

8/30/68

The Board of Education of the Beecher School District and the Beecher Education Association do hereby agree that the welfare of the children of the Beecher School District is paramount in the operation of the schools and will be promoted by both parties.

OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

Recognition

- A. The Beecher Board of Education, hereinafter called "the Board," hereby recognizes teaching as a profession and the Beecher Education Association, hereinafter called "the Association," as the exclusive bargaining representative, as defined in Section 11, of Act 379, Public Acts of 1965, for all professional personnel, and specifically including all classroom teachers, permanent substitutes, daily substitutes, guidance counselors, librarians, school psychologists and diagnosticians, special education teachers, speech correctionists, department chairmen, school nurses, teaching consultants, but excluding:

noon-hour lunch personnel, accounting office, clerical, data processing, technician and photographic personnel, administrators and executive personnel; maintenance, plant, cafeteria, transportation personnel and mechanics.

Only certified personnel, as defined in Appendix A, shall be used in the classroom to instruct children. Any non-certified personnel used in the classroom will be under the supervision of certified personnel. Any exceptions to this section may be granted only by mutual agreement between the Board and the Association.

- B. The Association recognizes that the Board of Education is charged by law with certain responsibilities which it must assume and discharge and which may not be delegated. Nothing herein stated, or inferred, shall abrogate or usurp the responsibilities of the Board as the final determinant of policy, not inconsistent with the terms of this Agreement.
- C. The purpose of this recognition is the mutual agreement that the parties will negotiate with regard to all matters of common concern and according to the procedure set forth in Public Act 379. The two groups shall view the consideration of matters of mutual concern as a joint responsibility.
- D. The term "teachers," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating units as defined in Article I, Section A, and reference to male teachers shall include female teachers.
- E. The Board agrees not to negotiate with any teachers' organization other than the Association, or groups of teachers, or individual teachers for the duration of this Agreement.
- F. Nothing contained herein shall be construed to prevent any individual teacher or groups of teachers from presenting a grievance to representatives of the Board and having the grievance adjusted, without intervention of the Association, provided that the Association has been given opportunity to be present at such adjustment.

FOR
REVIEW

RECEIVED
SEP 13 1968
OFFICE OF PROFESSIONAL NEGOTIATIONS

Beecher Board of Education

2. Yes
3. 8-30-68
4. No
5. Yes

MEA
1216 Kendale
E. Lansing,
MI 48823

Article I-con't.

- G. This Agreement shall supercede any rules, regulations, policies or practices heretofore regulation relationships between the Association and the Board.
- H. If any provision of this Agreement or any application of the Contract to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE II

Negotiation Procedures

- A. It is contemplated that matters not specifically covered by this Agreement but 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, furnishing necessary information and otherwise constructively considering and resolving such matters.
- B. Meetings:
1. Meetings shall be called by the written request of any one of the parties involved, namely: The Association, the Board of Education. Requests for meetings should contain specific statements as to the reason for the request.
 2. Within five (5) calendar days of the receipt of such request, written agreement shall be reached as to the time and place for the meeting. The meeting shall be held normally within fifteen (15) calendar days of the receipt of the request, except because of vacations, teachers' conventions etc., which influence the customary time table or unless there is agreement by both parties to an extension of time.
- C. Content of Proposals:
- The party requesting the meeting shall submit written proposals to the other party not less than five (5) calendar days before the date set for the meeting. Each party shall provide such information as is pertinent to the proposal.
- D. Negotiating Representatives:
- In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating 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 membership of the Association and by the Board of Education, but the parties mutually pledge that representatives selected by each shall be given all necessary power, authority and information to make proposals, consider proposals, and make concessions in the course of negotiating or bargaining, subject only to ultimate ratification.
- E. Exchange of Facts, Views:
- Facts, opinions, proposals and counterproposals will be exchanged freely during the meeting (and between meetings, if advisable) in an effort to reach mutual understanding and agreement.
- The Association Negotiating Committee and the Representatives of the Board will act, as far as possible, as a committee of the whole.
- F. Requests for Assistance:
1. The participants may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions.
 2. All participants have the right to utilize the services of consultants in the deliberations.
- G. Agreements:
- When the participants reach agreement, that portion will be reduced to writing at that meeting, and signed by the negotiators of both the Beecher Board of Education and the Beecher Education Association. When ratified by both the Association and the Board, this Agreement becomes an official part of the contract and becomes a part of the official minutes of the Board. When appropriate, provisions in this Agreement shall be reflected in the individual teachers' annual salary statement.

ARTICLE II-con't.

G. con't.

Benefits from resulting agreements will not depend upon teacher organization affiliation to be applicable to each teacher.

H. Recess:

Either party may request a recess. The length of recess shall be determined at the time the request for recess is made. Recesses shall not exceed a twenty-four (24) hour time period, unless by mutual agreement.

I. Appeal Board:

If agreement is not reached within forty-five (45) calendar days from date of request for meeting, a local Appeal Board may be established at the request of either party. This Appeal Board shall consist of seven (7) members:

1. Three appointed by the Board: Two to be members of the Board, and the third not a member of the Board.
2. Three appointed by the Board of Directors of the Association: Two to be members of the Professional Negotiations Committee and the third not to be a member of the Professional Negotiations Committee.
3. The seventh (7th) member of the Appeal Board shall be selected by the above named members and shall serve as chairman of the Appeal Board.

J. Local Appeal Board Procedures:

1. The Local Appeal Board shall have fourteen (14) calendar days from the date of establishment within which to affect a settlement. A seven (7) day extension shall be granted if all parties agree.
2. The Local Appeal Board may hold hearings, interview witnesses, and in general do whatever it deems necessary to bring about agreement between the two parties.
3. The Local Appeal Board shall prepare and make public written recommendations within fifteen (15) calendar days from the date of establishment.

