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A G R E E M E N T
B E T W E E N T H E
M A S O N C O U N T Y C E N T R A L B O A R D O F E D U C A T I O N
A N D T H E
M A S O N C O U N T Y C E N T R A L E D U C A T I O N A S S O C I A T I O N

This Agreement entered into this 20th day of September, 1971, 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".

W I T N E S S E T H

Whereas, the Board and the Association recognize and declare that providing a quality education for the children of the Mason County Central School District is their mutual aim, and

whereas, the Board has a statutory obligation, pursuant to the Public Employment Relations Act, Act 336 of the Public Acts of 1947 as amended, to bargain with the Association as representative of its teaching personnel with respect to wages, hours, and conditions of employment, and

whereas, the parties have reached certain understandings which they desire to confirm in this agreement,

in consideration of the following mutual covenants, it is hereby agreed as follows:

9/20/71-6/30/72

MASON COUNTY CENTRAL SCHOOLS

MEA
1216 Wendale
East Lansing,
Mich.

Mason County Central School

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II 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, guidance counselors, but excluding principals, supervisory, executive personnel, office and clerical employees and all others.

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 reference to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teacher's 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 this Association, if the adjustment is not inconsistent with the terms of the Agreement or contrary to Act 336 as amended.

ARTICLE II

Management Rights Clause

A. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, 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:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees which affect adversely the school system.

2. 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. No transfer shall be made without prior consultation with the teacher.
3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
4. To supervise the means and methods of instruction, to decide the selection of textbooks and other teaching materials and the use of teaching aids of every kind and nature.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities 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/or prior written personnel policies 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 III

Military Leave

A. Military leave shall be in accordance with Act 145 of the Public Acts of 1943 as amended.

ARTICLE IV

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 V

Grievance Procedure

Paragraph A: A grievance shall be an alleged violation, misapplication or misinterpretation of the expressed terms of this Agreement or prior written personnel policy and shall be resolved through the procedures set forth herein.

It is expressly understood that the grievance procedure shall not apply to those areas in which the tenure act prescribes a procedure or authorizes a remedy (discharge and/or demotion).

No grievance shall be filed due to the Board's failure to renew a contract for a probationary teacher.

No grievance shall be filed due to the Board's decision to place a teacher on third year probation.

Paragraph B: The Association agrees that it shall designate one building representative and one alternate building representative per building. The Association shall furnish the Board with the names of its building representatives and alternates and such changes as may occur from time to time in such personnel so that the Board may at all times be advised as to the authority of the individual representatives of the Association with whom it may be dealing. Until the Board has received written notice from the Association, it shall not be required to deal with such teachers purporting to be representatives.

The Board hereby designates the Elementary Principal, the Junior High School Principal, and the Senior High School Principal to act as its representative

at Level One as hereinafter described and the Superintendent or his designated representative to act at Level Two as hereinafter described. The Elementary Principal shall be the Board representative of K-5 in each building.

Paragraph C: The term "days" as used herein shall mean days in which school is in session.

Paragraph D: Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant or grievants;
2. It shall be specific;
3. It shall contain synopsis of the facts giving rise to the alleged violation;
4. It shall quote at length the section or subsection of the contract (or written Board policy) alleged to have been violated;
5. It shall contain the date of the alleged violation;
6. It shall specify the relief requested; and
7. When it becomes necessary to write a grievance, it must be presented in five (5) original copies.

The grievant shall have the right to have a representative of his choice to be present at any Level of the Grievance Procedures. The Association also reserves the right to have a representative present at all proceedings beyond Level One.

Paragraph E: Level One - A grievant believing himself wronged by an alleged violation of the expressed provisions of this contract (or written personnel policy) shall within ten (10) days of its alleged occurrence orally discuss the grievance with the building principal in an attempt to resolve same. The ten (10) days may be extended by mutual agreement of the Board Grievance Committee and the Association Grievance Committee. If no resolution is obtained within three (3) days of the discussion, the grievant shall reduce the grievance to writing and proceed within eight (8) days of said discussion to Level Two.

