

8-31-75

BELLAIRE PUBLIC SCHOOLS
ROUTE 1
BELLAIRE, MI 49615

1974-75 PROFESSIONAL AGREEMENT

This Agreement entered into this 24th day of September, 1974 by and between the Bellaire Education Association, a voluntary, unincorporated association, hereinafter called the "Association", and the school district of Bellaire, Village of Bellaire, Michigan, hereinafter called the "Board". The Association and the Board shall be the sole parties to this Agreement.

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Bellaire Public Schools is their mutual aim and that the character of such education depends predominately 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 the Public Employment Relations Act, 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 have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I - Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative for all contracted elementary and secondary instructors, including special education teachers, librarians, counselors and teachers on leave.

An instructor is any person engaged in classroom instruction more than 50% of the time.

The Board agrees not to negotiate with or recognize any teachers' organization other than the Association for the duration of this Agreement.

ARTICLE II - Rights of the Board

The Association recognizes that the Board has responsibility and authority to manage and direct, in behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this Agreement.

ARTICLE III - Payroll Deductions

A. Association Dues:

1. On or before October 15th of each year any teacher may sign and deliver to the Board an authorization for payroll deduction of association membership dues. Such authorization shall continue in effect from year to year unless revoked in writing between June 1st and August 15th of any year. Pursuant to such authorization, the Board shall deduct 1/26th of such dues from each salary check.

(Cont'd. next page)

*Bellaire Public Schools
Route 1; Bellaire, Mich. 49615*

9-25-74

Bellaire Public Schools

Article III - Payroll Deductions Cont'd.

A. Association Dues Cont'd.

2. Deductions for teachers employed after the commencement of the school year shall be appropriately prorated.
3. Payment shall be made monthly to the association for the amount deducted.

B. Blue Cross/Blue Shield or M.E.S.S.A. Super Med I or II Health Insurance.

C. M.E.S.S.A. Group Term Life Insurance up to \$10,000.

D. M.E.S.S.A. Long Term Disability.

E. M.E.S.S.A. Dental Care.

F. M.E.S.S.A. Tax Shelter Annuity and/or Credit Union Savings.

1. On or before October 15th of each year any teacher may sign and deliver to the Board an authorization for payroll deduction of an annuity and/or credit union savings. The authorization shall state the amount to be deducted from each payroll and to whom payment shall be made.
2. The amount may not be changed during the contract year unless by written notice to the Board signed by the teacher requesting the total amount be dropped.
3. Payment shall be made monthly to the designated agency.
4. Such authorization shall continue in effect from year to year unless revoked in writing. The amount of deduction may be changed at the beginning of each contract year provided that the request for such change be made in writing on or before August 15th.

G. There shall be no charge for the above deductions.

H. Any exceptions to the above due to extenuating circumstances must have the approval of the Superintendent.

ARTICLE IV - Working Conditions

A. Class Load - the following are deemed as realistic class-size loads and the employer will make every reasonable effort to see that they are followed:

Kindergarten thru 6	25
Combination	24
Special Education	15
Grades 7 thru 12:	
Social Studies	28
English	28
Math	28
Science	28 Junior High
	25 (lab room capacity)
Art	18
Language	24 (room capacity)
Business	28
Typing	22
Industrial Arts:	
7th & 8th	25
Drafting	15
General Shop	18
Woodworking	12

(Cont'd. next page)

9-25-74

Article IV - Working Conditions Cont'd.

A. Class Load Cont'd.

Grades 7 thru 12 Cont'd.

Music	40
Physical Education	35
Home Economics:	
7th & 8th	25
9 thru 12	20
Home & Family Living	28

If, in any event, an elementary class exceeds 25 students, or a special education class exceeds 15 students, the teacher affected shall have the right to extra services of a teacher aide.

In grades 7 thru 12, if the total number of students assigned a teacher per day for a normal daily work load exceeds the number of students as listed above by subject, the teacher so affected will have the right to extra services of a teacher aide.

