

June 30, 1976

BOYNE FALLS EDUCATION ASSOCIATION AGREEMENT

1975-76

Prepared by

Combined Professional Negotiation Committees

BOYNE FALLS PUBLIC SCHOOL

BOYNE FALLS, MICHIGAN

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Boyer Falls Public Schools

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Boyer Falls Public Schools

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BOYNE FALLS EDUCATION ASSOCIATION AGREEMENT

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This agreement entered into this September 2, 1975 by and between the Board of Education of the Village of Boyne Falls, Michigan, hereinafter called the "Board", and the Boyne Falls Education Association, hereinafter called the "Association".

WITNESSETH

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Act of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1

Board of Education Rights

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitations, 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 employment related activities of its employees;
2. To hire all employees, and subject to the provisions of the law, and this Agreement, to determine their qualifications and the conditions for their continued employment; to their dismissal or demotions; and to promote, assign, suspend, and transfer all such employees;
3. To establish grades and courses of instruction, including special programs and to provide for the athletic, recreational and social events for students; all as deemed necessary or advisable by the Board;
4. The final selection of textbooks and other teaching aids of every kind and nature;
5. To determine class schedules, and the hours of instruction and the terms and conditions of employment, limited to the terms of the agreement;
6. The Board agrees that in all its decisions relating to professional education matters, the Board shall consider carefully and give proper weight to the recommendations and evaluations of the Association and its members;
7. In the event that a reduction of personnel becomes necessary seniority will become the determining factor. Those teachers with the least seniority in the system in each area of certification will be released first.

A. The exercise of the foregoing powers, 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 then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the United States.

Nothing contained herein shall be considered to deny the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district or local laws or regulations as they pertain to education.

B. Unless expressly provided otherwise in this agreement, the Board reserves the right to:

- 1. direct the work of its employees;
- 2. maintain the efficiency of the school operations.

ARTICLE II

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all certified teaching personnel, but excluding 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 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 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 in consistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

ARTICLE III

Teachers Rights

A. Pursant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining of negotiation and other lawful concerted activities for mutual aid and protection. The Boyne Falls Board of Education will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any lawful activities of the Association, or collective negotiations with the Board, or his instutution of any grievance, complaint or proceeding under this Agreement.

B. The parties specifically recognizes the right of either party to invoke the assistance of the State Labor Mediation Board, a mediator from such public agency, or factfinder as provided under Act 379.

C. The Board agrees to furnish to the Association in response to written request from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information which may be necessary for the Association to process any grievance or complaint.

D. 1. The Board of Education shall make a payroll deduction, upon written request from the teacher, for annuities, credit union, savings bonds, medical and hospitalization insurance, union dues, and other plans or programs approved jointly by the Boyne Falls Board of Education and the Boyne Falls Education Association.

2. All authorizations for payroll deductions will be into the superintendent's office by the first Friday of school.

3. Hospitalization insurance & Union dues will be deducted from the first pay each month. Annuities, credit union and savings bonds will be deducted each pay.

4. Teachers will be paid in 26 equal installments with the first payment on September 12, 1975 (September 10, 1976), and the last on August 27, 1976 (August, 1977). Any teacher who will not be returning in the fall of 1976 (1977) will be paid all salary due on June 11, 1976 (June 13, 1977). Any teacher who files a written request on or before May 1st, may receive the remainder of his salary on June 11, 1976 (June 13, 1977).

Teachers also have the option of receiving their pay in 20 equal payments from September 12, 1975 to June 11, 1976.

ARTICLE IV

Compensation

A. 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 one-year term of this Agreement.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, during normal teaching hours. For extra work the teacher shall be entitled to appropriate additional compensation as outlined in the salary schedule set forth in Schedule B of this Agreement.

C. With Board of Education approval, any certified teacher may be released from duties and allowed up to two (2) days per year to attend bonafide related educational meetings, without loss of pay. The teacher will pay for their own meals and lodging. The Board will pay for mileage and fees. These days shall not be cumulative.

