

1975-

LAKE LINDEN - HUBBELL
PUBLIC SCHOOLS
PROFESSIONAL AGREEMENT
1974-1975

AN AGREEMENT
BETWEEN THE

LAKE LINDEN - HUBBELL
BOARD OF EDUCATION
and the
LAKE LINDEN - HUBBELL
EDUCATION ASSOCIATION

Lake Linden - Hubbell Public Schools

*Lake Linden - Hubbell Public Schools
Lake Linden, Michigan 49945*

AGREEMENT

This agreement entered into this _____ day of _____, 1974, by and between the Board of Education of the Lake Linden-Hubbell Public Schools, Lake Linden, Michigan, hereinafter called the "Board", and the Lake Linden-Hubbell Education Association, hereinafter called the "Association."

IT IS MUTUALLY AGREED AS FOLLOWS:

The Board and the Association recognize that providing a quality education for the children of the district is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service.

It is the objective of the parties that the obligation of the Board for successful prosecution of its business, the fulfillment of its responsibilities to the public and to the children of the school district, and the fulfillment of its responsibilities to the teachers covered by this Agreement be carried on without interference arising from differences between the parties.

It is, therefore, the intent of the parties hereto to set forth herein their agreement with respect to salaries and wages, hours, terms and conditions of employment to be observed by the Board, the Association and the teachers covered by this Agreement; to provide procedures for equitable adjustment of grievances; to prevent interruptions of school operations and activities, work stoppages, strikes, or other interferences with the work of the Board during the life of this Agreement; and to promote harmonious relations between the Board, its teachers and the Association.

Recognition

The Board hereby recognizes the Lake Linden Education Association as the exclusive bargaining representative as defined in Section II of Act 379, Public Acts of 1965, all professional teaching personnel, classroom teachers, substitute teachers, guidance counselors, and librarians, on tenure probation, and on per diem appointments employed by the Board whether or not assigned to a public school building, but excluding office clerical employees and supervisory or executive personnel.

Board Rights

A. Except as modified by the specific terms of this Master Agreement the Board retains all rights and powers to manage the Lake Linden Schools, and to direct its employees through its administrative personnel. The exercise of the following powers, rights, authority, duties and responsibilities by the

Board, the adoption of policies, rules and connection therewith shall be limited only by the specific and express terms of this Agreement. The Association recognizes these management rights and responsibilities as conferred by the Laws and Constitution of the State of Michigan, and included in these responsibilities to manage the Public School System, the right to:

1. To execute management and administrative control of the school system and its properties and facilities, and the school activities of its employees during the employee working hours.
2. To hire all employees and subject to the provisions of law, to evaluate and determine their qualifications and conditions for their employment and their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees. In emergency situations, the Board may waive the degree requirements: employment shall comply with state certification code.
3. To approve and establish levels and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students.
4. To approve and provide the selection of textbooks, teaching materials and aids necessary for an adequate instructional program and have the foregoing available by the opening of school under normal circumstances.
5. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers subject to the express provisions of this Agreement.
6. To reprimand or discipline employees.

B. The Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of classroom, professional, personal demeanor and academic freedom. The Board will report to the offending teacher and to the Association willful infraction of policies, rules and regulations as set forth in this Agreement.

C. It is the responsibility of the Board to maintain a list of substitute teachers and arrange for substitution when teachers are absent. Teachers will be provided with a telephone number which they may call if they are not available for work on any specific day or any period of time.

D. The Board prior to November 1, shall provide each school and the Association with a statement of Board Policies pertaining to teaching situations placed in a notebook filed in the teacher's lounge. Furthermore, the Board shall place into this notebook new policies within thirty (30) days of their effectiveness.

Rights of the Association

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every one of the employees of the Board shall have the right freely to organize, join and support the Association for the purpose 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 color 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 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 or 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. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board agrees to be bound by any lawful order or award thereof.

C. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members.

D. The Board agrees to furnish to the Association in response to reasonable request from time to time all available information concerning the financial resources of the district.

