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A G R E E M E N T

BETWEEN

THE BOARD OF EDUCATION

OF

CALHOUN INTERMEDIATE SCHOOL DISTRICT

AND THE

CALHOUN INTERMEDIATE EDUCATION ASSOCIATION

1975-76

Calhoun Intermediate School District

*Calhoun Intermediate School District
Marshall, Mich. 49068*

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P R E A M B L E
AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
OF
CALHOUN INTERMEDIATE SCHOOL DISTRICT
AND THE
CALHOUN INTERMEDIATE EDUCATION ASSOCIATION

The Board of Education of Calhoun Intermediate School District (hereinafter referred to as the "Board") and the Calhoun Intermediate Education Association (hereinafter referred to as the "Association") do hereby concur and agree that the following statement of principles and policies is hereby adopted to provide for the best possible education for the students in the local school districts receiving services from the Calhoun Intermediate School District and for the welfare and professional growth of the professional employees employed by said District.

The attainment of objectives of the program of the District requires mutual understanding and cooperation among and between the Board, the Superintendent, and professional employees of the District.

To this end a free and open exchange of views through fixed and established channels of communication is both desirable and necessary with all parties participating through their properly selected representatives in the deliberations leading to the determination of those matters affecting the welfare and performance of professional employees.

I. RECOGNITION

A. The Board recognizes that education is a profession. It further recognizes that the best interests of public education will be served by establishing procedures to provide for an orderly method for the Board and representatives of the Association to discuss matters of common concern, to reach a mutually satisfactory agreement on these matters and to appeal through professional and educational channels in the event of impasse. To this end, the Board extends to the Calhoun Intermediate Education Association sole and exclusive negotiating rights on behalf of all professional employees regularly employed by the district in the following categories:

1. Special Education Teachers
2. Special Education Support Service Personnel
3. Other Teaching Personnel or Equivilant

Specifically excluded are:

1. Substitute or Temporary Employees
2. Employees who supervise, directly or indirectly, any other member of the bargaining unit
3. Employees of regional programs administered by the Board as fiscal agent
4. Administrative, Clerical, Custodial, Technical and Food Service Personnel
5. Teacher Aides

The term "employee" when used in this agreement shall mean all professional employees covered by this agreement.

B. The Board through its designated representatives serving as a negotiating committee, agrees to meet with representatives of the Association for the purpose of discussion and reaching mutually satisfactory agreement on matters pertaining to salaries, working conditions, and welfare provisions.

- C. It is further understood that any and all actions of the negotiating committee of the Board are subject to approval by a majority of the Board, and that the action of the negotiating committee of the Association is subject to the approval of a majority of its voting membership. Once ratified, this agreement may be amended at any time by mutual consent, utilizing the above process.
- D. If any provision of this agreement is found contrary to law, then such provision shall not be deemed valid except to the extent permitted by law; but all other provisions shall continue in full force and effect.

II. BOARD RIGHTS AND RESPONSIBILITIES

A. EMPLOYMENT AND TENURE

The Board shall enter into contracts of employment with professional employees under the following conditions:

1. The Board of Education is the legal governing body of the Calhoun Intermediate School District and all employees of the District are responsible to the Board.
2. All employees of the District and their classifications and salaries must be approved by the Board.
3. Any contract between the Board and an individual employee covered by this agreement shall be expressly subject to the terms and conditions of this agreement.

B. SUPPLIES AND MATERIALS

In order that employees may render a high level of professional service, the Board has the responsibility to provide supplies, materials, and facilities in reasonable quantities consistent with budgetary limitations.

C. POLICIES AND MASTER AGREEMENT

The Board will provide each employee with a copy of the current Master Agreement. The Board will also provide a minimum of one copy of the current Board Policy Manual in each building or department.

III. ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. FORMULATION OF POLICIES

1. The Association is encouraged to make its views known to the Board relative to personnel policies.
2. It is understood and agreed that employees shall be encouraged to participate in a free and open exchange of ideas and opinions without fear of any form of reprisal.

B. BUDGET AND FINANCE

Upon request, the Board shall provide to the Association official financial reports.

C. PAYROLL DEDUCTION

The Board of Education authorizes payroll deduction of employees' membership dues to the local professional association, MEA, NEA, MESSA or equivalent insurance, the School Employees' Credit Union, U.S. Bonds, and for Tax Sheltered Annuities upon the written request and authorization of the employee.

