

8/31/91

AGREEMENT
BETWEEN
GROSSE ILE
BOARD OF EDUCATION
AND
GROSSE ILE
EDUCATION ASSOCIATION
EFFECTIVE
JANUARY 1, 1987

Grosse Ile Township Schools

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University



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BETWEEN
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JANUARY 1, 1987

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BETWEEN

GROSE H.

BOARD OF EDUCATION

AND

GROSE H.

EDUCATION ASSOCIATION

BETWEEN

JAMES H. HARRIS

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INTRODUCTION

It is the responsibility of the Board of Education to determine the type of educational program that will be offered in Grosse Ile. The quality of education will depend in a large part on how successful the community is in attracting and retaining well-trained, competent, professional staff members.

The Board of Education agrees that it is the professional responsibility of the Grosse Ile Education Association to continually review the strengths and weaknesses of the educational program and to recommend to the Grosse Ile Board of Education changes necessary to maintain or improve the education program of Grosse Ile.

The Association agrees that it is the responsibility of the Board to establish policies and procedures not covered in this Agreement for the orderly and efficient functioning of the school system and recognizes the Board's right to amend, add to, or change such policies and procedures so long as they are not inconsistent with any of the terms of this Agreement.

The Board and the Association pledge to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

CONTENTS

It is the responsibility of the Board of Directors to ensure that the company's financial statements are prepared in accordance with the requirements of the Securities Exchange Act of 1934 and the Securities Act of 1933, and to ensure that the company's financial statements are prepared in accordance with the requirements of the Securities Exchange Act of 1934 and the Securities Act of 1933.

The Board of Directors has appointed the independent members of the Audit Committee to oversee the company's financial reporting process. The Audit Committee is composed of three independent members, one of whom is a financial expert. The Audit Committee is responsible for monitoring and overseeing the company's financial reporting process, including the selection and oversight of the independent auditor.

The independent members of the Audit Committee are responsible for monitoring and overseeing the company's financial reporting process, including the selection and oversight of the independent auditor. The Audit Committee is also responsible for reviewing and approving the company's financial statements, and for reporting to the Board of Directors on the results of its oversight activities.

The Board of Directors has also appointed the independent members of the Compensation Committee to oversee the company's compensation policies and practices. The Compensation Committee is composed of three independent members, one of whom is a financial expert. The Compensation Committee is responsible for monitoring and overseeing the company's compensation policies and practices, including the selection and oversight of the independent compensation consultant.

AGREEMENT

This Agreement made and entered into this 18th day of November 1986 by and between the Grosse Ile Board of Education hereinafter referred to as the "Board" and the Grosse Ile Education Association hereinafter referred to as the "Association", Witnesseth:



APPENDIX

The following is a list of the names of the persons who have been appointed to the various positions in the Department of the Interior, and who have taken the oath of office and qualification.



ARTICLE I

Recognition

Section 1.1. The Board hereby recognizes the Association as the exclusive bargaining representative for all certified teaching personnel, including guidance counselors and librarians, but excluding:

1. Superintendent
2. Assistants Superintendent/Business
3. Assistants Superintendent/Instruction
4. Principals
5. Substitute teachers
6. Diagnostician, Social Worker, Psychologist, and Nurse

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.

ARTICLE 2

Professional Dues and Deductions

Section 2.1. The Board agrees, upon receipt not later than October 1st of a properly signed authorization, to deduct from a teacher's salary, membership dues and assessments for the Grosse Ile Education Association, the Michigan Education Association, the National Education Association, or a service fee for non-members.

Section 2.2. Such authorization shall specify for which of the Associations or service fee named in 2.1 deductions shall be made, and shall continue in effect until formally revoked by the teacher in writing, or when automatically discontinued by virtue of the termination of employment in the Grosse Ile school system.

Section 2.3. In September of each school year, the president of the Association shall notify the Administration in writing, the amount of deductions named in 2.1. In December and in April, the Association president shall notify the Administration of any changes to be made in members' deductions.

Section 2.4. The Association recognizes its responsibility to service all employees included in the bargaining unit. Whenever a teacher feels that voluntary membership in the Association is in contradiction with his/her religious, moral, or ethical beliefs, arrangements shall be made subject to 2.1. above to have deducted from his/her salary a service fee to cover the expenses incurred by the Association in his/her behalf. This fee shall not exceed the cost of membership dues as outlined in 2.1. above. Such monies shall be paid to the Association in the same manner as dues deductions.

Section 2.5. The Board and the Association agree that in the event the service fee shall not be paid within 60 days after his/her contract becomes effective or 60 days after a probationary teacher begins work, whichever is

later, the Board upon receiving a signed statement from the Association indicating the teacher has failed to comply with this condition, shall immediately notify said teacher that his/her services shall be discontinued at the end of the current school year. The Board shall follow the dismissal procedure of the Michigan Tenure Act. The refusal of said teacher to contribute fairly to the costs of negotiation and administration of this and subsequent Agreement is recognized as just and reasonable cause for termination of employment. However, if at the end of the school year the teacher or teachers receiving the termination notice shall then be engaged in pursuing any legal remedies contesting the discharge under this provision before the Michigan Tenure Commission, or a court of competent jurisdiction, such teacher's service shall not be terminated until such time as such teacher or teachers have either obtained a final decision as to the validity or legality of such charge, or such teacher or teachers have ceased to pursue the legal remedies available to them by not making a timely appeal of any decision rendered in said manner by the Tenure Commission, or a court of competent jurisdiction.

Section 2.6. Such dues, or service fees shall be deducted during the period from mid-October through the last day in June and shall be made in a manner mutually agreeable to the Board and the Association.

Section 2.7. Payment of aforementioned service fee shall not be construed to imply that the teacher involved is a member or is entitled to membership in the Grosse Ile Education Association.

Section 2.8. The Association agrees that Board actions in pursuit of the objectives of this Article shall not be cause for legal action against the Board and will hold the Board harmless against claims arising out of the Board's actions under this Article.

ARTICLE 3

Teacher Rights

Section 3.1. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred, by Act 379 or other laws of Michigan or the Constitution of Michigan and the United States; that it will not discriminate against any teacher by reason of his/her membership in the Association.

Section 3.2. The Board specifically recognizes the right of the teachers appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency.

Section 3.3. The Board agrees to furnish to the Association in response to reasonable request by the negotiations chairman any available financial information which is normally considered public, Board minutes and agenda. The Superintendent shall furnish to the Association a resume of all Board meetings.

ARTICLE 4

Teachers' Hours and Loads

Section 4.1.1. The Board recognizes the principle of a forty-hour work week and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard work week.

Section 4.1.2. The Board recognizes the value of a duty-free lunch period. Each teacher shall have an uninterrupted lunch period of at least 30 minutes per day.

Section 4.1.3. Every effort will be made to provide ample relief time for all Elementary teachers in both the morning and afternoon. Relief periods shall be scheduled so that teachers will have no more than two (2) hours contact time without a scheduled break.

Section 4.2.1. It is recognized that the assignment of teachers is the responsibility of the building principal. It is also recognized that it is most favorable for the education program when teachers are assigned to teach subjects in their major field of study. Insofar as is possible, teachers will be assigned to teach subjects in their major field of study. Teachers assigned to teach subjects outside their major or minor field of study will be assigned temporarily and the Association will be notified.

Section 4.2.2. Scheduling of teachers is the responsibility of the building principals. Such scheduling shall provide preparation time equivalent to the recommended standards set by the North Central Accrediting Association. Time in the morning prior to student arrival, and time after dismissal of students, may be considered as preparation time. Every effort shall be made in an attempt to equalize preparation time district-wide.

Section 4.2.3. Principals shall involve teachers in the preparation of schedules during the planning stages. Prior to final adoption, schedules will be given to teachers involved.