K. If the parties fail to reach an agreement after all efforts at local levels of negotiations have been exhausted either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate, including the imposition by the Association of professional sanctions to discourage teachers from working in the absence of an agreement between the two parties.

ARTICLE III

Teachers' Rights

- A. Consistent with the Code of Ethics of the Education Profession, membership in the Association shall be open to all teachers regardless of race, creed, sex, marital status, or national origin.
 - 1. Teachers may sign and deliver to the School Board an assignment authorizing the deduction of dues or other deductions of the Association, the Michigan Education Association, and the National Education Association.
 - 2. Such sums shall be deducted from their salaries and remitted at regular monthly intervals to the Association.
- B. It is recognized that because of personal reasons some teachers object to joining any organization engaged in collective bargaining. At the same time, it is recognized that the proper negotiation and administration of collective bargaining agreements entail expense which is appropriately shared by all teachers who are beneficiaries of such agreements. To this end, in the event a teacher, with the exception of daily substitutes, shall not join the Association and execute authorization for dues deduction in accordance with Article III of this Agreement, such teacher should cause to be paid to the Association, a sum equivalent to the dues and assessments referred to in Article III, Section A, 1 of this Agreement.
- C. The Board agrees to review the individual conduct of any teacher in the system and assess their professional competence in view of recommendations made by the Association for further employment in the district as an educator.
- D. Teachers may sign and deliver to the School Board an assignment authorizing the deduction of Flint Teachers Credit Union payments, tax sheltered annuity installments, premiums for school approved insurance programs and United States bond payments sufficient to purchase the smallest denomination bond.

Such authorization shall be submitted to the Business Office on or before the Monday following the third pay date of the school year except that teachers who are employed after school starts shall have thirty (30) calendar days to submit such authorization.
- E. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- F. The Association shall have the right to use school building facilities at all reasonable hours for meetings. Requests for General Meetings shall be made through the Adult Education Office. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off the school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members for Association purposes.
 - 1. Upon written request the Board shall provide released time to the Association for the required B.E.A. General Meetings, not more than four (4) hours of class time annually. No school day will be shortened by more than one (1) hour for such a meeting. Additional time may be granted by mutual agreement between the Association and the Board.

Article III- con't .

2. The Board shall provide time during working hours without loss of time or pay for the President of the Association to confer with the Board or its representatives or to promote the general welfare of the Beecher School District.
 - a. If the President is a secondary teacher, the Board will give him one (1) less assigned class period per day. His preparation time and his released time will be scheduled contiguously.
 - b. If the President is an elementary teacher, the released time will be provided on the basis of one (1) day per week or any variation of this time on a regular daily schedule mutually satisfactory to all parties.
 - 3 The Board shall assist the Association's employed secretarial staff by providing office space, use of duplication machines, office equipment and will assist the Association to obtain telephone facilities at the expense of the Association.
 4. When negotiating meetings are called during the school day, the members of the negotiating committee will be released from their regular duties without loss in pay.
 5. Any official of the Association who finds it necessary to attend a scheduled Association conference or convention shall be provided with released time, with full salary, to attend these meetings.
 6. Thursdays, upon the close of school, time shall be set aside to accomodate the holding of Association General, Board, and Committee meetings. Other after school hours may be used providing they do not constitute a conflict.
 7. The Board shall make available to the Association in response to their requests from time to time all information concerning the financial resources of the district, including, but not limited to: annual financial reports and audits, register of certified personnel, tentative budgetary requirements and allocations (including county allocation board budgets), agenda and minutes of all Board meetings, treasurer's reports, census and membership data, payroll and other public information as will assist the Association to process any grievance, complaint or to assist them with their negotiation proposals.
- G Written requests for advancement on the salary schedule because of graduate work shall be accompanied by official transcripts. Such requests and transcripts must be submitted to the Office of the Superintendent by November 15th for the first semester and by April 15th for the second semester. If said dates fall on Saturday or Sunday, the following Monday will be the official date. Salary adjustments will be retroactive to the first day of said semester and prorated over the remaining pay periods of the year.
- H Professional Responsibilities
1. Each teacher may, if requested, serve on one committee of his choice, whose work is associated with the improvement of school services. Members of such committees will not require released time or additional compensation unless the work of the committee requires more than an average of five (5) hours per month. Additional compensation shall be reimbursed at the same rate teachers are reimbursed for temporary substituting. Approval should be received from the administration in advance to exceed five (5) hours.

Article III-con't.

2. All teachers should remain alert to the major trends in education and maintain a professional attitude free of inflexible resistance to change. In-service programs, educational conferences, and all other professional meetings for which released time is provided shall be faithfully attended. It would be reasonable to expect salary deductions when absence is not excused by the Principal.
3. A teacher's dress, appearance, and actions, should reflect the dignity of the profession.

ARTICLE IV

Teaching Conditions

A. Pupil-Teacher Ratio:

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 the Association and the Board. The parties acknowledge that the primary duty and responsibility of the teacher is to teach and that the organization of the schools and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

1. We agree that a maximum classload for the Junior First Grade will be twenty (20) and that where other class size exceeds thirty (30) the Negotiations Committee will meet with the representatives of the School Board to discuss this situation and arrive at a mutually satisfactory solution.
2. When the teacher's class load exceeds these limits, he shall report the situation to the Association Representative so these results can be compiled and the Negotiating Team be so informed.
3. The parties recognize that children having special physical, mental, and emotional problems may require specialized classroom experience and that their presence in a regular classroom may interfere with the normal instructional program and place extraordinary and unfair demands upon the teacher. Special attention will be given by reducing class size where special students, as determined by the principal, are placed in a regular classroom.
4. Those teachers who are transferred temporarily to another school in the district at the request of both the Administration and the teacher shall have a statement, in writing, that they temporarily left their old position and may return to their exact, same position when they have served one (1) year. A one year extension may be granted by mutual consent.

B. The Board shall furnish, without charge, protective garments for art teachers, home economics, industrial education, and laboratory science teachers.