- B. A teacher shall be required to report at his teaching station for duty at 8:15 a.m. and shall be free to leave at 3:45 p.m. Teachers are encouraged to remain sufficient time after the close of the pupil's regular school day to attend to those matters which properly require attention at that time, including consultations with parents when scheduled directly with the teacher. On Fridays or days preceding holidays, teachers shall be free to leave immediately after the student body is dismissed.
- C. All teachers shall be entitled to a duty-free, uninterrupted lunch period equivalent to the regular lunch period of his students.
- D. A Normal daily workload for a secondary teacher of academic subjects shall be six (6) of seven (7) periods, unless a teacher shall have more than four (4) different preparations, in which case the teacher shall not be assigned to more than five (5) periods without the teacher's permission. A study hall shall be considered a class.
- E. Elementary teachers will be provided two 15 minutes relief periods each day. In addition, elementary teachers may use for preparation time during which their classes are receiving instruction from various teaching specialists.
- F. Teachers of music, art, physical education and the laboratory sciences, librarians, counselors, and all special education teachers shall be provided with relief and preparation time to the same extent as other teachers in the district.
- G. The Board agrees to maintain an adequate list of substitute teachers. The use of regular teachers as substitutes shall be avoided whenever possible.

ARTICLE V - Vacancies, Promotions and Transfers

A. Vacancies and/or promotions:

1. Existing positions:

- a. The Board declares its support of a policy of filling vacancies within the bargaining unit from within its own teaching staff. Whenever a vacancy arises or is anticipated, the Superintendent shall post notice of same vacancy on a bulletin board in each building for no less than three (3) weeks before the position is filled. Vacancies shall be filled on the basis of:

(Cont'd. next page)

Article V - Vacancies, Promotions and Transfers Cont'd.

A. Vacancies and/or promotions Cont'd.

1. Existing positions Cont'd.

- (1) Experience,
- (2) Competency,
- (3) Length of service in the district,
- (4) Other relevant factors.

- b. The Association recognizes that when a vacancy occurs during the school year, it may be difficult to fill from within the district without undue disruption to the existing instructional program. If the Superintendent, in his judgment, so determines such a vacancy may be filled on a temporary or tentative basis until the end of the current semester at which time the position will be considered vacant.
- c. Whenever vacancies occur during the summer months when regular school is not in session, the following procedure shall be followed:
 - (1) Teachers with specific interest in possible vacancies will notify the Superintendent in writing during the last regular week of school and shall include a summer address.
 - (2) Should a vacancy occur, the teachers who have expressed an interest in said position or a similar position shall be mailed a notice by the Superintendent and notified of the vacancy.
 - (3) The teacher so notified shall have the responsibility of contacting the Superintendent indicating his interest in said position within seven (7) days of date of mailing.

2. New positions:

- a. Any new positions, within the bargaining unit, shall be posted with accompanying job descriptions (see 1,a above).
- b. An applicant with less service in the district shall not be awarded such position unless his qualifications shall be superior.

B. Transfers:

1. A request by a teacher for transfer to a different class, building or position shall be made in writing, on forms furnished by the Board. The application shall set forth the reasons for transfer, the school, grade or position sought, and the applicant's academic qualifications.
2. A transfer during the school year will be made only in case of emergency to prevent undue disruption of the instructional program. The Superintendent shall notify the affected teacher of the reasons for such transfer.

ARTICLE VI - Leaves

A. Professional/personal days:

1. At the beginning of every school year, each teacher shall be credited with a total of four (4) days to be used for the teacher's professional business and personal use of which no more than two (2) shall be personal.
 - a. Professional business days may be used for any educational purpose at the discretion of the administrator.

(Cont'd. next page)

Article VI - Leaves Cont'd.

A. Professional/personal days Cont'd.

- b. A personal day is to be used only for the transaction of personal business which cannot be taken care of outside the normal school day. Personal business is not to be interpreted as being for vacation or recreational activities. Personal days shall not be used before or after a holiday, vacation, or during the first or last week of a semester except in provable emergencies.
2. A teacher planning to use a professional business or personal day shall make the request at least seven (7) calendar days prior to the planned absence except under extenuating circumstances.
3. The teacher may be requested to file a written report within one (1) week of his use of a professional business day.
4. The teacher may be asked to explain the reason before or after a holiday, weekend or vacation period and reasonable restrictions may be imposed on personal leaves on such days.

