

DEC 11 1974

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Mason (County) Orkinville B.P. of Education

MASTER CONTRACT

This agreement entered into this _____, 1972,
by and between the Board of Education of the Intermediate District
hereinafter called the "Board" and the Mason County Intermediate
Education Association, hereinafter called the "Association".

ARTICLE I
Recognition

A. The Board hereby recognizes the Association as the exclu-
sive bargaining representative, as defined in Section 11 of Act
379, Public Acts of 1965, for all certified personnel under
contract, excluding principals, supervisors of special education,
supervisory and 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
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 teacher's
organization other than the Association for the duration of this
agreement. Nothing contained herein shall be construed to prevent
individual teachers from presenting a grievance and having the
grievance adjusted without the intervention of the Association,
if the adjustment is not inconsistent with the terms of the Agree-
ment, provided that the Association has been given the opportunity
to be present at such adjustment.

ARTICLE II
Professional Compensation

The salaries of teachers covered by this agreement are set forth in Schedule A which is attached to and incorporated in this agreement. Such salary schedule shall remain in effect during the three year term of this agreement; however, it is provided that upon written notice to the other party prior to the first day of March of every year of this agreement, either party may request the reopening of negotiations of such salary schedule for the ensuing year.

ARTICLE III
Professional Policies

1. TEACHING CONDITIONS

The parties recognize that the availability of adequate school facilities for both student and teacher is desirable to insure the high quality of education that is the goal for both teacher and Board. Whenever possible and especially in the event of new buildings, adequate planning is to be given to sufficient rooms for special education purposes.

2. DURATION OF SCHEDULE

It is acknowledged by both parties that the primary duty and responsibility of special education teachers is to teach those pupils under their care until such time that the pupil is able to develop his potential and capacities without special service.

3. TEACHING LOADS

a. Speech Correction: The Intermediate Superintendent shall follow the rules and regulations as established by the Department of Education regarding case loads in developing teachers' schedules and making assignments. Any deviation from the recommended procedure of seeing students shall be made after consultation with teachers, administration, and the State Department of Education and then in such a manner that the children and reimbursement will not be jeopardized.

b. School Social Worker: It is suggested by the Department of Education that an active case load for School Social Worker average between 30 and 60 children per month. The number of

children who can be served adequately in our Intermediate School District depends upon a number of factors, all of which shall be taken into consideration by the Administration.

c. Diagnostician: The Diagnostician's service is designed to provide a method by which children may be evaluated and selected for the educational programs for the mentally handicapped.

Individual evaluation of the child's overall development and functioning level will result from the diagnosis of children referred because of problems with school achievement. The diagnostician will provide parents and school personnel with an interpretation of his assessment in relation to the child's social, emotional, and educational welfare. Children are to be referred for re-evaluation whenever it is felt that a change in program is required or when there is a need for a protracted period of evaluative study. Children in a state approved program for the mentally handicapped should be evaluated at least every three years.

The diagnostician, in cooperation with appropriate school personnel will organize, develop, and administer diagnostic services for the mentally handicapped in the Mason County schools. The diagnostician is responsible for providing psychological testing programs including the evaluation of intelligence, achievement, personality, and aptitude as a basis for certification of children for placement in the programs for the mentally handicapped.

The diagnostician will serve as a consultant to other special education personnel, to school administrators, teachers, and parents in matters relating to children who are mentally handicapped.

d. Homebound-Hospitalized: The Homebound and Hospitalized teaching program is an itinerant program designed to provide educational services for children who have been certified by a physician as being unable, physically, to attend school due to a non-contagious disability. In most instances, the child may be accepted for instruction if the estimated period of incapacity is long enough to effect school achievement.

Whenever possible, the teacher of the homebound and hospitalized student attempts to follow the curriculum offerings of the classroom to which the child will return. In addition to home or hospital visitations with certain cases, the teacher of the homebound and hospitalized utilizes instructional equipment such as home-school telephone, tutorial services, talking books, and educational television.

Every child on the homebound program must be given instruction for at least two forty-five minute periods per week. It is advisable that, when the child's physical condition permits, local school districts offer instruction more frequently. This is especially applicable to those students confined to their homes on a permanent basis.

The course of study must be in keeping with the child's educational needs and with his age and ability levels, thus making the program a highly individualized one. For those children who are permanently homebound, it is necessary to plan a realistic curriculum based upon the child's eventual needs. Providing social experiences for the child and counseling with parents of the homebound are areas that are vitally important to the homebound program.

e. Trainable: Certified personnel at the Trainable Center are subject to the Board adopted "Operational Regulations for the Fountain Trainable School."