1. These garments shall be of a quality in keeping with the professional standard of teachers.
2. They shall be ordered by the Department Head with the approval of the Board or their representatives.

C. Appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, musical instruments, art supplies, athletic equipment, current periodicals, standard tests, and questionnaires, reading tables, 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 will promptly undertake to implement all joint decisions therein made by its representative and the Association.

ARTICLE IV-con't.

- D. It is mutually agreeable that the Board will furnish all necessary teaching equipment as funds become available through the regular requisition process.
- E. Under no conditions shall a teacher be required to drive a school bus or be assigned playground duty outside of regular recess or physical education activities.
- F. Teachers shall not be required to work under unsafe or hazardous conditions or to perform those tasks which would endanger their health, safety, or well-being.
- G. All requests from teachers for supplies are to be placed with the building principal who in turn will compile in triplicate and submit two copies to the main office on a scheduled basis once each two weeks. One copy will be returned to the principal indicating the dispensation of the request.
- H. The Board shall make available in each school lunchroom, restroom and lavatory facilities exclusively for teacher use and at least one room which shall be reserved for use as a faculty lounge in which smoking shall be permitted. This room will be ventilated. Provisions for such facilities shall be made in all future buildings.
- I. Where basement classrooms exist controlled line extension phones shall be placed in such basements for use in times of emergency as well as other places used a great deal away from the main office.
- J. In schools where cafeteria service for teachers is not available, a vending machine for beverages, and or food shall be installed at the request of the Association, the profits to be used for faculty lounge furniture, wall pictures, etc..
- K. Adequate parking facilities shall be made available for teachers for their use. Said lots will be posted and parents and students shall be discouraged from using same during regular school hours.
- L. If a teacher is employed full-time by the Board, his children will be permitted to attend the Beecher Schools on a tuition basis.
- M. The Teacher's Class Attendance and Summary Record, form CA 10 D, will be tabulated in the school office, which makes it the responsibility of the teacher to present accurate records of daily attendance on the REPORT PERIOD PAGES of the CA 10 D Form.
- N. Teachers, on a voluntary basis, will participate in study groups with parents, to research pertinent educational problems.
 - a. Elementary teachers should attend the regular Beecher PTA meetings which are planned to include the parents of the children for whom the teacher is responsible during the major part of the day.
 - b. Secondary teachers shall participate in evening parent conferences which are not to exceed one each semester without additional compensation or released time.

ARTICLE IV--con't.

O. Teachers' lunch periods shall be as follows:

1. Elementary teachers shall have a duty-free, uninterrupted lunch period, in no event less than fifty (50) minutes.
2. Junior High teachers shall have a duty-free, uninterrupted lunch period, in no event less than forty-five (45) minutes.
3. Senior High teachers shall have a duty-free, uninterrupted lunch period, in no event less than thirty (30) minutes.

P. The teachers' normal teaching hours in the secondary schools shall be as follows:

1. Teachers check in no later than 7:55 a.m. at the high school. Teachers shall be able to leave at 3:45 p.m. at the senior high school.
2. Teachers check in no later than 15 minutes before classes begin at the Junior High School. Teachers shall be able to leave 15 minutes after classes terminate, at the Junior High School.
3. Teachers check in no later than 8:15 a.m. at the elementary schools.
 - a. Teachers are to return to their classrooms after noon dismissal by 12:25
 - b. Teachers shall be able to leave school at 3:45 p.m.
4. It would be reasonable to expect salary deductions in case of habitual offenders.
5. Exceptions to the above hours will be: appointments with parents or teachers' meetings, not to exceed one (1) hour per week.

Q. Teaching Loads and Assignments:

1. The normal weekly teaching load in the senior high school will be twenty-five (25) teaching periods and five (5) assigned preparation periods.
 - a. If a senior high school teacher has a first hour preparation period with only one-half hour noon lunch period, he may report at 8:15 a.m..
 - b. If the Senior high teacher has the last period for preparation time, and the half-hour noon lunch period, he may leave school at 3:30 p.m..
2. The normal weekly teaching load in the junior high schools will include five (5) assigned assigned preparation periods.
3. The normal weekly teaching load in the elementary schools will include three (3) thirty-minute assigned preparation periods.
4. The normal weekly teaching load for teachers of elementary music, art, library science, physical education, and science will be fifty (50) half-hour teaching periods and five (5) half-hour assigned preparation periods.

The elementary vocal music teachers shall have five (5) minutes between their class times to move from one classroom to another.

ARTICLE IV--con't.

- R. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certification or their major or minor field of study.
 - S. The Board agrees to make available adequate typing, duplicating, stencil, mimeograph facilities and upon approval of the principal clerical personnel will aid teachers in the preparation of instructional material.
 - T. When school is closed because of inclement weather or other acts of God, official instructions for all school personnel will be given over radio station WFDF.
 - U. It is recommended that the administration provide in all future buildings an adequate music room for the music teacher to teach in at each school. This room shall be acoustically designed for music and sound resistant.
 - 1. It shall be complete as to a piano, record player, teachers' desks, chairs, bulletin boards, blackboards, music files and other essential equipment.
 - 2. In schools where a room is not immediately available, the music teacher shall have his own desk and a portable piano or organ in each school.
 - 3. If the teacher deems it necessary, he shall have a cart built large enough to carry the musical equipment.
 - V. All school-owned records and film strips, pictures and other teaching aids pertaining to music shall be catalogued and a list sent to each Music teacher.
- The Board agrees at all times to maintain a list of substitute teachers. Teachers shall be informed of a telephone number they may call at 7:00 to report unavailability for work. The report shall consist of name, position, and reason for absence.
- 1. It shall be the responsibility of the administration to arrange for a substitute.
 - 2. It is the responsibility of the teacher to have lesson plans available for the substitute.