D. Workshop which are deemed necessary or helpful by the administration due to a curriculum change must meet with the Board approval. Prior to the workshop, the Board will decide on what amount of expenses will be reimbursed.

ARTICLE V

Teaching Hours, Loads & Assignments

A. The teacher's normal working day at school shall be from 8:00 a.m. to 3:00 p.m. eastern time. Teachers shall be in the building by 8:00 a.m. and in their classrooms by 8:15 a.m. They shall be in their assigned room for at least five minutes after the dismissal bell and shall leave the school no earlier than 3:00 p.m. unless permission is granted by the principal. Teachers may leave five minutes after the students are dismissed on Friday and the first day before a holiday period. If school is dismissed early because of weather conditions, teachers shall be asked to stay no later than ten (10) minutes after students are dismissed. Teachers will not report for work when school is not in session due to weather. Teachers may leave the last work day of the school year when they receive check out clearance from the building principal.

B. All teachers shall have available at least thirty (30) minutes for lunch. The exact time may vary from grade to grade, but it shall be between 11:00 a.m. and 1:00 p.m. All teachers shall have a duty free uninterrupted lunch period.

C. Each full time secondary teacher will be given a preparation period five times a week for a six-period day. Each full time elementary teacher will be provided with a minimum average of 225 minutes of preparation time for a normal five day week. Part-time regular teachers will be given preparation time according to the percent of the normal five-day week they work.

D. The following legal holidays shall be observed and all schools closed: New Years Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day. Time shall be provided in the school calendar for at least a week of Christmas vacation including the day before Christmas. The Friday following Thanksgiving schools will be closed. Half day sessions will be held on the last day of school.

E. Teachers shall not be assigned, except temporarily, and for good cause, outside the scope of the teaching certificates or their major or minor fields of study.

F. Wednesday afternoons between 2:45 and 3:45 shall be reserved and kept free by teachers for professional growth activities. The program shall be as follows:

1st Wednesday of each month	-	principal
2nd " " " "	-	BFEA
3rd " " " "	-	superintendent
4th & 5th " " " "	-	principal

G. A teacher who is asked to give up his/her preparation period by the administration to fill in for another teacher who is absent for any reason shall be compensated for this loss by the amount of \$6.00 per hour.

H. The Board of Education recognizes the importance of low pupil-teacher ratio; and as a goal will try to limit the number of students in a class to 30.

ARTICLE VI

Teaching Conditions

- A. The Board recognizes that appropriate texts, library reference facilities, maps, globes, laboratory equipment, audio-visual equipment, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. A committee composed of two representatives from the Board and two representatives from the Association shall be established and they shall confer on the first Tuesday of October and April. The Board agrees at all times to keep the school properly equipped and maintained with its budget.
- B. Under no conditions shall a teacher be required to drive a school bus.
- C. The Board shall make available in the school building a restroom and lavatory facilities for the teacher use and a room furnished, which shall be reserved for use as a staff lounge in which smoking shall be permitted.
- D. Telephone facilities shall be made available to teachers for their reasonable use. Toll charges on personal calls shall be the responsibility of the teacher.
- E. Designated parking facilities shall be made available to teachers for their use.
- F. The private and personal life of any teacher is not within the appropriate concern or attention of the Board unless they affect the teachers relationship with the students and with the discharge of his teaching duties.
- G. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the lawful activities of any employee organization.

ARTICLE VII

Vacancies and Promotions

- A. Whenever any vacancy in any bargaining unit position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and provide for posting in the school building.
- B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district and other relevant factors. The Board declares its support of promotions from within its own teaching staff.

ARTICLE VIII

Sick-Leave Pay

- A. All teachers are allowed 10 sick leave days per year with the unused portion accumulative to an unlimited amount. However, there will be no transference of any accumulated unused sick days to another person's sick leave account, or to a sick leave bank. Further, there will be no payment of any portion of any unused sick days at the time of release, resignation or retirement of any teacher.
- B. Sick leave days with salary shall be available for the following purposes:

1. Personal illness of the teacher
2. Illness in the immediate family (household).

C. Sick leave days used above accumulated days shall be deducted from the last pay of the school year. If this amount is more than his last pay, his/her preceding pay shall be used.