Section 4.2.4. When scheduling classes such as music, physical education, art, etc., the Elementary principals shall meet with these departments to ensure continuity of program and the development of goals and objectives consistent with quality education.

Section 4.3.1. The normal weekly teaching loads in the Grosse Ile Schools insofar as conditions permit, will not exceed those recommended standards published by the North Central Association. The board will continue to rely on the suggestions and recommendations of teachers in establishing and maintaining such standards.

Section 4.3.2. The length of the school day for students shall be based on the following criteria:

- (1) Minimum standards set by State authorities (shall not be less than State minimum standards).
- (2) Consideration for the welfare of students (including safety and transportation).
- (3) Quality education standards (as suggested by recognized professional organizations).
- (4) Consideration for the needs of the community.
- (5) Consideration of teacher welfare and morale.

Section 4.3.3. The Board and the Association agree that recess times at the Elementary level can be considered a valuable learning situation or aid to the learning process under the supervision of teachers or qualified personnel.

Section 4.4.1. The Board recognizes that in the normal academic classroom the quality of education deteriorates as class size varies significantly from the optimum size (optimum size is defined as the most favorable condition for educational growth). The Administration will meet with the Association President to form a joint committee of two administrators and two teachers to investigate and recommend to the Board solutions for relieving the class size problem brought to the attention of the committee.

Section 4.4.2. The Board and the Association agrees that the class size must be appropriate to the intellectual-emotional needs of the pupils, the skills of the teacher, the type of learning desired, and the nature of the subject matter. The Board recognizes that mainstreaming requires modification in class size to accommodate the students' special needs.

Section 4.4.3. Twice each year the Building Principal shall meet with all teachers concerning class sizes. Such meetings shall be held prior to November 15th for the winter semester, and prior to June 15th for the fall semester of each year. It is expected that such meetings for the Elementary teachers will be on a grade level basis in order to make every reasonable effort to equalize class size on the basis of Section 4.4.2., and to keep teachers informed of the district-wide situation. It is agreed that the Elementary fall meetings shall be held within the first two weeks of school to accommodate any necessary changes for the first semester.

Section 4.5.1. Teachers are to receive their tentative teaching assignment for the next school year by June 1st of the current year. Teachers should express their interest prior to that time. Should changes be necessary, teachers affected will be notified as soon as possible by the building principals.

Section 4.5.2. All proposed changes in teaching schedules and assignments which require Board approval shall be submitted to the

Association prior to Board adoption. Association officials or representatives will be invited to present the Association view of the matter to the Administration prior to a vote on the question by the Board.

Section 4.5.3. Copies of all teacher schedules will be made available to the Association.

Section 4.6. Any teacher(s) currently employed may request shared teaching schedules by April 1st of the current school year. Should the Board grant the request to make such assignments, the teacher(s) will receive the following:

- A. Pro rata portion of his/her salary.
- B. The Board will provide to all teachers working a minimum of ½ day full benefits. Those working less than ½ day shall receive a pro rata portion of his/her benefits.
- C. The Board will provide to all teachers working a minimum of ½ day full sick leave.
- D. All shared-time or reduced-schedule teachers will receive one year seniority and a ½ increment on the salary schedule.
- E. Any teacher opting for a shared-time or reduced schedule position shall have the option to return to a full time position at the end of a one (1) year period. The Board also has the right to require a teacher back to full time work after a one (1) year period, if deemed necessary.

Section 4.7. Each year in September all teachers and principals will be assembled in a joint meeting at which time the Board Negotiator and the Association Negotiator will discuss the contents and intent of the Agreement and any questions concerning the additions or changes.

Section 4.8. Every effort will be made to provide the Association President his/her preparation period at the start of or end of the teacher's work day or lunch period and the Association President may utilize this time for Association business. The Association President must notify his/her building principal when leaving the building, and upon arrival at another building, notify the office.

ARTICLE 5

Teaching Conditions

Section 5.1. The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is the education of students and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

Section 5.2.1. The Board recognizes the need for teacher involvement in the selection of appropriate textbooks, supplies, A-V equipment and other materials which are the tools of the professional educator.

Section 5.2.2. The Board also recognizes the value of teacher participation toward the improvement of curriculum and will continue to rely on the judgment and experience of the teacher for recommendations.

Section 5.2.3. A reasonable amount of clerical aid to assist teachers in developing or reproducing written materials for classroom use will be provided in each school building.

Section 5.3. The Board recognizes that released time for teachers used in a productive manner will enhance the educational program for the community. Whenever the building curriculum committees feel released time is necessary, they may, through their appropriate principal, submit a proposed agenda for approval.

Section 5.4.1. The Board and the Association agree that a teacher's essential role in the classroom is a crucial element in quality education. For this reason, both parties agree that the teachers will be encouraged to keep abreast of the latest developments in subject area and educational techniques.

Section 5.4.2. Professional meetings and conferences are considered as one means to further professional growth. Should these meetings or conferences be scheduled when school is in session, the teacher may request to attend. Application for attendance at conferences shall be made to the Building Principals and shall be considered on the basis of the educational needs of the children, relevance to classroom techniques or subject matter, community needs, time loss from the classroom, and the preparations and planning of the teacher.

Section 5.4.3. A budget allowance shall be provided to cover travel cost, lodging, registration, etc. When the financial resources of the community make such a provision difficult, every attempt will be made to allocate available money in an equitable manner. Should a teacher wish to pay his/her own way, he must still have approval based on the criteria in this Article in order to receive the released time.

ARTICLE 6

Promotions and Transfers

Section 6.1. Whenever any vacancy in any Administrative or Supervisory position shall occur, the School Administration shall publicize the same by posting such vacancy in every school building. If the vacancy occurs during the summer vacation period, the School Administration will notify by letter all those who qualify for such vacancy. No vacancy shall be filled, permanently, until such vacancy has been posted for at least

fifteen calendar days, or fifteen calendar days from the mailing date of notification of vacancy.

Section 6.2. Whenever a teaching vacancy shall occur, the Administration shall publicize the initial vacancy by posting such vacancy for 15 calendar days. Should the vacancy occur during the summer vacation period, the Administration will notify those teachers who qualify by letter.

Section 6.3. Additional vacancies created as a result of Section 6.2 may be filled by transfer. Any teacher may request transfers to grade levels or subject areas for which he/she is certified. Request for transfers shall be submitted in writing and where necessary along with a current official transcript and changes in certification to the office of the superintendent where a register of transfer request shall be maintained. When a specific vacancy occurs, all applications for transfer to such vacancy filed at least 30 days prior to the date the vacancy occurs shall be given full consideration. This procedure applies to vacancies occurring during the school year as well as during vacation periods.

Section 6.4. In filling such vacancy as described in 6.1, 6.2 and 6.3 of this Article, the Board agrees to give due weight and due consideration to professional background, other training and experience of all applicants, the length of time each has been in the school system, and other relevant factors.

ARTICLE 7

Protection of Teachers

Section 7.1. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it is established that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take necessary steps to aid the teacher in his responsibilities with respect to such pupil.

Section 7.2. Any case of assault upon a teacher, during a working situation, shall be promptly reported to the Board through its designated representative. The Board will provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault and shall render necessary assistance to the teachers in connection with handling of the incident by law enforcement and judicial authorities.

Section 7.3. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render necessary assistance to the teacher in his/her defense providing the disciplinary action was within established policies.

Section 7.4. Time lost by a teacher in connection with 7.2 and 7.3, mentioned in this Article, shall not be charged against the teacher, providing such time off is authorized by the appropriate administrative official.

Section 7.5. Any complaint by a student's parents directed toward a teacher upon which the Administration feels action is necessary shall be immediately called to the teacher's attention. If further action is necessary, the parent will be directed to place the complaint in writing or hold a conference with the teacher.

Section 7.6. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty for any damage or loss to person or property.

