

6/30/68 Mason Co. Central

67-68

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

AGREEMENT
between the
MASON COUNTY CENTRAL BOARD OF EDUCATION
and the
MASON COUNTY CENTRAL EDUCATION ASSOCIATION

This Agreement entered into this 2nd day of September, 1967, by and between the Board of Education of the Mason County Central School District of Scottville and Mason County, Michigan, hereinafter called the "Board", and the Mason County Central Education Association, hereinafter called the "Association".

ARTICLE I
Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 336 of 1947 as amended by Act 379 of Public Acts of 1965, for all professional personnel, including personnel on tenure, probation, librarians, but excluding guidance counselors, principals, supervisory, executive personnel and office and clerical employees. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement or contrary to Act 336 as amended.

ARTICLE II
Riverton Teachers

A. All Riverton teachers, with at least a Bachelor's Degree, are to enter the Mason County Central system with full credit for years of teaching since obtaining the degree and are not to be restricted by the "five-year" limitation.

ARTICLE III
Military Leave

A. A teacher on required military leave will be placed on current salary schedule at the place he would have attained had he not entered military service.

Mason
County
Central
Bd.
of
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MEM
1216 Kendall
E. Lansing, Mi.
418823

ARTICLE IV

Visitation Leave

A. Upon recommendation of the superintendent and/or principal, one visiting day per school year for educational purposes may be granted to any teacher. The Association recognizes that the intent of the Board in providing this day is to allow teacher an opportunity to acquaint himself with outstanding examples of educational projects or facilities which should result in benefits to the Mason County Central program.

1. Said teacher shall submit a brief, written report to the principal after Visitation Leave.
2. No mileage will be allowed for Visitation Leave.
3. Substitute teachers pay will be assumed by Board.

ARTICLE V

Cancellation or Dismissal of School

A. The present practice of permitting teachers to leave school immediately after school is dismissed due to weather or road conditions, and of not requiring teachers to report to school when school is cancelled due to weather or road conditions, shall be continued.

ARTICLE VI

Substitute Teachers

A. A substitute teacher who has reported for duty on a day that school is cancelled prior to the convening of the first hour class because of weather or road conditions shall draw a minimum of at least one-half ($\frac{1}{2}$) the daily substitute pay. Should school be dismissed after the first class of the day has met, because of weather or road conditions, the substitute shall draw the full day's substitute pay.

ARTICLE VII

Mileage

A. The Board agrees to pay to the amount of 7¢ mileage for school business that has met the prior approval of the administration.

ARTICLE VIII

Class Sponsors

A. The duties of Class Sponsors should be specified in detail so that no misunderstanding regarding responsibilities may occur. This is recommended both for the benefit of class sponsors and for the welfare of the class members.

ARTICLE X

Supervising Teachers of Student Teachers

A. The Board agrees to pay the supervising teacher of student teachers the full fee given to the MCC school system by the participating college or university.

ARTICLE XI

Duty Free Lunch Hour

A. The Board agrees that the teachers in the Mason County Central school system are entitled to a lunch hour free from extra duty requirements, subject to emergency situations or problems connected with inclement weather.

ARTICLE XII

Pay Periods

A. As soon as is conveniently possible, the 1967-68 salaries of all personnel shall be paid every two weeks, with every other Friday the suggested pay day.

ARTICLE XIII

Sick Leave

A. The Board agrees to continue the present policy of a ten day allowance each year. A maximum allowable accumulated sick leave shall be a total of sixty (60) days. This is in accordance with the Board's policy of increasing the allowable accumulative sick leave of 10 days per year.

ARTICLE XIV
Basic Salary Schedule

The basic salary schedule is as per attached Schedule A.

ARTICLE XV
Duration of Agreement

This Agreement shall be effective as of September 2, 1967 and shall continue in effect for one (1) year until the 30th day of June, 1968. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

MASON COUNTY CENTRAL EDUCATION ASSOCIATION

Bert J. Kelley, President
George G. McKinney, Vice President
Loretta Pankow, Secretary

MASON COUNTY CENTRAL BOARD OF
EDUCATION

H.G. Bacon, President
Mary Struble, Secretary
Raymond J. Schulte, Treasurer

SCHEDULE A
1967_68 TEACHER SALARY SCHEDULE

<u>STEP</u>	<u>B.A.</u>	<u>M.A.</u>
0	5700	6200
1	5895	6395
2	6100	6600
3	6310	6810
4	6525	7025
5	6750	7250
6	6985	7485
7	7220	7720
8	7470	7970
9	7730	8230
10	7995	8495
11	8270	8770
12	8550	9050

SPECIAL PROVISIONS

1. Twnety dollars (\$20) per hour shall be paid for each credit hour earned beyond ten (10) credit hours. These are to be semester credit hours and not quarter term hours.
2. Two personal business days per year, subject to an emergency nature and prior approval of the superintendent or other administrator in the absence of the superintendent.
3. Non-Degree: \$5600.