

8-28-68
FOR REVIEW

Marshall Teachers Association
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67-684
RECEIVED

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PROFESSIONAL NEGOTIATIONS

Marshall Board of Education

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MEA
1216 Kendale
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A G R E E M E N T

THIS AGREEMENT made and entered into this 11th day of September, 1967, by and between the BOARD OF EDUCATION of the City of Marshall, Michigan, hereinafter referred to as the "Board," and the MARSHALL TEACHERS' ASSOCIATION, hereinafter referred to as the "Association,"

W I T N E S S E T H :

ARTICLE I - PURPOSE AND INTENT

The general purpose of this agreement is to set forth the basis for wages, hours and other conditions of employment which shall prevail for the duration of this agreement. The Board and the Association recognize and declare that providing a quality education for the children in the Marshall Public Schools is their mutual aim and intent and that the character of such education depends in large measure upon the quality and morale of the teaching service and upon the Board's ability to acquire and retain a qualified staff. The Board and the Association, for and in consideration of the mutual promises, stipulations and conditions hereinafter specified, agree to abide by the terms and provisions set forth herein for the duration of this agreement.

ARTICLE II - RECOGNITION!

Section 1: The Board recognizes the Marshall Teachers' Association as the sole agent for professional negotiations and collective bargaining relating to wages, hours and other conditions of employment for the certificated employees of the Marshall Public Schools, - excluding the certificated employees exercising authority, supervision or direction of employees. The Board further agrees that, for the duration of this agreement or any extension thereof, it will not recognize nor bargain with any entity other than the Association with respect to the compensation and working conditions of its teachers.

- (a) For those teachers who sign and deliver to the school administration appropriate authorizations, the Board will deduct the Association dues from their last pay check each month and shall remit the same to the Treasurer of the Association within the next fifteen (15) days after such deduction.
- (b) For those teachers who sign and deliver to the school administration appropriate authorizations, the Board will deduct the amount indicated from each pay check

and remit the same to School Employees' Credit Union within the next fifteen (15) days after such deduction.

Section 2: It is agreed by the Board and the Association that neither shall discriminate against any teacher because of race, color, marital status, creed, sex or nationality nor shall they discriminate against any teacher because of his exercising rights reserved to him under State or Federal Law.

Section 3: It is agreed that, except as specifically provided herein, teachers shall not engage in Association activities during the school day.

ARTICLE III - BOARD'S RIGHTS

Section 1: Reserved exclusively to the Board are all responsibilities, powers, rights and authority vested in it by the laws and Constitution of the State of Michigan, of the United States or which have been heretofore properly exercised by it excepting where expressly and in specific terms limited by the provisions of this agreement.

- (a) It is agreed that the Board retains the right, among others, to establish and equitably enforce reasonable rules and personnel policies relating to the duties and responsibilities of teachers and their working conditions which are not inconsistent with the provisions of this agreement or violative of the law. The Board agrees, however, that, prior to the effective date of any such rules or personnel policies established by it related to wages, hours and working conditions of teachers, it shall give the Association president reasonable written notice of any proposed rule or policy. Such notification shall be given to afford the Association the opportunity to consult with the Board as to the same before its effective date.

ARTICLE IV - TEACHERS' RIGHTS

Section 1: 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. Unauthorized use of the public address or audio systems by students shall be prohibited.

Section 2: No polygraph or lie detector device shall be used in any investigation of any teacher or pupil unless with written consent of said teacher or the parent or guardian of said pupil.

Section 3: Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board shall provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

Section 4: The Board shall furnish insurance protection for teacher liability and corporal punishment liability for all teachers in an amount not less than TWENTY-FIVE THOUSAND (\$25,000.00) DOLLARS physical property, ONE HUNDRED THOUSAND (\$100,000.00) DOLLARS bodily injury per individual and THREE HUNDRED THOUSAND (\$300,000.00) DOLLARS per accident. Said insurance protection shall be available only after the individual teacher has utilized that protection available under "Teachers Liability Insurance" provided by the Michigan Education Association, if available.