ARTICLE 8

Rights and Responsibilities

Section 8.1. The Board retains the right in accordance with applicable laws and regulations, (a) to direct teachers of the school, (b) to hire, promote, transfer, assign, and retain teachers in position, and to suspend, demote, discharge, or take other disciplinary action against teachers, (c) to relieve teachers from duties because of lack of performance or for other legitimate reasons, (d) to maintain the efficiency of the school operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted; and, (f) to take whatever action may be necessary to carry out the functions of the Board in maintaining a good educational program for the community of Grosse Ile. No action by the Board, in the performance of the above right and responsibilities, shall be in conflict with any of the terms of this Agreement.

Section 8.2. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Should any teacher feel that action taken against him by the board or by any agent representative thereof was not for just cause, he/she may resort to the procedure provided in this Agreement for the resolving of differences.

Section 8.3. All observations of the work performance of a teacher shall be conducted openly and in a professional manner. It is agreed that any written evaluation of a teacher's performance shall be discussed with the teacher and signed by the teacher. Should the teacher disagree with the conclusion drawn by the observer, the disagreement should be noted in writing and signed by the teacher. The teacher shall have the right to an Association representative present during any evaluation or complaint conference.

Section 8.4. The Board and the Association agree that alcoholism, drug abuse, emotional disorders and other similar problems affect job

performance. The Board and the Association agree to cooperate in attempting to assist affected employees in correcting the problem.

Section 8.5. Each teacher upon request to the Superintendent shall have access to review his/her personnel file. Those records marked for confidential examination originating in agencies outside the school system shall be considered outside the scope of this Article unless released by the outside agency.

Section 8.6. The provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status or membership in or association with the activities of any employee organization.

Section 8.7. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing such activities do not interfere with the teacher's responsibilities and the acceptable performance of his/her duties.

ARTICLE 9

Procedure for Resolving Differences

Section 9.1. Step I. Any teacher(s) believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, will first discuss the complaint with his/her principal either directly, or accompanied by the building representative if the teacher so desires with the objective of resolving it informally.

Step II. In the event the complaint is not resolved informally, it may be reduced to writing, signed by the teacher, and presented to the building principal within one week for his/her answer in writing.

Step III. If the principal's answer does not resolve the complaint within one week, it may be referred within two weeks to the Superintendent or his designated representative by the Association's Negotiations Committee Chairman.

Step IV. If the Superintendent fails to resolve the complaint within two weeks, the Chairman may transmit the question to the Board within two weeks with a written statement of facts pertaining to the issue.

Step V. Question submitted for Board consideration, if given to the Superintendent at least one week prior to the date of the next regular Board meeting, will be considered by the Board at such meeting, and the Board's

answer will be given to the Chairman within three weeks.

Step VI. If the Board's answer fails to resolve the alleged violation and the alleged violation involves a specific article or section of this Agreement, the chairperson may within three weeks submit the issue to arbitration. The arbitrator shall be chosen from people living in the Grosse Ile community as per the procedure below. The arbitrator shall hear a presentation by each side and shall have the right to question the representatives of each side. He/she shall render a decision which shall be binding on each side.

ARBITRATOR OR SELECTION PROCEDURE

- A. The Board and the Association shall each within one week submit the names of three Grosse Ile residents as prospective arbitrators.
- B. If there is no agreement from those names, the Board and the Association shall meet and discuss possible choices within 48 hours. Following discussion, the Board and Association shall each submit three more names. If there is no agreement, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules.
- C. If there is agreement between the Board and the Association, that person shall be the arbitrator. If there is agreement on more than one person, the arbitrator shall be selected by a random drawing of those similar names.

Section 9.2. The arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement. He/she shall have no power to establish salary scales or change salary. He/she shall have no power to decide any question which under this Agreement, is within the responsibility of the Board to decide, it being understood that any matter not specifically set forth remains within the reserved rights of the Board.

Section 9.3. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of the witnesses called by the other.

Section 9.4. Failure on the part of teachers or appropriate Association representatives to appeal a decision within the specified time limits at any of the steps of the procedure shall be considered acceptance of the decision and the difference shall be considered resolved.

Section 9.5. Failure on the part of the Administration to answer within the specified time limits at any of the steps of the procedure shall permit the teacher(s) to proceed to the next step within the time limits allowed, unless extended by mutual agreement in writing.

ARTICLE 10

Miscellaneous Provisions

Section 10.1. The Board agrees that the Bachelor's Degree and a provisional or permanent certificate shall be a minimal requirement for employment as a regularly assigned teacher; in the event acceptable candidates are not available, a teacher with a valid Michigan teaching certificate may be employed on a temporary assignment.

Section 10.2. It shall be the responsibility of the Administration to provide qualified substitute teachers. The Association shall be provided with an up-to-date list of substitute teachers including degree status.

Section 10.3. This Agreement shall supersede any established rule, regulation or practice of the Board which shall be contrary to or inconsistent with this Agreement. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

Section 10.4. Copies of this Agreement shall be printed in booklet form at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board. The Board shall also furnish 25 copies of the Master Agreement to the Association for its use.

Section 10.5. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 10.6. Both parties agree to meet upon reasonable request to discuss matters of common concern and mutually pledge to cooperate in arranging meetings, furnishing information and constructively considering and attempting to resolve such matters as may be relevant to student welfare or progress of education in this community.

Section 10.7.1. Prior to March 1st, the Superintendent shall meet with representatives of the Association to discuss proposals and/or ideas regarding the school calendar for the next school year. Every effort shall be made to coordinate the calendar within the Special Ed Co-op, and the Vocational Ed Consortium.

Section 10.7.2. Copies of the proposed calendar shall be furnished by the Superintendent and discussed with the Association prior to its formal adoption.

Section 10.8. The Board recognizes that released time for planned in-service teacher training will enhance the educational program for the

community. Whenever the Association feels released time is necessary, it may, through its president, submit a proposed agenda for approval.

Section 10.9. Parent-Teacher Conferences shall be scheduled in the spring and the fall during the regular school day, and students shall be dismissed for these times. Teachers will also be available for individual conferences when deemed necessary.

Section 10.10. The Board and the Association agree that supervising student teachers is a voluntary assignment. Once decided upon, the supervisory teacher must complete the assignment. The Board shall provide the Association with the names and assignments of all student teachers and the staff members who have voluntarily agreed to accept their placement.

Section 10.11. The Board of Education agrees that it is the responsibility of the professional staff to present their viewpoints on matters affecting educational programs. Prior to staff recommendations affecting educational programs presented to the Board, it shall be the responsibility of those staff and administration involved to discuss thoroughly any differences of opinion.

Section 10.12.1. The teachers in any department at the Junior High school or Senior High school level shall each year select from among their numbers a department chairperson. In those departments of a school having less than five members, a department chairperson shall be selected among all teachers in similar departments in the district. The department chairperson shall exercise the coordination of programs and materials and shall serve as instructional liaison between the teachers of the department and the school administration. Such chairperson shall not be considered an executive or supervisory employee.

Section 10.12.2. Any teacher selected as a department chairperson shall be available for assignments by the Administration. The Administration shall provide release time necessary to accomplish such assignments.

ARTICLE 11

Negotiation Procedures

Section 11.1. At least ninety days prior to the expiration of this Agreement, the parties will begin negotiations for a new Agreement covering wages, hours, and conditions of employment of teachers employed by the Board.

Section 11.2. In any negotiations, neither party shall have any 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 of Education 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 ultimate ratification.

Section 11.3. 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.

ARTICLE 12

Leaves

Section 12.1.1. All teachers hired on a full-time basis shall be granted an annual sick leave allowance of twelve days at the beginning of the school year. Teachers hired on a part-time basis shall receive proportional sick leave allowance. Unused portions of the leave will be allowed to accumulate to a maximum of 187 days.