D. RECORDS OF ABSENCE

Sick leave records shall be kept on a fiscal year basis and reported to individual employees annually as of June 30th, or at any time during the fiscal year that the entitlement is used up. Salary adjustment will be made at the rate of one working day's pay for each additional sick leave day taken.

E. ORIENTATION FOR NEW EMPLOYEES

The Board shall insure that each newly appointed employee receives sufficient information to acquaint him with the operations of his department. Employees should have filled in all necessary personnel forms, have been advised as to employee benefits and responsibilities and Board of Education policies, and such other appropriate information as they may need or request.

F. EMPLOYMENT PROVISIONS

Professional employees shall be employed in accordance with the provisions of the State Tenure Act, and such policies relating thereto as may be established by the Board.

G. TIME FOR ASSOCIATION BUSINESS

The Association and its members shall be permitted to meet one (1) hour per month during normal working hours to conduct the business of the Association, scheduled at such time as not to interfere with school district needs.

IV. VACANCIES

- A. A job description including qualifications and responsibilities shall be developed for all unfilled professional staff positions and shall be distributed to current and prospective employees. All currently qualified employed staff members shall be given first consideration.
- B. No vacancy in a professional position shall be filled, except in case of emergency, until such vacancy shall have been posted for at least five (5) working days.

V. EVALUATION PROCEDURES

- A. The Board will insure that each employee is evaluated at least once each year in accordance with the following:
1. Employees will be informed of evaluative procedures and instrumentation during the first five (5) weeks of their employment and advised as to who shall observe and evaluate their performance.
 2. Monitoring or observing the work performance by an employee will be done openly and with full knowledge of the employee.
 3. The formal evaluation will be preceded by at least two working observations, one of which shall be at least thirty consecutive minutes and within ten days prior to the evaluation. This provision shall not apply in situations where the professional employee is in close and constant contact with his evaluator.
 4. Definite, positive assistance to rectify professional difficulties will be provided to employees receiving substandard evaluations that may lead to dismissal.
 5. Each employee will be provided with a copy of formal evaluation reports.
 6. Employees will be informed of any evaluative data which is to be included in their respective personnel files and given an opportunity to discuss it with the evaluator.
 7. If an employee does not agree with an evaluation report or other written report prepared for his personnel file, he shall have an opportunity to discuss the report with the Director of Special Education and the Superintendent, except that the Director of Special Education shall not be by-passed.

- B. All evidence to be used in professional employee evaluation shall be in written form. Copies of CONFIDENTIAL completed evaluations shall be placed on file in the Intermediate Office along with any written responses the employee may wish to make to such evaluations, and a signed copy given to the professional employee.
- C. Each employee shall have the right upon request to review the contents of his personal file with or without a representative of the Association. The review will be made in the presence of the person responsible for the safe-keeping of such files. Confidential credentials and related personal references normally sought at time of employment are specifically exempted from such review; however, evaluations will be included.

VI. DISCHARGE AND DEMOTION

- A. Discharge, demotion, or other involuntary change in the employment status of an employee shall be for just cause and preceded by: (a) the faithful execution of the evaluation procedure and honoring of all the employee's rights included in this agreement and applicable statutes; (b) the forwarding of a written explanation for the action to the employee and the Association; (c) a complete review of the employee's personnel file with the employee and his representative; and (d) if requested by the employee, a hearing before the Board.
- B. If a reduction in personnel becomes necessary, the order of reduction shall be non-tenure employees first, then tenure employees having the fewer number of years of employment with the Calhoun Intermediate School District. If vacancies occur within one year of such reductions, employees who have been discharged must be offered the position before other sources are used. In all cases, the qualifications of the individual for the position must be considered.
- C. Employees whose salaries are paid from special grant funds may have their employment terminated when such funds are no longer available, provided the positions remain unfilled. The Board agrees to make reasonable efforts to secure renewal of such grants to assure continued employment of employees whose salaries are paid from these funds.

VII. RETIREMENT

- A. All employees shall be retired at the age of 65 years. Provided that if such age for retirement occurs any time during the fiscal year, the employee may complete that fiscal year only in which the age of retirement is reached. An extension, on a year-to-year basis, may be approved by the Board of Education.
- B. Upon retirement under the provisions of the State Retirement Act, employees who are eligible to begin drawing retirement benefits immediately and choose to do so, shall be paid at their annual rate for any accumulated sick leave up to 90 days. All such employees must have been employed by the Calhoun Intermediate School District at least ten years in order to be eligible for this benefit.
- If, at a later date, the employee shall for any reason return to employment in the Intermediate School District, the employee will not be eligible for these benefits a second time.