Section 5: Time lost by a teacher in connection with any incident mentioned in Sections 3 and 4 of this Article shall not be charged against the teacher.

Section 6: Each teacher shall have the right, upon request, to review the contents of his own personnel file with the exception of confidential material which shall be removed. An Association representative or an Association officer may be requested to accompany the teacher in such review.

Section 7: A teacher may be released at the discretion of the administration from regular duties without loss of salary for the purpose of participating in professional meetings or in area or regional meetings of the Michigan Education Association. If the teacher is the official representative of the school system, the school shall pay all expenses incurred, expenses being meals, lodging, transportation and registration.

Section 8: All teacher evaluations, both probationary and tenure, shall be conducted in the following manner:

- (a) A teacher, at his own request, shall be entitled to have present an Association representative or an Association officer when any reprimand or discipline is being exercised under the above Section. When a request for such representation is made, no action shall be taken with respect to that teacher until such Association representative is available within a reasonable time not to exceed one (1) calendar week,

Section 9: A complaint by a parent of a student directed toward a teacher may be called to the teacher's attention; however, no disciplinary action shall be taken against a teacher unless such complaint has been brought to the teacher's attention in writing within a period of five (5) school days after receipt of the complaint.

Section 10: Teachers who will be affected by a change in grade assignment or building assignment in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted as soon as is practical by their principals and, whenever possible, prior to June 1. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels and/or buildings unless the teacher requests such change.

- (a) Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers should not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor fields of study.

Section 11: A committee of teachers may be selected by the Association by the levels they represent to work with the Board's representatives in planning the pre-school conference and in-service training program.

Section 12: No teacher shall be demoted without written notification specifying the cause.

Section 13: Upon request, each teacher shall receive two (2) complimentary tickets to all basic school events.

Section 14: No teacher should be transferred from one assignment to another without the mutual consent of the teacher and administration. Assignment of teachers to school positions and their transfer shall rest solely in and shall be the responsibility of the superintendent of schools.

ARTICLE V - ASSOCIATION'S RIGHTS

Section 1: The Board agrees to furnish to the Association, in response to reasonable requests from time to time, all public information.

Section 2: The Board and the Association recognize that an optimum education environment includes a teacher who is working within his area of special competence and in the school setting - best suited to his personal circumstances; therefore, the superintendent shall advise the president of the Association of any existing vacancy by letter and shall provide opportunities for teachers to express their desires for changes in assignment.

Section 3: The Board agrees that it shall confer from time to time with representatives of the Association for the purpose of improving the selection and the use of educational tools.

Section 4: The Association shall have the right to use school building facilities for meetings provided (1) such meetings are held at hours other than school day hours and (2) advance permission for such usage has been given by the administration and (3) the administrative personnel are free to attend such meetings.

- (a) The Association shall have the right to use school 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.
- (b) Bulletin boards shall be made available for the use of the Association in the teachers' lounges only.
- (c) The Association may distribute all written material by placing such material in the teachers' mailboxes which shall be made available for such distribution.
- (d) All material, either posted or distributed, shall relate to the official business of the Association.

Section 5: Copies of this agreement for all teachers now employed or hereafter employed by the Board shall be printed and the expense shall be divided equally between the Board and the Association. Thirty (30) additional copies shall be provided to the Association at cost

ARTICLE VI - TEACHING CONDITIONS

Section 1: The parties recognize that the availability of optimum school facilities for both students and teachers is desirable to insure the high quality of education that is the goal of both the Association and the Board. It is acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day shall be directed at insuring that the energies of the teacher are primarily utilized to this end.

Section 2: The administration shall continue to support and assist teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the administration will take reasonable steps with respect to such pupil.

