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St Louis
11 Gratiot

St. Louis Board of Education

COLLECTIVE
NEGOTIATIONS
AGREEMENT

August 15, 1967

MEA
1216 Wendale
E. Lansing, MI
48823

AGREEMENT
between the
ST. LOUIS BOARD OF EDUCATION
and the
ST. LOUIS EDUCATORS' CLUB

This agreement entered into this 15th day of August, 1967 by and between the Board of Education of the St. Louis Public Schools, St. Louis, Michigan, hereinafter called "the Board" and the St. Louis Educators' Club, hereinafter called "the Association".

WITNESSETH

WHEREAS, the Association has been recognized by the Board as the exclusive bargaining agent of the teachers for the purposes of dealing with the Board on matters of teacher concern; and

WHEREAS, the laws of the State of Michigan authorize collective bargaining for public employees to enter into collective bargaining agreements with the representatives of their employees; and

WHEREAS, the Board and the Association desire to incorporate such agreements and other matters into a formal contract;

THEREFORE, the parties agree as follows:

Article I

RECOGNITION

A. The Board hereby recognizes the Association as the sole and exclusive bargaining representative, to the extent required by Act 379 of the Public Acts of 1965 for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment, for all professional personnel employed or to be employed by the Board, including personnel on tenure, probation and per diem appointments, classroom teachers, substitute teachers, advising and critic teachers, speech therapists, visiting teachers, counselors, but excluding supervisory and executive personnel and office and clerical employees. The term "teacher" when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and reference to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers organization other than the Association for the duration of this agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance adjusted without the intervention of the Association, if the adjustment is not inconsistent with the terms of this agreement, provided that the Association has been given opportunity to be present at such adjustment.

C. Within thirty days of the beginning of employment a teacher may voluntarily sign and deliver to the Board a statement authorizing the deduction of membership dues for the St. Louis Educators' Club, Gratiot County Chapter of the Michigan Education Association. Also, deductions from pay shall be allowed for Michigan Education Special Services Insurance and the Gratiot County Teachers Federal Credit Union. The Board is to be held harmless from any claims for adjustments when deductions have been made in accordance with the teacher's written authorization. Such adjustments shall be a matter between the teacher and the appropriate organization.

D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or any other laws and regulations.

E. The Board retains all rights and powers to manage the schools and to direct teachers except as otherwise expressly provided in the agreement and then only to the extent such agreement is in conformation with the constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

F. Teachers have the right to join any teacher organization, but membership in a teacher organization shall not be required as a condition of employment.

G. Any part of the existing written Board policies and administrative regulations which are in conflict with this agreement, shall be deemed invalid, but this shall not effect the remaining parts of the written Board policies and administrative regulations not found to be so in conflict.

H. During the term of this Agreement neither the Association, nor any persons acting in its behalf will cause, authorize, or support, nor will any of its members take part in, any strike (i.e., the concerted failure to report for duty, or wilful absence of the teacher from his position, or stoppage of work or abstinence, in whole or in part, from the full, faithful, and proper performance of the teacher's duties of employment) for any purpose whatsoever.

Violation of this section by any teacher or group of teachers will constitute just cause for discharge and/or the imposition of discipline or penalties.

I. A teacher may withdraw his membership from the Association at any time. Also, he may discontinue any deductions he may have authorized in section C of this article.

J. The Board retains the sole right to reprimand or discharge probationary teachers in accordance with the Michigan Teacher Tenure Law without interference from the Association. Lawful Association activities shall not be the basis for reprimand or discharge.

K. The Board retains the sole right to reprimand or discharge teachers in regard to their extra-contractual duties.

Article II

TEACHER RIGHTS

A. The Board agrees that it will not discriminate against any teacher because of his membership in the Association, his participation in the lawful activities of the Association, his participation in collective negotiations with the Board, his institution of a grievance, as defined in this agreement or otherwise with respect to any terms or conditions of employment.

B. The Board recognizes the necessity for peaceful settlement of disputes that may arise over the application or interpretation of this agreement. When a dispute cannot be settled by the grievance procedure both parties recognize the right of each to seek the assistance of the Labor Mediation Board.

C. The Association shall have the right to use school building facilities after school hours for Association business on the same basis as Board policy permits their use to other community groups.

