

Martin 9
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1971-72

Martin Public Schools Board of Ed.

CONTRACTUAL AGREEMENT BETWEEN
THE MARTIN PUBLIC SCHOOL BOARD OF EDUCATION
AND THE
MARTIN EDUCATION ASSOCIATION
DECEMBER 13, 1971 TO JUNE 30, 1972

MEA
1216 Kendale
E. Lansing, MI 48923

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OFFICE OF
PROFESSIONAL NEGOTIATIONS

AGREEMENT

This Agreement entered into this thirteenth day of December, 1971 by and between the Board of Education of the Martin Public School System, hereinafter called "the Board", and the Martin Faculty Club, hereinafter called the "Association".

Whereas the School, represented by the Board of Education, has negotiated with the Association on wages, hours, and the terms and conditions of employment and the parties, through negotiations in good faith, have reached agreement on all such matters and desire to execute this contract covering such agreement.

Now, THEREFORE, in consideration of the following mutual covenants, the Association and Board agree as follows:

ARTICLE I

RECOGNITION

Section I. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379 Public Acts of Michigan 1965, in regard to wages, hours, and other terms and conditions of employment for all certified instruction personnel employed by the school, excluding, however, substitute teachers, evening and summer school teachers, nurses, clerks, and administrative personnel.

Section II. The Board and the Association agree not to negotiate with other organizations on the above matters during the term of this agreement.

Section III. This agreement shall supersede any policies of the Board which are contrary to its terms. It will likewise supersede terms contained in individual teacher contracts.

Section IV. If any article or section of this agreement shall be found contrary to law, this shall not invalidate any of the other articles or sections of this agreement.

ARTICLE II

TEACHER RIGHTS

Section I. The Board hereby agrees that every teacher employed by the school shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining.

Section II. The Association shall have the right to use the school building, facilities and equipment, subject to the usual regulations for the use of school facilities during non-school hours, for the purpose of conducting Association business.

Section III. All teaching personnel will join the Martin Education Association, Michigan Education Association, and the National Education Association, herein known as the "United Professions", as a requirement of their employment in the Martin Public School System.

All teachers employed by the Martin Public School System during the duration of the 1969-70 master contract who were not members of the United Professions and all teachers newly hired for the 1970-71 academic year prior to June 29, 1970, are not required as a condition of their employment to join the United Professions.

If for reasons of religious beliefs a teacher does not desire to join the United Professions, he shall be required to contribute an amount equal to the yearly United Professions dues to a scholarship fund for local students, which will be administered by a committee set up by the local association.

Individual teachers changing their deductions for association dues during the course of the year will be charged \$1 per change made on their deduction schedule.

Save Harmless Clause--The Association agrees to assume the legal defense of any suit or action brought against the Board regarding this section of the collective agreement. The Association further agrees to indemnify the Board for any costs or damages which may be assessed against the Board as the result of said suit or action, subject however, to the following conditions:

The damages have not resulted from the negligence, misfeasance, or malfeasance of the Board or its agents.

The Association, after consideration with the Board, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the defense which may be assessed against the Board by any court or tribunal.

The Association has the right to choose the legal counsel to defend any said suit or action.

The Association shall have the right to compromise or settle any claim made against the Board under this section.

Section IV. The Board of Education shall deduct Association dues on an installment system of 1/20 of total dues starting on the first payday of the school year. The Association will present a list of deductions to the Board by the second

Wednesday of August. Any teacher not included on the list of deductions will pay directly to the Association any arrears so that all deductions for dues will end on the same payday. It will be the responsibility of the Association to collect any arrearages due after the twentieth payday.

ARTICLE III

MANAGEMENT RIGHTS

Section I. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves to itself, without limitation, all powers, right, authority, duties and responsibilities conferred upon and vested in it by the laws, and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees that may seriously impair the teaching performance of the teaching employee.
- B. To hire all employees and subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees.
- C. To establish the grade levels to be taught, and the curriculum for these grade levels, including special programs, and to provide for athletics, recreational and social events for students, all as deemed necessary or advisable by the Board.
- D. To decide upon the selection of textbooks and other teaching materials, and the use of teaching aids of all kinds, taking into consideration any recommendations of a joint curriculum committee composed of teachers and administrators.
- E. To determine class schedules, the hours of instruction and the duties, responsibilities and assignments of teachers with respect thereto, and non-teaching activities, and the terms and conditions of employment.