D. Qualifications for use of sick days:

1. Personal illness or illness in the immediate family.
 - a. To qualify for a sick leave day the teacher must notify his/her principal by 7:00 a.m., and state where he or she is located, except in case of emergency.

b. Hours or class periods of planned absences or emergencies shall be cumulative to full day equivalencies and deducted from sick leave days.

c. Any teacher whose illness extends beyond any three (3) consecutive school days may be requested to furnish a doctor's certificate.

d. Physical, psychiatric, psychological testing shall be done within a 300 mile radius of Boyne Falls and shall have a limit of three days unless otherwise ordered by an M.D. or D.O. who would order a specific location. A reasonable travel time will be allowed in each direction.

2. Accumulated sick days:

a. Accumulated sick days are carried over only for those teachers returning from the previous year or teachers who are returning from an approved leave of absence.

b. A list of accumulated sick leave days will be provided each teacher and will be placed in the teachers first pay envelope after the beginning of the new school year.

c. Any abuse of sick days, as determined by the Board, shall result in the immediate loss of pay for the day(s) in question.

ARTICLE IX

Leave of Absence

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

B. 1. At the beginning of every school year each teacher shall be credited with two (2) days, non-accumulative, to be used for the teacher's personal business. A personal business day may be used for any purpose at the discretion of the teacher, except that personal business days shall not be used for any type of recreational pursuit. A teacher planning to use a personal leave day or days shall notify his/her principal at least three (3) days in advance, except in cases of emergency.

2. No more than two (2) teachers will be granted personal leave on any given day. In the event that more than two (2) teachers apply for such leave on any given day, the two applications received first will be those approved.

3. A teacher will be granted a maximum of three (3) days per death (multiple

deaths in the family at the same time excluded) in the immediate family (spouse, mother, father, daughter, son, mother-in-law, father-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, brother, sister, brother-in-law, sister-in-law, or any relative living in your residence).

C. Leaves of absence without pay:

(1) Upon approval of the Board, a leave shall be granted to a tenure teacher who desires to improve himself through a full-time study program.

(2) Other leaves may be granted by the Board.

(3) The teacher upon return from such leaves, shall advance one step on the salary schedule.

(4) A teacher would retain all accumulated sick leave days while on leave of absence. During a leave of absence there will be no accumulation of additional sick leave days.

D. An employee may request a maternity leave without pay at any time after her pregnancy has been determined and she has given the superintendent a note from the doctor which gives the anticipated date of delivery. Such leave shall be granted for a period of up to one (1) year and provide for the employee's return to work at the beginning of a regular semester.

E. The employee shall not be reinstated until a medical report of the mother's physical fitness to return to regularly assigned duties has been submitted to the superintendent.

F. Teachers who are officers of the Michigan Education Association or are appointed to its' staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association. Teachers given leaves of absence without pay shall not receive credit toward annual salary increment on the schedule.

G. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States. Teachers on military leave, from the Boyne Falls School System, shall be given the benefit of two (2) years' increments and sick leave allowances which would have been credited to them had they remained in active service to the school system.

ARTICLE X

Teacher Evaluation and Progress

A. The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of both newly employed and experienced personnel. Therefore, to this end, the following procedure has been agreed to in an effort to accomplish the goals.

B. Probationary teachers shall be observed for the purposes of evaluation at least three (3) times during the school year. The first observation shall occur at least one (1) month following a teacher's commencement of service, the third observation approximately ninety (90) days prior to the end of the probationary year. The second evaluation shall be made some time between the first and second, but in no case will it be conducted within three weeks of either the first and third observations. Tenure teachers shall be observed for the purposes of evaluation at least once every

schoolyear.