ARTICLE V

Vacancies and Promotions

- A. All changes in personnel such as promotions, transfers, resignations, leaves of absence and new teachers hired including a statement of their salary and their addresses, where they can be reached, shall be made available to the Association upon request.
- B. Whenever a 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 by posting in every school building.
1. This written notice will specify the nature of the position, building and grade level in which the vacancy occurs. The teacher shall be given further information concerning these vacancies by contacting the Administrative Assistant for Personnel.
 2. Each member of the professional staff may submit a request in writing for reassignment.
 3. Vacancies which become apparent for the following school year on or before May 15th shall be filled in the following priority:
 - a. Teachers with requests on file.
 - b. Teachers in the system who apply within five (5) days.
 - c. Teachers new to the system.
 4. If after May 15th such request is made before the existence of the vacancy, that request will be honored in accordance with C 1.
 5. Vacancies occurring after school closes in June may be filled temporarily for one (1) year with notification to the President of the Association.
- C. The teacher with the longest service at Beecher shall be given preference if certified and qualified academically for the vacancy. When ability and merit are equal, the teacher with the most professional experience will be selected.
1. The parties realize that it is not to the best interests of education to move teachers in the middle of the year. If a vacancy occurs during the school year, the position may be filled on a temporary basis, providing the qualified teacher on the staff, desirous of this position, shall have this future assignment in writing by May 1st for the following year.
 2. This written assignment shall be given to the accepted person within thirty (30) days after notification of the vacancy has been given to the Association, should this vacancy occur after May 1st; but prior to July 1st.

ARTICLE VI

Transfers

- A. Since the frequent transfers of teachers from one school to another is disruptive of the educational process and interferes with the optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.
 - 1. Any teacher whose assignment will be changed will be notified of this reassignment in writing by May 15.
 - 2. Should a reassignment become necessary after May 15, it may be done only with the consent of the teacher.
- B. Any teacher who shall be transferred to a supervisory or executive position and shall later return to teacher status, shall be entitled to retain such rights as he may have had, had he continued to teach, under this agreement prior to such transfer to a supervisory or executive status.

ARTICLE VII

Teacher Evaluation

- A. All monitoring or observation of the performance of a teacher shall be conducted openly and with full knowledge of the teacher. We recognize that the use of eaves dropping, closed circuit television, public address or audio system, and similar surveillance devices are not professional and shall not be used.
- B. Each teacher shall have the right, upon request, to review the contents of his personnel file. A representative of the Association may be requested to accompany the teacher in such a review. Therefore, it shall be necessary for these personnel files to be kept up to date, by adding any new material as it is available. The teacher shall also have the right to add pertinent documents to this file. This review shall occur in the presence of a designated administrative representative.
- C. Any written evaluation of teachers shall be in duplicate form and if the evaluatee desires he shall receive the carbon copy at the time it is signed.

At the conclusion of each evaluation a space will be provided for a reflecting summary of the evaluation by the teacher if he so desires. Then the following paragraph shall be included above the signature line of the evaluation sheet:

I have had the opportunity to discuss this evaluation and my signature does not necessarily mean that I agree with it. I understand that any written statement I wish to make regarding this performance report will be attached to this copy and filed in the personnel file. This same privilege will be extended to the evaluator.

Signature

- D. All complaints against a tenure or non-tenure teacher shall be clearly and definitely stated in writing. These complaints shall be presented personally to the teacher by the proper representative of the Board within two (2) school days from the time the dissatisfaction occurs.
- E. The said evaluation sheet which is prepared cooperatively by the Tenure Committee and the representatives of the Board shall serve as written notification as to future tenure status unless the status is to be a third year of probation or a dismissal. If either status is to be recommended, a written letter of notification is to be issued by the Board, stating the reasons for the recommendations. This notification and the reasons shall be typed in triplicate and sent to the following:
 - 1. The evaluatee
 - 2. The State Tenure Commission
 - 3. The local Tenure Committee Chairman, unless the evaluatee makes a written statement of objection.

Article VII-con't.

- F. In cases of extenuating circumstances, such as illness, personal problems, teaching out of one's field, or personality conflicts, any probationary teacher who has had an unfavorable evaluation by one evaluator shall be given the opportunity to be reevaluated by another evaluator prior to sixty (60) days from the end of the school year.
1. All evaluations of probationary teachers shall be retained in the personnel file until said teacher is placed on tenure. At this time the most recent evaluation shall become a permanent part of the file and all other evaluations shall be destroyed.
 2. In cases of extenuating circumstances, such as illness, personal problems, teaching out of one's field, or personality conflicts, any tenure teacher who has had an unfavorable evaluation by one evaluator shall be given the opportunity to be re-evaluated by another evaluator.
 - a. Upon request the teacher shall be given, for this re-evaluation a transfer to another building, if a vacancy exists.
 - b. This evaluation shall be considered a permanent evaluation and the previous one shall be removed from the teacher's personnel record and destroyed.
- G. A teacher shall at all times be entitled to have present an Association Representative or other representative of the Association when he is being warned, or disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present. It shall be necessary for all disciplinary actions to be put in writing to avoid future misunderstandings. The Administration shall also exercise the right to be represented.
- H. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Such discipline reprimand, or reduction in rank, compensation or advantage, asserted by the Board or any agent or representative therefore, shall be subject to the professional grievance procedure hereinafter set forth.
- I. Any teacher on continuing tenure whose services are terminated because of a necessary reduction in personnel shall be appointed to the first vacancy in the school district for which he is certified and qualified.
- J. The professional evaluation form shall be cooperatively planned and revised by the Tenure Committee and representatives of the Board at the request of either party.

