

6/30/73

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TENTATIVE AGREEMENT

between

Bendle Board of Education

&

Bendle Education Association

RECEIVED

MICH. ASSOC. OF SCHOOL BOARDS

JUN 21 1972

EAST LANSING, MICH. 48823

*Bendle Bd. of Education*

Items negotiable the second year of a  
two-year agreement which expires on  
June 30, 1973

*Ratified by association  
formed on 6-12-72  
JY*

Dated: June 7, 1972

(Document prepared for ratification purposes)

APPENDIX "A"

SALARY SCHEDULE ... 1972-1973 School Year

<u>Yrs Exp</u>	<u>Bachelors</u>	<u>Bachelors + 15</u>	<u>BA + 30/ Masters</u>	<u>Masters + 15</u>	<u>Masters + 30</u>
0-1	8,500	8,925	9,371	9,840	10,332
1-2	8,883	9,327	9,793	10,283	10,797
2-3	9,283	9,741	10,234	10,746	11,283
3-4	9,701	10,186	10,695	11,230	11,792
4-5	10,138	10,645	11,177	11,736	12,323
5-6	10,594	11,124	11,680	12,264	12,877
6-7	11,071	11,625	12,206	12,816	13,457
7-8	11,569	12,147	12,754	13,392	14,062
8-9	12,090	12,695	13,330	13,997	14,697
9-10	12,634	13,266	13,929	14,625	15,356
10+	13,203	13,863	14,556	15,284	16,048

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A. Salary Schedule Provisions

1. (No Change) Any change in degree status during the course of the school year shall become effective at the beginning of the subsequent semester. Contractual salary shall be adjusted to conform with the new status.
2. (No Change) No limitations for years of service outside of the Bendle School System shall be applied for new teachers in the system.
3. (No Change) Half years of service (not consecutive) in the Bendle School System shall be cumulative to full years when Leave of Absence has been approved.
4. (No Change) The teacher's contractual salary shall correspond with their degree status and years of service on the salary schedule.
5. Retroactive to 1967, all teaching staff must obtain fifteen (15) semester hours above the Bachelor's Degree by the sixth step of the salary schedule. The salary of any teacher at this level or above, not fulfilling this requirement will be frozen at their respective level until this requirement is met. Upon meeting this requirement, the teacher shall resume receiving experience increments in the Bachelor's + 15 category at their experience level.

APPENDIX "A" ... cont'd

A. Salary Schedule Provisions (cont'd)

6. (a) For every \$1,000.00 or major portion thereof, over \$101,000.00, but not to exceed \$137,000.00, in General Fund Revenues for the 1972-1973 school year in comparison to the 1971-1972 school year, \$700.00 will be distributed on the above salary schedule, pro-rated on a unit scale basis.
- (b) For every \$1,000.00 or major portion thereof received less than \$101,000.00 in General Fund Revenues for the 1972-1973 school year in relation to the 1971-1972 school year, \$700.00 will be deducted from the above salary schedule - pro-rated on the unit factor basis. De-escalation to cease at the amount expended for teacher's salaries for the 1971-1972 school year (\$1,095,847.00).
- (c) Adjustments necessary in accordance with Paragraph 6 will be agreed upon by the Bendle Board of Education and the Bendle Education Association at a meeting which will take place within two (2) weeks after the Fourth Friday Membership Count.

B. Fringe Benefit Allowance

1. The Bendle Board of Education agrees to furnish, without cost to the teacher, a selection of insurance protection. Each teacher shall elect one of the following:
  - (a) Full family health care insurance benefits. Payment of insurance premiums for each teacher is for the full twelve (12) month period, commencing with the September premium and concluding with the August premium. (Blue Cross/Blue Shield MVF-1, with Drug Prescription Rider) or MEA Super Medical).
  - (OR)
  - (b) The Board shall provide, without cost to the teacher, a salary protection insurance. If the teacher elects this insurance, the Board shall pay up to ten dollars (\$10.00) per month for the premiums of those teachers whose salaries on the 1972-1973 schedule fall below \$10,000.00 and \$15.80 per month for those teachers whose salaries are above \$10,000.00. This coverage shall be for the full twelve month period, commencing in September and ending in August.
  - (c) A teacher may elect to pay premiums through payroll deductions, for any one of the "supermarket" insurance Plans offered by Blue Cross/Blue Shield or MEA Super Medical, at his personal expense.
2. The Board shall provide, without cost to the teacher, a salary protection insurance consisting of Long Term Disability. This coverage shall be for the full twelve month period, commencing in September and ending in August. The basic plan will provide:
  - 50% of gross wages.
  - Qualifying period of 60 days or until employee has used all accumulated sick leave days.
  - \$1,500.00 maximum monthly income benefits until age 65.
3. The Board shall also provide each teacher with a Ten Thousand/(\$10,000.00) Double Indemnity term life insurance policy.

Dollar

APPENDIX "B" ... COACHES SALARY SCHEDULE - 1972-1973 school year

VARSITY

Head Football	\$950.00
Head Basketball	950.00
Head Wrestling	875.00
Head Baseball	725.00
Head Track	725.00

ASSISTANT VARSITY COACH

Football	475.00
Track	400.00

RESERVE COACHES

Football	475.00
Basketball	475.00
Baseball	475.00
Assistant Reserve Football	400.00

JR.HIGH COACHES

Football	400.00
Wrestling	400.00
Basketball (7th, 8th, 9th) each	400.00
Baseball	400.00

CROSS COUNTRY 400.00

GOLF 200.00

GIRLS SPORTS

Speedball (Varsity)	425.00
Speedball (Jr. Varsity)	400.00
Basketball (Varsity)	450.00
Basketball (Jr. Varsity)	400.00
Track (Varsity)	425.00
Softball	425.00

INTRAMURALS 150.00

APPENDIX "C" ... DRIVER TRAINING COMPENSATION - 1972-1973 school year

(No Change)

The hourly rate for the teaching of Driver Training shall be Six Dollars (\$6.00).