C. Evaluations shall be conducted by the teacher's immediate supervisor or an administrator working in the same building or otherwise familiar with the teacher's work, who shall be designated by the Board. Each observation shall be made in person for a minimum of thirty (30) consecutive minutes. All monitoring or observation of the work of a teacher shall be conducted openly and with full knowledge of the teacher.

D. All observations shall be reduced to writing and a copy submitted to the teacher within ten (10) days. The teacher shall have an opportunity to review the evaluation report. In the event a teacher feels the evaluation was incomplete or unjust, the objections may be reduced to writing and will be attached to the evaluation report form in his/her personal file. If the teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his awareness of the material, but in no instance shall said signature be interpreted to mean agreement.

E. A personal conference relative to the evaluation shall be held within ten (10) days of the observation. At his/her option, the teacher may have a representative of the Association present at such conference meeting.

F. Each probationary teacher shall have appointed, by the Association, a tenure teacher to act as his/her coach. The tenure teacher and probationary teacher will meet at least once per week for a minimum of fifteen (15) minutes to discuss any problem areas that the probationary teacher may have. The tenure coach may be present at all meetings held by the evaluator involving the probationary teacher.

G. No later than March 15th of each probationary year the final written evaluation report will be furnished to the superintendent covering each probationary teacher. A copy shall be furnished to the teacher and the Association. If the report contains any information not previously made known to and discussed with the probationary teacher, the teacher shall have an opportunity to submit additional information to the superintendent. In the event a probationary teacher is not continued in employment, the Board will advise the teacher of the reasons therefor in writing with a copy to the Association and provide for a hearing where requested.

H. No teacher shall be disciplined (including reprimanded, reduced in rank or compensation, discharged or deprived of any professional advantage), without just cause. Any such discipline, including adverse evaluation of teacher performance, asserted by the Board or representative thereof shall be subject to the professional grievance procedure hereinafter set forth, except that the grounds for dismissal and the dismissal of probationary teachers shall not be subject to the grievance procedure or arbitration. All information forming the basis for disciplinary action will be made available to the teacher and the Association.

I. A teacher shall receive a copy in writing and may request that an Association member be present when he is to be reprimanded, warned, or disciplined for an infraction of any rule, or regulation, or policy, or for delinquency in professional performance.

J. Each teacher shall have the right upon request to review the contents of his own personal file except credentials. A representative of the Association shall be requested to accompany the teacher in such review.

K. Within two weeks from the beginning of the school year the Board's representative will hold a meeting for the purpose of explaining the evaluation procedure and informing the teachers as to the criteria to be used for the observation.

ARTICLE XI

Protection of Teachers

A. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

B. The school recognizes it's responsibility to give assistance to teachers with respect to the maintenance of control and discipline in the classroom. The teacher bears the primary responsibility for maintaining proper control and discipline in the classroom and understands that all disciplinary actions and methods invoked by him/her shall be reasonable and just. It shall be the responsibility of the teacher to report to the principal the name of any student who, in the opinion of the teacher, needs particular assistance from skilled personnel. Principals and teachers will work cooperatively in resolving discipline problems which disrupt good classroom operations.

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

ARTICLE XII

Negotiation Procedure

A. At least ninety (90) days prior to the expiration of this Agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

B. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party, and each party may select its representatives from within or outside of the School District. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the teachers; but parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

C. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures.

ARTICLE XIII

Grievance Procedure

A. Definitions

1. A "grievance" is a claim based upon a matter involving the interpretation and application of the provisions of this agreement.
2. The "aggrieved person" is the person or persons making the claim.
3. A "party of interest" is the person or persons who might be required to take action or against who action might be taken in order to resolve the problem.
4. The term "days" shall mean calendar days

B. Purpose

The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the administration or proceeding independently as described in Section E of these Procedures.

C. Structure

1. The Association shall establish a Professional Rights and Responsibilities Committee, which shall be broadly representative and which shall serve as the Association grievance committee. In the event that any Association Representative or any member of the Pr&R Committee is a party in interest to any grievance, he shall disqualify himself and a substitute shall be named by the Association.
2. The Board hereby designates the Superintendent as it's representative.