Section 3: Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible and/or practical. The recommended class sizes are as follows:

Kindergarten	22 - 25 pupils
Elementary School (1-6 grades)	25 - 20 pupils
Special Classes for Handi- capped or Mentally Retarded . . .	15 pupils
Secondary	
English	25 pupils
Social Studies	25 pupils
Mathematics	25 pupils
Science	22 - 25 pupils
Languages	15 - 25 pupils
Business	30 pupils
Typing	25 - 30 pupils
Homemaking	16 - 24 pupils
Art	30 pupils
Physical Education	40 pupils
Industrial Arts	24 pupils

The recommended pupil-teacher ratio for high school is 27-1. The recommended teaching load in the junior high is 150 pupils.

- (a) Where a class size exceeds the recommended levels, the Board agrees to so advise the teacher involved and explain the reasons for such deviation and take corrective action where possible.

Section 4: In the high school, department chairmen may be selected for the major curriculum areas to include: English, Mathematics, Social Studies, Science, Commercial, Physical Education, Music and Vocational Education. Department chairmen shall be advisory in position but shall be granted one (1) hour of released time a day to exercise his duties and responsibilities.

Section 5: Teachers shall not be assigned, with or without extra compensation, to noon hour supervision, recording and computing attendance on state records, selling tickets at athletic events, chaperoning or driving buses, or pre-school and after school bus supervision, provided that nothing in this agreement shall prevent teachers from voluntarily performing such tasks outside regular school hours at compensation satisfactory to them.

Section 6: Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, driver education and extra duties enumerated in Appendix A, shall not be obligatory but shall be with the consent of the teacher. Preference in making such assignments may be given to teachers regularly employed in the district and those previously employed in the positions.

Section 7: At any time, in any building, if students are not required to be present because of physical breakdown and/or climatic conditions, teachers shall not be required to be present.

Section 8: The recommended normal weekly teaching load to guide the administration in establishing such load will be twenty-five (25) teaching periods and five (5) planning periods in the senior high; twenty-five (25) teaching periods, five (5) study halls and five (5) planning periods in the junior high.

Section 9: At the time of employment, the Board agrees to inform all teachers who will instruct sections participating in extra activities, such as camp and music programs, of their extra duties and responsibilities.

ARTICLE VII - SCHOOL YEAR AND TEACHING HOURS

Section 1: The Board agrees that, in establishing a school calendar, it will not schedule more than one hundred eighty-five (185) attendance days. In the event circumstances occur beyond the control of the Board of Education, the school calendar may be expanded to include the necessary attendance days in order to meet minimum requirements, either State or Federal.

Section 2: Thanksgiving Day and the Friday following, Labor Day and Memorial Day shall be considered as vacation days. There shall be a minimum of one (1) week's recess at Christmas, including Christmas. The first or second major week of April shall be designated as spring recess. Major week shall be defined as the first week in April which includes four (4) or more calendar days.

- (a) Pre-school conference will be conducted over a four (4) day period. Those teachers returning to the school system will be scheduled to attend only the equivalent of three (3) days of conference during this period. Of these days, one half day shall be reserved for an Association meeting.
- (b) There shall be a maximum of two (2) in-service days included in the school calendar. In the event that half days are used, secondary morning and afternoon sessions shall be alternated.
- (c) Teachers shall be dismissed not later than 12:00 noon on the last day of the school calendar.

Section 3: The equivalent of one (1) full day designated as "record day" shall be set aside at the end of both the first and second semesters. Should physical or climatic conditions prevent attendance on the regularly scheduled record day, equivalent time shall be provided on the next regular school day.

Section 4: The teaching day for all positions from kindergarten through the twelfth grade shall remain as nearly as possible to that presently existing.

- (a) Teachers will be guaranteed a fifty (50) minute duty-free lunch period except in those special education areas where the teachers' hours are established to include continuous teaching through the lunch period.
- (b) Teachers shall be present at a reasonable time set by the administration not to exceed twenty (20) minutes before the scheduled time of beginning classes in the morning and fifteen (15) minutes after the scheduled time for dismissal of classes.

- (c) Teachers shall be permitted to leave the premises at the same time the students are released on the day preceding holidays, recesses and Fridays.

