

June 30, 1971

Lamphere Public Schools

AGREEMENT BETWEEN  
THE BOARD OF EDUCATION  
AND THE  
LAMPHERE EDUCATIONAL SECRETARIES ASSOCIATION  
1969-1971

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Michigan State University

Lamphere Public Schools  
235 E. Thirteen Mile Road  
Madison Heights, Michigan

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AGREEMENT

THIS AGREEMENT ENTERED INTO this 28th day of October, 1969 by and between the BOARD OF EDUCATION OF SCHOOL DISTRICT #4, LAMPHERE PUBLIC SCHOOLS, CITIES OF MADISON HEIGHTS AND TROY, OAKLAND COUNTY, MICHIGAN, hereinafter called the "Board," and the LAMPHERE EDUCATIONAL SECRETARIES ASSOCIATION, hereinafter called the "Association."

## ARTICLE I.

### Recognition

Section 1. The Board recognizes the Association as the exclusive representative, for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment, of all regularly assigned secretarial and clerical personnel, both full and part time, who are employed by the Lamphere School District, with the exception of the secretary to the superintendent, secretary to the administrative assistant, secretary to the director of personnel, secretary to the curriculum director, head bookkeeper, secretary to the business manager, and teacher aide with instructional responsibilities.

All personnel represented by the Association in the above-defined bargaining unit shall, unless otherwise indicated, hereinafter be referred to as "Secretaries" and reference to female personnel shall include male personnel.

Section 2. During the term of the Agreement, the Board agrees that it will not enter into negotiations with any organization other than the Association in respect to wages, hours and other terms and conditions of employment for secretaries covered under this Agreement.

Section 3. All secretaries covered under this Agreement shall have the right to join any secretary organization, but membership in the Association or any other secretary organization shall not be required as a condition of employment.

Section 4. Except as otherwise expressly provided by the terms of this Agreement, or by law, the determination and administration of policy, the operation of the schools and the direction of the secretarial staff, and the exercise of all other powers, rights, duties and responsibilities are vested exclusively in the Board or in the superintendent as delegated by the Board.

## ARTICLE II.

### Separability and Savings Clause

This Agreement is subject in all respects to the laws of the United States and the State of Michigan with respect to the powers, rights, duties and obligations of the Board, the Association and employees in the bargaining unit, and in the event that any provisions of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from where final judgment or decree no appeal has been taken within the time provided for doing so, such provisions shall be void and inoperative; however, all other provisions of this Agreement shall continue in effect.

## ARTICLE III.

### Strike Prohibition

The Association shall not cause, engage in or sanction any strike or refusal to perform the duties of employment by any secretary or secretaries and no secretary shall cause or participate in any strike or refuse to perform the duties of her employment.

## ARTICLE IV.

### Fair Practices

Section 1. The Association agrees to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex or marital status and to represent all employees without regard to membership or participation in, or association with, the activities of any employee organization.

Section 2. The Board agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin, sex, marital status or membership or participation in, or association with the activities of any employee organization in the hiring or placement of secretarial personnel.

## ARTICLE V.

### Grievance Procedure

Section 1. A grievance is a claim based upon an event or condition which affects the conditions or circumstances under which an employee works allegedly caused by misapplication by the Employer of law or the contents of this Agreement.

Section 2. A grievance may be filed and presented by an employee or by the Association through its representatives. Any individual employee may present his grievance and have the grievance adjusted without intervention of the Association if the adjustment of the grievance is not inconsistent with the terms of this Agreement and the Association has been given an opportunity to have an Association representative present at such adjustment; provided, however, that the adjustment of a grievance between the Employer or its designated representatives and an individual employee shall not preclude the Association from filing its own grievance with respect to the same subject.

Section 3. The grievance procedure provided in this Agreement shall be the sole and exclusive means of presenting and resolving complaints or disputes regarding the application or interpretation of this Agreement or any policy concerning employees' wages, hours or conditions of employment, except as otherwise provided herein.

Section 4. All grievances shall be presented in accordance with the following procedure:

Step One: An employee having a grievance shall discuss the matter with his supervisor within five (5) working days of the event upon which the grievance is based. The employee may choose to have the Association representative present in discussing the grievance with the supervisor.