4. SCHOOL CALENDAR AND TEACHER SCHEDULES

a. In as much as it is the function of the Board to arrange the schedule calendar, the determination of such annual schedule shall be by the Board. In as much as there is presently no coordination between the schedule calendars of the four constituent districts it appears wise and agreeable to observe the school calendar of the Ludington Area School District for the present.

b. The Board recognizes that the nature of special education necessitates the teachers work in close conjunction with the home and school and available community agencies and that there is need for time to develop teaching materials. Within its responsibilities for schedules, the Board agrees with the Association that one working day per week whenever practical be utilized for coordination.

ARTICLE IV
Agency Shop

a. Employees covered by this Agreement at the time it becomes effective, and who are members of the Association at that time, shall be required as a condition of continued employment to continue membership in the Association for the duration of this Agreement.

b. Employees covered by this Agreement who are not members of the Association at the time it becomes effective shall be required as a condition of continued employment to become members of the Association, or pay to the Association each month, or by any other reasonable arrangement worked out with the central business office, a service charge in an amount equal to the regular monthly dues for the duration of this Agreement, on or before the thirtieth (30th) day following such effective date.

c. Employees hired, rehired, reinstated or transferred into the bargaining unit after the effective date of this agreement and covered by this agreement shall be required as a condition of continued employment to become members of the Association, or pay to the Association each month a service charge in an amount equal to the regular monthly dues, for the duration of this Agreement, on or before the thirtieth (30th) day following the beginning of their employment in the unit.

ARTICLE V

Leaves

A. Sick Leave:

1. Sick leave will be granted for personal illness or for illness in the immediate family. Immediate family consists of husband or wife, son, daughter, mother, father, brother, sister, or grandparent. A limit of five days leave will be granted for any member of immediate family. The superintendent may grant an additional ten days at his discretion for this purpose. Any additional leave for illness of immediate family must be with permission of the Board and Superintendent.

2. Each employee will be allowed one day sick leave per month for each month or fraction thereof worked each year with pay up to a maximum of 12 days. The allowance of succeeding years shall accumulate to 100 days. Accumulated sick leave days will be considered annually at the time of salary negotiations.

3. An employee who works only a part of the year by virtue of late entrance into the service of the Board shall be granted a total sick leave allowance for that year equal to one day per month for each month worked up to a maximum of 12 days.

4. Availability of Sick Leave:

a. First year Employee: The full up to maximum days sick leave becomes effective after the teacher reports for work at the beginning of the school year. Should a teacher be ill and unable to report on time, full pay will be deducted for the days absent. However, should the teacher complete the year satisfactorily the

accumulated portion of his sick leave may be applied to the days absent at the beginning of the year and the teacher reimbursed accordingly.

b. Second year Employee: Shall be treated in the same fashion as the first year with the exception that they shall be entitled to the accumulated sick leave days at the beginning of the year as soon as they report for work. This would result in no salary deduction for a second year employee.

c. Tenure teachers legally have a continuing contract. Therefore, their sick leave is available at all times during the school year.

5. Employees on sick leave will be paid for holidays when the employees sick leave extends over the holiday period. An employee who has exhausted his accumulated sick leave may borrow up to his annual maximum number of days of additional sick leave against future sick leave, with the understanding the deductions for the additional days will be made from the last check of the school year should the teacher discontinue teaching in the system.

6. The employee must assume the responsibility of notifying the schools involved and/or Intermediate Office when he expects to be absent. Said information must be given to the Intermediate Office prior to noon.

7. The Board reserves to itself the right to demand medical proof of illness.

8. Each employee new to the school system may be required to submit to a complete physical examination by the physician designated by the Board of Education. The Board shall pay the cost of this examination and the contract shall be withheld until the examination along with a simple statement indicating that the employee is physically fit to carry on his duties without endangering the health of the pupils, fellow workers, or his own health. In case the employee's record shows recurring illness which appears to be the result of chronic illness, the Board may require the employee to visit his doctor at stated intervals.

The Board of Education, may, at its discretion, require any school employee to submit to a physical and/or psychological examination at any time, by a physician designated and paid for by the Board of Education.

B. Funeral Leave:

Funeral leave of one day may be granted for death of close friend or relative, additional time may be granted at the discretion of the Superintendent.

C. Personal Leave:

Two days per year may be used for personal business upon prior approval of the Superintendent.

D. Sabbatical Leave:

Continuing tenure employees after six years of employment shall be eligible for leave of absence in accordance with Section 728 of the Teacher Tenure Act.