Section 5: Librarians, speech therapists, remedial reading instructors, school social workers, counsellors and all music, physical education, art and special education teachers who travel between schools shall be provided with two (2) fifteen (15) minute relief periods each day.

ARTICLE VIII - COMPENSATION

Section 1: The salaries of teachers covered by this agreement are set forth in Appendix A attached hereto and incorporated in this agreement. Such salary schedule shall remain in effect for the duration of this agreement.

Section 2: The salary schedule is based upon a normal weekly teaching load during normal teaching hours. Compensation for additional teaching hours during the regular school day, teaching academic subjects, shall be determined by dividing the teacher's annual base salary by six (6) for a full school year's teaching. For teaching less than a school year, it shall be pro rated by using the number of membership days.

- (a) If such additional teaching hours are for a study hall, a flat rate of TWO HUNDRED (\$200.00) DOLLARS per semester shall be paid.

Section 3: Teachers transferring to the Marshall Public Schools system shall be given credit for their semesters of teaching experience in other accredited systems (not to exceed twelve (12) semesters of credit), it being understood that up to two (2) years of military service or service with the Peach Corps may be included in such credited service.

Section 4: When a teacher with a bachelor's degree earns a master's degree, he shall immediately be placed on the same step of the master's degree schedule and shall thereafter receive the annual increment applicable to master's degree teachers until such time as he receives the maximum of that schedule. The same shall apply when a teacher with a Master's Degree attains the Master's plus thirty (30) hours or second Master's Degree.

Section 5: Teachers under contract with the Board who attend on-campus summer school and receive a minimum of six (6) semester hours credit therefor shall be paid, in addition to their regular contract, the sum of TWO HUNDRED (\$200.00) DOLLARS. Such sum shall be paid the first pay period after the start of classes, providing the teacher is teaching in the Marshall Public Schools. This payment shall be made regardless of any scholarship received by the teacher.

- (a) Teachers completing less than six (6) hours credit during a summer session shall be paid, in addition to their regular contract, a sum equal to TWENTY (\$20.00) DOLLARS per semester hour of credit earned during such summer.
- (b) Correspondence courses will not qualify a teacher for remuneration under this paragraph.

Section 6: Teachers shall be paid TWENTY (\$20.00) DOLLARS per semester credit hour earned during the regular school year. No teacher shall take more than one (1) class at a given time.

- (a) Payment shall be made upon presentation of credits at the superintendent's office.

Section 7: There shall be twenty (20) pay periods. Teachers shall receive their pay every other Friday.

Section 8: Teachers required in the course of their work to drive personal automobiles from one school building to another shall receive a car allowance of ten (10¢) cents per mile. The same allowance shall be given for use of personal cars for field trips or other business of the district. The Board shall provide property damage and liability insurance protection for teachers when their personal automobiles are used as provided in this Section.

Section 9: If a teacher shall teach more than the normal teaching load as set forth in Article VI, he shall receive additional compensation equal to one-sixth (1/6) of his base salary for each teaching period in excess of such norms.

ARTICLE IX - INSURANCE

Section 1: The Board shall contribute an amount of FIVE (\$5.00) DOLLARS per month beginning in September of each year (not to exceed a total of FIFTY (\$50.00) DOLLARS per year) toward the purchase of hospitalization and/or other group insurance made available by the Michigan Education Association for those teachers who qualify for such insurance and who certify to the satisfaction of the Board of Education that such insurance is in effect.

- (a) Upon proper authorization, the Board shall deduct additional insurance premiums, if any, as requested by the teacher.

ARTICLE X - SICK LEAVE

Section 1: Ten (10) days of sick leave per year with full pay shall be granted which may be used by teachers in case of necessary absence due to (1) personal illness of the teacher, (2) illness in the teacher's immediate family or (3) exposure to contagious disease in which the health of others would be endangered by his or her attendance on duty. Unused sick leave days shall be allowed to accumulate for each teacher to a maximum of one hundred (100) days.

- (a) During a teacher's first year of employment by the Board, he shall accumulate one (1) day of paid sick leave for each month worked. In case of necessity, such teacher may borrow not to exceed ten (10) days of leave yet to be earned during his first year of employment.