Level Two - A copy of the written grievance as specified in Level One shall be filed with the Superintendent or his designated agent with the endorsement thereon of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent or his designated agent shall conduct a meeting with the grievant and/or the designated Association Representative at the option of the grievant to discuss the grievance. Within five (5) days of the discussion, the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of same to the grievant, the Association Secretary, the building principal in the building where the grievance arose, and place a copy of same in a permanent file in his office.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant may appeal same to the Board of Education within ten (10) days by filing a written grievance along with the decision of the Superintendent with the President of the Board of Education.

Level Three - Upon proper application as specified in Level Two, the Board shall allow the teacher or his Association Representative an opportunity to be heard at the meeting for which the grievance was scheduled, which shall not be later than thirty days after filing of the written grievance with the Board. Within thirty days from the hearing of the grievance, the Board shall render its decision in writing. The Board may hold future hearings therein or otherwise investigate the grievance, provided however, that in no event except with express written consent of the Association shall final determination of the grievance be made by the Board more than thirty days after the initial hearing.

A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the building principal for the building in which the grievance arose, the grievant and the Secretary of the Association.

Level Four - Binding Arbitration

Section--1 --If the alleged grievance is not settled at Step Three, the matter may be referred to arbitration before an impartial arbitrator. Either party may refer the matter to arbitration provided that notice to refer the matter is given to the other party within five (5) days from the date of the Board's written decision at Step Three. Within ten (10) days after the date of the written request for arbitration, a committee of the Board or its designated representative and the Association or its designated representative shall make every effort to agree upon a mutually acceptable arbitrator. If the parties are unable to agree on an arbitrator within five (5) additional days, the party seeking arbitration shall file a request with the American Arbitration Association to submit a list of qualified arbitrators. The arbitrator shall then be selected according to the Rules of the American Arbitration Association which shall likewise govern the arbitration proceeding except each party shall have the right to peremptorily strike not more than three from the list of arbitrators.

Section 2-- The Arbitrator shall hear the grievance in dispute and shall render his decision in writing within thirty (30) days from the close of the hearing. The Arbitrator's decision shall be submitted in writing and shall set forth his findings of facts, reasoning and conclusions with respect to the issues submitted to arbitration. Each party shall meet together not less than (3) days prior to the hearing to make a final attempt to resolve the dispute after which time no new evidence could be presented. The decision of the arbitrator shall be placed into immediate effect pending any judicial review initiated by either party.

Section 3-- The arbitrator shall only act upon alleged violations, missapplications or missintrepretations of the expressed provisions of this agreement or prior written personnel policy. The arbitrator shall construe this agreement in a manner which does not interfere with the exercise of either partie's rights and responsibilities except as they have been limited by the terms of this agreement.

The arbitrator shall not add to, subtract from, disregard, alter or modify any terms of this agreement or establish salary

scales. He shall have no power to change any policy of the Board nor substitute his judgement for that of the Board as to the reasonableness of any such policy.

Section 4-- In the event that a case is appealed to the Arbitrator on which he has not power to rule, it shall be referred back to the parties without decision or recommendation on its merits.

Section 5-- More than one grievance may not be considered by the Arbitrator at the same time except upon expressed written mutual consent and then only if they are of similar nature.

Section 6-- The Arbitrator's fees and expenses shall be shared by the Employer and the Association equally. The expenses and compensation for attendance of any employee, witness, or participant.

Paragraph F: Should the grievant fail to institute or appeal a decision within the time limits specified or leave the employ of the Board, all further proceedings on a previously instituted grievance (except a claim involving a remedy directly benefiting the grievant) shall be barred.

Paragraph G: The Association shall have the right to initiate a grievance involving the right of a group of teachers without their expressed approval in writing thereon.

Paragraph H: All preparation, filing and presentation or consideration of grievances shall be held at times other than when a teacher or a participating Association Representative are to be at their assigned duty stations.