Sabbatical leave may be given for:

1. Continued study
2. Travel

All such leaves of absence are without pay and without sick leave accumulation and without insurance payments. However, sick leave previously accumulated will not be lost. Teachers on leave and not wishing to return to employment must notify the Superintendent in writing by March 1st of the preceeding school year.

Granting salary increments on the salary schedule for the year of absence depends upon the contribution the year has made toward professional growth and is completely within the discretion of the Board.

E. Maternity Leave:

Maternity leave will be granted upon written request to the Superintendent. The Board will grant a leave of absence for maternity reasons, without pay, upon written request for such leave and upon proper certification of pregnancy by the employee's physician.

Such leave shall commence when the teacher is no longer able to adequately perform the duties to which she is regularly assigned and shall last, after the termination of the pregnancy, until such time as, in the opinion of her physician, she is able to adequately assume the duties to which she is regularly assigned.

In case any dispute as to whether a teacher, under this provision, is able to adequately perform the duties to which she is regularly assigned, the physician who has treated the teacher through her pregnancy shall make the final and binding determination.

Such leave of absence may be for a period of one full school year and may be extended to two years upon written recommendation of her physician.

A teacher who is granted maternity leave may return to the salary schedule at the same step for service up to the time of leave but not during the leave. Teachers on leave wishing to return to employment must notify the Superintendent in writing by March 1st of the preceding school year in order to allow faculty adjustments.

The Board agrees to fill that position with an employee who shall be given a substitute's contract and shall have no access to tenure. Further, a condition of such substitute's contract shall be that it shall terminate upon return of the teacher on leave whether such return is during or at the end of any school year.

ARTICLE VI
Conferences

Certified personnel will be paid up to a maximum of five (5) days of approved conferences each school year subject to prior approval of the Superintendent. State conventions will be paid at actual cost. National conventions will be funded up to a maximum of \$200.00

ARTICLE VII
Prior Service Credit

Personal Service Credit or Experience Credit will be allowed to those presenting satisfactory prior experience outside the Intermediate District to a maximum of five years.

Exceptional cases remain at the discretion of the Superintendent and the Board of Education.

ARTICLE VIII
Professional Improvement

The Board and the Association support the principle of continuing training of teachers.

A. \$10.00 per semester hour will be paid for off-campus and \$15.00 per semester hour will be paid for on-campus graduate work. This is a one time allowance and does not become a permanent part of the teacher contract.

ARTICLE IX
Pay Periods

The salaries of all personnel shall be paid semi-monthly,
payable on the 15th and last day of the month, for 24 pays
beginning September 15th.

ARTICLE X
Management Rights Clause

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 Mason County Intermediate School District and its properties and facilities, and the professional and occupational activities of its employees;
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; unless otherwise specifically provided for in this agreement.
3. To establish courses of instruction, including special programs, all as deemed necessary or advisable by this Board;
4. To decide upon the selection of teaching materials, and the use of teaching aids of every kind and nature. The Board will consult with the teachers in the affected area with respect to these matters;
5. To examine class schedules, duties, and responsibilities of Intermediate employees.

The exercise of the foregoing power, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, 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 XI
No Strike Clause

The Mason County Intermediate Education Association and the Board recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Mason County Intermediate Education Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Mason County Intermediate Education Association therefore, agrees that its officers, representatives, and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, nor shall any employees take part in any strike, slowdown, or stoppage or work, boycott, picketing or other interruption of activities in the school system.

ARTICLE XII
Negotiations

In negotiations no control shall be exercised by either party over the selection of the negotiating or bargaining representatives of the other party.

It is recognized that no final agreement between the parties may be executed without ratification of the majority of the Board and by the majority of the voting membership of the Association. The parties mutually agree that the representatives selected by each shall be reasonably clothed with power and authority to make proposals, consider proposals and to enter into concessions, in the course of negotiations or bargaining, subject to agreement upon all proposals and counter-proposals, considered in the entire package, submitted for approval and further subject to said ratification by the voting membership of the Association and the Board of Education.

ARTICLE XIII
Grievance Procedure

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.

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

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 Procedure. The Association also reserves the right to have a representative present at all proceedings beyond Level One.

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 Intermediate Superintendent 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 render his decision in writing, transmitting a copy of same to the grievant, the Association President and place a copy of same in a permanent file in his office.

If no decision is rendered within five (5) days, 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 (30) days after filing of the written grievance with the Board. Within thirty (30) 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 (30) days after the initial hearing.

A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the grievant and the President of the Association.