VIII. COMPENSATION

A. SALARIES

1. The salaries of employees covered by this agreement are set forth in Appendix A., which is attached as a part of this agreement.
2. Employees employed for a greater or lesser number of days than those specified in the salary schedule will have their salaries pro-rated on the number of contractual days. Employees who are drawing retirement benefits and/or Social Security shall be exempt of this provision.
3. Employee contracts shall state the beginning and ending dates of employment and the number of working days.
4. New employees whose employment begins on or after July 1, 1975 may be allowed credit for no more than their actual years of experience, including up to two years of military service.

B. MILEAGE

Employees required to use private cars on official business shall be reimbursed monthly at the rate of 14 cents per mile, upon the submission of a properly prepared expense voucher.

IX. INSURANCE

- A. All regularly employed employees working at least half-time shall have term life insurance equal to the full amount of their annual salary furnished by the Board of Education.
- B.
 - 1. The Board agrees to pay the basic cost of MESSA Super-Med Insurance or equivalent group coverage for regularly employed full-time employees desiring it, upon submission of a properly prepared application form and acceptance by the carrier. This Board-paid coverage shall be in accordance with the employee's family status (full family, employee and spouse, employee and children, or employee only). In cases where the Board's cost for this insurance coverage for an individual is less than \$240.00 annually, the employee may select other insurance coverage approved for subsidization by the Board up to a maximum of \$240.00 annually.
 - 2. Regular employees working at least one-half time but less than full-time will be entitled to one-half this benefit. Employees working less than half-time or employed on a temporary basis shall not be entitled to this benefit.
- C. All insurance coverage shall be of 12 months duration for those employees whose contract covers a period of time of at least nine months during a fiscal year. An employee whose employment is terminated before the end of his annual contract shall have these benefits pro-rated for the period of time actually employed.
- D. Employees on unpaid leaves of absence or otherwise not in a pay status shall not be entitled to Board-paid insurance benefits. Coverage may be continued to the extent permitted by the Insurance Carrier only if the employee pays the full premium.

X. WORKING DAYS AND HOURS

A. CALENDAR

1. The annual Calhoun Intermediate School District calendar shall be negotiated annually and once agreement is reached, shall be an official part of this agreement. The calendar shall be in conformance with any agreed-to "common calendar" by constituent school districts and shall not be in violation of other portions of this agreement.
2. All employees whose contract calls for 187 working days shall follow the adopted calendar.
3. Schedule for 187 working day contract employees assigned to Crary and Brownlee Park School shall include two working days for classroom preparation before students report in the fall; and two additional working days without students - one as early in the fall as practicable and one after final day for students - to be used for planning and record keeping.
4. Employees who are required to work more than 187 days per year shall have the exact number of working days specified in their individual employment contract. Normally, this will not exceed 232 days in a single fiscal year. These employees will follow the adopted calendar with such modifications as may be mutually agreed upon to insure that the employee works the exact number of working days specified in their employment contract.

Any year-round employee having accumulated vacation days on record as of June 30, 1975, will be permitted to take those days off during fiscal 1975-76 without loss of salary. (This provision expires June 30, 1976.)

B. HOURS OF EMPLOYMENT

Normal office hours are: 8:00 a.m. to 5:00 p.m., Monday through Friday. Employees whose schedule requires that they report to a location other than the central office shall maintain the hours of the system they are serving. On all other working days, regular office hours are required. In no event shall the working hours be less than 35 per week. Working hours for the Juvenile Home, Brownlee Park and Crary Schools shall be determined by the program supervisor, provided the total working hours in any single week do not exceed those prescribed for employees in similar positions. Exceptions may be made according to department needs. The Board and the Association recognize that professional employees are sometimes required to perform their duties outside of normal working hours.

XI. SICK LEAVE

- A. All regular full-time employees will be allowed one day's absence per month of employment, and all regular employees working at least one-half time but less than full-time will be allowed one-half day's absence per month of employment without loss of salary for the following reasons:
 - 1. Personal illness or quarrantine.
 - 2. Serious illness in the immediate family, interpreted to mean husband, wife or child.
- B. Employees will be credited with a full year's entitlement as of the date of employment (assuming a full contract year; otherwise will be pro-rated for the term of employment).
- C. At the end of each year, any unused portion of the days earned shall be accumulated up to a maximum 210 days.
- D. Employees on 187-day contracts shall be considered as employed 10 months per year.
- E. The smallest increment of sick leave that shall be accounted for is one-half day.