Step Two: If the grievance is not disposed of at Step One, or if no decision is rendered by the supervisor within five (5) working days after the grievance is presented, the grievance may be submitted, in writing, to the superintendent within five (5) working days after the supervisor's decision is communicated to the employee or ten (10) school days from the date the grievance was presented to the supervisor, whichever is sooner. The superintendent, or

his designated representative, shall meet the aggrieved employee and/or the Association within five (5) working days after the grievance is submitted to the superintendent in writing in an effort to resolve the grievance. The superintendent, or his designated representative, shall render his decision, in writing, within fifteen (15) working days after the date the grievance was submitted to the superintendent in writing. A copy of the decision shall be furnished to the grievant and to the Association.

Step Three: If the grievance is not disposed of at Step Two, the decision of the superintendent, or his designated representative, may be appealed, in writing, to the Board within ten (10) working days after the date the superintendent, or his designated representative, rendered his written decision. The Board shall meet with the aggrieved employee and/or the Association within ten (10) working days after the date the written appeal is filed with the Board. The Board shall render its decision within fifteen (15) working days after the date the written appeal is filed with the Board. The decision of the Board shall be communicated, in writing, to the grievant and to the Association.

Step Four: If the grievance remains unresolved at the conclusion of Step Three, it may be submitted to advisory arbitration at the request of the Association, provided written notice of the request for submission to arbitration is delivered to the Board within fifteen (15) working days after the date of the Board's written communication of its decision under Step Three. Following the written notice of request for submission to arbitration, the Association and a Committee of the Board shall attempt to select an arbitrator. If mutual agreement on the selection of an arbitrator cannot be reached within ten (10) working days after the date of the request for submission to arbitration, the arbitrator shall be selected according to the rules of the American Arbitration Association. The arbitrator shall render his opinion only with respect to the particular grievance submitted to him and such opinion shall be advisory only and not binding upon the Board or the Association. The arbitrator's fees and expenses shall be shared equally by the Board and the Association. The expenses and compensation of any witness or participant in the arbitration shall be paid by the party calling such witness or requesting such participant.

Section 5. The number of days provided for the presentation and processing of **grievances** in each step of the grievance procedure establish the maximum time limits and any **grievance** not presented within the time limits provided at each respective step of the **grievance** procedure shall be deemed withdrawn; provided, however, the time limits **set forth** herein may be extended by mutual agreement between the Board, or its representatives, **and the aggrieved employee or the Association.**

Section 6. If a grievance affects a group of employees or the bargaining unit as a **whole**, the Association may submit such grievance in writing to the superintendent directly, **and the processing of such grievance shall be commenced at Step Two.**

Section 7. If the employer does not act within the time limits stipulated within each step, the Association may proceed to the next step.

## ARTICLE VI.

### Working Schedules and Conditions

Section 1. The work day for all full-time secretaries shall be eight hours, exclusive of the lunch hour.

Section 2. Secretarial employees will be granted paid holidays, as follows:

- a. July 4th
- b. Labor Day
- c. Thanksgiving Day and the day after
- d. Christmas Day and the day before or after
- e. New Year's Day and the day before or after
- f. Good Friday
- g. Memorial Day

In order to qualify for such pay, the employee must have been scheduled to work, and did work, on the regular work day before, and the regular work day after, such holiday, unless a competent physician has certified in writing that such was impossible.

If a holiday mentioned above falls on a Saturday or Sunday, the Board may designate the work day preceding or succeeding as the paid holiday. If this designation is not made, then each secretary affected will receive either an additional day's pay, or an additional day's vacation time, at the discretion of the superintendent.

Section 3. In the event a regularly employed person knows she must be absent for any reason, substitute assistance may be employed. Arrangements for a substitute shall be made by the supervisor, with the Director of Personnel, at least two weeks prior to absence from duty, whenever possible.

Section 4. All secretaries shall be given the choice of an annual skin test or x-ray to determine their freedom from tuberculosis. In the event a skin test is positive, the Board shall require the secretary to obtain an x-ray examination.

Section 5. Secretaries shall not be held responsible for loss within the school, or while on official school business, of school property or children's property unless proof of negligence is established.

Section 6. Full-time employees shall earn one day non-cumulative vacation pay for each month of duty in the system; any employee whose services are discontinued will not forfeit her right to earned vacation time.

Secretaries whose period of employment is less than twelve (12) months shall take accumulated vacations during the winter and spring recess as determined by the school calendar, to the extent possible. Employees with seven years or more continuous service in the system, shall receive an additional three days' vacation.

Secretaries not employed on a full-time schedule shall receive vacation credit on a pro-rated basis.

Section 7. All vacation time shall be used only at times approved by the supervisor, and shall be guided by seniority. Any unused vacation time shall be included in the last pay check of the fiscal year. All applications for vacations shall be in writing, on business leave form.