If the grievant or Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration before an impartial arbitrator. If the parties cannot agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will

be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

The fees and expenses of the arbitrator shall be shared equally by the parties.

The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship of any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolved.

ARTICLE XIV
Budget and Tax Information

The Association, upon request, shall be duly advised by the Board of the fiscal budgetary and tax program affecting the district.

ARTICLE XV
Duration of Agreement

The provisions of this agreement shall be effective as of July 1st , 1972 and shall continue in full force and effect until June 30 , 1975.

In witness whereof, the parties hereunto set their hands and seals this _____ day of _____, 1972.

FOR THE MASON COUNTY INTERMEDIATE BOARD OF EDUCATION:

President Myrvle Miller

Vice President Robert Jacobson

Secretary-Treasurer Bruce Craft

Trustee George Shunk

Trustee C. Howard Hornung

FOR THE MASON COUNTY INTERMEDIATE EDUCATION ASSOCIATION:

President Peter Barton, Jr.

Vice President Charles Miller

SCHEDULE A

A. Salary:

The Intermediate School District salary schedule for the 1972-1973 school year will be the same as the Ludington Area School District salary schedule. Intermediate School District employees will receive retro-active pay if the Ludington schedule is settled after the opening of the 1972-1973 school year.

B. Hospitalization Insurance:

The Intermediate School District hospitalization benefits for the 1972-1973 school year will be the same as offered by the Ludington Areas School District.

C. Mileage:

10¢ per mile

\$100.00 car allowance

Travel shall start from the special education office and shall not include office to home or home to office mileage.

MASON INTERMEDIATE SCHOOL DISTRICT

SCHEDULE A

1974-1975 Salary Schedule

STEP	<u>B.A.</u>	<u>B.A. + 18</u>	<u>M.A.</u>	<u>M.A. + 20</u>	<u>Ed.S</u>
1	9,000.	9,350.	9,600.	9,800	10,100.
2	9,522.	9,892.	10,157.	10,368.	10,686.
3	10,044.	10,435.	10,714.	10,939.	11,272.
4	10,566.	10,977.	11,270.	11,505.	11,857.
5	11,088.	11,519.	11,827.	12,074.	12,443.
6	11,610.	12,061.	12,384.	12,642.	13,029.
7	12,132.	12,603.	12,941.	13,210.	13,615.
8	12,654.	13,145.	13,498.	13,779.	14,201.
9	13,176.	13,687.	14,054.	14,347.	14,786.
10	13,698.	14,229.	14,611.	14,916.	15,372.
11	14,220.	14,771.	15,168.	15,484.	15,958.
12			15,725.	16,052.	16,544.
13			16,282.	16,621.	17,130.
14					17,715.
15					18,301.
16					18,887.

Special Provisions

1. \$10.00 per hour beyond the M.A. will be paid as a permanent part of the teacher's contract. Must be approved by the Superintendent.
2. Annual sick leave will be ten (10) days per year. The unused portion may accumulate without limit.
3. Experience credit for service outside the Mason Intermediate School District may be granted at the discretion of the Superintendent up to the maximum level, in accordance with degree and hours attained. In no case, may the allowance exceed the number of years of actual experience.
4. The Board of Education will assume the responsibility for pay into the Michigan Public School Employees' Retirement Fund the annual five per cent (5%) retirement obligation.
5. Mileage - 15¢ per mile; travel shall start from the special education office and shall not include office to home or home to office mileage.

SCHEDULE A - ADDENDUM

Insurance Protection

1974-76

The Board agrees to furnish to all teachers the following insurance protection:

A. The Board shall provide MESSA group life insurance protection in the amount of \$10,000.00 that will be paid to the teacher's designated beneficiary. In the event of accidental death, the insurance will pay double the specified amount.

B. The Board shall provide dependent life insurance in the amounts of \$5,000. for the spouse and \$2,500. for each child.

C. The Board shall provide without cost to the employee, MESSA's Super Med II protection for a full twelve-month period for the employee's entire family. When appropriate, Medicare premiums will be paid on behalf of eligible spouses or their dependents.

D. The Board shall provide the MESSA Dental Care program for all employees of the bargaining unit and their eligible dependents, Plan B, Classes I and II. In case both husband and wife teach in the system, the Board will pay for each person in order to extend their coverage to 100% of the plan.