D. Organizational activity of any type shall not take place during school hours when pupils are scheduled in the building.

E. In each school there shall be a bulletin board, in a teacher area whenever possible, for the posting of notices and information pertaining to the official business of the Association such as notices of meetings, social events, announcements of the results of of employee organization meetings or elections, and the like, and be signed by the designated Association official. Further, material to be posted shall be submitted to the Superintendent of Schools, or his designated representative, for approval prior to posting.

F. The use of school mailboxes to the Association shall be restricted to official business of the Association as outlined in the immediately preceding paragraph. Approval of the Superintendent of Schools, or his designated representative, shall be received prior to placing material in school mailboxes of Association members. The Board will allow the delivery between school buildings of Association announcements and notices in the inter-school mail deliveries. After delivery of material to a building it shall be the responsibility of the Association or its designated representative, to see that the material is distributed to Association members.

G. The practice of reserving the Mondays of each month for after school staff meetings with the Superintendent of Schools, the Principals, and for the Association shall be continued. Attendance at such meetings called by the Superintendent of Schools and/or Principals is mandatory unless excused prior to the meeting by the person calling such meetings. At the beginning of the school year the schedule for such meetings shall be worked out in cooperation with the Association. Further, one Monday a month the Association will be provided a meeting place from 3:45 p.m. to 6:00 p.m. at no charge to the Association.

H. The Board shall make readily available to the Association all information which is available to the public. The Board shall cooperate in helping the Association to locate the information, but is under no obligation to incur costs or time of clerks or the administration to prepare any information for the Association.

I. Any costs incurred by the Board from Association requests for materials, use of buildings, equipment, etc. shall be paid for in full by the Association.

Article III

TEACHING HOURS

A. The school term for teachers shall not be longer than 190 duty days. Duty days shall mean those days when pupils are counted in attendance and/or membership, orientation days at the beginning of the school year for all teachers, institute days authorized by the Michigan Department of Education, conference days as determined by the Superintendent of Schools, the record days which may occur at mid-year and at the close of the school year. In no event shall the duty days be less than the minimum number of days required by law for the school district to receive

its full state aid.

B. When the entire school system is closed down because of weather conditions or other emergencies conditions on the authority of the Superintendent of Schools, or his designated representative, no teacher shall be required to report for duty. Such days shall be counted as duty days as defined in section A of this article.

C. When an individual school building is closed down because of emergency conditions (i.e., boiler failure, electrical failure, etc.) the Superintendent of schools or his designated representative, may require any or all of the teachers of the building to report for duty as the needs of the school system dictate. However, no teacher shall be assigned to teach at a level other than that covered by their certificate.

D. The teaching day for all teachers shall begin one-half hour prior to the time pupils are scheduled to be in school and shall end one-half hour after pupils are dismissed for the day or 4:00 p.m. whichever comes first. On Fridays and days before the beginning of a holiday teachers may leave upon the dismissal of pupils for the day.

E. Teachers are expected to be at their assigned station at all times. Teachers are responsible for the proper supervision of all pupils especially those assigned to them during the day.

F. A reasonable assignment by the principal, after consultation with the teacher, of extra curricular, playground, corridor, or similar activities outside of school hours, at noon, or both may be made.

G. Teachers shall be responsible for exercising those duties prescribed by the laws of the State of Michigan for teachers. It is assumed that every teacher is familiar with his rights and duties under law.

Article IV

TEACHING LOADS AND ASSIGNMENTS

A. The normal weekly teaching load in the senior and junior high school shall include five unassigned or conference periods equivalent to five teaching periods. The normal teaching load in the elementary school shall be 30 clock hours of teaching periods. A teaching period is a period in which the teacher is actively involved with the pupils in the act of teaching, either as an individual or as a member of a teaching team, and has participated in the planning of the instruction to be conducted.

B. Teachers shall not be assigned, except temporarily, outside the scope of their teaching certificates. As a member of the North Central Association of Secondary Schools the Board shall be guided by their recommendations.

C. Teachers are subject to transfer and reassignment at the discretion of the Superintendent of Schools. The following factors shall be considered in the transfer of teachers:

1. When transfers are to be made, a conference of all employees concerned shall be held with the Superintendent. The disposition of the case shall be in writing to all parties concerned. The Superintendent's decision shall be final.