XII. LEAVES OF ABSENCE

A. MATERNITY LEAVE

A maternity leave of absence shall be granted to an employee for the purpose of childbearing and/or child rearing. An employee who is pregnant shall be entitled upon request to a leave to begin at any time between the commencement of her pregnancy, and (1) one year after a child is born to her. Such leave will be granted without pay or increment for a period not to exceed one year beyond the date on which the leave became effective unless recommended otherwise by her physician. Said employee shall notify the superintendent in writing of her desire to take such leave and the letter requesting leave shall include the date of return, and except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. An employee who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her required functions. All or any portion of a leave taken by an employee because of a medical disability connected with or resulting from her pregnancy may, at the employee's option, be charged to her available sick leave.

B. MILITARY LEAVE

Employees granted leaves of absence from the Intermediate School District for military service may receive year-for-year credit for that service on their employment in the Intermediate School District.

C. JURY DUTY

Employees will be granted a leave for jury duty with difference in pay allowed. Regular salary will continue providing all pay, except expenses, received as a juror is turned over to the Board of Education.

D. SABBATICAL LEAVE

Professional employees who have completed seven consecutive years of full-time employment or equivalent in the Calhoun Intermediate School District may be granted a sabbatical leave of absence for six months or for one year for the purpose of travel or study in pursuit of wider knowledge and a greater skill in their professional position. The employee will be paid 50 percent of the salary he would normally receive for the six month period or year he is on leave, provided he signs an agreement to return to the Calhoun Intermediate School District at the beginning of the next six months period and remain for at least one year or refund the salary received while on leave. No more than one professional employee may be granted such leave in any one school year. Employees desiring such leave should make application to the Superintendent at least three months prior to the end of the fiscal year. Special consideration may be given for unusual circumstances that prevent earlier application. Employees on such leave desiring to extend the sabbatical leave for a second six months period may make such request to the Superintendent at least six (6) weeks prior to the end of the sabbatical leave.

E. LEAVES OF ABSENCE FOR PROFESSIONAL IMPROVEMENT

1. Employees who desire to avail themselves of opportunities for further training which would require their full or part-time absence from their duties may make application for a leave of absence.

2. Leaves of absence of less than six months for professional improvement may be granted by the Board of Education without pay, with partial pay or full pay at the discretion of the Board.
3. When institutes, or other training programs during the work year, provide for cash allowances for the employee and/or his dependents, the Board and the employee shall agree to an equitable salary and expense arrangement if a leave of absence with pay is granted.

F. FUNERAL LEAVE

Up to three days without salary loss will be granted for funerals in the immediate family (father, father-in-law, mother, mother-in-law, brother, sister, husband, grandchild, wife, or child) without having time charged against employee's sick leave. One day will be granted for the death of an aunt, uncle, niece, nephew, grandparent, brother-in-law, or sister-in-law.

G. OTHER LEAVES OF ABSENCE

1. Leaves of absence without pay may be granted by the Board of Education.
2. Any employee with three or more years of service in the Intermediate School District may make application for up to a year's leave of absence without pay, and not more than a one-year extension.
3. Any leave of absence granted will be with the understanding that it is a leave of absence from the Intermediate School District, and not necessarily from a particular position. The employee will, however, receive normal credit for increments on the professional salary schedule. Every effort will be made to assign the employee to the same or a comparable position.

H. EMERGENCY LEAVE

From one to three days of emergency leave may be taken for absences necessitated by circumstances other than the above if requested with full explanation in writing and if approved by the superintendent in advance. The urgency may be of such a nature that the request in writing is not practical; in this event, the employee should contact the superintendent by phone or in person to get a decision prior to the absence. This emergency leave may be with or without pay at the discretion of the superintendent. Emergency leave will not be approved for reasons covered by other leave provisions in this contract such as sick leave and funeral leave except in cases where sick leave and/or funeral leave allowances have been exhausted. The smallest increment of emergency leave that will be accounted for is one-half day.

I. RECREATIONAL LEAVE

The superintendent may approve written requests for up to five days of recreational leave without pay. No more than 2% of the professional staff will be allowed recreational leave at one time. Recreational leave days shall not be used prior to or following any national holiday or vacation recess, nor is the leave to conflict with conferences or in-service training days.