ARTICLE XI - FUNERAL LEAVE

Section 1: A funeral leave shall be granted with pay for a period ~~of not to~~ exceed three (3) days to attend the funeral of a teacher's immediate family to include the present spouse, children, mother, father, brother, sister, mother-in-law or father-in-law. Any additional days required shall be deducted from the teacher's accumulated sick leave.

Section 2: At the discretion of the superintendent, a funeral leave of up to three (3) days to attend the funeral of any relative not listed in the above Section shall be given with full compensation.

ARTICLE XII - LEAVES OF ABSENCE

Section 1: Any teacher whose personal illness extends beyond the period compensated under Article IX may be granted a leave of absence without pay for such time as is necessary for complete recovery. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position if any position is available.

Section 2: Teachers who enter the military service by draft or enlistment shall be granted a leave of absence for that period and at the conclusion of such leave of absence shall be reinstated in accordance with all applicable provisions of the Selective Service Training Act and any other applicable laws then effective.

Section 3: In addition to sick leave, each teacher may be allowed one (1) day or two (2) half days of personal leave per school year. This leave shall be with full compensation but shall not be granted on any day which is immediately prior to or immediately following a holiday and/or recess period.

Section 4: In addition to sick leave, each teacher shall be allowed five (5) days discretionary leave per school year. This leave will be without pay and only upon the superintendent's approval.

Section 5: A teacher may be granted a leave of absence for one (1) continuous school year without pay for the purpose of travel or study in pursuit of wider knowledge and greater skill in his or her teaching profession. Teachers given leaves of absence without pay shall receive one (1) year credit toward annual salary increment on the appropriate schedule.

ARTICLE XIII - GRIEVANCE

Section 1: A grievance shall be defined as any dispute regarding the meaning, interpretation or application of the terms and provisions of this agreement.

Section 2: A teacher who believes he has a grievance shall first discuss the matter with his principal personally or accompanied by an Association Representative or Association officer within five (5) school days after the occurrence of the event upon which the grievance is based. It shall be the objective of both parties to resolve the matter in this informal manner. In the event the grievance is not settled in this manner, the following formal grievance procedure shall apply:

Section 3: FIRST STEP. Any grievance that is not settled as set forth in Section 2 of this Article or those grievances submitted by the Association shall be submitted in writing to the principal of the school in which the grievance arises. All grievances shall state the facts upon which they are based, when they occurred and shall be signed by the teacher who is filing the grievance or an officer of the Association when the Association files a grievance and shall be submitted to the principal within three (3) school days after the informal meeting described in Section 2 above or the occurrence of the event upon which the grievance is based for those matters submitted by the Association. The principal shall give a written answer to the aggrieved teacher or the Association within two (2) school days after receipt of the written grievance. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the principal.

Section 4: SECOND STEP. If the grievance has not been settled in the First Step and if it is to be appealed to the Second Step, the grievant and/or his Association Representative or representatives shall notify the superintendent in writing within three (3) school days after receipt of the principal's First Step answer of the desire to appeal. If such written request is made, the superintendent or someone by him designated shall meet with the grievant and/or Association Representative or representatives within five (5) school days to consider the grievance. The superintendent shall give a written answer to the aggrieved teacher and/or his Association Representative or representatives within five (5) school days after the date of this meeting. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the superintendent.

Section 5: THIRD STEP. If the grievance has not been settled in the Second Step and if it is to be appealed to the Third Step, the grievant and/or his Association Representative or representatives shall notify the superintendent in writing within five (5) school days after receipt of the superintendent's Second Step answer of the desire to appeal. If such request is made, the grievance shall be reviewed at a meeting between the Board or its designated representative, the superintendent, the grievant and/or the Association Representative or representatives within ten (10) school days after receipt by the superintendent of the notice of desire to appeal. A written answer shall be given by the Board's representative to the aggrieved teacher and the Association Representative within fifteen (15) school days after the date of the Third Step meeting.