B. Any teacher called for jury duty during school hours, or who is subpoenaed to testify during school hours in any judicial or administrative matter, or who shall be asked to testify in any arbitration or fact-finding shall be paid his full salary for such time. In case of reimbursement for jury duty the amount shall be deducted from his regular pay or reimbursement may be made to the school by the teacher.

C. Sabbatical Leave:

Teachers who have been employed for seven (7) consecutive years by the Board may be granted a sabbatical leave for professional improvement for up to one (1) year. It is agreed that professional improvement includes, but is not limited to: attending a college, university or other educational institution; travel which will improve the teachers ability to teach; etc.

1. This leave of absence will comply with Section 340.572 of Michigan General School Laws.
2. Criteria for a Sabbatical Leave:
 - a. A teacher must hold a permanent, continuing or life teaching certificate.
 - b. A teacher must apply to the Board in writing no later than March 15th of the school year prior to the leave.
 - c. Only one teacher may be on sabbatical leave at a time.
3. A teacher on sabbatical leave shall receive the same fringe benefits as any other teacher under contract.
4. The Board shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
5. The Association agrees with the Board's right to employ a teacher for the specific length of time of the sabbatical leave. Said employed teacher to be informed in writing at the time of employment the length of time he is to be employed.

(Cont'd next page)

9-25-74

Article VI - Leaves Cont'd.

D. Unpaid Leaves of Absence:

1. A leave of absence of up to two (2) years may be granted to any teacher who has taught in Bellaire Public Schools for at least two (2) years for the purpose of exchange teaching, study or travel, Peace Corps, or work program related to his professional responsibilities, provided said teacher states in writing, his intention to return to the school system. Upon return from such leave, a teacher will assume his original or a like position.
2. A leave of absence of up to one (1) year may be granted for the purpose of serving as an officer of the Michigan Education Association, the National Education Association, providing said teacher states in writing his intention to return to the school system. Upon return from such leave, the teacher will assume his original or a like position.

3. Maternity Leave:

- a. An employee may request a maternity leave at any time during her pregnancy; however, under normal circumstances, the request shall be at least sixty (60) days prior to the beginning of the leave.
- b. Such leave shall be granted for up to one (1) year. If any leave is requested for more than six (6) weeks of actual school weeks (excluding vacation periods), then it must be for one or two semesters.
- c. Upon notice of intent, the teacher shall be returned to her original position or the first open position for which she is qualified. The teacher shall return to the placement on the salary schedule at which she left and other accrued benefits reinstated.
- d. Refusal by the teacher to her original or first open position for which she is qualified after date of intent to return, shall fulfill the Board's responsibility for further employment of said teacher.

4. Health Leave:

Upon the recommendation of a physician a teacher shall be granted up to one (1) year, plus any unfinished year health leave. In returning, the teacher shall notify the Superintendent, in writing, and may be asked to submit a statement from a physician certifying his fitness, that he wishes to assume his duties. The teacher would then be re-instated at the beginning of the following year. If an opening should occur in his teaching field before the following year, he shall be immediately re-instated.

E. Restoration to Teacher Position from Leave:

The Association agrees with the Board's right to employ a teacher for the specific length of time a leave is granted. Said employed teacher to be informed in writing at time of employment the length of time to be employed.

(Cont'd. next page)

Article VI - Leaves Cont'd.

F. Illness or Disability:

1. At the beginning of each school year, each teacher shall be credited with a ten (10) day sick leave allowance to be used for absences caused by illness or physical disability due to accident of the teacher. The unused portion of such allowance shall accumulate from year to year to ninety (90) days with no deduction in pay. The Board shall furnish a written statement at the beginning of each school year, setting forth the total of sick leave credit.
2. Absence due to death or emergency illness in the teacher's immediate family shall be deemed legitimate use of sick leave and shall be limited to five (5) days per school year unless ruled an exceptional case by the Superintendent.
3. A teacher who is unable to teach because of an injury incurred in the course of the teacher's employment shall not have these days absent charged against the teacher's sick leave days as long as the Board elects to pay the difference between his salary and the benefits received under Michigan Workmen's Compensation Act. If the Board elects to pay the teacher's full daily rate, then the days missed shall be charged against the teacher's sick leave.
4. Pregnancy shall not be considered as sick leave within the interpretation of sick leave policy.