XIII. MEETINGS AND CONFERENCES

The superintendent may approve attendance of employees at educational or professional conferences and meetings with provision for subsistence and travel allowances as included in the budget. A written or oral report shall be submitted to the Board of Education by each employee attending a conference or meeting. The following rules apply to conferences and meeting attendance:

1. Requests must be in writing on forms provided. Prior approval for attendance must be received from the superintendent. Financial advances may be requested.
2. Transportation to conferences and conventions shall be by the most reasonable and practical mode available. Where tourist or coach class air fare is less than the total cost of mileage to a conference some distance from Marshall, only the cost of the air fare will be allowed as an expense item if the employee chooses to travel by car. In addition, no motel or meal costs en route will be allowed in this case. If there is shown need for a car, and approval is received from the superintendent, then private cars may be used.
3. The following types of actual expenses will be allowed within reasonable limits: (a) hotel or motel room including taxes; (b) meals; (c) necessary incidentals (must be itemized) such as bus fare, parking, conference registration fees, etc.; (d) personal laundry expense only if conference attendance exceeds one week.
4. Expense accounts shall provide the following information for auditing purposes:
 - (a) Daily breakdown of expenses by categories indicated on form.
 - (b) Description shall include not only the place of meeting but type of meeting as well, for example: Detroit - MASB Conference.

(c) Signature of Employee

(d) Receipts for hotel or motel bills, registration fees, plane tickets, and other receipts when practical.

5. Reimbursement shall only be for actual and necessary expenses. Mileage shall not be paid when a passenger in another car. In that case, if the driver makes a charge, he should bill the Board of Education, or the employee may pay him, obtain a receipt for the payment, and be reimbursed for the payment.

XIV. GRIEVANCE PROCEDURES

A. DEFINITION

Any claim by the Association or an employee that there has been a violation, misinterpretation, or misapplication of the terms of this agreement shall be a grievance, and shall be resolved through the procedure set forth herein.

B. TIME LIMITS

All time limits shall consist of working days. Time limits may be extended only with the written consent of both the superintendent and the Association. Every effort will be made by both parties to shorten time limits wherever possible.

C. PROCEDURE

The parties acknowledge that it is usually most desirable for the professional employee and his supervisor to resolve the problem through free and informal communications. When requested by either party, the Association's grievance representative may intervene to assist in this resolution. However, should such informal processes fail to satisfy the supervisor and the employee, then the grievance shall be processed as follows:

Step 1: The employee shall submit his grievance to a grievance committee appointed by the Association. The grievance committee may request information from the superintendent or his representative to assist them in considering the grievance. This committee shall determine if the grievance is justified and, if in agreement, shall submit a written report to the superintendent.

Step 2: If the complaint is not resolved informally, the employee must present the grievance in writing to the superintendent within five (5)

days of the committee meeting and within 20 working days of the alleged violation. The superintendent will call for a meeting to be held within ten (10) days after receipt of the written grievance. The Association's representative, the Board's representative and/or the superintendent, the department head and the grievant shall be present for the meeting.

The superintendent will provide the grievant with a written answer on the appeal within five (5) days following the meeting.

Step 3: If the grievance is not satisfactorily resolved in Step 2, a formal meeting with the Association's representative and the Board's representative shall be held before the Board within ten (10) days after receipt of the grievant's request for such a meeting. Such request must be submitted within 20 days following the superintendent's Step 2 reply. Each party shall have the right to include appropriate witnesses to develop facts pertinent to the appeal. Upon conclusion of this meeting, the Board shall have ten (10) days in which to provide their decision in writing to the Association.

Step 4: If the Association or the grievant is not satisfied with the disposition of the grievance at Step 3, then the grievance may be submitted to final and binding arbitration under the rules of the American Arbitration Association which shall act as administrator of the proceedings. If the Association does not file a demand for arbitration within fifteen (15) days of the date for the Board's Step 3 reply, then the grievance shall be deemed withdrawn.

The fees and expenses of the arbitrator shall be shared equally by the parties. The arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement.

The grievant may appeal at any step of the procedure without the support of the Association, in which case the Association shall be notified and may have a representative present.

- D. The Board acknowledges the right of the Association's representative to participate in the processing of an appeal at any level, and the Association acknowledges the right of the Board's representative to do likewise.
- E. Provided both parties agree (Board and Association), step 2 of the GRIEVANCE PROCEDURE may be bypassed and the grievance brought directly to the next step.