Paragraph I: In the event a grievance is filed on or after the first of June, every effort shall be made by both the Board Grievance Committee and the Association Grievance Committee to resolve same prior to the beginning of the next school year.

Paragraph J: During the pendency of any proceedings and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without the agreement of all parties.

Paragraph K: There shall be no reprisals of any kind by administrative personnel taken against any party in interest of his Association Representative or any other participant in the procedure set forth herein by reason of such participation. The Association or its members shall take no reprisals of any kind against any administrative personnel or Board member by reason of participation in a grievance procedure.

Paragraph L: The filing of the grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance so long as such action is consistent with provisions of this Agreement.

Paragraph M: In the event the alleged grievance involves an order, requirement, etc., the grievant shall fulfill or carry out such order or requirement, etc., pending the final decision of the grievance so long as such action is consistent with provisions of this Agreement.

ARTICLE VI

Pay Periods

A. Salaries of all teachers shall be paid every two weeks. The teacher shall have an option to receive the balance of salary in a lump sum as of the second pay period of June.

ARTICLE VII

Pupil - Teacher Ratio

It is recognized by the Board and the local Association that the pupil-teacher ratio is an important aspect of an effective program. Therefore, they agree that every effort will be made to keep class size at an acceptable number as dictated by the financial condition of the district, the building facilities available, and the best interests of the district as deemed administratively feasible.

ARTICLE VIII

VACANCIES, PROMOTIONS, & TRANSFERS

A. A "promotion" is an upward change in position which results in additional compensation for additional duties or responsibilities performed during the regular working day. Promotions are not meant to include the taking on of additional duties in connection with extra-curricular or extra-duty activities.

B. The promotional positions by way of illustration and not limitation are: assistant principal, elementary principal, middle school principal, senior high school principal, administrative assistant, community school director, and project director.

C. Whenever a vacancy occurs, which is a promotion as defined in sections A and B, the employer shall publicize the same by giving written notice of such vacant position to the Association and by posting a copy of such notice in each school building. Vacancies shall not be filled except on a temporary basis, until such vacancy has been posted for seven calendar days. During the summer months, the publication requirement shall be fulfilled by giving the written notice to the Association and posting a copy at the Board of Education offices.

D. Any teacher may apply for a vacancy in a position con-

sidered to be a promotion as defined in section A and B above.

E. Since the frequent transfers of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance the parties hereby agree that unrequested transfers of teachers are to be minimized and avoided whenever possible. The superintendent or his designee shall notify in writing the affected teacher of an involuntary transfer.

F. By March 15th of each year, teachers may request transfers from one school to another or transfer to a different teaching subject for the ensuing school year commencing the following September. All requests for transfer must be in writing and received by the superintendent of schools and the respective building administrator (s) no later than March 15th of each year.

G. Any teacher who shall be transferred to a supervisory or executive position and shall later be transferred to a teacher status shall be entitled to retain such rights as he may have under this agreement prior to such transfer to supervisory or executive status.

ARTICLE IX

Teacher Workdays

The school year shall be composed of 187 days for returning teachers and 188 days for new teachers, the above schedule to be fit into the period between August 27th and June 11, with teachers new to the system reporting on August 27th.

The Board reserves the right to expand the school calendar to achieve at least 180 days of student instruction in accordance with state aid requirements.

ARTICLE X

Assignment of Teacher Duties

All teachers shall be given written notice of their subject area or assignment for the forthcoming year no later than the preceding first day of June. In the event that changes in such subject area or assignment are proposed, all teachers affected shall be notified promptly and consulted. In no event will changes in teachers subject area or assignment be made later than the 15th day of August preceding the commencement of the school year, unless an emergency situation requires same.

ARTICLE XI

Deduction of Education Association Dues

A. The Board agrees to deduct from the salaries of teachers dues for the Mason County Central Education Association, the Michigan Education Association and the National Education Association, when voluntarily authorized in writing by each teacher of such dues deducted.