Section 12.1.2. Sick Leave is to be used for illness or disabling injuries resulting from accidents. A doctor's statement in writing stating the specific disability must be provided by the teacher.

Section 12.1.3. After five or more consecutive days of illness or a pattern of continuous absence due to illness, a medical statement may be required before the employee may return to work and before the employee can qualify for the income protection provision of this Agreement.

Section 12.1.4. An annual audit of employee absences will be conducted. The results shall be made available to a designated Association representative. The Administration in concert with the Association will provide guidance and counseling where patterns of absence may indicate an underlying health problem. Should it be determined that such leave has been misused and the Board feels stronger corrective action is necessary, the teacher shall be notified in writing and a copy of the letter sent to the Association.

Section 12.1.5. The Administration shall furnish each teacher by October 1st of each academic year a written statement showing the teacher's total sick leave accumulation.

Section 12.1.6. Any teacher whose personal illness or injury extends beyond the period compensated under Section 12.1 of this Article shall be granted a Medical Leave of Absence without salary and benefits (see section 12.13) for such time as is necessary for complete recovery. The Board reserves the right to require satisfactory medical evidence of recovery prior to returning. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position, when available, providing the teacher is qualified as determined by his/her

credentials and past experience.

Section 12.1.7. A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, or lice shall suffer no loss of salary and shall not be charged with loss of accumulated sick leave days if incidences of these diseases have occurred in the school environment.

Section 12.2. Two days of the annual sick leave allowance may be used for personal business upon the approval of the building principal. Such leave must be arranged with the building principal at least two days prior to its use, except in an emergency situation. During the course of a year, extenuating circumstances may require additional personal business days. Additional days may be granted by the Superintendent and deducted from the employee's sick leave. Personal business is defined as that which is legally obligatory and cannot be accomplished at any other time, or that which requires the teacher's presence as a serious personal obligation.

Section 12.3. In addition to personal illness and personal business, sick leave allowances may properly be used for absences caused by the following:

- a. Death or serious illness in the immediate family.
- b. Death or serious illness of any person living in the household.

Extent of leave for this purpose shall not exceed time necessary to arrange proper care for those affected.

Section 12.4.1. Military leave of absence shall be granted without pay to any teacher who shall be inducted or shall enlist for military duty to any branch of the Armed Forces of the United States.

Section 12.4.2. Teachers given such leave shall be entitled to reinstatement upon the completion of such service to the extent and under the circumstances that reinstatement may be required by the applicable laws of the United States, and be granted step adjustments on the salary schedule.

Section 12.4.3. A teacher may use his/her personal business days for military obligation. Should the teacher choose to use his/her designated personal business days, the Board will pay the difference between the teacher's salary and his/her military pay.

Section 12.5. Leave of absence without pay for reasons other than sickness, sabbatical, accident, or military, may upon proper application, be granted up to a period of one year to teachers who have two or more years of service. It shall be the responsibility of the Association to advise members as to the provisions of this article. The Board shall notify the Association when a teacher applies for such leave. Teachers returning from unpaid leave shall be assigned to the same position, or a substantially equivalent position, providing the teacher is qualified as determined by

his/her credentials. Teachers on leave must submit by March 15th a written request to return from a leave in the following September. Any teacher who does not submit a written request shall be considered terminated and the Board shall have no obligation to said teacher.

Section 12.6. Sabbatical Leaves:

a. A sabbatical leave of absence may be granted to any school teacher of the school district upon recommendation of the superintendent. The professional competence of the teacher and the general welfare and the advantage accruing to the school district shall be the general factors of consideration requisite to approval of requests for sabbatical leave.

b. The teacher must have completed seven (7) consecutive years of satisfactory service as a full-time employee with the district.

c. During the terms of this contract, one teacher may be granted sabbatical leave each year for professional study only.

d. During said sabbatical leave, the teacher shall be paid at three quarters ($\frac{3}{4}$) his annual salary, providing, however, that any stipend that he receives from an outside source while on sabbatical when combined with the school district remuneration, shall not exceed the teacher's full annual salary.

e. During said sabbatical leave the teacher shall be required to report to the superintendent at intervals and in a manner specified by the superintendent prior to approval of leave. Failure on the part of the teacher to do so may be cause for discontinuance of pay.

f. Upon approval by the Superintendent authorizing sabbatical leave, the teacher will sign a commitment to assure the district of his/her return when his/her leave terminates.

g. Teachers who are granted sabbatical leaves of absences shall continue to receive full benefits on all insurance plans requiring Board contribution.

h. Request for sabbatical leave must be in writing and submitted in a manner determined by the Administration to the Superintendent's office by April 1 of each year.

Section 12.7.1. Officials of the Association may be granted up to thirteen (13) days with pay upon written notice to the Superintendent by the Association President. These days may be used to:

1. Pursue official responsibilities in regard to the Association.
2. Meet with the Administration officials from time to time regarding the maintenance of a quality education program for this community.
3. To allow Association officials to join with the Board in presenting a unified position to legislative committees or represen-

tatives in regard to the educational needs of this community.

Section 12.7.2. In the event additional days are needed, additional days may be purchased by the Association at the current total daily substitute cost. Approval for additional days will be subject to the availability of substitutes, and due consideration to maintaining a quality education program.

Section 12.8. Every effort will be made to communicate announcements of emergency school closings to appropriate radio stations as early in the morning as possible. When the schools are closed to students, due to the above conditions, teachers shall not be required to report to work.

Section 12.9. The Board recognizes Jury Duty as a civic responsibility. As such, the Board agrees to compensate teachers at their regular pay less any jury duty pay when teachers are called to serve. Time involved in such duties shall not be considered to fall within provision of Articles 12.1 through 12.8.

Section 12.10.1. Pregnancy Disability Leave shall be granted by the Board to any regularly employed certified staff member upon written request after pregnancy has been determined.

Section 12.10.2. Teachers on Pregnancy Disability Leave would be covered under 12.1.1. and 12.1.3. and qualify for sick leave pay like any other disability or illness. The use of sick leave for reasons of pregnancy shall be governed by the attending physicians who shall indicate when the teacher is unable to perform assigned duties for personal medical reasons.

Section 12.10.3. Upon termination of pregnancy disability, teachers may request Maternity Leave without pay. Maternity Leave shall be granted for a period not to exceed one full calendar year beyond the date of which such leave becomes effective. The Board may grant a year's extension upon written request by the teacher. Should the leave exceed three months, the teacher shall be assigned to the same position if available, or a substantially equivalent position, when available, providing the teacher is qualified as determined by the teacher's credentials. Teachers taking Maternity Leave of less than three months shall be granted their same position.

Section 12.11. The Board of Education may grant a leave of absence for adoption, without pay, to any regularly employed certified staff member upon written request for such leave. Request for adoption leave must be submitted in writing immediately after formal adoption request has been made to an agency.

Such leave of absence shall be for a period not to exceed one (1) full calendar year beyond the date of which such leave becomes effective provided, however, that the Board may grant a year's extension upon written request by the teacher.

Leave, if approved, may commence on the awarding of the custody of the child by order of the Probate Court.

Employees on adoption leave may request reinstatement at any time within one (1) year following the adoption of a child. Should the leave exceed three months the teacher shall be assigned to the same position, if available, or a substantially equivalent position when available, providing the teacher is qualified as determined by his/her credentials. Teachers taking adoption leave of less than three months shall be granted their same position.

Section 12.12. Teachers who are granted leaves of absence without pay may elect to continue insurance coverages at the group rate, providing arrangements are made with the Business Office and payment of premium is made to the Board.

Section 12.13. Upon request, the Administration shall furnish to the Association President a list of all teachers on leave and the effective date the leave was granted.