2. When teachers are transferred for reasons of changing enrollments, addition or deletion of courses to be offered, consideration shall be given:

- (a) to qualifications of teachers, and
- (b) to length of and quality of service these teachers have rendered to the school system.

D. The unassigned or conference period is part of the teachers work day. (See Article III sections D & E). The occasional use of this period for other than school purposes may be allowed by the Principal where conditions exist beyond the control of the teacher.

E. Elementary teachers will not be scheduled for conferences with parents which will run beyond 4:00 p.m.

F. The Board assumes the responsibility for all non-professional substitutes for elementary schools lunch duty, except in case of a state of existing emergency. It is understood that this shall be effective when all school rooms are back to a regular situation, rather than the temporary situation which exists at present.

Article V

TEACHING CONDITIONS

A. The Board as a member of the North Central Association of Secondary Schools shall be guided by their recommendations as to class loads. Class loads in the present wood shop and metal shop shall not exceed, in vocational classes, 25 pupils per class except after consultation with the teacher by the counselor, principal, and superintendent of schools.

B. A teacher may, if he feels it is to his advantage and that of his pupils, and he is a qualified bus driver, drive a bus on field trips and other school activities. However, a teacher shall not be required to drive a bus as part of his regular assignment.

C. The Board shall make an effort to provide space in each building for the use of school employees in which smoking will be permitted.

D. Clean well-lighted faculty rest rooms will be provided in all permanent school buildings to the extent that these may be provided without major cost for construction or renovation of existing facilities.

Article VI

TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher shall be conducted with the full knowledge of the teacher.

B. Evaluation of probationary teachers is to be made in writing to the Superintendent of Schools by the Principal at least once each semester. The teacher is to receive a copy of the evaluation of his status. Evaluation of tenure teachers is to be made in writing to the Superintendent of Schools at least once each year. The tenure teacher is to receive a copy of each evaluation of his status.

Article VII

SUBSTITUTE TEACHING

In those cases where a regular teacher is not available a teacher may be requested to substitute for one period per year without compensation. The teacher shall be paid \$5.00 for each period substituted over and above the one period without compensation.

Article VIII

PROFESSIONAL AND EDUCATIONAL IMPROVEMENT

A. If a teacher intends to qualify for the professional improvement requirement as set up by the Board in policy #3027, four semester hours of acceptable college credit must be earned during the first five years in St. Louis and for each subsequent five year period calculated from September 1st of the school year in which teaching was begun in the St. Louis system. Prior approval of the Superintendent shall be required for course work outside of the teacher's certification major(s) or minor(s), or teaching assignment.

B. The Board shall pay a cost not to exceed \$180.00 toward the cost of tuition, books, and reasonable mileage for courses at accredited colleges, universities, or professional training schools which are taken with the advance approval of the Superintendent of Schools and are intended to meet the four semester hour requirements of the second five year period of the professional improvement factor of section A above.

Article IX

PUPIL DISCIPLINE

A. The Board shall work and cooperate with the Association in providing a classroom atmosphere which will give support and assistance to the teacher to maintain control and discipline in the classroom.

B. The Board shall reimburse teachers for any loss, damage, or destruction of clothing or personal property sustained by the teacher while on duty due to pupil negligence or while enforcing or maintaining pupil discipline and order during school hours or at school activities. No payments under this article and section shall be made for claims less than \$5.00 or for claims in excess of \$65.00. Such claims shall be presented to the Superintendent or his designated representative, for review and recommendation of payment to the Board.

Article X

NEGOTIATION PROCEDURES

A. This agreement is complete and unalterable for its term and the only proper discussion between the parties shall be those required by the grievance procedure.

This agreement also incorporates the entire understanding of the parties on all issues which were or could have been subject of negotiation. During the term of this agreement neither party will be required to negotiate with respect to any such matters, whether or not covered by this Agreement, and whether or not within the knowledge and contemplation

of either or both parties at the time they negotiated or signed this agreement.

B. Not later than March 1, 1968 the Association agrees to present to the Board a complete proposal and to begin negotiation with the Board over a successor agreement.

C. In any negotiations described in this article, neither party shall have control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining subject only to such ratification.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate.