Section 8. Determination of all job descriptions shall rest solely with the superintendent, or his designated representative.

## ARTICLE VII.

### Vacancies, Transfers, Reduction in Staff, Promotions, Reclassification

Section 1. Whenever a secretarial vacancy shall occur, during the school year, such position shall be "posted" for the secretarial staff for five (5) business days. If such vacancy occurs during the normal summer recess, vacancy notices shall be sent only to those employees who have filed an "Intent of Interest" with the superintendent, through the Association president. It shall be the responsibility of the president of the Association to submit such "Intent of Interest" forms to the superintendent prior to the closing date of the school year. Copies of all such vacancy notices will also be sent to the Association president.

The members of the bargaining unit who apply will be given preference over an equally qualified candidate from outside the unit. The superintendent, or his designate, shall review the qualifications of the candidate and make an evaluation, which will be final.

In filling such vacancy, the Board agrees to give due weight to the background, attainments and skills of all applicants, the length of time each has been in the school system of the district, and other relevant factors. An applicant with less service in the system will not be awarded such position unless her qualifications therefor, as determined by the superintendent, shall be superior to applicants with greater service. "Service" in the system, for purposes of this Agreement, shall mean continuous employment with the district in the bargaining unit.

Section 2. When a secretary makes application for transfer, either through promotion or vacancy, she shall be notified in writing regarding the disposition of her application. The president of the bargaining unit shall be notified, in writing, when the position is filled.

Section 3. In the event of necessary reduction in staff, the sole factor shall be seniority within the district, providing that, in the judgment of the superintendent, the vacancy created by such procedure is able to be filled by a duly qualified employee. Any secretary whose services are so terminated shall be notified at least two (2) weeks in advance, in writing.

Section 4. Secretaries whose employment is terminated as a result of a reduction in staff will be placed, in seniority sequence, at the top of the employment and substitute lists. Should such secretary be re-hired within a period of three (3) years, she will return to work on the same step of the salary schedule, unless she completed the year, in which instance she would automatically be eligible for the next increment. All sick and accumulated benefits would be restored to said employee upon her return.



Section 5. Transfer to another position within the school district shall be at the same experience level as that held by the employee at the time of the transfer.

Section 6. The authority for affecting all reductions in staff, promotions and category reclassification shall rest with the superintendent or his representative. The Association will be invited to discuss such action. Notification of final decision will be submitted, in writing, to the Association.

Section 7. In the event a new permanent position is established, not presently covered in the classification schedule, the Association will be invited to discuss the classification before the position is filled on a permanent basis. The decision of the superintendent, or his representative, shall be final.

Section 8. Any "summer only" position - e.g., secretaries for summer school, testing, screening, etc., shall be posted in accordance with Article VII, Section 1, in all instances where, from a time-available standpoint, secretaries are eligible.

## ARTICLE VIII.

### Sick Leave, Personal Business Leave

Section 1. All permanent employees will be granted sick leave at the beginning of each fiscal year. Such leave will be pro-rated at one (1) day per month. In cases where the employee leaves the school system before the completion of the fiscal year, a deduction will be made from the final pay, if necessary, for any amounts paid for such time in excess of the allowances actually earned. Unused sick leave shall accumulate without limit.

Section 2. The accumulated bank of sick leave days may be used in the event of personal illness, or illness or death in the family of the employee. The employer reserves the right to require proof of illness for any days taken as sick leave days.

Section 3. All permanent employees may be allowed absences with pay totaling not more than three (3) days within each fiscal year, for personal business, which can be accomplished only during regular working hours. In cases where the employee leaves the school system before the completion of the fiscal year, a deduction will be made from the final pay, if necessary, for any amounts paid for such time in excess of the allowances actually earned. Unused personal business leave shall not accumulate.

Section 4. Personal business days must be applied for in writing, with specific reasons, a week in advance whenever possible, for the superintendent's approval, or that of his designated representative. Personal business is defined as business of a personal nature which cannot be transacted at times other than during the employee's normal working hours. Personal business shall cover the following areas:

- a. Court cases, government or other legal business
- b. Moving
- c. Religious observance
- d. Death of a person, not in the immediate family, but deemed especially close by the applicant. (May also be sick day)

- e. Graduation from high school or college of member of the immediate family.
- f. Marriage of the employee or a member of the immediate family.
- g. Matters of an emergency nature allowable at the discretion of the superintendent or his designated representative.
- h. A personal business day leave shall not be granted for the day preceding or the day following holidays or vacations, or the first or last day of the school year unless processed under (g) above.