ARTICLE VIII

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 teachers, the Board recognizes its responsibility to continue to give support and assistance to teachers with respect to the maintenance of control and discipline in the classroom as they have in the past.
- B. Whenever a particular pupil requires the attention of special counsellors, social workers, law enforcement personnel, physicians, or other professional persons, the Board will take steps to relieve the teachers of responsibilities with respect to such pupil.
- C. Despite the precautions taken by the teacher and the preventive measures he employs, misbehavior serious enough to call for corrective measures is almost certain to occur in every classroom. The purpose of correction is not to take retribution, gain revenge, release adult hostilities or make the child suffer, but to improve the child's behavior.
1. Corrective measures take many forms, ranging in severity from a facial expression of disapproval to expulsion of the child from school.
 2. A teacher, having established rules of conduct in the room, with the help and understanding of the children, will counsel, admonish, or reproach those who commit any breach of discipline.
 3. If a child needs corporal punishment, he is to be taken to some suitable place and, in the presence of an administrative representative or another designated teacher, he is to be punished immediately by the teacher or the administrative representative in a reasonable, sensible manner on the seat of the pants with a paddled provided by the school.
- One teacher shall be designated as an administrative representative for at least every four (4) classrooms in each building.
- D. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights with respect to such assault and shall render all requested assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- E. If any teachers operating under the provisions of the Contract, are complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all requested assistance to the teacher in his defense.
- F. In the event any teacher is made a defendant in any type of legal action, either civil or criminal, involving circumstances arising from his duties as a teacher, and is thereby suspended, without pay, pending the outcome of said lawsuit and the teacher is found innocent of wrong doing, said teacher shall be reinstated and reimbursed.

ARTICLE IX

Grievance Procedure

A. Definitions

1. A "grievance" is a claim based upon wages, hours, and other terms and conditions of employment.
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 or the bargaining unit covered by this Agreement.
4. A "party of interest" is the Association, the representatives of the Board, the person or persons who might 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 possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as the investigation allows at each level of the procedure. Nothing 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 proceedings.

C. Structure

1. There shall be one or more Association 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 P.R.&R. Committee is an aggrieved party or a party of interest to any grievance, he shall disqualify himself and a substitute shall be named by the P.R.&R. Committee.
3. The building principal shall be the administrative representative when the particular grievance arises in that building.
4. The Board shall designate a committee of principals to function at Level II. They shall also designate a committee representative of the Board to function at Level III.

D. Procedures

The number of days indicated at each level shall be considered as maximum; however, 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 May 1, the time limits shall be reduced in order to effect a solution prior to the end of the school year or a teacher may continue to process his claim independently or resubmit the claim at the beginning of the next school year.

1. Level One

- a. 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.
- b. In the event the teacher and the principal cannot resolve the problem, the grievance may be written. (The Association Representatives shall assist in writing the grievance). The teacher, principal and Association Representative shall meet to discuss said grievance.

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 P.R.&R. Committee.
- b. Within five (5) days of receipt of the grievance the P.R.&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 with the Principals' Committee.
- c. The P.R.&R. Committee and the Principal's Committee shall meet within five (5) days from receipt of grievance by the Principal's Committee to consider the problem.

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 by the Level Two Committees, he may refer the grievance through the P.R.&R. Committee to the representatives of the Board. Within ten (10) days from the receipt of the written referral by the representatives of the Board, they shall meet with the Association P.R.&R. Committee Chairman and the Association's Negotiation Team for the purpose of arriving at a mutually satisfactory solution to the grievance problem.

4. Level Four

In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within ten (10)

days from the date of receipt of grievance by the representatives of the Board, he may refer the grievance, through the Negotiating Team, to the Board of Education Committee. This Committee shall be composed solely of members of the Board or Education. Within ten (10) days from receipt of the written referral by the Board, its Committee shall meet with the Association's P.R.&R. Committee Chairman and the Association's Negotiating Team for the purpose of arriving at a mutually satisfactory solution to the grievance problem.

5. Level Five

In the event the grievance is not satisfactorily resolved at Level Four, or if no decision is reached within the ten (10) day period, and it is an alleged contract violation requiring an interpretation of the contract, the grievance shall immediately be transmitted to an Arbitration Board consisting of five (5) members: Two (2) appointed by the Board of Education; two (2) appointed by the Association; the fifth member of the Arbitration Board shall be selected by the above named members and shall serve as Chairman. In the event the fifth member is not agreed upon, then either party may petition to the local circuit court for appointment of said fifth member.

- a. The said Arbitration Board shall have no power to alter, add to or subtract from the terms of this Agreement.
- b. Both parties agree to be bound by the award of the Arbitration Board and agree that judgment thereon may be entered in any court of competent jurisdiction.

E. Rights of 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 competitive teacher 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 will be given an opportunity to state its views prior to any final action.

F. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice or record. Any party of interest may withdraw its support at any level. However, if in the judgment of the Association Representative or the P.R.&R. Committee, the grievance affects a group of teachers the P.R.&R. Committee may process the grievance at the appropriate level. It is the policy of the Association to discourage unsound grievances.
2. The grievance discussed and the decision rendered at Level One, Section A, 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 reasons of such participation.
4. All documents, communications, and records dealing with a grievance may be filed within the personnel files of the participant, but shall be held confidential to the Board, administration, and the teacher and/or the teacher's designated representative.
5. Forms for filing and processing grievances shall be designed by the representatives of the Board and the P.R.&R. Committee, shall be printed by the Board, 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. Personal records will be available as specified in Article VII, Section B.

ARTICLE X

Professional Compensation

A. The salaries of employees represented by the Association 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 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 every year of this Agreement, or if any funds from any source become available and not specifically earmarked said salary schedule shall be renegotiated.

The Association shall be invited to confer with the Board before a decision on the amount of millage to be requested is finalized.