Section 6: If the grievance has not been settled in the Third Step, the grievant and/or his Association Representative or representatives may submit the matter to mediation under the Act or, if mutually agreed upon by both parties, may submit such grievance, except as provided below (teacher discharge), to arbitration provided such submission is made within ten (10) school days after receipt of the Third Step answer.

- (a) All matters submitted to arbitration shall be submitted to the American Arbitration Association in accordance with its Voluntary Rules and Regulations then obtaining within the time specified above and such rules shall govern the arbitration hearing. The arbitrator shall have no power or authority to alter, amend, add to or subtract from the terms of this agreement nor hear any matter which is provided for under Section 8 of this Article (teacher discharge). Both parties agree to be bound by the award of the arbitrator and that the costs of any arbitration proceeding under this provision shall be borne equally between the parties.

Section 7: Grievances which are not appealed within the time limits specified in the above grievance procedure shall be considered to be withdrawn by the grievant and/or Association. The above grievance procedure affords the sole and exclusive remedy for complaints and grievances under the agreement and the sole method of expression or communication of a view, grievance, complaint or opinion on any matter related to this agreement.

Section 8: In the event any teacher under the jurisdiction of the Association shall be discharged from his employment from and after the date hereof and he believes he has been unjustly discharged, such discharge shall constitute a case arising under the laws of the State of Michigan, to include the Tenure Act of 1937, as amended.

Section 9: The presentation and discussions of grievances provided for in this Article shall take place outside of the regular school hours except during the first two (2) steps of this procedure (Sections 3 and 4 of this Article) which will be held during school hours so long as all persons involved could so meet without interference with their assigned duties.

Section 10: In the event grievances filed under this Article shall not be satisfactorily settled during the school year, they shall continue after the end of the school year with the weekdays Monday through Friday being as if they were school days in determining the time limits set forth above.

ARTICLE XIV - SUBSTITUTES

Section 1: The Board agrees at all times to maintain an adequate list of substitute teachers. All substitutes should be listed and certified at the superintendent's office. Secondary school substitutes are arranged for through the high school principal's office; grade school substitutes through the superintendent's office. Teachers shall be informed of two (2) telephone numbers they may call before 7:30 a.m. and between 4:00 p.m. and 9:00 p.m.

ARTICLE XV - CONFERENCE COMMITTEE

Section 1: The Board recognizes the valuable assistance to be gained in its responsibility of determining school policies from effective communications with the Association. Accordingly, it is agreed that representatives of the Board and the Association will meet not less than once each month to discuss school policies of legitimate concern to the Association and to the Board and the problems relating to the implementation of the collective bargaining agreement. These meetings shall be held after school hours and, at the first meeting, the Board and the Association representatives will establish rules of procedure for such meetings aimed at making them an efficient means of communications between the parties in such matters.

- (a) In no event are such meetings to be used for discussion of existing grievances, matters properly within the jurisdiction of established committees or by either party to demand any modification to the provisions of this agreement.

ARTICLE XVI - PROFESSIONAL STUDY COMMITTEE

Section 1: The Board and the Association recognize that there are certain matters that need continuing study and improvement relating to the school instructional program. It is agreed that the parties shall cooperate in a continuing program whereby the teachers may recommend and suggest desirable changes and innovations in teaching methods and techniques, class composition, curriculum and other phases of the instructional program. The Association agrees, therefore, to establish a committee to provide effective consultation with and assistance to the Board necessary to make recommendations it determines to be feasible. Additional ad hoc committees or sub-committees may be established as deemed necessary.

Section 2: The parties agree that all committees shall serve in an advisory, consultive and fact-finding capacity only for the duration of this agreement.

ARTICLE XVII - GENERAL

Section 1: The parties have adopted a professional growth program which is attached hereto as Appendix B as established and revised by the Professional Study Committee on March 7, 1967.

Section 2: There shall be no strikes or work stoppages for any reason whatsoever during the life of this agreement.