## ARTICLE IX.

### Absences and Leaves

Section 1. A secretary, after two years of continuous service, will be eligible for a leave of absence for one year, renewable annually for three years, upon the employee's written request and the employer's approval. At the expiration of the leave she will be reinstated in the first available, comparable (time and classification) opening for which she is qualified. She will return to work on the same step of the salary schedule unless she completed the year, in which instance she would automatically be eligible for the next increment. All sick and accumulated benefits would be restored to said employee upon her return.

Section 2. The same conditions as those that apply to a leave of absence shall apply if a secretary has been with the Lamphere School District a minimum of two years, resigns through circumstances beyond her control, and returns to the district within one year of said severance.

Section 3. All leaves defined in this Article must be approved in writing by the employer prior to the granting of such leaves. Such approval will not be automatic upon request for such leaves.

Section 4. A secretary called for jury duty shall be paid her regular salary for time lost from her school duties. However, the secretary shall return to the Board other compensation for performance of such duties.

## ARTICLE X.

### Probation and Disciplinary Procedure

Section 1. All new clerical personnel will serve a six-month probationary period. Any employee hired after the end of the school calendar year may have the probationary period extended, so as to fulfill the six-month probationary period after the start of school. Seniority will revert to the first day of hire, upon completion of said probationary period.

Section 2. At any time during the probationary period when a new employee fails to satisfactorily perform the duties of the position for which the employee was hired, the administration may discharge, or demote, said employee to a lower position compatible with her competency and ability. In the event of demotion, the probationary period shall begin anew.

Section 3. Probationary employees are entitled to all benefits except life insurance.

Section 4. Upon completion of the probationary period, the employee will be classified as a permanent employee. A written evaluation will be prepared. The evaluation form will also be used as a means of improving the skills and techniques of the individual. The principal and the immediate supervisor will point out strengths and weaknesses in the specific areas so that the employee may upgrade his performance. Following the written evaluation, the principal or immediate supervisor will conduct an interview to discuss the written evaluation with the employee and the employee will sign the written evaluation as well as the evaluator.

Section 5. Disciplinary interviews and reprimands will be conducted in private.

Section 6. For just cause, the superintendent or his designated representative may temporarily suspend an employee from duty without pay pending an investigation of the actions causing suspension. In the event the suspension is unjust, the employee will receive full compensation for all time lost and full restoration of all other rights and conditions of employment. See Grievance Procedure - Article V.

Section 7. When an Association employee is given a disciplinary discharge or layoff, or a written reprimand and/or warning which is to be affixed to his personnel record, the employee will be promptly notified in writing of the action taken.

Section 8. Probationary employees shall be subject to all the provisions of this Agreement except appeal of discharge.

## ARTICLE XI.

### Retirement

All secretaries shall be retired by the Board upon reaching sixty-five (65) years of age. If the retirement age occurs after the thirtieth day of June, the secretary shall be allowed to finish that particular fiscal year, providing such birthday occurs on or after the beginning of the employee's work year.

## ARTICLE XII.

### Insurance

Section 1. The Board agrees to furnish all secretaries the same life insurance coverage as is given the teachers. For the duration of this contract this coverage will include Group Life Insurance Protection with a double indemnity clause for accidental death or dismemberment.

Section 2. The Board shall pay for Blue Cross-Blue Shield insurance coverage an amount equal to the cost of single subscriber of the type presently offered by the Board to all secretaries. Further, secretaries approved as head of household shall receive Blue Cross-Blue Shield insurance paid by the Board equal to the cost of full family coverage of the type being offered by the Board. The "head of household" shall be defined as follows:

- a. For unmarried persons as defined for Internal Revenue purposes.

- b. For married persons, if both parties have an income, then the person earning the larger income shall be identified as head of household. If only one party has an income, then the party having the income shall be identified as head of household.

### ARTICLE XIII.

#### Miscellaneous

Section 1. The Board will, upon written request, provide the Association with such statistics on financial information which the Board does not deem confidential, and which the Board may agree is reasonably necessary in connection with the negotiation of collective bargaining agreements succeeding this Agreement. It is understood, however, that the Board will not compile information or statistics not already compiled.

Section 2. The Association shall have the right to use school mailboxes and the inter-school mail service for Association material. All such material will be clearly identified and the Association accepts all responsibility for such material.

Section 3. When facilities or equipment are desired for Association meetings, such requests will be submitted through normal channels, in accordance with policy numbers 1410 through 1416, but without change.