ARTICLE VII - Retirement of Teacher

- A. Retirement is compulsory at age 65 and that this be at the end of the school year in which the 65th birthday is reached. Except, one (1) year extensions may be made by a majority vote of the Board of Education and that each such case shall be reviewed individually.
- B. Terminal Pay:
 1. A teacher qualifying for terminal pay shall receive as terminal pay, an amount equal to one-fourth ($\frac{1}{4}$) of the teacher's regular daily base pay at retirement for each day of accumulated sick leave, but not to exceed a total of One Thousand Dollars (\$1,000).
 2. To qualify for terminal pay the teacher must have taught in the Bell-aire Public Schools for a minimum of ten (10) years and meet at least one of the following requirements:
 - a. Medical retirement.
 - b. Qualify under M.S.E.R.S. (Michigan School Employees Retirement System).
 - c. Have reached the age of sixty-two (62).

ARTICLE VIII - Teacher Evaluation & Progress

The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of personnel. Therefore, to this end, the following procedure has been agreed to in an effort to accomplish these goals:

- A. Probationary teachers shall be observed for the purpose of evaluation at at least two (2) times during the school year. These observations shall occur at least one (1) month following the commencement of services and seventy-five (75) days prior to the end of the probationary school year.
A tenure teacher shall be observed for the purpose of evaluation at least one time during the school year. The observation shall occur at least seventy-five (75) days prior to the end of the school year.
- B. A personal interview shall be held within ten (10) school days of the observation. The subject teacher may request the presence of a member of the B.E.A. at this interview.
 1. The evaluators will discuss with the teacher whether he is meeting the responsibilities satisfactorily and may recommend changes that should be made in the responsibilities, the condition or the teaching.
 2. The evaluators shall provide to any teacher receiving a substandard evaluation assistance to rectify any professional difficulties, following up with subsequent observations and recommendations.
- C. There shall be a written evaluation within seven (7) days of the observation. The teacher and the Superintendent are to receive a copy of the written evaluation. In the event the teacher feels his evaluation was incomplete or unjust, he may put his objections in writing and have them attached to the evaluation report to be placed in his personnel file.
- D. Evaluations shall be conducted by a building principal, assistant principal or other administrator. Each observation shall be made in person for a minimum of thirty (30) consecutive minutes.
- E. Each teacher shall have the right to review the contents of his own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review.

ARTICLE IX - Professional Qualifications

Persons with less than a Bachelor's Degree from an accredited college or university, and/or without a provisional, life, continuing or permanent certificate, shall not be employed except in cases of emergency. Persons so employed will receive a salary of \$400 less than that set forth in Schedule A, Step 1, of the Bachelor's Degree. No person may be employed as a teacher for more than three (3) years without a Bachelor's Degree and either a provisional, life, continuing or permanent certificate. Upon receiving the same, said teacher shall be placed on his proper step on the Salary Schedule, but not to exceed the fourth step.

ARTICLE X - In-Service Professional Education

To insure total staff participation in curriculum planning, the Board will provide early dismissal of students and release time for the teacher a minimum of four (4) times during the school year for in-service meetings. These meetings will last until 4:30 p.m. unless otherwise designated.

ARTICLE XI - Grievance Procedure

- A. If any teacher has a complaint regarding any condition of employment covered by the Michigan Teacher Tenure Act, such complaint or grievance shall be dealt with exclusively through the provision of said act and the established procedure thereof.
- B. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided.
- C. In the event that a teacher believes there is a basis for grievance, he shall first discuss the alleged grievance with his building principal, either personally or accompanied by his Association representative. The grievance must be filed within fifteen (15) calendar days of the violation, misinterpretation, or within fifteen (15) calendar days of the discovery thereof.
- D. If, as a result of the informal discussion with the building principal, a grievance still exists, he may invoke the formal grievance procedure through the Association on the form available from the Association, signed by the grievant and a representative of the grievance committee of the Association. No grievance shall be filed unless so signed.
- E. Within five (5) calendar days of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing within five (5) calendar days of such meeting, and shall furnish a copy to the Association.
- F. If the Association is not satisfied with the disposition of the grievance, or of no disposition has been made within five (5) calendar days of such meeting (or ten (10) calendar days from the date of filing, whichever shall be later), the grievance shall be transmitted to the Superintendent. Within seven (7) calendar days, the Superintendent or his designee shall meet with the Association on the grievance and shall indicate his disposition of the grievance in writing within five (5) calendar days of such meeting, and shall furnish a copy thereof to the Association.
- G. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within five (5) calendar days of such meeting (ten (10) days from the date of filing, whichever shall be later), the grievance shall be transmitted to the Board by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next regular meeting or within two (2) calendar weeks, whichever shall be later, shall meet with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than seven (7) calendar days thereafter. A copy of such disposition shall be furnished to the Association.