ARTICLE 13

Insurance Protection

Section 13.1. The Board shall provide without cost to the teacher comprehensive Sick and Accident Insurance on a Long Term Disability policy assuring payment to the teacher in the event of illness at the following rate:

- (a) Weekly benefits will commence with the 31st day of disability and benefits will be payable to age 65 at 65% of employee's salary according to the insurance policy in effect. If the employee has days of accumulated sick leave beyond the 31st day of disability, he/she shall be guaranteed full take home pay for the number of days. He/she shall receive from the Board the difference between the allowance under the insurance and his/her regular salary (after taxes) to the extent and until such time as such teacher shall have used up any leave time provided in Article 12.1.

Section 13.2. The Board will provide to teachers who are under contract and working a minimum of half days, hospitalization coverage equivalent to Blue Cross and Blue Shield, M-VF II, including Master Medical, \$2.00 Drug Rider, and Semi-Private Service at no cost for the employee and his family. Special riders are to be paid by the teacher. Within 30 days following the signing of this agreement, the Board and the Association shall select an insurance consultant to advise the board in the selection of health care delivery on equivalent coverage. The insurance consultant's report shall be made available to the Association. Any change in insurance carriers will be based on this report and the Association membership notified in writing at least two weeks prior to effective date of changeover. The cost of the consultant shall be borne by the Board.

Section 13.3. The Board agrees to provide for each teacher who is under contract and working a minimum of half days, life insurance in the amount of \$35,000 and Accidental Death and Dismemberment protection in the amount of \$35,000 without cost to the teacher. The Board also agrees to payroll deduction for teachers wishing to purchase additional life insurance from the same carrier.

Section 13.4. Any teacher who is absent because of an injury or disease compensable under the Michigan Worker's Compensation Law, shall receive from the Board the difference between the allowance under the worker's Compensation Law and his/her regular salary for the first thirty days. Beginning with the thirty-first day, the teacher will be compensated per Section 13.1. of this Agreement.

Section 13.5. All physical examinations and chest x-rays when required of teachers by law shall be provided without cost to the teachers, providing the examinations and x-rays are given by the Township Health Officer or a Board designated physician. Should a teacher wish to select his own physician, he must do so at his own expense.

Section 13.6. Upon retirement and under the provisions of the Michigan Public School Employees Retirement Act, teachers shall receive retirement pay equivalent to \$100 per year for each year of service for the Grosse Ile Township Schools.

Section 13.7. The Board agrees to pay for Group Dental Insurance for all teachers under contract and working a minimum of half days. The insurance will provide the following benefits:

Co-insurance Percentage for: *(Based on reasonable and customary fee)*

Routine Treatment	100%
Major Treatment	60%
Orthodontic Treatment	50%
Routine and Major Annual Maximum	\$1,000
Orthodontic Maximum (per course of treatment)	\$1,000

Selection of the company shall be the decision of the Board after review of consultant's report on health care delivery.

Section 13.8. The Board agrees to pay for Group Vision Care Insurance for teachers who are under contract and working a minimum of half days. This insurance will provide the following benefits:

Eye Examination (once a year)	\$30.00
Lenses (per pair) (once a year)	
Single Vision	35.00
Bifocal	45.00
Trifocal	55.00

Lenticular	65.00
Frames (once every 24 months)	30.00
Contact Lenses	
Special Conditions	65.00
Selected in place of Spectacle	35.00
Lenses and Frames	

Selection of the company shall be the decision of the Board after review of consultant's report on health care delivery.

ARTICLE 14

Professional Compensation

Section 14.1.1. The salaries of teachers covered by this contract shall be determined by the Salary Index Schedule which appears in Appendix A of this Agreement. The starting salary for teachers holding a Bachelor's Degree without prior experience shall be \$18,720 for 1986-1987.

Section 14.1.2. Beginning January 1, 1987, the amount remaining of the 1986-1987 contracted salaries will be increased by 4%, and the Salary Schedule of 1986-1987 Appendix A will be increased by 4%. Beginning September 1, 1987, and each year the contract is in effect, the starting salary shall be increased by a salary adjustment, and the new amount shall be applied to the Salary Schedule in Appendix A. The salary adjustment shall be based upon the percentage rise in the Grosse Ile Township State Equalized Value. The amount of the salary increase shall be the dollar equivalent less \$23,063 of the percentage increase, rounded to the nearest one-tenth of one percent, multiplied by the appropriate salary steps listed in the Salary Schedule, Appendix A. This percentage shall be determined by subtracting the previous year's S.E.V. from the current year S.E.V.; the remainder shall then be divided by the S.E.V. of the previous year.

The salary adjustment shall be no less than 3% and no more than 8%.

It is agreed that during the life of this contract should there be a change in the financing of education in the State of Michigan which significantly affects Grosse Ile Schools, or should the millage level be reduced by order of a jurisdictional body or a millage renewal defeat, this Amendment will be subject to renegotiation.

Section 14.2. Credit for teaching experience outside the Grosse Ile School System may be granted up to the maximum on the Salary Schedule whenever that experience is deemed satisfactory. If the teacher lacks tenure status, the salary would be 3% less than the step they are granted. The Association shall be notified when a teacher is employed and granted less than earned experience.

Section 14.3. Non-teaching experience related to the candidate's teaching field and required for special certification shall be evaluated by the Board. The teacher would then be placed on an appropriate step of the salary schedule.

Section 14.4.1. The Salary Schedule in Appendix A is deemed to be calculated as compensation for certain professional responsibilities as follows:

1. Normal teaching load (Based on Education Accrediting agencies).
2. Normal school year (as defined by Michigan Department of Education as minimum, and the traditional Grosse Ile calendar).
3. PTA or PTO.
4. Parent-Teacher Conferences.
5. Essential staff or building meetings.
6. Assigned curriculum work (15 hours for MA teachers - 10 hours for BA teachers).

Section 14.2.2. For duties assigned beyond those outlined in Section 14.1.1, teachers will be compensated according to the Extra Curricular Salary Schedule Appendix A, Part II, or at the rate of .0007 of the Bachelor's starting salary.

Section 14.3.3. Extra Curricular assignments or compensation under Appendix A, Part II, shall not be considered part of the teacher's regular contract as defined under the Michigan Tenure Act. Records of hours and assignment of teachers are the responsibility of the building principal. Teachers who are assigned to duties listed in Appendix A-2 shall assume continuity of the assignment unless notified of change prior to July 1st.

Section 14.5. Compensation for credit hours beyond bachelors or masters degree shall continue to be paid at the rate established for all credit hours earned prior to June 1, 1967. Credit hours earned after June 1, 1967, will be paid at 3% of the base salary of each of the following intervals: BA + 10, BA + 20, MA + 20 and MA + 30. For those teachers who have credit hours earned prior to June 1, 1967, when they earn additional credit hours allowing them to move to the next interval from where they were on June 1, 1967, then they too will be paid according to the salary schedule Appendix A. Payment for credit hours will be made in the current year providing the hours are turned in for payment prior to December 1 of each year.

Section 14.6. The Board agrees to provide without cost to the teacher such in-service training or "up-dating" when it is required that teachers attend for new curriculum adoptions.

Section 14.7. Teachers employed at Grosse Ile Schools the previous year shall not be required to report more than two days before the beginning of classes for the ensuing school year unless they are compensated in manner mutually acceptable to the Board and the Association.

ARTICLE 15

Summer School

Section 15.1. The Board agrees that the selection of summer school

teaching personnel shall be based on the same concepts of training and competence as required during the regular school year.

Section 15.2. Notice of openings for summer school positions shall be posted as soon as it is known what courses will be offered. Local qualified staff applications to fill such openings shall be given primary consideration.

Section 15.3. Compensation for personnel filling such positions shall be paid at an hourly rate as per Appendix A, Part II of this Agreement. In addition to the hourly rate, those classroom teachers teaching classes requiring preparation time shall be paid one-fifth above the hourly rate.