- B. The salary schedule is based upon a normal weekly teaching load as defined in Article IV beginning Friday, September 15, 1967, not to exceed thirty-eight weeks. Except as provided by other provisions within this agreement, each teacher shall be entitled to appropriate professional compensations.
1. If a teacher should be assigned an additional classroom for more than two weeks (2), he shall be entitled to his established professional hourly rate. The professional hourly rate of any teacher shall be determined by dividing his or her base salary, as set forth in schedule A. ($7 \times 190 = 1330$ hours).
 2. Seniority in that Department shall be given preference.
 3. If a teacher should substitute for a shorter period of time, or is given a permanent overflow study hall assignment, he shall be paid \$5.50 an hour.
 4. No professional person shall be asked to substitute at any time other than his conference or preparation period. This would include all special teachers, i.e. speech correctionist, music, nurses, counselors, etc.
- C. In the event special teachers, including but not limited to music, and physical education teachers shall not be available for their regularly scheduled teaching duties and said duties are performed by another teacher, said teacher shall be paid at the rate of \$5.50 per hour.
- D. Teachers new to the Beecher School District shall not be required to report for more than two conference days, Thursday and Friday, prior to the beginning of classes in September. All other teachers employed by the Board, shall not be required to report prior to Labor Day.

E. The following legal holidays shall be observed and all schools closed:

Thanksgiving -- Thursday and Friday, (November 23 and 24);

Christmas -- December 22 at noon through January 1, 1968;

Easter -- April 11 for a $\frac{1}{2}$ day, April 12 all day;

Memorial Day -- all day May 30 and May 31.

F. Teachers shall have the option of having their salary paid to them on the basis of twenty (20) or twenty-five (25) pay periods. The teacher shall make his selection before his first pay period. Any changes will be arranged by mutual consent.

G. Credit for teaching experience outside the school system shall be evaluated by the Board and 7 years credit shall be given.

Teachers shall be advanced one step on the salary schedule for each year of active military service, to three (3) years maximum credit (retroactive)

ARTICLE XI INSURANCE PROTECTION

- A. The Board shall provide to the teacher, \$ 17.00 per month to be applied toward comprehensive hospitalization, medical and surgical protection under the current Family Blue Cross Insurance Plan or the current Family MEA Insurance Plan. Those teachers not wanting Blue Cross or MEA Insurance have the option to select Washington National Insurance, equivalent to their previous \$12.00 plan.
- B. The Board shall provide without cost to the teacher, group life insurance protection which shall pay to the teacher's designated beneficiary the sum of \$ 5, 000.00 upon death and, in the event of accidental death, shall pay double indemnity.
- C. Each teacher under contract to work full time each school day is entitled to receive full fringe benefits set forth in paragraphs A, and B from the closest enrollment date of his employment to the end of his contracted time.
 - 1. Each teacher under contract to work less than full day is entitled to fringe benefits equal to half the amount set forth in paragraphs A and B of this Article .
 - 2. In order to take advantage of these benefits the teachers agrees to pay the other half of the premium.

ARTICLE XII

Accrued Sick Leave

- A. All employees represented by the Association, upon retiring from teaching, be paid his accrued sick leave days at the rate of \$10.00 times the number of his accrued sick leave days up to and including seventy-five (75) days.
- B. In the event of death of said employee, his heirs shall receive this accrued sick leave benefit.

ARTICLE XIII

Sick Leave Policy

- A. Sick leave may be taken because of illness of an employee, and or an employee's husband, wife, son, daughter, or dependant residing in the home.
 - B. All employees represented by the Association shall have 10 days each year to be used for sick leave at full pay with an unlimited accumulation.
 - C. Thirty additional sick leave days in excess of the number of days earned and accrued may be taken at which time the employee shall be paid the difference between his regular daily rate and the rate being paid his substitute teacher.
 - D. Any teacher whose sick leave extends beyond the period compensated shall, upon request, be granted a leave of absence without pay for such time as said illness continues. Upon return from such leave a teacher shall be assigned to the same position, if available, or a substantially equivalent position.
- A physician's statement will be requested to substantiate his return to adequate health to resume his duties.

ARTICLE XIV

Personal Days

Each employee represented by the Association shall be entitled to one (1) day leave with pay per school year for such purposes as he or she deems necessary. Each such employee may allow such leave days to accumulate for not to exceed two (2) school years and may be taken in any school year. One additional day may be taken as personal leave and charged to the sick day accumulation.

Except in cases of emergency, two (2) days prior notice should be given.

ARTICLE XV

Bereavement Days

- A. Leave shall be granted without loss of pay for emergency purposes. Emergency purposes shall mean death in the immediate family, or such similar situations considered meritorious by the principal, who shall certify concerning allowance or disallowance of the emergency leave sought.
- B. An employee shall be granted three (3) days leave with pay, plus reasonable travel time, due to death in the immediate family. Immediate family shall be defined to include: parents, parents-in-law, grandparents, grandparents-in-law, husband, wife, children, brothers and sisters, brothers-in-law, and sisters-in-law, grandchildren, or other relatives living in the employee's home.
- C. Within the discretion of the principal employees shall be granted one-half day with pay for the purpose of attending funerals of other relatives or close friends.
- D. Emergency leaves shall be supplementary to and not in restrictions of sick leaves as herein provided.

ARTICLE XVI

Leaves of Absence

- A. Absence with full pay shall be granted and shall not be chargeable against and other benefit herein provided for the following reasons:
 - 1. Jury service with re-embursement of Juror's compensation to the Board, less traveling allowance.
 - 2. Whenever the teacher is subpoenaed to attend any proceedings.
 - 3. Time necessary to take selective service physical examinations.
- B. Leaves of absence not to exceed one school year without pay shall be granted upon application for the following purposes to tenure teachers. It may be granted to non-tenure teachers upon application.
 - 1. Study related to the teacher's certified field.
 - 2. Study to meet eligibility requirements for certification other than that held by the teacher.
 - 3. Study, research or special teaching assignment, involving advantage to school system.

During said absence, salary increments shall accrue upon return of said teacher to the employ of the District; he shall be paid at the appropriate step within the salary schedule attached hereto.