E. School materials used solely for the professional organization shall be paid for by the Association.

Check-Off

A. The Board agrees to deduct monthly membership dues established by the Association, proportionately each month from the wages due all members

of the Association who individually and voluntarily give the Board written authorization to do so and shall forward such dues to the Treasurer, Lake Linden Education Association, Lake Linden, Michigan.

B. In consideration of the Association hereby agreeing to indemnify the Board and save it harmless from all sums improperly checked off and remitted to the Association, plus any costs including attorneys fees incurred by the Board in connection therewith; the Board will, when teachers under contract sign and deliver to it thirty days before any payment thereunder a written authorization to deduct regular membership dues of that employee to the Association stating the amount of and when such deductions are to be made, remit such deductions to the Association.

Curriculum Review Committee

The Board, Administration, and the Association recognize that the school instructional program and related matters need continuing study and improvement.

It is agreed that the parties shall cooperate in studies to assist the Board and Administration whereby it may bring about desirable changes and innovations in teaching methods and techniques, class composition, curriculum, and any other phase of the instructional program. At the request of the Superintendent, the faculty shall serve on committees to develop improved instructional programs. Recommendations on course and/or instructional materials should be directed to the Superintendent for consideration by the Board.

Protection of Teachers

Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility and will give reasonable support and assistance to teachers with respect to the maintenance and control of discipline in the classroom, except when it is evident that the teacher has conducted himself in a non-professional manner.

Teacher Evaluation

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio system and similar surveillance devices shall be strictly prohibited.

B. Each teacher shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

C. If a teacher is to be reprimanded or disciplined by a member of the administration, he will be entitled to have a representative of the Association present.

D. No teacher shall be disciplined, reprimanded, reduced in rank or compensation without just cause.

E. There shall be established a committee of two teachers and two administrators who shall develop criteria to be used in teacher evaluation, said criteria to be implemented the following year.

Teaching Hours and Assignment

Teachers will be at their assigned places of duty not later than 8:00 a. m. Teachers may leave the building at 3:37 p. m. , except on Fridays and on the day before holidays, when the teacher workday will terminate at the conclusion of the instructional day. Lunch hour will be 40 minutes in length and will be duty free and uninterrupted. If changes in the lunch program necessitate a shorter lunch hour, the corresponding difference between 40 minutes and the shortened lunch period will be deducted from the teacher workday.

Teaching Conditions

The parties recognize that the availability of optimum school facilities for both the student and the teacher is desirable to insure the high quality of education that is the goal of both the teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach 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.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that every effort will be made by the Board and the administration to maintain class size at what is considered to be a reasonable level.

B. The Board will continue its efforts to keep the school reasonably and properly equipped and maintained. The parties will confer from time to time for the purpose of improving the selection and use of educational tools, and the Board will undertake promptly to consider all joint decisions thereon made by its representative and the Association.

C. The Board shall make available adequate restroom and lavatory facilities and at least one room which shall be reserved for use as an integrated faculty lounge in which smoking shall be permitted.

D. Telephone facilities shall be made available to teachers.

E. An attempt will be made to provide parking space for teacher use.

F. 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 off the school premises shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. However, the teachers will not use the school premises to promote any religious or political views.

G. 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. The Board pledges and the Association pledges 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.

H. Every effort should be made by administrators to reduce the amount of paper work required of teachers so that the largest possible percentage of time may be spent in planning and teaching.

Vacancies, Promotions and Transfers

A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by written notice of such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least fifteen days.

B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants and other relevant factors. The parties recognize that, while the Board will continue to adhere to its policy of promotions from within its own teaching staff, the filling of vacancies of a promotional nature is a prerogative of the Board, and the decision of the Board, unless arbitrary, capricious, or without basis in fact, will be final.

Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Agreement.

B. The term "Net Credited Service" as used in Schedule A shall mean the number of full academic semesters (excluding summer semesters or sessions) during which the teacher has been actively teaching and has been continuously under contract to the Board, less deductions for leaves of absence, except for illness and disability, plus any time spent in the Armed Forces of the Nation, or any absence approved by the Board. For the purpose of establishing teacher salaries, full semesters of net credited service shall be computed as of the second Tuesday of July preceding the academic year in which the salary is to be paid. Partial semesters of teaching experience shall not accrue toward net credited service with the exception that half-time teachers (teachers working for approximately one-half of the school day) shall be credited with one full semester of net credited service for each two consecutive semesters during which they have actively taught on a half-time basis prior to the aforementioned second Tuesday of July.