Section 15.4. Only those sections of this contract which pertain to teachers' rights and protection of teachers shall apply to summer school teachers.

Section 15.5. It shall be the responsibility of the Administration to designate someone to serve in the capacity of principal in all matters pertaining to summer school. Prior to the beginning of the summer school program, a meeting shall be held with those teachers involved to set up schedules and work out details.

ARTICLE 16

Reduction of Teachers

Section 16.1. In the event of a general cutback or reduction of teachers through layoff from employment, the Board agrees before official action on a reduction of teachers is taken by the Board, it will give ample notice to the Association of the contemplated reduction and afford the Association opportunity to discuss it with the Administration. As soon as the names of the teachers to be laid off are known, a list of such names shall be given to the Association.

Section 16.2. The Board agrees every effort shall be made to retain elements of a well-rounded quality program. The following procedure will be utilized:

1. Specially-certified teachers in the specific positions being reduced or eliminated will be laid off first, provided there are qualified, certified teachers to replace and perform all of the duties of the laid-off teachers.
2. If reduction is still necessary, probationary teachers in the specific positions being reduced or eliminated will be laid off, provided there are qualified, certified teachers to replace and perform all of the duties of the laid-off teachers.
3. If reduction is still necessary, teachers being reduced or eliminated will be laid off in accordance with the following factors: Certification, Qualification per Section 4.2.1, Length of service in the District.

In the event all factors are equal, length of service shall be the determining factor. Qualified Association officers shall be placed at the top of the seniority list of those to be retained.

Section 16.3. Except in the event of an emergency, all teachers to be laid off shall be given at least thirty (30) days' written notice. The Board shall maintain and post in September of each year, a district-wide seniority list showing years of service in the District and valid certification for each teacher. Principals are to be placed on this list according to experience in the District.

Section 16.4. After reduction of teachers, as outlined above, when there are teaching positions that become vacant, laid-off teachers who are certified and qualified per Section 4.2.1. will be given the first opportunity to fill such positions. In the event two or more teachers are certified and qualified, the Board agrees to give due weight and due consideration to the professional background, other training and experience of all applicants, the length of time each has been in the school system, and other relevant factors.

Section 16.5. In conjunction with Article 10, Section 10.3, which provides that the individual contract executed between each teacher and the Board is subject to the terms and conditions of this Agreement, it is intended that this article takes precedence over and governs the individual contract and the individual contract is expressly conditioned upon this article.

Section 16.6. Any teacher laid off pursuant to this article shall have the same fringe benefit option as per Section 12.13. until such time as the individual finds new employment or for a period of one calendar year.

ARTICLE 17

Duration of Agreement

This Agreement shall be effective January 1, 1987, and shall continue in effect until August 31, 1991, when it shall terminate. If either party desires to modify or amend this Agreement, the party shall give the other party written notice to that effect not less than sixty (60) nor more than (90) days prior to May 1, 1991.

APPENDIX A
Salary Paid (1986-1987)
As of January 1, 1987
Bachelor's Degree

<u>STEP</u>	<u>INDEX</u>	<u>BA</u>	<u>BA + 10</u>	<u>BA + 20</u>
1	1.00	18,720	19,282	19,844
*2	1.045	19,562	20,124	20,686
3	1.13	21,153	21,715	22,277
4	1.20	22,464	23,026	23,588
5	1.27	23,774	24,336	24,898
6	1.34	25,084	25,646	26,208
7	1.41	26,395	26,957	27,519
8	1.48	27,705	28,267	28,829
9	1.55	29,016	29,578	30,140
10	1.62	30,326	30,888	31,450
11	1.69	31,636	32,198	32,760

**** Master's Degree**

<u>STEP</u>	<u>INDEX</u>	<u>MA</u>	<u>MA + 10</u>	<u>MA + 20</u>	<u>MA + 30</u>
1	1.12	20,966	21,528	22,090	22,652
**2	1.175	21,996	22,558	23,120	23,682
3	1.27	23,774	24,336	24,898	25,460
4	1.35	25,272	25,834	26,396	26,958
5	1.43	26,769	27,331	27,893	28,455
6	1.51	28,267	28,829	29,391	29,953
7	1.59	29,764	30,326	30,888	31,450
8	1.67	31,262	31,824	32,386	32,948
9	1.75	32,760	33,322	33,884	34,446
10	1.83	34,257	34,819	35,381	35,943
11	1.91	35,755	36,317	36,879	37,441
12	1.99	37,252	37,814	38,376	38,938

NOTE: Increment payments become effective September 1st of each year. Increments are granted according to time of continuous service and are granted annually. Time of continuous service is only used because it assumes that having time on the job, the teacher develops certain skills and abilities, increasing his or her value to the system. Additional credit hours earned after September 1 will be paid in the next school year.

* A third year probationary period may be required. Salary would be increased to the third step less 3% and returned to schedule when the teacher is granted tenure.

** Courses for Master's plus schedule shall be subject to approval by the Administration.

**APPENDIX A
(ONLY)
Salary Schedule (1986-1987)
As of January 1, 1987
Bachelor's Degree**

<u>STEP</u>	<u>INDEX</u>	<u>BA</u>	<u>BA + 10</u>	<u>BA + 20</u>
1	1.00	18,982	19,552	20,122
*2	1.045	19,836	20,406	20,976
3	1.13	21,450	22,020	22,590
4	1.20	22,778	23,348	23,918
5	1.27	24,107	24,677	25,247
6	1.34	25,436	26,006	26,576
7	1.41	26,765	27,335	27,905
8	1.48	28,093	28,663	29,233
9	1.55	29,422	29,992	30,562
10	1.62	30,751	31,321	31,891
11	1.69	32,080	32,650	33,220

**** Master's Degree**

<u>STEP</u>	<u>INDEX</u>	<u>MA</u>	<u>MA + 10</u>	<u>MA + 20</u>	<u>MA + 30</u>
1	1.12	21,260	21,830	22,400	22,970
**2	1.175	22,304	22,874	23,444	24,014
3	1.27	24,107	24,677	25,247	25,817
4	1.35	25,626	26,169	26,766	27,336
5	1.43	27,144	27,714	28,284	28,854
6	1.51	28,663	29,233	29,803	30,373
7	1.59	30,181	30,751	31,321	31,891
8	1.67	31,700	32,270	32,840	33,410
9	1.75	33,219	33,789	34,359	34,929
10	1.83	34,737	35,307	35,877	36,447
11	1.91	36,256	36,826	37,396	37,966
12	1.99	37,774	38,344	38,914	39,484

NOTE: Increment payments become effective September 1st of each year. Increments are granted according to time of continuous service and are granted annually. Time of continuous service is only used because it assumes that having time on the job, the teacher develops certain skills and abilities, increasing his or her value to the system. Additional credit hours earned after September 1 will be paid in the next school year.

* A third year probationary period may be required. Salary would be increased to the third step less 3% and returned to schedule when the teacher is granted tenure.

** Courses for Master's plus schedule shall be subject to approval by the Administration.

Section 14.1.2.

EXAMPLE FORMULA

1986-1987 Teachers' Salaries\$3,780,310
1986-1987 Teachers' Salary Schedule After Jan.
1, 1987 to be increased by 4%\$3,931,522
(Base Figure for 1987-1988 Salaries)

- I S.E.V. Projected 1987-1988\$167,645,945
Minus S.E.V. Current 1986-1987\$160,426,750
Dollar Increase in S.E.V.\$ 7,219,195
- II Dollar Increase in S.E.V. ÷ Current S.E.V. = % Increase
(\$7,219,195) ÷ (\$160,426,750) = 4.5% Increase in S.E.V.
- III % Increase in S.E.V. x Teachers' Base Salary Minus \$23,063
= Salaries Dollar Increase. (4.5%) x (\$3,931,522) =
(\$176,918) - (\$23,063) = \$153,855 Dollar Increase.
- IV Dollar Increase in Salaries ÷ Teacher's Base Salary = % In-
crease in Salary Schedule Appendix A. (\$153,855) ÷
(\$3,931,522) = 3.91% Increase.
- V 1.039 × Current Appendix A Base Salary (BA, Min.) Equals
Appendix A Base Salary (BA, Min.) 1987-1988.