E. The Board shall provide MESSA Long Term Disability Insurance for each teacher. Benefits shall begin upon termination of the teacher's sick leave and continue at 60% to age 65 (sickness) or lifetime for accident, and should include the following features:

1. Monthly maximum to cover 100% of teacher's salary
2. No exclusion on mental and nervous conditions, alcohol or drug addiction
3. Dependent's benefits (six months at 2/3 of the negotiated amount)
4. Social Security freeze
5. Rehabilitation clause (50% of rehabilitation offset)
6. Lay-off provision up to twelve (12) months
7. Primary Social Security offset
8. No pre-existing condition or eligibility waiting period
9. No direct offsets to 75% of salary
10. Recurrent disability clause of six (6) months
11. Three (3) year job definition
12. Inflation control

Schedule A - Addendum, Cont'd:

F. In the event that an employee has exhausted sick leave accrual, the above-mentioned fringe benefits shall continue throughout the balance of the contract year as defined in Section F.

In the event that an employee is disabled through an injury or illness covered by Workman's Compensation, sick leave shall not be reduced and all fringe benefits shall continue for the duration of the disability. If an employee is laid off, the fringe benefits in this section shall continue to remain in effect to the extent available through the underwriting company.

G. The Board shall make payment of insurance premiums for all persons who complete their contractual obligation to assure insurance coverage for the full twelve-month period commencing September 1st and ending August 31st. The open enrollment period shall be jointly established by the Board, the Association and insurance company representative, including opportunities for summer pre-enrollment and fall open enrollment.

When necessary, premiums in behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage. In instances where cost of coverage exceeds amount of subsidy, the Board shall make provision for the excess to be payroll deductible.

The School Board will be responsible for providing insurance information including applications, claim materials, and enrollment meetings.

H. A single payroll deduction shall be available for all additional MESSA program.

SCHEDULE A

1975-1976 Salary Schedule

<u>STEP</u>	<u>B.A.</u>	<u>B.A. + 18</u>	<u>M.A.</u>	<u>M.A. + 20</u>	<u>Ed.S.</u>
1	9,450.	9,800.	10,050.	10,250.	10,550.
2	9,998.	10,368.	10,633.	10,845.	11,162.
3	10,546.	10,937.	11,216.	11,439.	11,774.
4	11,094.	11,505.	11,799.	12,034.	12,386.
5	11,642.	12,074.	12,382.	12,628.	12,998.
6	12,191.	12,642.	12,965.	13,223.	13,610.
7	12,739.	13,210.	13,547.	13,817.	14,221.
8	13,287.	13,779.	14,130.	14,412.	14,833.
9	13,835.	14,347.	14,713.	15,006.	15,445.
10	14,383.	14,916.	15,296.	15,601.	16,057.
11	14,931.	15,484.	15,879.	16,195.	16,669.
12			16,462.	16,790.	17,231.
13			17,045.	17,384.	17,893.
14					18,505.
15					19,117.
16					19,729.

Special Provisions

1. \$10.00 per hour beyond the M.A. will be added as a permanent part of the teacher's contract. Must be approved by the Superintendent.
2. Annual sick leave will be ten (10) days per year. The unused portion may accumulate without limit.
3. Experience credit for service outside the Mason Intermediate School District may be granted at the discretion of the Superintendent up to the maximum level, in accordance with degree and hours attained. In no case, may the allowance exceed the number of years of actual experience.
4. A five per cent (5%) Cost of Living Adjustment will be added as it applies to the individual teacher contract in accordance with the above Schedule A, effective September 1, 1975.
5. Mileage for the 1975-1976 school year will be renegotiated.

Mason Intermediate S/D

1974-75 Calendar

September 3	Teachers Report	September 3
September 4	Student's first day	September 3
November 15	First Day of Deer hunting	October 28
November 28-29	Thanksgiving Recess	November 27-28
December 20	Christmas Vacation - end of day	December 19
January 6	School Reopens	January 6
January 23	End of First Semester	January 22
January 24	Teacher Records Day	January 23
January 27	Beginning of Second Semester	January 26
February 24	In-service Day	February 23
March 27	Spring Break Begins	March 26-April 2
April 7	School Reopens	April 16
May 26	Memorial Day	May 31
June 12	Last day for students	June 10
June 13	Last day for teachers	June 11

Mason Intermediate School Dist.

1975-76 Calendar

September 2	Teachers Report
September 3	Students' first day
October 29	Teacher workshop
November 27-28	Thanksgiving Recess
December 19	Christmas Vacation - end of day
January 5	School Reopens
January 22	End of first semester
January 23	Teacher records day
January 26	Beginning of second semester
February 23	Teacher Workshop
March 29-April 2	Spring Break
April 16	Good Friday
May 31	Memorial Day
June 10	Last day for students
June 11	Last day for teachers