ARTICLE XII - Compensation

- A. The basic 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 designated periods.

(Cont'd. next page)

Article XII - Compensation Cont'd.

- B. All teachers shall be given full credit on the salary schedule set forth in Schedule A for full years of outside teaching experience up to and including five (5) year, and the Board may allow up to twelve (12) years credit for outside teaching. It is clearly understood and agreed that the provisions of this section are not retroactive and shall not affect the status of those teachers employed at any time prior to the 1972-73 school year, nor shall those teachers make this provision a subject of grievance.
- C. No monies shall be included in a teacher's salary unless included in ratified Schedule A.

ARTICLE XIII - Reduction in Personnel

- A. In the event the Board of Education finds it necessary to reduce the number of teaching personnel, it reserves the right to select the area and the schools in which the reduction in personnel shall take place.
- B. Before the Board makes any necessary reduction in personnel, it will first confer with the Association regarding the effects of such reduction.
- C. In cases requiring a reduction of the teacher work force, the order of reduction shall be:
 - 1. Teachers with less than a Bachelor's Degree and/or a Provisional Certificate.
 - 2. Teachers according to -
 - a. Certification
 - b. Qualification, and
 - c. Years of service.
- D. Order of recall shall be in the reverse order of reduction of personnel.

ARTICLE XIV - Negotiation Procedure

- A. Representatives of the Board and the Association Bargaining Committee will meet at the request of either party for the purpose of reviewing the administration of the contract, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure. Each party will submit to the other, an agenda covering what they wish to discuss.
- B. No later than February 15th of each year, the parties shall initiate negotiations for the purpose of entering into a successor agreement for the forthcoming year.
- C. Neither party in any negotiations shall have any control over the selection of the negotiation or bargaining representatives of the other party. The parties mutually pledge that their representatives shall have the necessary power to make proposals, consider proposals, and make concessions in the course of negotiations.
- D. There shall be three (3) signed copies of the final Agreement for the purposes of record. One copy to be retained by the
 - a. Board.
 - b. Association.
 - c. Superintendent.

ARTICLE XV - Miscellaneous Provisions

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment.

Any individual contract between the Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. The Board shall not solicit execution of any individual contract at such time or in such manner as shall constitute an unfair labor practice under the Michigan Public Relations Act.

This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. All teachers covered under this Agreement who participate in the production of tapes, publications or other produced educational materials shall retain residual rights should they be copyrighted or sold by the school district.

If any provisions of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Upon request of either party, the Association or Board, negotiations will be initiated to constructively consider and resolve matters not covered or clarified by this Agreement. The outcome of such negotiations shall be subject to ratifications and added as an amendment to this document.

The Superintendent shall give written notice to the B.E.A. stating the date the Board of Education expects to set a millage amount for the purpose of operational funds prior to said date.

ARTICLE XVI - Duration of Agreement

This Agreement shall be effective as of September 1, 1974 and shall continue in effect until August 31, 1975. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