D. Procedure

The number of days indicated at each level shall be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent in writing.

1. Level One

A teacher with a grievance shall discuss it with the Superintendent: individually, together with his Association Representative or through The Association Representative within seven (7) days after the occurrence of the event.

2. Level Two

- (a) In the event the grieved person is not satisfied with the disposition of his grievance at Level one, or if no decision has been rendered within five (5) days after presentation of the grievance, he may file the grievance in writing with the Association's PR&R Committee within five (5) days. The Association Representative will assist in writing the grievance.
- (b) Within five (5) days of receipt of the grievance the PR&R Committee shall decide whether or not there is a legitimate grievance. If the

committee decides that no grievance exists and so notified the claimant, the teacher may continue to process his claim without Association support within five (5) days after the decision. If the committee decides there is a legitimate grievance, it shall immediately process the claim with the Superintendent within three (3) days. Within ten (10) days from receipt of the grievance by the Superintendent he shall render a decision as to the solution.

3. Level Three

In the event the aggrieved person is not satisfied with the disposition at Level Two, or if no decision has been rendered within ten (10) days from the date of receipt of grievance by the Superintendent, he may refer the grievance through the PR&R Committee, to the Board of Education's Review Committee within ten (10) days. This committee shall be composed solely of members of the Board of Education. Within ten (10) days from receipt of the written referral by the Board, its Review Committee shall meet with the Association's PR&R Committee Chairman and the Association's Negotiating Team for the purpose of arriving at a mutually satisfactory solution to the grievance problem. A decision shall be rendered within ten (10) days.

4. Level Four

In the event the grievance is not satisfactorily resolved at Level Three, or if no decision is reached within the ten (10) day period, the grievance shall immediately be transferred to the State Labor Mediation Board.

E. Rights to Representation

Any party of interest may be represented at all meetings and hearings at any level of the grievance procedure by another teacher or another person provided, when a teacher is not represented by the Association, the Association shall have the right to be present and to state its view at all stages of the grievance processing.

F. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice or record. However, if, in the judgement of the Representative or the PR&R Committee, the grievance affects a group of teachers, the PR&R Committee may process the grievance at the appropriate level.

2. The grievance discussed and the decision rendered at level one may be placed in writing upon request of either party. Decisions rendered at all other levels shall be in writing and shall promptly be transmitted to all parties interested.

3. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

4. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

5. Forms for filing and processing grievances shall be designed by the Superintendent and the PR&R Committee, shall be prepared by the Superintendent, and shall be given appropriate distribution so as to facilitate the operation of the grievance procedure by the aggrieved person.

6. Access shall be made available to all parties, places, and records for all information necessary to the determination and processing of the grievance.

ARTICLE XIV

Reduction of Personnel

No teacher shall be laid-off pursuant to a necessary reduction in personnel unless there is substantial decrease in the students enrolled in the school district, there is a substantial decrease in the revenues of the school district, or there are other substantial budgetary considerations which shall have a detrimental effect on the district.

In the event that a reduction of personnel, as heretofore defined, shall become necessary, the following method shall be used in determining the order of retention:

Those teachers with the longest period of service in the school district who possess a permanent, life or provisional teaching certificate shall be retained; provided that, such certification qualifies a teacher for a position, and said position is not claimed by a teacher with greater seniority who meets the certification requirements of this paragraph; and provided that, tenure teachers are retained over probationary teachers.

