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13-17

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

THIS BOOK DOES  
NOT CIRCULATE

February 9, 1972

The Highlands Board of Education and the Highlands Education Association have agreed to the below listed benefits for the school year 1972-73, in addition to the previously reached agreements.

1. That the following salary guide be adopted for the 1972-73 school year:
 

B.S. Equivalent	\$8,000	to	\$11,700	(13 steps)
B.S. Degree	8,100	to	13,100	(14 steps)
M.A. Equivalent	8,500	to	13,500	(14 steps)
M.A. Degree	8,900	to	13,900	(14 steps)
M.A. + 30	9,200	to	14,200	(14 steps)
2. Any teacher who has used up all of his/her sick days (current and accumulative) during any one school year shall have their contractual salary reduced by 1/200th for each day in excess of said days. However, individual cases will be decided by the board upon request of the teacher or their representative.
3. Three personal days will be allowed.
4. ~~Three~~ professional days will be allowed.
5. Five days absence will be allowed for the death of the mother and father of the teacher's spouse.
6. Central registers will be used beginning with the 1972-73 school year.
7. Teachers will be provided with the opportunity to participate in Mon-Oc (a summer payment plan).
8. It is agreed to negotiate a policy covering Teacher Evaluation and Non-Tenured Teachers.
9. It is agreed to negotiate a policy to provide a formal Grievance Procedure.
10. It is agreed that the school will close at 1:00 P.M. on the last school day before Thanksgiving, Christmas and Easter holidays.

Mrs. Kathryn Richard Date:  
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Signature of the President of the Highlands Board of Education

Robert F. Cadmus Date:  
\_\_\_\_\_  
Signature of the President of the Highlands Education Association

Mrs. Martha Schmidt Date:  
\_\_\_\_\_  
Signature of the Secretary of the Highlands Board of Education