- C. A maternity leave shall be granted, without pay, commencing not later than the end of the fifth month of pregnancy, except that when this date falls within one school month of the end of the semester the teacher may be permitted to complete the semester.
1. An extension of the five month limit may be granted by the Board.
 2. The teacher shall be entitled to return from such leave at any time within three years, to the same position, if available, or a substantially equivalent position.
- D. A leave of absence will be granted for up to two (2) years to any tenure teacher who joins the Peace Corps or Vista as a full-time participant in such programs and may be granted to any non-tenure teacher. Upon the return of any such participant, any period so served shall be treated as time taught for purposes of salary increments.
- E. After a teacher has been employed at least seven (7) consecutive years and/or at the end of each additional seven (7) or more consecutive year periods, the Board may, upon written request grant said teacher a sabbatical leave-- not to exceed 2 semesters, for professional improvement leading toward an advanced degree beyond a Masters degree if enrolled in an accredited university or if teaching in a foreign country in an exchange program. Provided, however, that the teacher holds a Permanent or Life Certificate and signs a statement of intent to teach in the Beecher School system at least one (1) year upon the termination of said sabbatical leave. During said sabbatical leave, the teacher shall be considered in the employ of said Board; shall have a contract and shall be paid a minimum of half ($\frac{1}{2}$) his full annual salary, or more, dependent upon the nature of said leave; provided, however, that said Board shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
- F. Teachers on a sabbatical leave shall be allowed credit toward retirement for time spent on such leave in accordance with rules and regulations established by the boards of control of public school employee's retirement funds.
- G. A teacher, upon return from a sabbatical leave, shall be restored to his or her teaching position or to a position of like nature, seniority status and pay. Said teacher shall be entitled to participate in any other benefits that may be provided for by rules and regulations of the Board made pursuant to law.

ARTICLE XVII

In-service Programs

Absence with full pay shall be granted and shall not be chargeable against any other benefit herein provided for the following Board approved activities: 1. Visitation at other schools. 2. Attending educational conferences and conventions.

SCHEDULE A

Years Experience	BA	BA plus 15	MA	MA plus 15	6 years
0	6100	6244	6588	6832	7076
1	6405	6649	6893	7137	7381
2	6710	6954	7198	7442	7686
3	7015	7259	7503	7747	7991
4	7320	7564	7808	8052	8296
5	7625	7869	8113	8357	8601
6	7930	8174	8418	8662	8906
7	8235	8479	8723	8967	9211
8	8540	8784	9028	9372	9616
9	8845	9089	9333	9577	9821
10	9150	9394	9638	9882	10,126
11	9455	9699	9943	10,187	10,431
12	9760	10,004	10,248	10,492	10,736

Schedule B

Driver Education Salary Schedule

Summers Taught	Years Taught	Basic Pay Scale 4-6 Semester Hr.	Advanced Rate 8-12 Sem. Hr.	Minor and Major
0-2	1	\$4.25	\$4.50	\$4.75
3-4	2	4.50	4.75	5.00
5-6	3	4.75	5.00	5.25
7-8	4	5.00	5.25	5.50
9-10	5	5.25	5.50	5.75
11-12	6	5.50	5.75	6.00

1. Two (2) summers instruction equals one (1) school year.
2. Teachers coming into the Beecher System will receive the same pay based on experience and education in the field of Driver Education.
3. Seniority teachers will be given first preference should the student load lessen. However, every attempt will be made to use all teachers.
4. Organization and scheduling of the Driver Education Program as to teachers and hours for classwork shall be the responsibility of the Director of Driver Education.
5. The Classroom Phase at present shall consist of thirty (30) clock hours and the Behind-the-Wheel phase six (6) clock hours.
 - a. Should a student miss any classroom time, he shall make the time up at the direction of the Classroom instructor. If not made up, the entire course shall be required.
 - b. Misbehavior (smoking, fighting on school grounds, etc.) shall result in the student being dropped from the Program until the following year.
6. Four (4) sessions of teaching Adult Driver Education Classes will equal one (1) year taught.
7. The Head of the Driver Education Department will be paid 8% of his contractual salary for his supervisory work during the year. He will be paid according to Schedule B for instruction during the summer, but not to exceed thirty (30) hours per week.

SCHEDULE C

Salary Schedule for Non-degree Teachers

Yrs. Exp.	Preparation	
	3 years	3½ years
0	5,000	5,200
1	5,160	5,360
2	5,220	5,420
3	5,280	5,580
4	5,340	5,640
5	5,400	5,700

Salary Schedule for Registered Nurses

Yrs. Exp.	Salary
0	5600
1	5760
2	5800
3	5880
4	5940
5	6000

- Teachers with a degree, but without a certificate will be one step below their experienced level on the salary schedule.
- Nurses with a degree will be on the regular teachers salary schedule to a maximum of a 7th step.
- Special Education teachers will be paid 105% of their regular salary.
- Substitutes with a degree will be paid \$26.00 a day
- Substitutes without a degree will be paid \$23.00 a day.
- When a substitute has been employed continuously for ten days in the same classroom, he will be placed on the regular salary schedule.

SALARY SCHEDULE A TERMINOLOGY

- Terminology on the Salary Schedule A shall be as follows:
 - Four (4) years equal a Bachelor's Degree plus teaching certificate.
 - Four and one-half (4½) years equals above said qualifications plus fifteen (15) graduate semester hours or twenty-four (24) graduate term hours.
 - Five (5) years equals a Master's Degree plus teaching certificate.
 - Five and one-half (5½) years equals above said qualifications plus an additional fifteen (15) graduate semester hours, or twenty-three (23) graduate term hours.
 - Six (6) years equals a Master's Degree plus teaching certificate and an additional thirty (30) approved graduate semester hours or forty-five (45) term hours.
- This definition of terms will not be retroactive, but shall apply to any future increase in educational training. Any teacher currently employed at any level of the salary schedule shall not have his salary level decreased as a result of the aforementioned terms.