The program is to be conducted to meet the requirements as established in Bulletin No. 360 - Department of Public Instruction.

The Bendle Senior High School Principal is delegated the responsibility of administering the program, and seeing that the course meets the minimum requirements of Bulletin No. 360 - Department of Public Instruction.

APPENDIX "D" ... EXTRACURRICULAR PAY - 1972/73 School Year

<u>Activity</u>	<u>Salary</u>
Senior Class #1	\$150.00
Senior Class #2	150.00
Junior Class #1	150.00
Junior Class #2 (One person to aid with the prom)	50.00
Sophomore Class #1	150.00
Freshman Class #1	150.00
Dramatics Coach	
(a) Two major productions	350.00
(b) One major production	175.00
Vocal Music Director - Secondary	200.00
Yearbook (Reflector) - Sr. High	350.00
Yearbook (Reflector) - Jr. High	100.00
Debate and Forensics	175.00
(a) If not combined as one assignment - individually	87.50
Newspaper (Spotlight)	200.00
Senior High Student Council	250.00
Junior High Student Council	250.00
Elementary Student Council (one each at West and South)	50.00 ea.
Safety Patrol (one each at West and South)	50.00 ea.
Senior High Cheerleading (Varsity & Reserve)	150.00
Jr. High Cheerleading (7-8-9)	75.00
Elementary Cheerleading (one each at West and South)	25.00 ea
Band Director - Secondary	1000.00

Remuneration for club sponsorships may be considered upon the submission of a detailed program, in writing, and in advance, to the Superintendent. If approved, the sponsor shall receive compensation in the amount of Twenty-five Dollars (\$25.00).

Transportation Reimbursement

Professional staff members who are required to render services in more than one building either in the AM or PM session, or both, will receive Ten Cents (10¢) per mile transportation allowance. This will be paid on a monthly basis upon receipt of a purchase order request indicating miles traveled. Requests for reimbursement submitted to the Central Office more than fifteen (15) calendar days after the last day of the previous month will not be paid.

CHAPTER XI ... 1972-1973 SCHOOL CALENDAR

Sept 5, 1972	Teacher Orientation (AM: Elementary Registration)
Sept 6, 1972	School in session - Pupils report to classes
Nov. 22, 1972	Thanksgiving Recess begins at the end of the school day
Nov. 27, 1972	Classes resume after Thanksgiving Recess
Dec. 22, 1972	Christmas Recess begins at end of the school day
Jan. 2, 1973	Classes resume after Christmas Recess
Jan. 18, 1973	End of First Semester
Jan. 19, 1973	Teachers' Workday
Jan. 22, 1973	Second Semester begins
Feb. 28, 1973	Inservice Day
Apr 19, 1973	Spring vacation begins at end of the school day
Apr. 30, 1973	Classes resume after Spring Recess
May 28, 1973	Memorial Day - No school
June 7, 1973	End of second semester
June 8, 1973	Teachers' Worday (students pick up report cards and dismissal of teachers)

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180 Session days

4 paid work days (Sept 5, Jan 19, Feb. 28, June 8)

6 paid Holidays (Labor Day, Thanksgiving Day, Christmas, New Year's Day, Good Friday, Memorial Day)

190 paid teaching days .... 1972-1973 school year

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NOTE ... Since a scheduled Parent Conference Day has been deleted from the School Calendar, the following policies and procedures will be in effect for the 1972-73 School Year:

PARENT-TEACHER CONFERENCES:

Teachers at both the elementary and secondary level are required to arrange and conduct twenty(20) twenty minute parent conferences during the school year - with a minimum of ten (10) conferences in the first semester and ten (10) conferences in the second semester.

a) Any conferences held during the first semester exceeding the required

number of ten (10) will be credited toward the ten (10) required for the second semester.

- (b) Teachers not meeting the above semester requirements will be deducted one-half (1/2) days pay on the last payday of each respective semester.

PROCEDURES FOR ADMINISTERING:

The use of two forms will be employed:

1. A form on which the teacher notifies the building principal of the student's name, the parent's name with whom the conference has been scheduled and the date and time it is to be held.
  - a) Generally, the intent is that these conferences will be held during the teacher's regular conference period. However, to allow greater flexibility, conferences scheduled prior to or after school, or during the noon and evening hours at school, will be considered valid conferences. The submission of this form will serve as a record of conferences scheduled.
  - b) Home visitations during the teacher's conference period for the purpose of conducting a conference will also be permissible.
2. The second form will be used to 'write up' the results of the conference held. This form is to be submitted, in duplicate, to the respective building principal within five (5) school days after the conclusion of the conference.
  - a) One of these copies will be included with the child's cumulative records, while the second copy will be attached to the 'notification of conference scheduled' in the Principal's Office.

It should be pointed out that scheduling a conference is only the first step. In order to be given credit for one conference, it must also be held, and the 'write up' submitted.

It can readily be determined at the end of each semester of each school year if the conference requirements have been met. One either meets them - or does not. Pro-rating deficiencies is not the intent.