Section 4. If the Board or its authorized representative authorizes a member or members of the bargaining unit, in writing, to engage in negotiations or grievance procedures during the working day, no loss of pay shall ensue. All attempts shall be made, however, to conduct such activities outside the working day.

Section 5. Copies of the Agreement shall be reproduced at the expense of the Board and distributed to all secretaries in the bargaining unit.

Section 6. Funds shall be provided in the general fund for the purpose of financing conferences for secretaries in the bargaining unit. A conference must first have the approval of the Association, and the Association must approve those secretaries desiring to attend, if the request for attendance is initiated by the Association. The employer reserves the right to request attendance at a conference, if in his opinion such attendance will benefit the school district. In any respect, the employer shall make the final decision. Conference participation shall be limited to those persons who expect to continue their services in the district for the following year.

Section 7. The words "Superintendent," "Board," and "Employer" shall be construed to be interchangeable, and any reference to such words shall be understood to include the phrase, "or designated representative." A similar understanding is agreed to with reference to those words used to describe the members of the bargaining unit, and in this instance all references to females shall include males where applicable.

Section 8. Any secretary shall give the employer at least ten (10) working days' notice in writing of intent to resign.

Section 9. When duly authorized administrative officials cancel the opening of school because of, but not limited to, the following: hazardous weather conditions, mechanical breakdowns, bomb threats, and other abnormal happenings which prevent the opening of school, secretaries shall not be required to report to work. Time lost by secretaries in connection with any of the above incidents mentioned in this section shall not be charged against the secretary and there will be no loss in salary.

Section 10. Secretaries shall be invited to have representation on plant planning committees.

Section 11. All employees shall be paid time and one-half for time worked over forty (40) hours per week.

Section 12. When an emergency situation arises in an office of two (2) or more employees, a girl working in a lower classification may assume the duties of the girl in the higher classification, on a temporary basis, and receive the higher classification salary, at the lower girl's step on the salary scale, after a period of ten (10) consecutive days on the job, retroactive to the first day of working on the job.

Section 13. As a condition of continued employment, upon initial hiring, and every year thereafter, all secretaries must submit a recent chest x-ray or skin test showing that the person is free from tuberculosis. The Board will pay for the skin test and/or chest x-ray, provided the tests are taken at the Oakland County Health Center.

As a condition of continued employment, upon initial hiring, and every five (5) years thereafter, every secretary must submit a physical report showing that the person has undergone a physical examination and is capable of performing his duties. The secretary may take this examination from a physician designated by the Board at the Board's expense. The secretary may choose to have this examination performed by his personal physician, in which case the Board shall reimburse the secretary for the cost of the examination, not to exceed fifteen (\$15) dollars.

Section 14. Compensation at the employee's regular rate shall be paid to all secretaries who are required to attend school events or meetings at times other than the employee's regular working day.

#### ARTICLE XIV.

##### Waiver Clause

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of this Agreement each voluntarily and unqualifiedly waives the right, and agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.

ARTICLE XV.

Compensation

Section 1. An employee in the bargaining unit shall be paid an hourly rate based upon her experience step and classification as indicated on Schedule A for the year 1969-70 and Schedule B for the year 1970-71. Each year shall begin July 1 and continue to the following June 30.

Section 2. The time element between each step shall be twelve (12) months.

Section 3. All increments shall become effective on July 1 each year. New employees hired between July 1 and October 15, inclusive, will receive credit for one (1) year of inside-of-system experience on the following July 1. Those hired between October 16 and March 15, inclusive, will receive credit for one-half ( $\frac{1}{2}$ ) year of inside-of-system experience on the following July 1. Those hired between March 16 and June 30, inclusive, will not receive credit for inside-of-system experience on the following July 1.

Section 4. Longevity pay shall be given to each classification according to the following schedule:

Longevity Step 1: After completion of seven (7) years of continuous service in the system.

Longevity Step 2: After completion of ten (10) years of continuous service in the system.

Longevity Step 3: After completion of twelve (12) years of continuous service in the system.

An approved leave of absence will not be considered an interruption in service, but any time spent on such leave will not be counted as part of the service time towards longevity.

Section 5. A secretary who has successfully completed the N. E. A. Professional Standards Program and is so certified by the N. E. A. shall receive an additional ten (10) cents per hour.