Section II. The exercise of the foregoing powers, right, authority, duties and responsibility by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this

agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

ARTICLE IV

TEACHING CONDITIONS

Section I. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible. It is recommended that a level of 25 pupils per elementary classroom be the goal of the school system.

Section II. The following class size limitations are recommended for the secondary school:

Twenty-five pupils per class--English, Social Studies,
Mathematics, Science
Language, Business.

Thirty pupils-----Typing, Drafting.

Twenty-four pupils-----Industrial Arts.

Twenty pupils-----Art, Home Economics.

Section III. The school recognizes that appropriate tests, library reference facilities, maps and globes, laboratory equipment, audiovisual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The school will endeavor to keep the school properly equipped and maintained with these items.

Section IV. In-Service--In recognition of the rapidly expanding fields of knowledge in the social and scientific fields, the parties hereby agree to establish an In-Service Education Committee composed of three (3) persons appointed by the Board and three (3) persons appointed by the Association.

The Committee shall organize itself and assume responsibility for planning and conducting of the in-service education of all professional teaching personnel.

The direct cost of the two (2) in-service days shall be shared evenly by the Association and the Board, but not counting orientation day. The two in-service days are to be agreed upon jointly by the Association and the Board.

Section V. The school agrees to engage part-time help to relieve teachers of noon-hour supervision on the playground. The school will also employ part-time help to assist elementary teachers with noon-hour supervision in the cafeteria. Elementary teachers are to spend the first fifteen minutes in the lunchroom with their students.

Section VI. The school shall make available adequate restroom and lavatory facilities for the exclusive use of elementary and secondary teachers. The school will, also provide one room, in which smoking will be permitted, for use as a lounge by elementary and secondary faculty members.

Section VII. Telephone facilities shall be made to teachers for their reasonable use in conducting school related business.

Section VIII. Adequate parking facilities shall be made available to teachers in conducting school related business.

ARTICLE V

ACADEMIC FREEDOM

Academic freedom shall be guaranteed to teachers, and no specific limitation shall be placed upon investigation, presenting and interpreting facts concerning man, society, the physical and biological world and other generally recognized branches of learning, subject to commonly accepted standards of professional responsibility.

In exercising Academic Freedom in the presentation and study of theories and, also, of controversial material, the study will be objective and scholarly, and offered with a minimum emphasis on opinion. The teacher will take the responsibility, before presenting a topic, of determining that adequate materials are available for student use to explore all important facets of the topic, both pro and con. Further, the teacher will make certain that the reading materials available fit the reading ability of the students involved.

It shall be the responsibility of the teacher to see that all facts, evidence, and aspects of the topic are presented honestly. The teacher has the right to express his opinion, provided the students understand that it is his opinion and that it is not to be accepted by them as an authoritative answer.

When a teacher does not feel qualified for the exploration of a topic or controversial issue he shall guide pupils to the proper sources and qualified persons who can help them in arriving at their own opinions, based on facts.

When a teacher contemplates undertaking discussion of theories or topics that he feels may be controversial, or become controversial, or when such situations develop in his classroom, he or she will notify the school administration immediately of his plans for carrying out the study of the problem.

It is understood that the exploration of various theories and issues related to the subject taught by the teacher and studies by the students will be a recognized part of the plan of study.

Further, that the investigation will be carried on as an adjunct of the planned program of study, and that it will not cause or lead to an omission of any important subject material in the plan of study for the class.

If the work of a teacher or the material of instruction are seriously attacked by individuals or groups, the Board of Education shall provide a hearing.

ARTICLE VI

CURRICULUM COUNCIL

Section I. Proposed curriculum changes, except those imposed by the State, shall be submitted to the appropriate Curriculum Study Committee, which will present a recommendation with rationale to the Curriculum Council.