Article XI

PROFESSIONAL GRIEVANCE PROCEDURE

A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this agreement relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated representative. The Board may designate as its representative for such purpose the Principal in each school building and the Superintendent of Schools when the particular grievance arises in more than one school building. The following matters shall not be a basis for any grievance filed under the procedure outlined in this article:

1. The termination of services of or the failure to reemploy any probationary teacher.
2. The placing of a non-tenure teacher on a third year of probation
3. Any claim or complaint for which there is another remedial procedure or forum established by law or regulation having the force of law, including any matter subject to the procedures specified in the Teachers Tenure Act.

B. The aggrieved party with a problem may first discuss the matter within five school days following the act or condition which caused the grievance, with the Boards designated representative, directly or accompanied by an Association representative if the aggrieved party so desires, with the objective of resolving the matter informally.

C. In the event the matter is not resolved informally, the problem, stated in writing, may be submitted to the Board's designated representative within five school days following the informal discussion of said grievance. The grievance may be discussed with the Board's designated representative: (1) by the aggrieved teacher or teachers directly or

accompanied by an association representative if requested by the aggrieved teacher or teachers (2) through an Association representative if the aggrieved teacher or teachers so request.

D. Within ten school days after receiving the written grievance the Board's designated representative shall state his decision in writing, together with the supporting reasons, and shall furnish two copies to the aggrieved party. The aggrieved party may furnish the Association one of the two copies.

E. Within ten school days after receiving the decision of the Board's designated representative the aggrieved party may, directly or through the Association, appeal from the decision above to the Superintendent of Schools if the Board's designated representative had been the Principal or directly to the Board addressed to the Secretary of the Board if the Board's designated representative had been the Superintendent of Schools. The appeal shall be in writing and shall be accompanied by a copy of the previous decision. If the appeal is filed with the Superintendent he shall within ten school days after receiving the written appeal investigate the grievance, including giving all persons involved in the original grievance, a reasonable opportunity to be heard. Within fifteen school days after receiving the written appeal he shall communicate his decision in writing together with the supporting reasons, to the aggrieved party, to the Board's designated representative in the prior hearing, and to the Association if the aggrieved party so wishes.

F. If the appeal is filed with the Board the Board shall give the aggrieved party an opportunity to be heard at its next regular Board meeting. The Board shall communicate its decision in writing, together with supporting reasons, to the aggrieved party within twenty-five school days after receiving the written appeal.

G. If the decision of the Board is not satisfactory to the aggrieved party, the Board or its designated representative shall meet with the aggrieved party to consider in good faith any other methods of settlement which might be mutually agreed upon.

H. If the aggrieved party does not want to meet with the Board or its designated representative it may submit the grievance to the Labor Mediation Board.

I. For administrative convenience, the Board may cause complaints which may be the subject of grievance under this article first to be presented to a department head, assistant Principal or other school employee, for informal processing, in an effort to reduce the number of formal grievances handled under the grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of department heads, assistant Principals or other school employee in such procedures be deemed to be a supervisory or executive function.

J. If the aggrieved party fails to appeal within the time limit set in the grievance procedure it shall be deemed as acceptance of the decision, at that level, by the aggrieved party.

K. If the aggrieved party withdraws the grievance or leaves the employment of the Board this shall serve to terminate the processing of the grievance.

Article XII

LEAVES

A. Sick Leave. To personal illness a teacher shall have 10 current plus accumulated days for sickness per year. To personal illness and absence necessitated by exposure to contagious diseases in which the health of others would be endangered by his or her attendance on duty, such unused number of days each year shall be allowed to accumulate for each teacher to a maximum of 50 teaching days. To be eligible for consecutive days of illness, proved beyond ten (10) days in any one year, a doctor's verification shall be filed in the Superintendent's office by the teacher.

Sick leave for teachers employed on a part time, or for part of the school year, shall have sick leave allowance in proportion to the time employed.

Ten days of sick leave shall be credited to each employee upon reporting for work for the current school year except for first year teachers as stated below.

If a first year teacher should terminate his services before the end of the contract term, a deduction will be made at the time the services terminate for all sick leave used in excess of one day per month.