C. A teacher with a degree and full certification who has had teaching experience will be employed initially at a yearly salary above the minimum salary according to the following schedule, provided the experience has been earned in the eight years immediately preceding the year for which the teacher will be employed.

Less than one full year	Step 0
One year, but less than two	Step 1
Two years, but less than three	Step 2
Three years or more	Step 3

D. For certain designated extra-duty assignments the teacher shall be entitled to appropriate compensation as set forth in Schedule B which is attached to and incorporated in the Agreement. Compensation for extra duties not covered by Schedule B will be negotiated by the Board and shall be commensurate with extra-duty pay as scheduled.

Reduction in Personnel, Seniority and Recall

In the event the Board deems a reduction in personnel necessary as a result of annexation or consolidation, loss of student population, or other conditions, the Board agrees to retain, as nearly as possible, the services of those teachers with life, permanent or provisional teaching certificates, who have the longest period of service in the system teaching in the department involved; provided they are certified and qualified to teach the subject(s) to which they wish to be assigned.

If an unforeseen development or problem arises in the application of this Article, an advisory committee shall be named, two by the Board and two by the Association, to review the matter; but the committee shall not have the right to establish policy under this Article.

Professional Grievance Procedure

A. Definitions.

1. A "Grievance" is a claim based upon an alleged violation, misinterpretation, or misapplication of any of the provisions of this Agreement.
2. An "Aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose.

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise. Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.
2. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given opportunity to be present at such adjustment.

C. Procedure.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum, and every effort should be made to expedite the process. If appropriate action is not taken within the time limit specified, the grievance will be deemed settled on the basis of the disposition at the preceding level. The time limits specified may, however, be extended by mutual agreement.

1. Level One

A teacher with a grievance will first discuss it orally with his principal within five (5) school days of its occurrence or its discovery thereof

within the contractual school year. It is further understood that the test for discovery of a grievance is a period of time which a reasonable prudent person would be acquired to be aware of such grievance.

2. Level Two

(a) If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation of the grievance, he may file the grievance in writing with the Chairman of the Association's Committee on Professional Rights and Responsibilities (hereinafter referred to as the "PR&R Committee") within five (5) school days after the decision at Level One or fifteen (15) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chairman will refer it to the Superintendent of Schools.

(b) The Superintendent or his designee will represent the administration at this level of the grievance procedure. Within five (5) school days after receipt of the written grievance by the Superintendent, the Superintendent or his designee will meet with the aggrieved person in an effort to resolve it.

(c) If a teacher does not file a grievance in writing with the Chairman of the PR&R Committee and the written grievance is not forwarded to the Superintendent within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based, then the grievance is considered as waived.

3. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within five (5) school days after he has first met with the Superintendent, he may file the grievance in writing with the Chairman of the PR&R Committee within five (5) school days after a decision by the Superintendent, or fifteen (15) school days after he has first met with the Superintendent, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chairman of the PR&R Committee will refer it to the Board. Within ten (10) school days after receiving the written grievance, a committee of the Board will meet with the aggrieved person for the purpose of resolving the grievance. The ultimate decision on the grievance at Level Three will, however, be rendered by the full Board.

4. Level Four

If the Board of Education, the aggrieved teacher and the Lake Linden Education Association shall be unable to resolve any grievance, and it

shall involve an alleged violation of a specific article and section of this Agreement, it may within ten (10) days after the decision of the Board of Education be appealed to arbitration. Such appeal shall be in writing and shall specify the provision of this Agreement which is involved in the dispute, and shall be delivered to the secretaries of the Board of Education and the Lake Linden Education Association within said ten day period, and if not so delivered, the grievance shall be abandoned.

If the parties cannot agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

The arbitrators so selected will confer with the parties and hold hearings promptly, and will issue their decision in accordance with the rules of the American Arbitration Association. The arbitrators' decision shall be in writing and will set forth their findings of fact, reasoning, and conclusions on the issues submitted.