Section II. There shall be Curriculum Study Committees as follows: (1) Reading, (2) Social Studies, (3) Science, (4) Mathematics, (5) English and foreign languages, and (8) any other deemed necessary by the Curriculum Council.

All faculty members will serve on at least one committee, not necessarily in their own area. The M.E.A. Instruction Chairman shall set up the Curriculum Study committees.

Section III. Committees shall meet at least every four (4) weeks to study problems in their field of interest.

Section IV. Membership of the Curriculum Council shall consist of (1) Curriculum Study Committee chairmen, (2) Administrative Staff, including superintendents and principals, (3) Martin Education Association Instruction chairman, and (4) two parents who are interested in education, chosen by M.E.A. Instruction Chairman and the superintendent. The Student Council shall elect a student with sophomore or junior status to express the opinion of the student body on any proposed changes.

Section V. The Curriculum Council shall submit to the Board its recommendation or disapproval of proposed curriculum changes for consideration and action. Such written recommendations submitted to the Board shall be approved or rejected in writing within 8 weeks after submission of recommendations.

ARTICLE VII

QUALIFICATIONS AND ASSIGNMENTS

Section I. No new teacher shall be employed by the Board for a regular teacher who does not have a bachelor's degree from a college or university.

Section II. The employment of teachers upon special certificates is to be permitted only in cases of absolute necessity or where

the teacher has outstanding credentials and the Association shall be so notified in each instance.

Section III. No full-time or emergency substitute teacher serving in a regular position will be hired under the provisions of the State Board of Education special 90-day certificate.

Section IV. All teachers shall be given written notice of their schedules for the forthcoming year no later than the last duty day of June. In the event that changes in such schedules are proposed, all teachers affected shall be notified promptly by mail. In no event will changes in teachers' schedules be made later than the 15th day of August preceding the commencement of the school year, unless an emergency situation requires same.

Section V. Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, driver education, extra duties enumerated in Schedule B, and summer school courses, shall not be obligatory but shall be with the consent of the teacher.

ARTICLE VIII

REDUCTION IN STAFF

Section I. New employees hired by the Martin Board of Education shall be considered as probationary employees as prescribed by the Tenure Act.

Section II. The term seniority as hereinafter used shall be the length of continuous service with the Martin Public Schools. Leaves of absence granted in accordance with the provisions of the Master Contract shall not constitute an interruption of service. Credit given for outside teaching experience in other school districts shall not be considered for the purpose of accumulating seniority, but shall serve to reduce the probationary period as specified in the Tenure Act.

Section III. Seniority within the school system shall first be determined by certification as approved by the Department of Education of the State of Michigan, and shall secondly be determined by years of continuous employment in the Martin Public Schools in grades K-6 and by subject matter taught in grades 7-12.

Section IV. Any teacher granted Tenure shall have seniority from the beginning of his probationary period.

Section V. Necessary reduction in personnel. The Board and the Faculty, realizing that education, curriculum and staff to a large degree depend upon the financial resources available to the Board of Education as provided by the public and the State of Michigan, and in accordance with this realization agree that at times it may be economically necessary to reduce the educational program, curriculum and staff when funds are not available.

It is hereby agreed and recognized that it is within the sole discretion of the Board of Education to reduce educational programs and curriculum when economic necessity dictates.

In order to promote an orderly reduction in personnel when programs and curriculum are reduced the following procedure shall be used:

1. Probationary employees will be laid off first where any teacher who has acquired seniority and whose position has been curtailed is certified and qualified to perform the services of the probationary teacher.
2. In the event seniority teachers must be laid off, lay off will be on the basis of seniority established by teaching in grades K-6 or by subject matter and seniority in grades 7-12.

Section VI. Seniority teachers shall be recalled in inverse order of lay off for new positions opening for which they are certified and qualified.

Section VII. The recall list shall be maintained for a period not to exceed two years from the date of lay off. Thereafter, a teacher shall lose his right to recall. A teacher who fails to accept recall within three weeks will be deemed to have surrender any further recall right.

