

Interesting! *File 67-68* *Bellaire* (13)

The Bellaire Education Association and the School District of Bellaire, Michigan have reached certain understandings which they desire to confirm in this agreement entered into this _____ day of _____ 1967 and shall continue in effect until September 1, 1968. This agreement shall supersede any other documentation and rights granted here shall be in addition to those provided elsewhere.

- I. The BEA shall be the sole bargaining representative for all certificated personnel, excluding Superintendent and Principals.
- II. Deduction for dues (BEA, MEA, and NEA) shall follow the same procedure as previously provided elsewhere.
- III.
 - A. The teachers work day shall begin 15 minutes before and end 15 minutes after the last regularly scheduled classes.
 - B. The teaching schedule of classes shall be 5 hours in a normal school day.
 - C. All teachers shall be provided a duty-free lunch period equivalent to the regular lunch period.
- IV.
 - A. If in any event an elementary class exceeds 30 pupils (15 in the Special Education and an agreed upon number in combination rooms) the teacher affected will have the right to extra services of a teachers aide.
 - B. Teachers aides shall assume the various non-professional duties such as taking lunch tickets, etc.
- V. All teachers shall be given written notice of their schedules for the forthcoming year no later than one week after the closing of the regular school year.
- VI.
 - A. At the beginning of each school year each teacher shall be credited with a 15 day sick leave accumulative to 60 days, with no deduction in pay.
 - B. Each teacher will be given two personal business days per year with no deduction in pay, but will be subtracted from the sick leave allowance.
- VII. Teacher evaluations will be conducted through the following procedures prior to the 60 days before the termination of the school year.
 - A. The teacher shall complete a self-evaluation form.
 - B. The principal in charge will complete a similar evaluative form.
 - C. After completing the first two procedures the teacher and principal shall confer on the results of these evaluations and this written evaluation will be forwarded to the Superintendent and School Board.
- VIII. Upon the request of either party, BEA or Board, negotiations will be initiated to constructively consider and resolve matters not covered or not clarified by this agreement. The outcome of such negotiations shall be subject to ratification and added as an amendment to this document.
- IX. As part of this agreement the salaries of certificated personnel and additional compensations for extra duties is set forth in Schedule A. All teachers shall be given credit on the Salary Schedule set forth in Schedule A for each year of outside teaching experience but in no event more than five years.

MEA

*1216 KENDALL
E. LANS., MI.*

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*B. Mine
B. of B.*

SCHEDULE A

Step	<u>B.A.</u>	<u>FACTOR</u>	<u>H.A.</u>	<u>H.A. + 30</u>
1	6,000	1.00	6,400	6,600
2	6,180	1.03	6,580	6,780
3	6,360	1.06	6,760	6,960
4	6,600	1.10	7,000	7,200
5	6,840	1.14	7,240	7,440
6	7,080	1.18	7,480	7,680
7	7,320	1.22	7,720	7,920
8	7,620	1.27	8,020	8,200
9	7,920	1.32	8,320	8,520
10	8,220	1.37	8,620	8,820
11	8,520	1.42	8,920	9,120
12	8,820	1.47	9,220	9,420
13	9,000	1.5	9,400	9,600

IN ADDITION TO THE BASIC TEACHER SALARY AS PROVIDED IN THE FOREGOING, THERE SHALL BE PAID THE FOLLOWING FURTHER SUMS:

CLASS SPONSOR (PRO-RATED ACCORDING TO GRADE INVOLVED)

- 8th GRADE - \$10.00
- 9th GRADE - \$25.00
- 10th GRADE - \$50.00
- 11th GRADE - \$75.00
- 12th GRADE - 100.00

DESIGNATED CHAIRMAN OF DEPARTMENT	100
SCHOOL RELATED CLUBS SPONSOR	100
SCHOOL PLAY	100
SCHOOL PAPER	100
SCHOOL YEARBOOK	150
	150

COACH DEBATE	150
MUSIC PROGRAMS	300
HEAD FOOTBALL COACH	400
HEAD BASKETBALL COACH	400
HEAD TRACK COACH	250
ASSISTING OR JUNIOR HIGH COACH	200

Ratified on condition by the Bellaire Public School Board May 2, 1967.