The arbitrators shall have no power to alter, modify, add to, or subtract from the provisions of this Agreement. Their authority shall be limited to deciding whether a specific article and section of this Agreement has been violated, and shall be subject to, in all cases, the rights, responsibilities and authority of the parties under the Michigan General School Laws or any other national, state, county, district or local laws. The arbitrators shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under law and this Agreement.

The decision of the arbitrators, if within the scope of their authority as above set forth, shall be final and binding.

The arbitrators' fees and other expenses of arbitration shall be divided equally between the parties. Each party shall bear his own expense in connection therewith.

D. Rights of Teachers to Representation

1. No reprisals of any kind will be taken by either party or by any member of the administration against any party in interest, any School Representative, any member of the PR&R Committee or any other participant in the grievance procedure by reason of such participation.

2. Any party in interest may be represented at all stages of the grievance procedure by a person of his own choosing, except he may not be represented by a representative or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association will have the right to be present and to state its views at all stages of the grievance procedure.

D. Miscellaneous

1. There shall be one Association Representative (Building Representative) for each school building to be selected in a manner determined by the Association.

2. In the event that any Association Representative or any member of the PR&R Committee is a party in interest to any grievance, he shall disqualify himself and a substitute shall be named by the Association.

3. Decisions rendered at Levels Two and Three of the grievance procedure will be in writing setting forth the decision and will be transmitted promptly to all parties in interest and to the Chairman of the PR&R Committee. However, the decision at Level One may be placed in writing upon the request of either party.

4. All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.

5. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be jointly prepared and given appropriate distribution by the Superintendent so as to facilitate operation of the grievance procedure.

6. The sole remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of his rights hereunder will be pursuant to the grievance procedure; provided, however, that nothing contained herein will deprive any teacher of any legal right which he presently has, provided that if a teacher elects to pursue any legal or statutory remedy, such election will bar any further or subsequent proceedings for relief under the provisions of this Article.

7. Every effort will be made to avoid interruption of classroom activities and to avoid the involvement of students in all phases of the grievance procedure.

Illness and Disability

1. A sick leave allowance is hereby provided for absence from work caused by illness or physical disability of the teacher. At the beginning of each school year each teacher represented by the Association will be credited with the unused sick leave reserve accumulated by him in prior years. Additional sick leave will be credited to his account at the rate of one (1) day for each calendar month in which he teaches in the system, subject to a maximum of 10 days per year.

A teacher suffering a loss of pay as a result of having less accumulated sick leave than the length of his illness, will be reimbursed at the end of the school year for such loss as his sick leave allowance accumulates; subject to the limitation that the right to such reimbursement terminates at the close of each school year.

2. A teacher sustaining injury or occupational disease arising out of and in the course of any employment shall be continued on the payroll to the extent of his sick-leave reserve; provided, that where he receives income under the Workmen's Compensation Act, such income shall be supplemented by the Board of Education with an amount sufficient to maintain his regular salary or wage for a period not to exceed the number of days in his sick-leave accumulation.

3. Each teacher shall be entitled to a sick-leave accumulation of the unused yearly portion but not to exceed 90 days.

4. In the event of absence of a teacher for illness in excess of five (5) consecutive working days, the Board may, at its expense, require an examination by an independent physician. Upon request, each teacher absent for five (5) consecutive working days agrees to present a certificate from his personal physician testifying to the satisfactory condition of his health.

5. The Board may request a teacher to submit to physical or mental examinations by appropriate specialists to determine whether involuntary sick leave is warranted. Such requested examinations will be at the Board's expense. If the teacher desires, he may submit the request for study and recommendation by a four-man committee, two members of which shall be appointed by the Board and two by the Lake Linden Education Association. The committee will review the problem and submit an advisory recommendation, but the ultimate decision is reserved to the Board.

6. Teachers employed on a part-time basis or for part of the school year will only be granted a sick-leave allowance proportionate to the time employed.

7. Teachers whose service to the system is interrupted for any period beyond an approved leave shall forfeit any accumulations under this article.

8. A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available may be granted a leave of absence for the remainder of the year without pay, and such leave may be renewed in succeeding years by the Board of Education upon written request.

