the teacher returns for a school year. This amount is to be paid upon the presentation of receipts and credits earned. This policy shall not be applicable to those teachers who receive grants from private foundations, State, Federal or local scholarship grants.