ARTICLE IX

TEACHING LOADS

Section I. The normal weekly teaching load shall be as follows:

- A. Senior and Junior High School--thirty (30) assigned and five preparation periods per week, based on a seven period day.
- B. Elementary School--twenty-five (25) hours of classroom instruction, one hour and fifteen minutes (15 minutes per day) of student supervision prior to opening of classes and one hour per week of playground supervision.

Section II. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for a good cause, outside the scope of their teaching certificate or their major or minor field of study.

ARTICLE X

TEACHING HOURS

Section I. The normal working hours for teachers shall be from twenty (20) minutes before the start of school in the morning and twenty (20) minutes after the close of school in the afternoon, based on a teaching day six hours and twenty minutes in length.

Section II. Teachers shall be in their room at least ten (10) minutes before class starts in the morning and shall remain at their teaching stations for ten (10) minutes after classes are to be dismissed for the day and shall remain in the building for a total of twenty (20) minutes after classes are scheduled to be dismissed for the day.

Section III. All teachers shall be entitled to a duty free thirty (30) minute, uninterrupted lunch period. Teachers shall be free to leave the building during any portion thereof. Free periods are to be scheduled either by the teachers or the administration.

Section IV. Teachers shall remain if necessary until 4:30 p.m. for committee meetings, faculty meetings, or conferences when required by the circumstances. Teachers shall keep one day per week (to be designated at the start of the school year) for such meetings. All teachers are required to attend regularly scheduled staff meetings.

Section V. School Calendar for 1971-72

August 30	Teachers orientation
August 31	First day for students
September 6	Labor day
October 15	End of 1st marking period
October 20	In-service day
November 5	End of 1st elementary marking period
November 25-26	Thanksgiving vacation
November 26	End of 2nd marking period
December 20-31	Winter vacation
January 21	End of 1st semester for both elementary and secondary classes
January 21	2nd semester begins
January 25	Work day after 1:30

March 8	In-service day
March 24	End of 3rd marking period
March 27-31	Spring vacation
April 21	End of 5th marking period
May 29	Memorial day
June 8	Work day, no students
June 9	Last day of school

ARTICLE XI

TEACHER EVALUATION

Section I. The Association recognizes the right and responsibility of the administrative staff evaluation of the performance of teachers. The Association, also, recognizes the right and responsibility of the administrative staff to visit classrooms for the purpose of evaluating and promoting the educational program.

Section II. All monitoring or observation of the work performances of a teacher will be conducted openly and with full knowledge of the teacher. Teachers will be given a copy of any evaluation report prepared by the principal or superintendent and will have the right to discuss the report with their supervisor prior to its becoming a part of the permanent record.

Section III. The teaching performance of non-tenure teachers (probationary teachers) will be observed and a written evaluation prepared at least twice each school year. Tenure teachers will be evaluated once a year. The principal or superintendent will hold a conference with the non-tenure and tenure teacher after each such evaluation.

Section IV. Any complaint regarding a teacher made to the administration or Board of Education by any parent, student or other person, which is serious enough to be considered a factor in evaluating said teacher's performance, will be brought promptly to the teacher's attention.

Section V. Any teacher will have the right, upon request, to review the contents of his own personal file. Privilege information such as confidential credentials and related personal references, normally sought at the time of employment are specifically exempted from review. The administrator, shall in the presence of the teacher, remove these credentials and confidential reports from the file prior to review of the file by the teacher. Files are not to be removed from the school office.

ARTICLE XII

GRIEVANCE PROCEDURES

Section I. Any teacher, group of teachers or the Association believing that there has been a violation, misrepresentation or misapplication of any provision of this agreement or any existing rule, order or regulation of the school, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may file a written grievance with the school or its designated representative.

Section II. Procedure for adjudgment of grievances. Grievance shall be presented and judged in accordance with the following procedures:

A teacher with a problem shall first discuss the matter with his building principal, or, in the case of the elementary schools, with the elementary principal, with the objective of resolving the matter informally. Said discussion must take place within five duty days of the occurrence of the alleged grievance.

Step 1. In the event the matter is not resolved informally, the problem shall be presented in writing to the elementary principal in the elementary schools or the principal of the junior high or senior high school within ten duty days of such occurrence.