Section 6. The work year for all positions will be one of the following:

- a. Ten (10)-month employee - September 1 thru June 30.
- b. Ten and one-half ( $10\frac{1}{2}$ )-month employee - August 15 thru June 30.
- c. Eleven (11)-month employee - August 1 thru June 30.
- d. Eleven and one-half ( $11\frac{1}{2}$ )-month employee - July 15 thru June 30.
- e. Twelve (12)-month employee - July 1 thru June 30.

Section 7. Classifications. The following job classifications shall be used for all members of the bargaining unit. Additions and/or changes in classification may be made by the superintendent as new positions are added or when job descriptions change during the term of this contract. The superintendent's decision on all classifications shall be final. The director of personnel shall notify the president of the bargaining unit when any such additions and/or changes are made to job classifications:

CLASS I

1. Teacher Aide with non-instructional responsibilities
2. Office or Library Clerks

CLASS II

1. Counseling Office Secretary
2. Central Office Receptionist
3. Secretaries other than Head Secretaries in all offices
4. Secretary for single-building project offices (Title I)
5. Audio Technician

CLASS III

1. Head Secretaries in system-wide service offices  
(IMC and Special Services)
2. Head Secretaries in multi-building project offices (Title III)
3. Accounts Payable Secretary
4. Bookstore Secretary
5. Internal Accounts Secretary
6. Publications Technician
7. Graphic Arts Technician

CLASS IV

1. Head Secretaries in school offices
2. Cataloger in IMC

CLASS V

1. Payroll Secretary

ARTICLE XVI.

Duration of Agreement

Section 1. This Agreement shall be effective as of July 1, 1969, and shall continue and remain in full force and effect to June 30, 1971, except as otherwise provided herein. All salaries agreed to on this date shall be retroactive to July 1, 1969.

IN WITNESS WHEREOF, the parties hereunto set their hands and seal this twenty-eighth (28) day of October, 1969.

BOARD OF EDUCATION OF  
SCHOOL DISTRICT NO. 4,  
LAMPHERE PUBLIC SCHOOLS  
OF THE CITIES OF MADISON HEIGHTS  
AND TROY, OAKLAND COUNTY, MICHIGAN

By \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

LAMPHERE EDUCATIONAL SECRETARIES  
ASSOCIATION

By \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary



SCHEDULE A

Hourly Rate for 1969-70

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
0	\$ 2.15	\$ 2.25	\$ 2.40	\$ 2.50	\$ 2.60
$\frac{1}{2}$	2.22	2.32	2.47	2.57	2.67
1	2.30	2.40	2.55	2.65	2.75
$1\frac{1}{2}$	2.37	2.47	2.62	2.72	2.82
2	2.45	2.55	2.70	2.80	2.90
$2\frac{1}{2}$	2.52	2.62	2.77	2.87	2.97
3	2.60	2.70	2.85	2.95	3.05
$3\frac{1}{2}$	2.67	2.77	2.92	3.02	3.12
4	2.75	2.85	3.00	3.10	3.20
$4\frac{1}{2}$	2.82	2.92	3.07	3.17	3.27
5	2.90	3.00	3.15	3.25	3.35
$5\frac{1}{2}$	2.97	3.07	3.22	3.32	3.42
6	3.05	3.15	3.30	3.40	3.50
Longevity 1	3.15	3.25	3.40	3.50	3.60
Longevity 2	3.25	3.40	3.55	3.65	3.75
Longevity 3	3.35	3.55	3.70	3.80	3.90

SCHEDULE B

Hourly Rate for 1970-71

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
0	\$ 2.30	\$ 2.45	\$ 2.60	\$ 2.75	\$ 2.85
$\frac{1}{2}$	2.37	2.52	2.67	2.82	2.92
1	2.45	2.60	2.75	2.90	3.00
$1\frac{1}{2}$	2.52	2.67	2.82	2.97	3.07
2	2.60	2.75	2.90	3.05	3.15
$2\frac{1}{2}$	2.67	2.82	2.97	3.12	3.22
3	2.75	2.90	3.05	3.20	3.30
$3\frac{1}{2}$	2.82	2.97	3.12	3.27	3.37
4	2.90	3.05	3.20	3.35	3.45
$4\frac{1}{2}$	2.97	3.12	3.27	3.42	3.52
5	3.05	3.20	3.35	3.50	3.60
$5\frac{1}{2}$	3.12	3.27	3.42	<del>3.57</del>	3.67
6	3.20	3.35	3.50	3.65	3.75
Longevity 1	3.30	3.45	3.60	3.75	3.85
Longevity 2	3.40	3.60	3.75	3.90	4.00
Longevity 3	3.50	3.75	3.90	4.05	4.15