Section 3: If, during the life of this agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provision should be restrained by such tribunal or enforcement of any provision should be restrained by such tribunal pending a final determination as to its validity, the remainder of this agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Board and the Association shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

Section 4: This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. 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.

ARTICLE XVIII - DURATION

This agreement shall become effective as of the 29th day of August, 1967, and the terms and provisions hereof shall remain in full force and effect through the 28th day of August, 1968, and from year to year thereafter unless either party hereto shall notify the other in writing prior to March 1, 1968, or prior to March 1 of any subsequent automatic renewal period, of its intention to amend, modify or terminate this agreement.

IN WITNESS WHEREOF, the parties hereto have executed this agreement in Marshall, Michigan on this 11th day of September, 1967.

MARSHALL TEACHERS' ASSOCIATION

BOARD OF EDUCATION

By: W. Wallace Spiegel, Pres.

By: Marian D. Kibbie, Pres.

Marilyn A. Case

Bruce A. Gray

APPENDIX A

For the school year 1967-68 the following salary schedule shall apply:

<u>YEAR</u>	<u>AB DEGREE</u>	<u>MA DEGREE</u>	<u>2ND MA OR 30 HOURS</u>
1	\$5900.00	\$6200.00	\$6500.00
2	6059.00	6424.00	6736.00
3	6218.00	6648.00	6972.00
4	6430.00	6923.00	7267.00
5	6642.00	7203.00	7562.00
6	6854.00	7488.00	7857.00
7	7066.00	7768.00	8152.00
8	7331.00	8104.00	8506.00
9	7596.00	8440.00	8860.00
10	7914.00	8832.00	9273.00
11	8232.00	9224.00	9686.00
12	8544.00	9548.00	

For the life of the agreement to which this Appendix is attached, the following schedule of annual compensation (in addition to contract salary) shall apply:

Head Varsity Football Coach	\$900.00
Assistant Varsity Football Coach	450.00
Jr. Varsity Football Coach	450.00
Assistant Jr. Varsity Football Coach	300.00
Freshman Football Coach	325.00
Assistant Freshman Football Coach	300.00
Varsity Basketball Coach	900.00
Jr. Varsity Basketball Coach	450.00
Freshman Basketball Coach	300.00
7th Grade Basketball Coach	300.00
3th Grade Basketball Coach	300.00
Head Baseball Coach	500.00
Assistant Baseball Coach	300.00
Varsity Track Coach	500.00
Assistant Track Coach	300.00
Golf Coach	300.00
Tennis Coach	300.00
Cross Country Coach	300.00
Wrestling	500.00
Assistant Wrestling	300.00

Debate and Forensics Coach	\$350.00
Jr. and Sr. Class Sponsors (each)	150.00
Jr. and Sr. Class Plays (each)	200.00
Noon Hour Recreation Director	250.00& lunch
Assistant Noon Hour Director	150.00& lunch
Cheerleader Sponsor	200.00
G.A.A. Sponsor	150.00
High School Council Advisor	150.00
Assistant Band Director	300.00
Choir	200.00
Strings	200.00
Elementary Vocal Music	200.00
Safety Patrol Advisor	150.00
Driver Education	4.50 hour

APPENDIX D

PROFESSIONAL GROWTH PROGRAM

Teachers must primarily be judged by the work done in the classroom. This is the basic consideration. No program of professional growth can guarantee that better teaching will result. The purpose of a program of professional growth is to foster those activities that experience has shown usually result in a better instructional program. In this frame of reference the following proposal is presented:

REQUIREMENT

To remain on the salary schedule the following professional growth requirements must be met:

- A. Teachers with a Bachelor's Degree
 - 1. Nine professional growth units must be earned in a 5-year cycle.
 - (a) At least 4 of these units must be approved semester hours of academic work.
 - (b) The other 5 units may be earned in other professional growth activities.
- B. Teachers with a Master's Degree
 - 1. Five professional growth units must be earned in a 5-year cycle.
 - (a) At least 2 of these units must be approved semester hours of academic work.
 - (b) The other 3 units may be earned in other professional growth activities.