Any teacher or group of teachers filing a grievance shall simultaneously deliver a copy to the Association, or lose the right to proceed beyond step one of this procedure.

- A. Within five duty days of receipt of the grievance, the above designated administrator shall meet with the Association in an effort to resolve the grievance. The affected teacher or teachers may be present at such meetings.
- B. Within five duty days after the meeting, the Administrator shall state his decision in writing, and furnish a copy thereof to the teacher and to the Association.

Step 2. Within five days after receiving the decision in Step 1, the Association may appeal in writing to the Superintendent of Schools.

- A. Within five duty days of receipt of the written appeal, the Superintendent shall meet with the Association. The affected teacher or teachers may be present at such meeting.

- B. Within five duty days after the meeting, the Superintendent shall state his decision in writing, and furnish a copy thereof to the teacher and the Association.

Step 3. Within five duty days after receiving the decision of the Superintendent, the Association may appeal the decision in writing to the Board of Education, which shall give the Association the opportunity to be heard within ten duty days after delivery of the appeal, and which shall communicate its decision in writing to the Association within five duty days after conclusion of the hearing.

Step 4. If the Association is dissatisfied with the decision of the Board, the Association may, within ten duty days after delivery of the decision of the Board:

- A. At the request of the Association, the Board will meet again with the Association representative to explore further possibility of settlement; or,
- B. Upon request of the Association, the grievance may be submitted to mediation using the mediation services of the State of Michigan; or,
- C. Submit any grievance under this agreement to Advisory arbitration under the labor arbitration rules of the American Arbitration Association, at the equal expense of both parties. (Expenses are understood to be salaries of arbitrators and their necessary expenses and the rental of hearing quarters).

Section III. All persons required for grievance hearings during school hours shall be excused with pay for that purpose. However, either party hereto, may require that hearings and meetings be held during non-school hours.

Section IV. All grievances, disputes, or other matters which may be processed under any state or federal regulation or statute, including but not limited to Tenure Act proceedings, shall not be the subject matter of the grievance procedure herein established; and any determination or action taken under any such state or federal regulations or laws shall be binding to the extent required by such regulation or law.

Section V. On agreement between the Board and the Association, hearing upon a grievance may be commenced at any step, and any time limit within the grievance procedure may be extended by mutual agreement.

Section VI. A teacher has the right to be represented at any step in the grievance procedure by the Association and/or an attorney of his own choice.

Section VII. The Board has the right to be represented at any stage of the grievance procedure by any representative of its choice.

ARTICLE XIII

LEAVE POLICY

Section I. All full-time or part-time teachers (substitute teachers exempted) of the Martin Public School System will be granted ten days of sick leave per year without loss of pay. The sick leave will be granted on the following basis: five days will be credited on reporting for work on the first duty day of the first semester and five days will be credited on the first day of the second semester. Sick leave days will be cumulative to eighty (80) days and may be granted for the following reasons:

- A. Personal illness or quarantine of the teacher.
- B. Serious illness in the family; death in the immediate family (including father, mother, mother or father-in-law, brother, sister, husband, wife or child, or a member of the immediate household. A serious illness may include such things as surgery, and accidents (except those sustained when employed in non-school work).
 - 1. Leave in case of death will be limited to three days per occurrence.
 - 2. Leave for serious illness in the family will be limited to three days per year.
 - 3. Surgery: Surgical treatment of a truly emergency nature, which medical authorities state cannot be postponed without endangering the health and physical welfare of the individual. Surgical treatment that can be postponed should be scheduled for vacation periods.

Section II. Two days per year shall be available for emergency leave. The fee for a substitute teacher will be deducted from the salary of a teacher taking such leave. Emergency leave is defined as any business matter which cannot be carried out any other time except when school is in session; i.e. for example, court appearances, estate settlements, probate matters and any similar matter. This leave is available in case of births:

- 1. Written request for emergency leave must be filed two duty days in advance of expected

leave (when possible). Insofar as possible emergency leave will be available to one elementary and one secondary teacher on any given day.