NOTE: THIS PATTERN WILL BE FOLLOWED EACH YEAR OF
THE CONTRACT.

2. Extra Curricular Salary Schedule

The categories listed are calculated on the following considerations:

1. Number of hours involved in activity.
2. Time of day the activity occurs.
3. Number of students involved.
4. Responsibility involved.

When teachers are assigned to activities not included in this list, they shall be compensated at the agreed upon hourly rate printed in Article 14.4. The activity shall be placed in the appropriate category if it is approved as a regular extra-curricular activity.

CATEGORY I — 13%

Varsity Football Coach
Varsity Basketball Coaches
Varsity Wrestling Coach

CATEGORY II — 10%

Varsity Baseball Coaches
Ass't. Basketball Coaches
Ass't. High School Football Coaches
Varsity Cross Country Coach
Varsity Track Coaches
Varsity Volleyball Coach
Ass't. Wrestling Coach
Varsity Tennis Coaches
High School Band Director

CATEGORY III — 8%

Ass't. High School Track Coaches
Ass't. High School Baseball Coaches
Ass't. Volleyball Coach
9th Grade Football Coach

CATEGORY IV — 7%

Junior High Wrestling Coach
8th Grade Football Coach
Junior High Basketball Coaches
Golf Coach
Driver's Education Director
Music Director

CATEGORY V — 6%

Jr. High Baseball Coaches
Jr. High Track Coach
H.S. Football Cheerleading Coach
H.S. Basketball Cheerleading Coach
Jr. High Volleyball Coaches
Jr. High Band Director
Drama Director (Per Production)

CATEGORY VI — 5%

Jr. High Football Cheerleading Coach
Jr. High Basketball Cheerleading Coach
Musical Director (Per Production)
High School Debate Coach
Senior Class Advisor

CATEGORY VII — 4%

Ass't. Golf Coach
Ass't. Drama Director (Per Production)
Elementary Safety & Services Director
Junior High Drama Coach
High School Club Sponsors
High School Vocal Music Director

CATEGORY VIII — 3%

Orchestra Director (Per Prod.) Musical

CATEGORY IX .0007 Per Hr.

Summer School Teachers
Driver Training Instructors

Records of hours and assignments of teachers will be the responsibility of the building principals. When the principal changes the hour structure, he/she may move the activity to a different category after notifying the teacher. Job descriptions will be provided and reviewed periodically.

All overnight field trips will be credited with (8) hours per day extra time while on trip as per Article 14.4.2.

IN WITNESS WHEREOF, the parties agree that all terms, benefits and conditions of this Agreement are to become effective January 1, 1987, and have duly executed this Amendment on this 18th day of November, 1986:

GROSSE ILE
EDUCATION ASSOCIATION

Judith M. DeVos
Don L. Mousseau
Heert & York
Donald J. Laird
Arlene A. Releschini
Roger L. B. Hill

GROSSE ILE
BOARD OF EDUCATION

Peter H. Coe
William C. Kraus Jr.
Louis P. Stendresse
Edward S. Buchanan
Vernon J. Ryan

IN WITNESS WHEREOF, the undersigned, after reading the foregoing, have hereunto set their hands and seals at the City of New York, this 1st day of January, 1901.

EDUCATIONAL ASSOCIATION
OF NEW YORK

Presented for adoption
at a meeting of the
Board of Directors
held at the City of New York
on the 1st day of January, 1901.

EDUCATIONAL ASSOCIATION
OF NEW YORK

Adopted by the
Board of Directors
of the Educational Association
of New York, at its
meeting held at the City of New York,
on the 1st day of January, 1901.

GROSSE ILE TOWNSHIP SCHOOLS
Grosse Ile, Michigan

APPENDIX A

1. Salary Schedule (1990-91)

<u>Step</u>	<u>Index</u>	<u>BA</u>	<u>BA + 10</u>	<u>BA + 20</u>
1	1.000	24,882	25,628	26,375
* 2	1.045	26,002	26,748	27,495
3	1.130	28,117	28,863	29,610
4	1.200	29,858	30,605	31,351
5	1.270	31,600	32,347	33,093
6	1.340	33,342	34,088	34,835
7	1.410	35,084	35,830	36,577
8	1.480	36,825	37,572	38,318
9	1.550	38,567	39,314	40,060
10	1.620	40,309	41,055	41,802
11	1.690	42,051	42,797	43,544

***Master's Degree**

<u>Step</u>	<u>Index</u>	<u>MA</u>	<u>MA + 10</u>	<u>MA + 20</u>	<u>MA + 30</u>
1	1.120	27,868	28,614	29,361	30,107
** 2	1.175	29,236	29,983	30,729	31,476
3	1.270	31,600	32,347	33,093	33,840
4	1.350	33,591	34,337	35,084	35,830
5	1.430	35,581	36,328	37,074	37,821
6	1.510	37,572	38,318	39,065	39,811
7	1.590	39,562	40,309	41,055	41,802
8	1.670	41,553	42,299	43,046	43,792
9	1.750	43,544	44,290	45,036	45,783
10	1.830	45,534	46,281	47,027	47,773
11	1.910	47,525	48,271	49,018	49,764
12	1.990	49,515	50,262	51,008	51,755

NOTE: Increment payments become effective September 1st of each year. Increments are granted according to time of continuous service and are granted annually. Time of continuous service is only used because it assumes that having time on the job, the teacher develops certain skills and abilities, increasing his or her value to the system. Additional credit hours earned after September 1 will be paid in the next school years.

*A third year probationary period may be required. Salary would be increased to the third step less 3% and returned to schedule when the teacher is granted tenure.