B. Maternity Leave

1. Upon knowledge of pregnancy, the employee shall immediately inform the Superintendent of Schools.
2. The privileges under the policy will be forfeited in the event an employee shall fail to provide the information promptly.
3. No sick leave payments will be made for maternity leave or for illness or complications related to the pregnancy.
4. The employee may be granted a year's maternity leave of absence at the discretion of the Superintendent. In some cases, such as pregnancies occurring prior to the opening of school, it may be to the advantage of the employee and the school to seek a replacement for the employee for the entire school year.
5. The administration, after consultation with the employee and the employee's doctor shall decide when the employee must withdraw from active work. A doctor's certificate of good health may be required from the employee. It is strongly recommended that the employee not be allowed to work during the six weeks preceding the expected birth date of the child.
6. The employee will be allowed to resume her work after consultation with the administration and upon the presentation of her doctor's certificate of good health.

C. Personal Leave. Personal leave shall be construed as any valid reason, not merely personal convenience, causing the teacher to be away from school other than illness leave or death leave. There shall be a maximum of two (2) days per school year granted, non-accumulative.

Except in emergencies, the teacher requesting leave under this section shall give his principal written notice, with reasons for leave, of his intention to take such leave at least one school day in advance of the day he proposes to be absent.

Personal leave, except in emergencies beyond the control of the teacher, shall not be granted for days preceding or following holidays, vacations, and the first and last day of the school year.

D. Death Leave. In case of death in the immediate family up to three (3) days will be allowed the teacher. Immediate family is interpreted to mean wife, husband, grandparents, parents, person to whom the teacher is engaged to marry, anyone living under the same roof and supported by the teacher.

E. Military Leave. Any regular employee, whose position is other than temporary, who may enlist or be conscripted into the armed forces of the United States for service or training shall be granted military leave. He shall be reinstated to his position in the school system upon written request supported by competent proof that he is fully qualified to perform the duties of said position. Application for reinstatement shall be made not later than 90 days from the date of honorable discharge from active duty.

F. Extended Illness & Involuntary Leave. Any teacher whose personal illness extends beyond the period compensated will be granted a leave of absence without pay or increment for such time as is necessary for complete recovery to a maximum of one year. Further extensions may be granted at the will of the Board. Upon return from leave, a teacher may be assigned to the same or similar position, providing a vacancy exists.

In cases where there is reason to believe that the period of absence will be such as to work a hardship on the educational program of the pupils the Superintendent of Schools may place the teacher on an involuntary leave of absence without pay or increment.

POLICY ON EXTENDED LEAVES Unless otherwise indicated, the following conditions shall apply to extended leaves of absence (Extended Illness, Involuntary Leave, Sabbatical, Advance Study, Maternity, etc.):

1. Requests for leaves shall be in writing except in case of involuntary leave.
2. Eligibility shall be based on a minimum of two (2) years continuous employment in the district:
3. All extended leaves shall be limited to one year. Further extensions shall be at the will of the Board.
4. Salary increments shall not accrue;
5. Sick leave days shall not accrue but unused sick leave days held at the start of the leave shall be reinstated.
6. Written notice of intention to either return or resign shall be given the Superintendent of Schools by February 1st of the year in which the leave expires.
7. Re-employment during the school year shall be at the discretion of the Board, and re-employment for the beginning of the new school year shall depend upon an opening on the staff for which the teacher is qualified.

G. Temporary Leave of Absence.

- A. A leave of absence with pay shall be granted for time necessary for appearances in a legal proceeding connected with the teacher's employment with the school system if the teacher is required by law to attend.
- B. A leave of absence shall be granted a teacher called for jury service. The Board shall pay an amount equal to the difference between the teacher's daily salary and the daily jury fee paid by the court (not including travel allowances or reimbursement of expenses) for each day on which the teacher reports for or performs jury duty and on which he otherwise would have been scheduled to work, provided that the teacher cooperates with the administration in seeking to be excused from jury service.

H. Other Leave. Other types of leave such as sabbatical, educational, etc., may be granted as determined by the Board of Education. Each case shall be decided upon its merits and the good of the school district. Teachers are to make written application to the Board of Education when requesting such leave.

I. Terminal Leave. In appreciation of continuing service to the school district a terminal leave payment of \$250.00 at the end of 20 years service in the school district shall be paid upon retirement. An additional \$20.00 shall be paid for each additional year beyond 20 years of service.

J. Salary Adjustments. Salary adjustments shall be made on the basis of the teachers contract. A school month is made up of four weeks of five days each. Deductions and adjustments shall be made on the basis of a 190 duty day contract year. Adjustment and deductions in salary will be made on a daily salary, determined by dividing the teacher's contract salary by 190.