Music Department

Choral Groups (Bergman) \$125.00
(\$100 additional if an operetta is given)

Junior High Choral, if an operetta is given, \$75.00

High School Band (Kot) 450.00

(McCombie) 350.00

Instrumental Music (Rjto) 175.00

Junior High Band 175.00

Mileage allowed for cars

Kot \$110

Rjto 150

McCombie 150

Mrs. Allis 100

Seven cents per mile shall be given for use of personal cars on field trips, or other business of the district.

Department Heads

Coordinator Home Ec 2%

Head of Math Dept. 3%

Head Ind. Arts Dept. 4%

Head Guidance Dept. 4%

Head Science Dept. 5%

Head Soc. Studies Dept. 3%

Head Bus. Ed. Dept. 4%

Head English Dept. 5%

Head Phys. Ed. Dept. 3%

Head Music Dept. 5%

Compensation based on contracted salary

COACHING SALARIES

1967-1968

Head Football Coach	\$750
Ass't Varsity Coach	500
Junior Varsity Coach	500
Ass't Jr. Varsity Coach	400
Freshman Football Coach	400
Ass't Freshman Coach	350
Jr. High Football Coach	350
Ass't Jr. High Coach	250

Head Basketball Coach	750
Jr. Varsity Coach	500
Freshman Coach	400
Jr. High Basketball	250

Head Baseball Coach	550
Jr. Varsity Coach	400
Jr. High Coach	200

Head Track Coach	550
Ass't Track Coach	400
Cross Country Coach	400

Swimming Coach	400
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Golf Coach	400
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Wrestling Coach	500
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Athletic Director	750
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Extra Curricular Duties

Class Sponsors

Freshman Class	\$ 34.65
Sophomore Class	34.65
Junior Class	103.95
Senior Class	103.95

Club Sponsors

Community Service Club	103.95
Future Business Club	50.00
Y-Teens	69.30
Hi-Y	80.85
Future Teachers	138.60
Student Council	110.00
Forensics and Debate	400.00
Future Nurses	46.20
Honor Society	137.50
Cheer-Leading	100.00
Industrial Arts	173.25
Pep Club	50.00
Varsity Club	176.00
Junior High Student Council	50.00
Year Book Sponsor	

EXTRA DUTY CONTRACT RECOMMENDATIONS
Master Agreement--for 1967-1968

<u>Assignment</u>	<u>Activity Center</u>	<u>Time Involved</u>	<u>Salary</u>
<u>Pool</u>			
Swimming Teacher WSI Certified	Pool	hourly	\$4. 50
Supervisor-Guard	Pool	hourly	4.00
Office-Supervisor Non-Certified	Pool	hourly	3.50
Student teacher WSI certified		hourly	2.25
Student Assistant Teacher-WSA Certified	Pool	hourly	1.35
Student Guard	Pool	hourly	1.25
Student Checkers	Pool	hourly	.90
<u>Roller Skating</u> Supervisor	Mosser, Buick, Dailey	Each Sat. from Sept. thru May 9 a.m.-4 p.m.	\$ 400 one sponsor each center
Sr. & Jr. High Teen Clubs	Jr. High-Dailey Buick --Sr. High	Each Mon. Sept. thru May, 7-9 p.m.	\$150 each --two sponsors--each center man & woman
H1-Y	Sr. High	Meeting once a week 7-9 p.m. Football consession	\$ 160 one sponsor
Y-Teens	Sr. High	Meeting once a week 7-9 p.m.	\$ 130 one sponsor
Girls Club	Messer Elementary	After school once a week	\$ 100 one sponsor
Summer Recreation	Dailey, Buick Messer High School	4 days-8 wks. @ 2.23 per hr. 4 days-8 wks. 15.63 per day 5 days-8 wks includes even- nings of outdoor activities	\$ 500 \$ 500
		Total	<u>\$1,000</u> \$2, 500

Summer Recreation

Baseball	5 days - 8 weeks Plus one week of Play and regis. +\$100	\$1,000.00
<u>Tot Lot</u>		
Messer, Dailey	4 days - 4 weeks	250.00
<u>Youth Lot</u>		per teacher eight teachers
Buick, Buell, Kurtz, Harrow, Norhtgate, and Zink		
Total		2,100.00
Swimming	at regularly scheduled fees and salaries	
Summer Sewing for Girls	Self-supporting	
Jr. High & Grade	General	Sat. Program 325.00
Basketball	Directors Duties	Set up program with assistant supt.
Jr. High Coaches (2)	Scheduled and Sat. High School	Scheduled during session 250.00
Intramural Coaches (2)	Schedule and Sat. High School	Scheduled during session 225.00
Elem. Coaches (6-8)	All gyms schedules	During season scheduled 125.00
Adult Ed. Classes	Non-Credit	hourly (beginning) 3.50 (after one years experience) 4.00
Adult Education Classes	Credit	hourly 5.00
Student help at Concession stand		hourly .90

Appendix A:

1. Certified Personnel:

Any person giving instruction in the classroom, with a minimum of 60 college semester hours, who can be certified by the State Department of Education.

2. The nurses will be retained for the year 1967-1968 at their present contractual salary with no loss in salary, and individual contracts, stating their salary for the year 1967-1968

3. The Board shall have full privilege in a reduction in force in the areas that they deem necessary, according to the Tenure Law at such time as they feel necessary. This clause is dependent on the failure of the millage to pass.

4. Teachers hired in after the first day of this contract shall receive their yearly increments on the anniversary of the date of their employment.

ARTICLE XVIII

Duration of this Agreement

This Agreement shall be effective two school days after ratification by the Association and the Board, starting September 15, 1967, and shall continue in effect until the 30th day of August, 1968. This Agreement shall not be extended orally.

BEECHER EDUCATION ASSOCIATION

By _____
Its President

BEECHER BOARD OF EDUCATION

By _____
Its President