2. Jury Duty--teachers called for jury duty and court appearances will be granted leave with pay if they can demonstrate they have made a sincere attempt to be excused. Fees, etc., earned in such service will revert to the school up to an amount not to exceed the teacher's per diem wage.
3. Personal leave may not be granted on the last duty day before nor the first duty day after a vacation period. (i.e., a teacher may not forfeit the day before or after a vacation and ask for a personal leave beginning or ending on a preceding or subsequent day.)

Section III. Released time: Officers or designated representatives of the Association shall be granted short leaves of absence up to four man-duty days to participate in area, regional and state activities and such business as is necessary to fulfill the function of the Association. The Association will reimburse the school for the expenses incurred for substitutes employed to replace teachers taking leave for Association purposes.

Section IV. Maternity leave: The teacher shall discontinue teaching at the end of five months after the beginning of pregnancy, or at the end of the semester, whichever date is reached first. However, if the administration feels it is in the best interest of the students and the school, it may waive the five month rule and allow the teacher to complete the semester. Such a teacher may request a leave of absence until she is able to return to her teaching position, provided there is a vacancy, or one similar. Also, the period elapsed should not exceed two (2) semesters beyond the date on which leave became effective. In such cases, leave of absence shall be granted without pay upon the recommendation of the Superintendent.

Section V. Teachers drafted under the Selective Service Act shall be granted a leave of absence for the period of their required service. Said teachers to be granted military service time in determining their step on the salary schedule.

Credit for service time however, shall not constitute fulfillment of probationary service under the Tenure Act.

Re-enlistment of the teacher before returning to teaching services in the local school will void the military leave granted by the district. A teacher hired to replace a drafted teacher will be considered as a temporary teacher but with the time served counting toward tenure in the local school system.

ARTICLE XIV

PROFESSIONAL COMPENSATION

Section I. The Association recommends that all teachers subsequently employed shall have degrees and be certified by the State.

Section II. The salaries of teachers covered by this agreement are set forth in the accompanying Schedule A, which shall remain in effect for the one year term of this agreement.

Section III. The salary schedule is based upon the teacher's normal working hours as defined herein. The school will not require teachers to work in excess of the normal working hours, except those teachers receiving compensation for extra activities, as set forth in Schedule B.

Section IV. Credit for teaching experience outside the school system may be allowed up to seven (7) years.

Section V. Increments become effective on the first contracted duty day of each school year. Upon completion of required academic or professional courses, advancement shall be automatic as the aforementioned day or upon the first contracted duty day of the second semester. In the case of the second semester, advancement will be on a pro-rated basis (i.e. one-half).

Section VI. Effective in September, 1972, teachers holding less than a Masters Degree shall be expected to earn at least three (3) semester hours credit in a three year period in order to participate in future salary improvements.

Section VII. The school encourages attendance at approved educational conferences. Application to attend a conference and expense reports shall be submitted to the Superintendent.

Section VIII. Teachers Salary Schedule--Schedule A (See page 16)

The Martin school district will contribute to each insured teacher an amount equal to 69 percent (69%) of the cost of the basic MEASS Super-Med Health Insurance. The payment will be made for teachers, their spouses and dependents who were covered by a policy on or before November 1, 1971. The premium rate upon which contributions will be based is that in effect on November 1, 1971 and for the type of coverage then in effect.

Changes in insurance coverage will be permitted (for board contribution) only in cases where marital status is changed or where the number of dependents is altered by birth, death or elimination from coverage by age restrictions, or a change in legal status.

For those teachers who have been applying health insurance allowance toward other optional insurance rather than health

insurance, the privilege will be continued but at the rate of contribution made in the 1970-71 contract. No additional teachers will be granted this optional privilege.

It is understood that the percentage contribution made by the school district shall be toward the basic health insurance premium in the case of those teachers having policies with premiums less than those of Super-Med.

Premium contributions by the Board of Education will cease whenever a teacher is dropped from the payroll through resignation, discharge or because he has elected to withdraw all pay allowances due.

Compensation for Extra Duties--Schedule B (See page 17).

