

Bd Ed

4-0221  
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THIS BOOK DOES

AGREEMENT OF NEGOTIATIONS BETWEEN  
THE HIGHLANDS BOARD OF EDUCATION  
AND THE HIGHLANDS TEACHER ASSOCIATION

January 7, 1970

The Highlands Board of Education and Highlands Education Association have agreed to the below list benefits for the school year 1970-71.

1. The Board of Education recognizes the Highlands Education Association as the sole bargaining agent for the regular teachers on the staff of the Highlands Public School.

2. That the Board in future negotiations recognize the Highlands Education Association as the bargaining agent concerning substitute salaries.

3. That the Board increase the current rate of reimbursement for additional course work from 50% of the tuition up to a maximum of \$75 to 50% up to a maximum of \$100. The courses must be directly related to the classroom work of the teacher.

4. That teacher aides be hired for the school lunchroom program and noon hour playground duty.

5. That the following salary guide be adopted for the 1970-71 school year:

B.S. Equiv.	7,100	-	10,700	(13 steps)
B.S.	7,200	-	11,700	(13 steps)
M.A. Equiv.	7,600	-	12,100	(13 steps)
M.A. Degree	8,000	-	12,500	(13 steps)
M.A. + 30	8,300	-	12,800	(13 steps)

a. Any full-time teacher who is employed for three years will receive a double increment on their fourth step (tenure).

b. Full time teachers must be employed for six years before being awarded a double increment on steps 8 or 12 regardless of the step that he or she was hired at.

Additional benefits awarded prior to 1970-71:

1. Full payment of hospitalization for family of individual.
2. Payment of \$6.00 for bedside instruction.
3. Summer payment plan allowing the employee to save 10% of each monthly salary to be deducted and to be paid at the end of the academic year or in equal installments following the end of the academic year but prior to September 1st.

Signature of the President of the Highlands Education Association  
Robert F. Cadmus Date  
Jan. 14, 1970

Signature of the President of the Highlands Board of Education  
Stewart D. King Date  
Jan. 14, 1970

Signature of the Secretary of the Highlands Board of Education  
*Martha Schmidt* Date Jan. 14, 1970

W. O. B. T. D. 4-0221

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THIS BOOK DOES NOT CIRCULATE

APPENDIX "A" MINUTES OF A REGULAR MEETING HELD ON JANUARY 14, 1970

"AGREEMENT OF NEGOTIATIONS BETWEEN THE HIGHLANDS BOARD OF EDUCATION AND THE HIGHLANDS TEACHER ASSOCIATION" Dated January 7, 1970

The Highlands Board of Education and Highlands Education Association have agreed to the below list benefits for the school year 1970-71.

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3. That the Board increase the current rate of reimbursement for additional course work from 50% of the tuition up to a maximum of \$75.00 to 50% up to a maximum of \$100.00. The courses must be directly related to the classroom work of the teacher.
4. That teacher aides be hired for the school lunchroom program and noon hour playground duty.
5. That the following salary guide be adopted for the 1970-71 school year:

B.S. Equivalent	\$7,100	=	\$10,700 (13 steps)
B.S.	7,200	=	11,700 (13 steps)
M.A. Equivalent	7,600	=	12,100 (13 steps)
M.A. Degree	8,000	=	12,500 (13 steps)
M.A. + 30	8,300	=	12,800 (13 steps)

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Signed by the President of the Highlands Education Association, Robert F. Cadmus  
January 14, 1970

Signed by the President of the Highlands Board of Education, Stewart D. King  
January 14, 1970

Signed by the Secretary of the Highlands Board of Education, Martha Schmidt  
January 14, 1970