** Courses for Master's plus schedule shall be subject to approval by the administration.

GROSS THE TOWNSHIP SCHOOLS
Gross the Michigan

APPENDIX A

I. Salary Schedule (1900-01)

Step	Index	MA-10	MA-10	MA-10
1	1,000	24,882	25,882	26,882
2	1,048	26,002	27,002	28,002
3	1,100	27,117	28,117	29,117
4	1,150	28,228	29,228	30,228
5	1,200	29,333	30,333	31,333
6	1,250	30,433	31,433	32,433
7	1,300	31,528	32,528	33,528
8	1,350	32,618	33,618	34,618
9	1,400	33,703	34,703	35,703
10	1,450	34,783	35,783	36,783
11	1,500	35,858	36,858	37,858
12	1,550	36,928	37,928	38,928
13	1,600	38,003	39,003	40,003
14	1,650	39,073	40,073	41,073
15	1,700	40,148	41,148	42,148
16	1,750	41,218	42,218	43,218
17	1,800	42,283	43,283	44,283
18	1,850	43,343	44,343	45,343
19	1,900	44,403	45,403	46,403
20	1,950	45,458	46,458	47,458
21	2,000	46,513	47,513	48,513
22	2,050	47,563	48,563	49,563
23	2,100	48,613	49,613	50,613
24	2,150	49,663	50,663	51,663
25	2,200	50,713	51,713	52,713
26	2,250	51,763	52,763	53,763
27	2,300	52,813	53,813	54,813
28	2,350	53,863	54,863	55,863
29	2,400	54,913	55,913	56,913
30	2,450	55,963	56,963	57,963
31	2,500	57,013	58,013	59,013
32	2,550	58,063	59,063	60,063
33	2,600	59,113	60,113	61,113
34	2,650	60,163	61,163	62,163
35	2,700	61,213	62,213	63,213
36	2,750	62,263	63,263	64,263
37	2,800	63,313	64,313	65,313
38	2,850	64,363	65,363	66,363
39	2,900	65,413	66,413	67,413
40	2,950	66,463	67,463	68,463
41	3,000	67,513	68,513	69,513
42	3,050	68,563	69,563	70,563
43	3,100	69,613	70,613	71,613
44	3,150	70,663	71,663	72,663
45	3,200	71,713	72,713	73,713
46	3,250	72,763	73,763	74,763
47	3,300	73,813	74,813	75,813
48	3,350	74,863	75,863	76,863
49	3,400	75,913	76,913	77,913
50	3,450	76,963	77,963	78,963
51	3,500	78,013	79,013	80,013
52	3,550	79,063	80,063	81,063
53	3,600	80,113	81,113	82,113
54	3,650	81,163	82,163	83,163
55	3,700	82,213	83,213	84,213
56	3,750	83,263	84,263	85,263
57	3,800	84,313	85,313	86,313
58	3,850	85,363	86,363	87,363
59	3,900	86,413	87,413	88,413
60	3,950	87,463	88,463	89,463
61	4,000	88,513	89,513	90,513
62	4,050	89,563	90,563	91,563
63	4,100	90,613	91,613	92,613
64	4,150	91,663	92,663	93,663
65	4,200	92,713	93,713	94,713
66	4,250	93,763	94,763	95,763
67	4,300	94,813	95,813	96,813
68	4,350	95,863	96,863	97,863
69	4,400	96,913	97,913	98,913
70	4,450	97,963	98,963	99,963
71	4,500	99,013	100,013	101,013
72	4,550	100,063	101,063	102,063
73	4,600	101,113	102,113	103,113
74	4,650	102,163	103,163	104,163
75	4,700	103,213	104,213	105,213
76	4,750	104,263	105,263	106,263
77	4,800	105,313	106,313	107,313
78	4,850	106,363	107,363	108,363
79	4,900	107,413	108,413	109,413
80	4,950	108,463	109,463	110,463
81	5,000	109,513	110,513	111,513
82	5,050	110,563	111,563	112,563
83	5,100	111,613	112,613	113,613
84	5,150	112,663	113,663	114,663
85	5,200	113,713	114,713	115,713
86	5,250	114,763	115,763	116,763
87	5,300	115,813	116,813	117,813
88	5,350	116,863	117,863	118,863
89	5,400	117,913	118,913	119,913
90	5,450	118,963	119,963	120,963
91	5,500	120,013	121,013	122,013
92	5,550	121,063	122,063	123,063
93	5,600	122,113	123,113	124,113
94	5,650	123,163	124,163	125,163
95	5,700	124,213	125,213	126,213
96	5,750	125,263	126,263	127,263
97	5,800	126,313	127,313	128,313
98	5,850	127,363	128,363	129,363
99	5,900	128,413	129,413	130,413
100	5,950	129,463	130,463	131,463
101	6,000	130,513	131,513	132,513
102	6,050	131,563	132,563	133,563
103	6,100	132,613	133,613	134,613
104	6,150	133,663	134,663	135,663
105	6,200	134,713	135,713	136,713
106	6,250	135,763	136,763	137,763
107	6,300	136,813	137,813	138,813
108	6,350	137,863	138,863	139,863
109	6,400	138,913	139,913	140,913
110	6,450	139,963	140,963	141,963
111	6,500	141,013	142,013	143,013
112	6,550	142,063	143,063	144,063
113	6,600	143,113	144,113	145,113
114	6,650	144,163	145,163	146,163
115	6,700	145,213	146,213	147,213
116	6,750	146,263	147,263	148,263
117	6,800	147,313	148,313	149,313
118	6,850	148,363	149,363	150,363
119	6,900	149,413	150,413	151,413
120	6,950	150,463	151,463	152,463
121	7,000	151,513	152,513	153,513
122	7,050	152,563	153,563	154,563
123	7,100	153,613	154,613	155,613
124	7,150	154,663	155,663	156,663
125	7,200	155,713	156,713	157,713
126	7,250	156,763	157,763	158,763
127	7,300	157,813	158,813	159,813
128	7,350	158,863	159,863	160,863
129	7,400	159,913	160,913	161,913
130	7,450	160,963	161,963	162,963
131	7,500	162,013	163,013	164,013
132	7,550	163,063	164,063	165,063
133	7,600	164,113	165,113	166,113
134	7,650	165,163	166,163	167,163
135	7,700	166,213	167,213	168,213
136	7,750	167,263	168,263	169,263
137	7,800	168,313	169,313	170,313
138	7,850	169,363	170,363	171,363
139	7,900	170,413	171,413	172,413
140	7,950	171,463	172,463	173,463
141	8,000	172,513	173,513	174,513
142	8,050	173,563	174,563	175,563
143	8,100	174,613	175,613	176,613
144	8,150	175,663	176,663	177,663
145	8,200	176,713	177,713	178,713
146	8,250	177,763	178,763	179,763
147	8,300	178,813	179,813	180,813
148	8,350	179,863	180,863	181,863
149	8,400	180,913	181,913	182,913
150	8,450	181,963	182,963	183,963
151	8,500	183,013	184,013	185,013
152	8,550	184,063	185,063	186,063
153	8,600	185,113	186,113	187,113
154	8,650	186,163	187,163	188,163
155	8,700	187,213	188,213	189,213
156	8,750	188,263	189,263	190,263
157	8,800	189,313	190,313	191,313
158	8,850	190,363	191,363	192,363
159	8,900	191,413	192,413	193,413
160	8,950	192,463	193,463	194,463
161	9,000	193,513	194,513	195,513
162	9,050	194,563	195,563	196,563
163	9,100	195,613	196,613	197,613
164	9,150	196,663	197,663	198,663
165	9,200	197,713	198,713	199,713
166	9,250	198,763	199,763	200,763
167	9,300	199,813	200,813	201,813
168	9,350	200,863	201,863	202,863
169	9,400	201,913	202,913	203,913
170	9,450	202,963	203,963	204,963
171	9,500	204,013	205,013	206,013
172	9,550	205,063	206,063	207,063
173	9,600	206,113	207,113	208,113
174	9,650	207,163	208,163	209,163
175	9,700	208,213	209,213	210,213
176	9,750	209,263	210,263	211,263
177	9,800	210,313	211,313	212,313
178	9,850	211,363	212,363	213,363
179	9,900	212,413	213,413	214,413
180	9,950	213,463	214,463	215,463
181	10,000	214,513	215,513	216,513
182	10,050	215,563	216,563	217,563
183	10,100	216,613	217,613	218,613
184	10,150	217,663	218,663	219,663
185	10,200	218,713	219,713	220,713
186	10,250	219,763	220,763	221,763
187	10,300	220,813	221,813	222,813
188	10,350	221,863	222,863	223,863
189	10,400	222,913	223,913	224,913
190	10,450	223,963	224,963	225,963
191	10,500	225,013	226,013	227,013
192	10,550	226,063	227,063	228,063
193	10,600	227,113	228,113	229,113
194	10,650	228,163	229,163	230,163
195	10,700	229,213	230,213	231,213
196	10,750	230,263	231,263	232,263
197	10,800	231,313	232,313	233,313
198	10,850	232,363	233,363	234,363
199	10,900	233,413	234,413	235,413
200	10,950	234,463	235,463	236,463
201	11,000	235,513	236,513	237,513
202	11,050	236,563	237,563	238,563
203	11,100	237,613	238,613	239,613
204	11,150	238,663	239,663	240,663
205	11,200	239,713	240,713	241,713
206	11,250	240,763	241,763	242,763
207	11,300	241,813	242,813	243,813
208	11,350	242,863	243,863	244,863
209	11,400	243,913	244,913	245,913
210	11,450	244,963	245,963	246,963
211	11,500	246,013	247,01	