SCHEDULE A

TEACHERS SALARY SCHEDULE

	<u>BA</u>	<u>Perm Certif.</u>	<u>BA+ 20</u>	<u>22Hr. on MA</u>	<u>MA</u>
1.	\$ 7,350	\$ 7,400	\$ 7,450	\$ 7,550	\$ 7,850
2.	7,668	7,718	7,768	7,868	8,168
3.	7,987	8,037	8,087	8,187	8,487
4.	8,307	8,357	8,407	8,507	8,807
5.	8,626	8,676	8,726	8,826	9,126
6.	8,945	8,995	9,045	9,145	9,445
7.	9,265	9,315	9,365	9,465	9,765
8.	9,585	9,635	9,685	9,785	10,085
9.	9,904	9,954	10,004	10,104	10,404
10.	10,224	10,274	10,324	10,424	10,724
11.	10,543	10,593	10,643	10,743	11,043
12.	10,863	10,913	11,963	11,063	11,363
13.	11,082	11,132	11,182	11,282	11,582

ARTICLE XV

NOTIFICATION OF RESIGNATION

Section I. Teachers shall notify the Board of Education, in writing, by June 1, 1972, whether or not they intend to return to the staff the following school year.

SCHEDULE B

COMPENSATION FOR EXTRA DUTIES

Basic Coaching Allowances:

VARSITY FOOTBALL COACH	8	per cent	of BA Beginning Salary (Step 1)
Assistant Football Coach	6	per cent	of BA Beginning Salary
Junior Varsity Football	6	per cent	of BA Beginning Salary
VARSITY BASKETBALL COACH	10	per cent	of BA Beginning Salary
Second Team Coach	7.5	per cent	of BA Beginning Salary
Freshman Coach	6	per cent	of BA Beginning Salary
Eighth Grade Coach	2.75	per cent	of BA Beginning Salary
Seventh Grade Coach	2.75	per cent	of BA Beginning Salary
VARSITY BASEBALL COACH	5	per cent	of BA Beginning Salary
Junior Varsity Coach	3.75	per cent	of BA Beginning Salary
VARSITY TRACK COACH	5	per cent	of BA Beginning Salary
CROSS COUNTRY COACH	3.5	per cent	of BA Beginning Salary
VARSITY GOLF	3.5	per cent	of BA Beginning Salary
Girls Athletics	3	per cent	of BA Beginning Salary
Athletic Director	1 hour time per day + \$4 X 00.00		

Increments of ten per cent of the coaching base will be granted each year for experience until a person has received five increments.

Other Provisions:

Director of "all school plays" where funds derive to the school--if two (2) sponsors, fee is split	\$100 per play
Yearbook Advisor	\$100 per year
School Paper Advisor (nine issues)--one hour class time provided	
Senior Class Advisor	\$125 if trip taken or \$75 with no trip
Junior Class Advisor	\$125 per year

Cheer Leader Advisors (total allowance) \$200 per year
Band 8% + 10%/year up to 5 years

Teachers selling or taking tickets at athletic events or other events at which admission is charged and the money derives to the school will receive \$1.75 per hour. This fee applies to teachers serving as bus chaperones on athletic trips. The maximum fee for any one event will be \$5.

The school may add to the lists of special assignments in Schedule B as it is deemed necessary and advisable, and set extra pay allowances for the same. Such additions shall become a part of this agreement.

ARTICLE XVI

DURATION

This agreement and all of its provisions shall become effective when ratified by a majority of the members of the Association at a meeting duly called for such purpose and approved by the Martin Board of Education by a resolution duly adopted.

This agreement shall continue in full force and effect to and including June 30, 1972.

Any notices required hereunder shall be sufficient if mailed:

To the Board: c/o Superintendent
1556 Chalmers St.
Martin, Michigan

To the Association: Darwin Evers, President
Martin Faculty Club
Martin Public Schools
Martin, Michigan

In WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives this _____ day of December 1971

Board of Education
Martin Public Schools
Martin, Michigan

By: _____
Board President

Board Secretary

Martin Faculty Club

By:

Darwin Evers, President

John Burk, Negotiator

Lynn Sage, Negotiator