

8/30/72

Adams Imp. 18

1971-72

MASTER CONTRACT
ADAMS TOWNSHIP SCHOOL DISTRICT
PAINESDALE, MICHIGAN
1971 - 1972

Adams Township School District

MEA
1216 HENDALE
E. LANSING, MI 48823

ATEA PROPOSAL
INTERIM AGREEMENT

It is hereby agreed that the Collective Bargaining Agreement dated August 12, 1970, is hereby extended by mutual agreement of the parties until November 12, 1971.

It is further agreed that any individual contract be made pursuant to and subject to the terms and conditions of any collective bargaining agreement which has been or may be negotiated between the Adams Township Education Association and the Board, and to the extent that the provisions of this contract and any said collective agreement may be inconsistent, the provisions of said collective agreement shall be controlling.

Adams Township Education Ass'n.

BY: Kenneth R. Turison

BY: James Etapa

Adams Township School Board

BY: Robert Hanna

BY: John A. Kusat

This Agreement, entered into this day by and between the Board of Education of Adams Township, Houghton County, Michigan hereinafter called the "Board" and the Adams Township Education Association, hereinafter called the "Association".

BE IT, THEREFORE, RESOLVED THAT:

ARTICLE I

Recognition

- A. The Board hereby recognizes the Adams Township Education Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all teachers employed by it.
- B. The term "teacher" for purposes of this Agreement shall include personnel on tenure, probation, classroom teachers, guidance counselors, librarians, specialists, but excluding supervisory and executive personnel, office, clerical, and maintenance personnel, drivers and nurses.
- C. Any person shall be considered a teacher for purposes of this contract when filling a teaching position for which no other teacher is employed.

ARTICLE II

Association and Teacher Rights

- A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every teacher employed by the Board shall have the right freely to organize, join and support the Association for the purposes of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association of collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise, with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- C. The Association shall have the right to use school buildings at all reasonable hours for meetings at such times and such facilities as will not interfere with the regular school activities or other prior commitments by the Board for the same facilities, pro-

Article II cont'd

vided that when special custodial service is required the Board may make a reasonable charge therefore. No charge shall be made for use of school facilities before the commencement of the school day, not until 6:00 P.M. provided custodial help is available during that period of time.

D. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations, and further provided that such representatives shall first report to the superintendent or building principals office upon entry and arrange to conduct their business.

E. The Association shall have the right to use school facilities and equipment including typewriters, mimeographing machines and other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.

F. The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards at least one of which shall be provided in each school building. The Association may use the district mail service and teacher mail boxes for communication to teachers. No teacher shall be prevented from wearing insignias, pins or other identification of membership in the Association either on or off school premises.

G. The Board agrees to make available for inspection to the Association in response to prearranged requests all available information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations (including county allocation board budgets) agendas and minutes of all Board meetings, treasurer's reports, census and membership data.

H. The Board will discuss with the Association the educational aspects of major construction programs or major revisions of educational policy, which are proposed or under consideration and the Association will be given opportunity to advise the Board with respect to said matters prior to their adoption and general publication.

I. The private and personal life of any teacher is not within the appropriate concern or attention of the Board except when it impairs the teacher's effectiveness in the classroom or position.