B. Regular dues for any or all of the above stated organizations shall be deducted together, as one deduction per month for ten consecutive equal installments.

C. The individual authorization form is as follows: On this _____ day of _____, 197_, I, _____ hereby authorize the Board of Education to deduct the following sums in ten (10) equal consecutive monthly installments as dues for the following organizations as specified in the Master Agreement.

§ _____ Mason County Central Education Association
 § _____ Michigan Education Association
 § _____ National Education Association

I further understand that in the event of a dispute over payments of the above specified amounts, I must seek my remedy from the Mason County Central Education Association. Further, it is

my express understanding that this authorization for dues deduction shall be revocable only if I expressly so state in writing, a copy of which must be placed on file with the Superintendent and a copy with the Treasurer of the Mason County Central Education Association.

(Teacher's Signature)

Filed with the Board of Education
on the ___ day of ___, 197_.

Superintendent' or his designee's signature

D. Dues authorizations will be filed with the Superintendent at the end of the first full week of the new school year. When a teacher leaves the system at any time during the school year, the dues deduction will terminate. Teachers entering the system at any time after the school year commences will have dues deducted after filing authorization with the superintendent.

E. Dues authorizations once filed with the Superintendent shall continue in effect until a revocation form in writing and signed by the teacher is filed with the Superintendent and the Treasurer of the Association.

F. The Association shall, on or before the first day of each school year, give written notification to the Superintendent of the amount of its dues, those of the MEA and NEA, which dues are to be deducted in the coming school year under such dues authorizations. The amounts of deductions for these dues, as per said written notification shall not be subject to change during the entire school year.

G. For the purposes of this Article, the term "school year" shall include the period beginning with the first teacher working day of school in the fall to the last teacher working day of school in the spring.

H. Dues deductions shall be transmitted by the Superintendent to the Mason County Central Education Association Treasurer within fourteen (14) days after such deductions are made. The Mason County Central Education Association shall be responsible for disbursements of MEA and NEA dues paid to it to the Treasurers of those organizations.

I. All refunds claimed for dues of the Mason County Central Education Association, MEA or NEA under such dues authorizations shall lie solely with the Association. The Association agrees to reimburse any teacher for the amount of any dues deducted by the Board and paid to the Association, which deduction is by error in excess of the proper deduction and agrees to hold the Board harmless from all claims of excessive dues deductions.

J. Any dispute between the Mason County Central Education Association and the Board which may arise as to whether or not an employee properly executed or properly revoked an authorization card pursuant to this Article shall be reviewed with the employee by a representative of the Board. Until the matter is disposed of, no further deductions shall be made. The Board assumes no liability for the authenticity, execution or revocation of the authorization form.

K. The Association will protect and save harmless the Board from any or all claims, demands, suits and other forms of liability by reason of action taken or not taken by the Board or its designated agent for the purposes of complying with this Article.

ARTICLE XII

Fringe Benefits

A. Mileage: The Board agrees to pay the amount of 10¢ mileage for school business that has met prior approval of the administration.

B. The Board agrees to place all money received for the supervision of student teachers into an earmarked "student teacher fund" to be used by a committee of teachers and administrators for the student teaching program.

C. Duty Free Lunch Period: The Board agrees that the teachers in the Mason County Central School system are entitled to a lunch period free from extra duty requirements, subject to emergency situations or problems connected with inclement weather.

D. Sick Leave:

1. Tenure teachers, second year probationary teachers and third year probationary teachers shall be credited with ten (10) additional sick leave days at the beginning of the school year.
2. First year probationary teachers shall be credited with ten (10) days of sick leave after five (5) days of service.
3. The maximum allowable accumulated sick leave shall be a total of one hundred (100) days for the 1971-72 school year.

E. Personal Days: Two (2) 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 shall be credited to each tenure teacher, each second year probationary teacher and each third year probationary teacher. First year probationary teachers shall be credited with two (2) personal business days after five (5) days of service.