9. The teacher agrees to notify the Board's representative of his intention to be absent from school as early as possible, and not later than 7:00 a. m. , if known.

10. Any teacher who, by willful misrepresentation, violates or misuses this policy or misrepresents any statement or condition under said policy, shall forfeit any current leave or accumulations under any leave policy in effect in the system for a period of twelve calendar months, unless reinstated sooner by the Board.

11. The Board reserves the right to require a statement of urgency from the teacher's personal physician before absenting himself from school for surgery, unless such surgery is of an emergency nature.

12. A sick leave day shall be charged to a teacher if he is absent from work for illness or injury on any day for which teachers are paid.

13. A teacher may use five of the ten sick days for illness of spouse or children. The Superintendent may grant an additional five days.

The above leave would be limited to ten days per year and would be chargeable to a teacher's accumulated sick leave. The Superintendent, upon request, may require a statement from the attending physician to indicate the serious nature of the illness or injury. This also includes dental appointments for children which are of an emergency nature.

Personal Leave

1. Each teacher shall be entitled to a personal leave of two days per year, chargeable to sick leave, for the purpose of meeting family obligations, legal commitments and religious obligations. This leave shall be used only in situations of urgency for the purpose of conducting personal business which is impossible to transact on the weekend or after school hours. Personal leave shall not be used to extend school holidays.

The above provision entitling a teacher to personal leave does not apply during the first week of school, during the week of examinations at the end of the first semester and during the last seven (7) school days of the year unless an emergency exists and the emergency is made known and carefully explained to

the Board. In the event a difference of opinion exists as to the extent and seriousness of the emergency, there will be named a committee of two persons from the Association and two representing the Board who will meet to assist in making the determination.

2. In general, not more than three (3) days leave shall be granted for death in the immediate family, unless extensive travel is required. The time limitations described in this paragraph may be waived for death involving the teacher's spouse or children. Immediate family shall include the teacher's spouse, children, grandchildren, or foster children, parents, parents-in-law, brothers, sisters, grandparents, or anyone living under the same roof. Any unusual extenuating circumstances may be given consideration upon written request offered to the Board.

3. The provisions of this policy do not apply to persons employed less than one-half of each day. Teachers employed on a half-time basis are entitled to one-half the benefits provided for full-time teachers.

4. Nothing contained herein shall deny to the Superintendent the right to grant leave upon request with loss of pay.

5. Any teacher who, by willful misrepresentation, violates or misuses this policy or misrepresents any statement or condition under said policy, shall forfeit any current leave or accumulations under any leave policy in effect in the system for a period of twelve calendar months, unless reinstated sooner by the Board.

6. Association Days - The Board shall credit the Association with five (5) teacher days for professional business. These days are to be used for the purpose of attending conferences, workshops or seminars conducted by the Michigan and National Education Associations and/or affiliate departments thereof. The teacher may be requested to file a written report, within one week of his attendance at such conference, workshop or seminar, which are non subject-matter oriented. It is agreed that no more than one teacher shall be absent on any day for such business and that not more than two (2) may be used by any one person during the year.

7. A leave of absence shall be granted to any teacher for the purpose of new-born infant care. The application for such leave shall be received by the Superintendent no later than sixty (60) calendar days prior to the effective date of such leave except in cases of extreme emergency and shall include a statement of the exact date on which the teacher wishes to terminate teaching.

A pregnant teacher may continue teaching as long as she can continue her regularly assigned responsibilities. The Board may require a doctor's statement(s) to this effect.

A teacher on leave under the above conditions wishing to return to duty shall file a written request with the Superintendent at least ninety (90) calendar days prior to the date she wishes to return to teaching or prior to the end of the leave. The Board shall not be required to return the teacher on leave to employment except at the beginning of the semester. The reinstatement shall be to the teacher's former position. The teacher may be required to furnish a physician's statement indicating that her health permits her to resume the full responsibility of teacher.

If a teacher does not comply with the above conditions, the right to such a leave and/or the right to return, may be denied by the Board.

In the event of miscarriage or death of the object child of the leave, the leave of absence may be terminated upon request of the teacher at the beginning of any semester.