EDUCATION ASSOCIATION

BOARD OF EDUCATION

By _____
Its President

By _____
Its President

By _____
Its Secretary

By _____
Its Secretary

By _____
Chairman, Negotiating Committee

By _____
Member

By _____
Negotiating Committeeman

By _____
Member

By _____
Negotiating Committeeman

By _____
Member

By _____
Member

By _____
Member

SCHEDULE A

STEP	BA OR BS DEGREE	*BA OR BS + 30 TERM HRS. OR 20 SEMESTER HRS. BEYOND TEACHING CERT. & BEGIN- NING TEACHING	*BA OR BS + 45 TERM HRS. OR 30 SEMESTER HRS. BEYOND TEACHING CERT. OR MASTERS	*MA OR MS + 30 TERM HRS. OR 20 SEMESTER HRS.	SPECIALIST DEGREE
		1	\$ 8,165	\$ 8,165	
2	8,474	8,653	8,782	9,039	9,100
3	8,782	9,142	9,398	9,912	10,057
4	9,090	9,501	9,809	10,323	10,585
5	9,424	9,886	10,246	10,759	11,139
6	9,758	10,271	10,682	11,195	11,693
7	10,143	10,656	11,118	11,581	12,186
8	10,527	11,041	11,556	12,068	12,685
9	10,913	11,427	11,991	12,582	13,175
10	11,298	11,812	12,429	12,942	13,673
11	11,684	12,223	12,865	13,327	14,164
12	12,068	12,582	13,301	13,814	14,906

- *1. For advancement horizontally, course work must be for graduate credit or as part of a graduate degree program.

Course work taken during the summer must be in the field of teaching or related field unless assigned to a teaching position during the summer. Related field would be as follows:

- a. Teaching in your minor field, major would be related.
- b. All courses in counseling, school administration.
- c. All elementary courses if an elementary teacher.
- d. Cognant courses in Masters and Specialist programs.
- e. Any courses that are in the field you are teaching.
- f. Teaching in your major field, minors would be related.

The restrictions upon approved course work will be removed when taken during the time of year when actually teaching.

2. A teacher shall receive only $\frac{1}{2}$ the negotiated increase in cost of living if he or she has failed to receive a minimum of six (6) term hours of approved credit in the most recent three (3) year period. The end of the first three year period will be August 31, 1976.
3. Each teacher is to receive, not to exceed Five Hundred (\$500) in fringe benefits to be paid by the Board of Education. This will be applied as the teacher directs in any or all of the following ways:
 - a. MESSA Super Med I, MESSA Super Med II, or Blue Cross
 - b. MESSA Group Term Life Insurance up to \$10,000.
 - c. MESSA Long Term Disability.
 - d. MESSA Dental Care.
 - e. MESSA Tax Shelter Annuity.
4. The Board of Education shall pay the employees share to the Michigan Teacher Retirement Fund.

SCHEDULE A - EXTRA DUTY PAY

	Years in Activity	Step on B.A. Scale	Amount
@ 12%			
Athletic Director	1 - 2	1 - \$8,165	\$ 980
	3 - 4	2 - 8,474	1,017
	5 & over	3 - 8,782	1,054
@ 10%			
Band Director	1 - 2	1 - \$8,165	\$ 817
Head Football Coach	3 - 4	2 - 8,474	847
Head Boys Basketball Coach	5 & over	3 - 8,782	878
@ 8%			
Varsity Girls Basketball Coach	1 - 2	1 - \$8,165	\$ 653
	3 - 4	2 - 8,474	678
	5 & over	3 - 8,782	703
@ 6%			
Ass't Football coach	1 - 2	1 - \$8,165	\$ 490
JV Boys Basketball	3 - 4	2 - 8,474	508
Head Track - Boys	5 & over	3 - 8,782	527
Head Track - Girls			
Head Skiing			
Head Baseball			
@ 5%			
Vocal Director	1 - 2	1 - \$8,165	\$ 408
Cheerleading Coach	3 - 4	2 - 8,474	424
	5 & over	3 - 8,782	439
@ 4%			
Boys Freshman Basketball	1 - 2	1 - \$8,165	\$ 327
Boys 8th grade "	3 - 4	2 - 8,474	338
Boys 7th grade "	5 & over	3 - 8,782	351
Girls JV Basketball			
Other activities:			
Club sponsors		\$130	
School Play		130	
Year Book		385	
School Paper		130	
Club Sponsors:			
7th grade		\$ 80	
8th grade		80	
9th grade		130	
10th grade		130	
11th grade		185	
12th grade		230	
Driver Education		\$ 40 per student	
Summer Music		\$975	
Seminar Rate		\$6 per hour	