F. Professional Days:

1. Upon recommendation of the superintendent and/or principal, at least one professional day and not more than five professional days 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 or days is to allow the 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.
 - a. Said teacher shall submit a brief, written report to the principal following his professional day (s).
 - b. Mileage will be allowed for the professional day(s).
 - c. Substitute teachers' pay will be assumed by Board.
2. A professional day shall consist of conferences, institutes, workshops, visitations and the like which are designed to improve the teachers' effectiveness, but expressly excluding negotiation institutes, workshops, conferences or meetings.

G. Insurance Benefits: The Board of Education will pay the cost of health and hospitalization coverage in one on the following categories:

1. Up to maximum of \$400.00 to apply on a policy providing family, health and hospitalization coverage.
2. Up to a maximum of \$250.00 to apply on a single subscriber policy covering health and hospitalization, and/or such options as provided by the Michigan Education Special Services Association.

Insurance contracts must be limited to the Michigan Education Special Services Association or Blue Cross-Blue Shield.

The Board of Education is under no obligation to provide insurance benefits which duplicate any coverage provided a teacher under a policy carried by another member of the family.

One twenty sixth of the benefits to which the teacher is entitled will be paid commencing with the first pay period in September and an equal amount for the next 25 consecutive pay checks.

H. Retirement Pay:

1. Retirement pay will be granted teachers retiring from the Mason County Central Schools under the following provisions:
 - a. Payment will be at the rate of \$5.00 per day of unused sick leave.
 - b. The maximum payment shall be \$500.00
 - c. The teacher must have served 12 consecutive years in the system.
 - d. Payment will be deferred until the teacher begins collecting "Michigan Public School Employees' Retirement" payments.

ARTICLE XIII

Financial Responsibility

It is recognized that because of religious conviction, or otherwise, some teachers object to joining any organization engaged in collective bargaining. At the same time, it is recognized that the proper negotiation and administration of collective bargaining agreements entail expense which is appropriately shared by all teachers who are beneficiaries of such agreements. To this end, in the event a teacher shall not join the Association and execute an authorization for dues deduction in accordance

with Article XI of this Agreement, such teacher shall, as a condition of continued employment by the Board, cause to be paid to the Association a sum equivalent to the dues and assessments in the manner referred to in Article XI. The teacher will authorize this payment to the Association. In the event that such sum shall remain unpaid for a period of sixty days following the commencement of employment of the teacher, the Board agrees that in order to effectuate the purposes of the Public Employment Relations Act and this Agreement, the services of such teacher shall be discontinued at the conclusion of the school year in question. The refusal of the teacher to contribute fairly to the costs of negotiation and administration of this and subsequent agreements is recognized by the parties as reasonable and just cause for termination of employment.

The Association will save the Board harmless from any and all costs arising out of enforcing the provisions of this article which cost will include witness and attorney fees incidental to the prosecution or defense of any action arising out of the charges filed with the Board of Education including all appeals thereafter or any suit in a court of law incidental thereto.

ARTICLE XIV

Continuity of Operation

The Association agrees that neither it's officers, agents or members shall, during the period of this agreement, authorize, condone, directly or indirectly engage in or assist in any strike or other deliberate and concerted interruption or interference with service within this school district.

In the event of a violation of this article by a member or members, the Association will work with the Administration to make every reasonable effort to assure a prompt restoration of service.

Any teacher or group of teachers who wilfully violates this article may be disciplined forthwith up to and including discharge without recourse to any grievance procedure.