The granting of such leave will in no way interrupt seniority and rights attendant thereto.

Duration of Agreement

The provisions of this Agreement will be effective as of _____, 1974, and will continue and remain in full force and effect until _____, 1975.

IN WITNESS WHEREOF, the parties hereunto set their hands this _____ day of _____, 1974.

LAKE LINDEN-HUBBELL
EDUCATION ASSOCIATION

LAKE LINDEN-HUBBELL
BOARD OF EDUCATION

By: _____

By: _____

SALARY SCHEDULE
1974-75 Schedule A

<u>STEP</u>	<u>FACTOR</u>	
0	1.0	8,425
1	1.055	8,888
2	1.110	9,352
3	1.165	9,815
4	1.220	10,279
5	1.275	10,742
6	1.330	11,205
7	1.385	11,669
8	1.440	12,132
9	1.495	12,595
10	1.55	13,059

M. A. 842

Longevity:	15 years	\$200
	20 years	\$250
	25 years	\$350
	30 years	\$450

Insurance Provisions

The following insurance coverage shall be afforded:

1. Master medical coverage for a married teacher and spouse or family as defined by B. C. -B. S.
2. Coverage for single teacher.
3. Coverage for single teacher and one dependent. (By dependent is meant one who is declared as such for income tax purposes.)
4. The school district will participate in a comparable MESSA Insurance coverage up to the cost of Blue Cross-Blue Shield (master medical) plan which said teacher would be qualified to participate in.

APPENDIX B-1
EXTRA DUTY COMPENSATION
1974-75

Head Basketball
Head Football *

1. 668
2. 693
3. 719
4. 745
5. 770
6. 796
7. 822
8. 847
9. 873
10. 899
11. 924

Ass't. B. B., Girl's Gymnastics
& Girls Basketball - Ass't. Varsity,
J. V. F. B. & Jr. Hi B. B. (one coach)

1. 411
2. 426
3. 442
4. 457
5. 472
6. 488
7. 503
8. 519
9. 534
10. 549
11. 565

Jr. High Football

1. 205
2. 216
3. 226
4. 236
5. 246
6. 257
7. 267
8. 277
9. 288
10. 298
11. 308

Band

1. 565
2. 591
3. 616
4. 642
5. 668
6. 693
7. 719
8. 745
9. 770
10. 796
11. 822

Head Track - Boys and Girls

1. 308
2. 324
3. 339
4. 354
5. 370
6. 385
7. 401
8. 416
9. 431
10. 447
11. 462

* Coaches involved in pre-school football shall be compensated by \$100 per week for two sessions per day. The number of coaches to be determined by the administration.

APPENDIX - 2
EXTRA DUTY COMPENSATION
1974-75

<u>DUTY</u>	<u>COMPENSATION</u>
Approved Chaperoned Activity	\$ 8 per activity
Junior Class Advisor in charge of Construction of Prom and Play sets and erection thereof	\$ 125
Assistant Junior Class Advisor will organize the Junior Prom	\$ 60
Junior Play Director	\$ 125
Senior Play Director	\$ 125
Yearbook Advisor	\$ 150
Forensics	\$ 75 if beyond regular work week
Audio-Visual	\$ 150
Cheerleading and Majorette	\$ 50 if beyond regular work week
Driver Education	\$ 6 per hour
Chaperone at basketball or football games away from home	
Varsity and J. V. Timer	\$ 10
Varsity and J. V. Scorer	\$ 10
1-12 miles (Calumet, Dollar Bay, Hancock, Houghton)	\$ 7
13-30 miles (Jeffers)	\$ 8
31-60 miles (Baraga, L'Anse)	\$ 10
61-90 miles (Ontonagon, White Pine, Bergland)	\$ 15
90 and over	\$ 20
Gymnasium Supervisor	\$ 6
Ticket Seller & Concession Supervision	\$ 7

APPENDIX - 3

RETIREMENT CONTRIBUTION

Pursuant to Public Act 244 of 1974, the Board shall pay, on behalf of each teacher, the five percent (5%) employees' contribution to the Michigan Public School Employees' Retirement System. Such contributions shall begin September _____, 1974, and shall continue for the duration of this Agreement.