Article XIII

PREVIOUS TEACHING EXPERIENCE

Credit for experience in other schools will be allowed up to six years as evaluated by the Superintendent of Schools for newly hired teachers for the 1967-68 school year. The provisions of this article are not applicable to teachers now employed by the Board. The Board shall make an effort to allow up to seven years of outside experience credit in 1968-69 and eight years of outside experience credit in 1969-70.

Article XIV

SALARY SCHEDULE

The salary schedule negotiated by the parties as set forth in Exhibit A attached hereto and shall be in effect for the school year 1967-68. Further, it is agreed that a joint study will be made by the Board and Association of extra curricular salaries. Such report to be completed on or before February 1, 1968.

Article XV

GENERAL

This agreement is subject in all respects to the laws of the State of Michigan with respect to the powers, rights, duties and obligations of the Board, the Association, and employees in the bargaining unit, and in the event that any provision of this agreement shall at any time be held to the contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of this agreement shall continue in effect.

Article XVI

DURATION

This agreement shall be effective as of the 1st day of July, 1967 and shall continue in effect to and including June 30, 1968. Proposals for incorporation in subsequent agreements shall be developed by the parties during the 1967-68 school year as stated in Article X, , Section B.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives the date and year first above written.

BOARD OF EDUCATION
ST. LOUIS PUBLIC SCHOOLS
ST. LOUIS, MICHIGAN

1. Dr. C. J. Bender President
Dr. C. J. Bender
2. Dale J. Reichard V. President
Dale J. Reichard
3. Charles A. Mead Secretary
Charles A. Mead
4. Alfred L. Netzley Treasurer
Alfred L. Netzley
5. William D. Keiser Trustee
William D. Keiser
6. Arthur Fisher Trustee
Arthur Fisher
7. Alfred L. Bush Trustee
Alfred L. Bush

ST. LOUIS EDUCATORS CLUB NEGOTIATING TEAM

1. Velma McClintic Chief Negotiator
Velma McClintic
2. Charlotte Nametz Negotiation
Charlotte Nametz Com. Member
3. Phyllis Brewer Negotiation
Phyllis Brewer Com. Member
4. Richard Beymer Negotiation
Richard Beymer Com. Member
5. Bill Mayes Negotiation
Bill Mayes Com. Member
6. John Milne Negotiation
John Milne Com. Member

SAINT LOUIS PUBLIC SCHOOLS
 SAINT LOUIS, MICHIGAN

1967-68

EXHIBIT A

SUMMARY OF TEACHERS' SALARY SCHEDULE

Consult Policy Handbook for Further Details

<u>Experience</u>	<u>Index</u>	<u>B.A. or B.S.</u>	<u>M.A. or M.S.</u>
0	1.000	5900	6250
1	1.035	6107	6457
2	1.070	6313	6663
3	1.110	6549	6899
4	1.150	6785	7135
5	1.200	7080	7430
6	1.250	7375	7725
7	1.300	7670	8020
8	1.340	7906	8256
9	1.380	8142	8492
10	1.420	8378	8728
11	1.460	8614	8964
12	1.500	8850	9200

Up to six years outside experience credit allowed.

SAINT LOUIS PUBLIC SCHOOLS
COACHING SCHEDULE

Football:

Head	9%
All assistants	5%

Basketball:

Head	9%	
Jr. Varsity	5%	
Freshmen	3%	
8th Grade	3%)
) 5% if combined
7th Grade	3%)

Baseball:

Head	5%
Assistants	3%

Track:

Head	5%
Assistants	3%

Wrestling: 5% (when team is started)

Cross Country 3%

Golf 3%

Tennis 3%

1. To be based on Bachelors degree level.

EXTRA PAY FOR EXTRA WORK

BASED ON TEACHERS POSITION ON BACHELORS DEGREE LEVEL

Debate	2%
Forensic	2%
Newspaper (school)	3%
Plays (each play)	2%
Student Council	2%
Yearbook	3%
Adult Ed. Director	5%
Librarian	\$500
Type A Teacher	\$500
Speech Correctionist	\$500
Summer Band	\$600
Driver Training:	
Classroom Teaching	\$4.00/hour
Behind-the-Wheel	\$3.00/hour