ARTICLE XVI
Extra Duty Salary Schedule

<u>Position</u>	1971 - 1972	<u>Salary</u>
<u>Athletic Director</u>		\$1100
<u>Jr. Hi. Athletic Director</u>		175
<u>Football</u>		
Head Varsity		950
Assistant Varsity		475
Head Jr. Varsity		475
Assistant Jr. Varsity		300
Jr. High #1		300
Jr. High #2		300
Jr. High #3		300
<u>Basketball</u>		
Head Varsity		950
Jr. Varsity		525
9th Grade		325
Jr. High(8th grade)		275
Jr. High(7th grade)		275
Director of Saturday Program		250
<u>Baseball</u>		
Head Varsity		425
Assistant Varsity		300
<u>Track</u>		
Head Varsity		450
Assistant Varsity		300
<u>Golf</u>		300
<u>Wrestling</u>		550
<u>Cross Country</u>		275
<u>Music (Instrumental)</u>		700
<u>Building Director</u>		
Scottville Elementary		350
Riverton Elementary		350
Victory Elementary		350
<u>F.H.A.</u>		200

<u>Position</u>	<u>Salary</u>
<u>Senior Play</u>	\$ 275
<u>Junior Play</u>	275
<u>Annual</u>	250
<u>Internal Accounting Sec.</u>	375
<u>Safety Patrol</u>	375
<u>Agriculture Teacher (Summer Duties)</u>	1200
<u>G.A.A. Sponsor</u>	125
<u>Sr. High Cheerleading</u>	125
<u>Class Sponsors</u>	
Senior Sponsor	250
Co Sponsor	250
Junior Sponsor	250
Co Sponsor	250
Sophomore Sponsor	150
Co. Sponsor	150
Freshman Sponsor	150
Co. Sponsor	150
<u>Student Council - Sr. High</u>	175
<u>Driver Training</u>	
Behind the Wheel Instruction	5.00/hr.
Classroom Instruction	6.00/hr.

ARTICLE XV

Basic Salary Schedule

1971 - 1972

<u>STEP</u>	<u>INDEX</u>	<u>BA OR BS</u>	<u>BA or BS PLUS 14</u>	<u>BA or BS PLUS 18</u>	<u>BA or BS PLUS 24</u>	<u>MA - MS or EQUIVALENT</u>	<u>MA - MS PLUS 8</u>
1	1.0000	\$ 7670	\$ 7770	\$ 7870	\$ 7970	\$ 8170	\$ 8270
2	1.0414	7990	8090	8190	8290	8505	8605
3	1.0845	8320	8420	8520	8620	8860	8960
4	1.1294	8660	8760	8860	8960	9225	9325
5	1.1760	9020	9120	9220	9320	9610	9710
6	1.2248	9395	9495	9595	9695	10005	10105
7	1.2754	9780	9880	9980	10080	10420	10520
8	1.3282	10185	10285	10385	10485	10850	10950
9	1.3832	10610	10710	10810	10910	11300	11400
10	1.4404	11050	11150	11250	11350	11770	11870
11	1.5000	11505	11605	11705	11805	12255	12355

1. No payment for extra hours of credit will be given for those credits required for permanent certification in the field for which the teacher is assigned if an allowance above the basic salary schedule is paid for the assignment.
2. Payment will be based on semester hours of credit.
3. Credit must be in teacher's major or minor field or with prior approval of the administration.
4. Evidence of extra hours earned must be provided the administration by September 1 of the year for which payment is expected.
5. If a teacher earns 30 semester hours or more of graduate level credits in his major or minor field and the content of the courses taken is directly related to the instruction program in which he is employed, he shall consult with the superintendent to determine master's degree equivalency. The granting of an equivalency is at the discretion of the Superintendent of Schools.
- 6.. The above salary schedule and insurance benefit are effective November 15, and are subject to additions, supplements, or amendments to the Presidential Executive Order No. 11615, (wage-price freeze).

ARTICLE XVII

Duration of Agreement

This Agreement shall be effective as of September 20, 1971, and shall continue in effect for one (1) year until the 30th of June, 1972. 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

MASON COUNTY CENTRAL BOARD OF
EDUCATION

Frank Maleckas, Chairman
MCCEA Negotiating Committee

Dr. H. G. Bacon, President

Robert Spangler, President

Mary Struble, Secretary

Gladys Eikenberry, Secretary

Ward Burke, Treasurer