EXCEPTION

A teacher is exempt from the professional growth requirement when the following conditions are met:

- A. Reached 55 years of age
- B. Has taught at least 15 years
- C. Has completed the requirement of the current professional growth cycle.

SHORTENING THE PROFESSIONAL GROWTH CYCLE

While the normal professional growth cycle is 5 years, a teacher may elect to end the cycle and begin a new one at any time, provided the necessary units of credit have been earned to complete the current cycle.

PROFESSIONAL GROWTH CREDIT MAY BE EARNED BY PARTICIPATING IN THE FOLLOWING:

- A. Approved academic work
- D. Approved travel
- C. Participation in Professional Organizations
- D. In-Service Education

GUIDELINES FOR DETERMINING PROFESSIONAL GROWTH CREDIT

- A. Approved academic work can meet the entire requirement if the teacher elects to do so. Each semester hour of approved academic work will equal one unit of professional growth credit.
- B. Travel
 - 1. Professional growth credit for travel, when sponsored by a college or university, shall be identical to the credit given by the institution.
 - 2. If the travel is individually planned, prior approval must be obtained by submitting a statement relating the travel to the professional growth of the teacher.
 - 3. Guidelines for travel credit
 - (a) Under normal circumstances one unit of professional growth credit will be counted for each week of travel.
 - (b) Time spent en route to foreign nations may not be counted for professional growth credit.
 - (c) Credit may be earned either under Section 1 or Section 2, but double credit cannot be earned for the same activity.
 - (d) The principal, or other evaluator, shall give approval for the travel. Approval shall be determined by the educational value of the travel and its application to the teacher's professional growth needs.

C. Participation in Professional Organizations

1. Marshall Teachers Association

(a) Officers

President	3 units
President-Elect	credit from assignment given
Secretary	1 unit
Treasurer	1 unit
Board Member	$\frac{1}{2}$ unit

(b) Standing Committees. The Chairman of the following committees shall receive 1 unit of credit, and a member $\frac{1}{2}$ unit.

Insurance	Salary
Ethics	TEPS
Legislation	Membership
Professional Growth	

(c) Special committees, or other assignments, shall be evaluated for credit by the Professional Growth Committee.

2. Region

An Officer	1 unit
Committee Chairman	1 unit
Delegate Representative Council	1 unit
Alternate Delegate to the Council	$\frac{1}{2}$ unit
Delegate to Representative Assembly	1 unit a year
Chairman of a group at a Regional Conference	1 unit

3. State

- (a) Member of a state educational Commission 1 unit
- Member of the Board of Directors of a state educational organization 1 unit

(b) Serve in a curriculum organization at the State Level

Officer	2 units
Committee Chairman	2 units
Committee Member	1 unit

4. National
 - (a) Work to be evaluated by the Professional Growth Committee
5. Participation in professional organizations at all levels, local, regional, state and national, which is not specifically included in the above, may be evaluated for credit by the Professional Growth Committee and the evaluator. Where an exceptional amount of work is required to perform a special assignment, additional credit may be given.

D. In-Service

1. The following shall be included in "In-Service" activities
 - (a) Participation in instructional improvement
 - (b) Participation in curriculum experimentation or research
 - (c) Participation in workshops
 - (d) Professional writing
 - (e) Supervising student teachers
2. Equivalents
 - (a) For Items (a), (b), and (c) above, four hours of work in the activity shall be equivalent to $\frac{1}{4}$ unit of Professional Growth.
 - (b) For Item (d) above, the value of individual work must be determined on an individual basis by consultation between the teacher and evaluator.
 - (c) For Item (e) above
 - (1) One unit of credit will be given for each college student teacher. Maximum is 2 units for each Professional Growth Period.
 - (2) One-half unit per semester for cadet teachers/ Maximum is two units for each Professional Growth Period.

(The PLAN FOR IMPLEMENTATION OF THE PROFESSIONAL GROWTH FACTOR was not changed. The dates will be changed and the cycle changed to 5 years instead of 3.)