ARTICLE XV

Miscellaneous Provisions

- A. All teachers presently employed shall be allowed up to 5 years credit for teaching experience outside the system in an accredited public school system in the State of Michigan. Half steps on the salary schedule may be recognized for a full semester of teaching. For teachers newly employed after the 1969-70 school year, the Superintendent may in his sole discretion allow one year of additional teaching credit for every two years teaching experience up to 10 years. This paragraph shall not be retroactive for those teachers presently employed.
- B. Hospitalization insurance Super Med I or its Blue Cross equivalent for teacher and family shall be paid by the Board. This insurance shall not include cost for additional riders. A teacher whose spouse is a teacher within the system shall be entitled to only one coverage per family. Such coverage is to be provided by Blue Cross-Blue Shield or MESSA.
- C. To qualify for B.A. + 18 or M.A. on the salary schedule A, a teacher must submit transcripts to the Superintendent prior to the first day of school. Any person having earned 15 credit hours before September 1st of 1974 shall be placed on the B.A. + 18 salary schedule.

- D. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall like-wise supersede any contrary or inconsistent terms contained in any individual teachers contract heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.
- E. Copies of this Agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.
- F. If any provisions of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in full force and effect.

AMENDMENTS

- I. **In-Service Days**
The Board of Education agrees to enter into the Master Contract that teachers will be involved with the planning of In-Service meetings. The planning sessions will be organized by the Administration. The number of In-Service sessions will be set by the Board.
- II. The Board agrees to deduct MEA dues per month from the teacher salary at the option of the teacher.

ARTICLE XVI

Duration of Agreement

This Agreement shall terminate on the 30th day of June, 1976 and shall not be extended orally.

Glenn Hindbaugh

David Gillespie

JoAnn Gibes

Ralph Towne

1975-76 SALARY SCHEDULE

SCHEDULE A

<u>Step</u>	<u>B.o.A.</u>	<u>B.o.A. + 18</u>	<u>M.o.A.</u>
0	8,500	8,630	9,000
1	8,850	9,000	9,350
2	9,200	9,350	9,700
3	9,550	9,700	10,050
4	9,900	10,050	10,400
5	10,250	10,400	10,750
6	10,450	10,750	11,100
7	10,650	11,100	11,450
8	10,850	11,450	11,800
9	11,050	11,800	12,150
10	11,250	12,150	12,500
11	11,600	12,500	12,850

5% retirement will be paid by the Board on both A & B schedule to the MPSERF in the name of each employee.

SCHEDULE B

<u>CLASSIFICATION</u>	<u>%</u>	<u>Steps</u>
Basketball, Varsity	10	5
Basketball, Jr. Varsity	7	5
Basketball, Jr. High	5	5
Girls " Varsity	5	5
" " Jr. Varsity	4	5
Baseball, Varsity	5	5
Track, Varsity	5	5
Athletic Director	5½	5
Cheerleading	4	5
Student Council	2	5
Advisors:		
7th Grade	1	5
8th "	1	5
9th "	1½	5
10th "	1½	5
11th "	2	5
12th " & yearbook Annual	4	5
2½%	1½%	

A. Extra duty pay will be paid on the BA salary schedule at the % indicated for the position, times the experience factor. Each year's experience in a sport, sponsor or advisor area will move the individual up one step on the schedule. The maximum number of steps allowable is not to exceed five (5) steps (step #4 on the BA step of Schedule A).

BOYNE FALLS PUBLIC SCHOOL CALENDAR 1975-76

	MONTH
Teacher Orientation	August 29
Students Report	September 2
End of First 9 Weeks	October 31
Conference Prep.	October 31 (Dismiss 11:30)
Parent-Teacher Conf.	November 5 & 6 (Dismiss at 11:30)
Thanksgiving Recess	November 27 & 28
Christmas Program	December 18
Christmas Vacation	December 20 - January 2
School Resumes	January 5
End of Second 9 Weeks	January 16
End of First Semester	January 16
End of Third 9 Weeks	March 19
Conference Prep.	March 19 (Dismiss 11:30)
Parent - Teacher Conf.	March 24 & 25 (Dismiss at 11:30)
Spring Vacation	March 29 - April 2
School Resumes	April 5
Good Friday	April 16 (Dismiss at 11:30)
Baccalaureate	May 23
Graduation	May 28
Memorial Day - No School	May 31
Last Day for Students	June 3 (Dismiss 11:30)
Last Day for Teachers	June 4