XV. MISCELLANEOUS

A. EMPLOYEE CONSULTANT FEES

Under no circumstances shall consultant fees be charged or accepted by any employee of the District for services rendered within the jurisdiction of the Calhoun Intermediate School District. Fees for services outside the District rendered by District employees during normal working hours shall be turned over to the Board of Education.

B. TUBERCULIN TESTS

All employees shall submit evidence of a negative tuberculin test or chest X-ray within sixty days of date of employment and annually thereafter.

C. RELATIONSHIP WITH BATTLE CREEK PUBLIC SCHOOLS AGREEMENT

In the event the effective agreement between the Battle Creek Public Schools and the Battle Creek Education Association provides more liberal salary schedules, leave, tuition reimbursement, insurance benefits, or expense allowances, than are currently in this agreement, the Board agrees to adjust the terms of this agreement to conform; providing, the Board cost for tuition reimbursement shall not exceed an aggregate total cost of \$1,000 annually. The effective date of these changes will be July 1, or the effective date in Battle Creek, whichever is earlier during the calendar year in which the change occurs.

In the event there is disagreement with respect to the specific changes made as a result of implementing this provision, only the respective section or sections affected shall be immediately subject to negotiations between the Association and the Board.

- D. In the event of severe weather, the superintendent shall give consideration to closing the Calhoun Educational Service Center Building and/or other buildings operated by the Calhoun Intermediate School District and announce such closing(s) to area radio stations prior to 7:30 a.m. In this event, employees assigned to the building(s) that are closed shall not be required to report. Employees assigned to CISD buildings or local school district buildings that are open are expected to report. If a local school district to which an employee is assigned is closed and the CISD Service Center Building is open, the employee is to report to the Service Center Building as soon after opening as weather and road conditions permit. If road conditions do not permit, the employee must use emergency leave if they are to be paid for that day.
- E. For the duration of the agreement, the Association will not engage in, authorize, encourage, either directly or indirectly, any interruption of educational services or activities due to a cessation, withdrawal, or withholding of services in any matter or form either in whole or in part by members of the Bargaining Unit for any reason and no officer or representative of the Association or member of the Bargaining Unit shall be empowered to provoke, instigate, cause, participate in, assist, encourage or prolong any such prohibited activity.
- F. Except in cases of emergency, certified substitute teachers will be provided in the absence of regular classroom teachers.

XVI. DURATION

- A. The provisions of this agreement will be effective July 1, 1975 and will continue and remain in full force and effect until July 1, 1976. Said agreement will automatically be renewed and will continue in full force and effect for additional periods of one year unless either the Board or the Association gives written notice to the other not later than ninety (90) days prior to the aforesaid expiration date or any anniversary thereof of its desire to reopen this agreement and to negotiate over the terms of a successor agreement.
- B. This agreement shall be binding upon the parties and their respective successors during its existence. The parties recognize that the Board cannot, and does not, commit the expenditure of funds not appropriated or levied, or otherwise unavailable.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this

_____ day of _____, 1975.

THE BOARD OF EDUCATION OF CALHOUN
INTERMEDIATE SCHOOL DISTRICT

by _____
President

THE CALHOUN INTERMEDIATE EDUCATION ASSOC.

by _____
President

APPENDIX A
SALARY SCHEDULE

Years of Completed Experience	AB Degree	MA Degree	MA + 30	MA + 60
0	\$ 9,842	\$10,330	\$10,720	\$11,110
1	10,391	10,963	11,353	11,743
2	10,940	11,598	11,988	12,378
3	11,488	12,234	12,624	13,014
4	12,037	12,870	13,260	13,650
5	12,586	13,504	13,894	14,284
6	13,135	14,140	14,530	14,920
7	13,683	14,772	15,122	15,512
8	14,230	15,409	15,799	16,189
9	14,781	16,044	16,434	16,824
10	15,328	16,680	17,070	17,460
11	15,877	17,314	17,704	18,094
12	-----	17,951	18,341	18,731

The Salary Schedule is based on 187 working days.

1. To be eligible for MA +60 the employee must be actively working toward a doctorate degree.
2. One Hundred Sixty Dollars (\$160.) above AB scale for 15 college hours completed since receiving an AB Degree for which there is a transcript on file.
3. One Hundred Thirty Dollars (\$130.) above scale for each 10 graduate hours above MA, for which there is a transcript on file.
- 4.* Special Education teachers with Special Education certificates teaching State reimbursed Special Education classes will receive a differential of \$220 per year. This provision will not apply to employees whose effective date of employment is July 1, 1975 or later.
- 5.* Three Hundred Thirty Dollars (\$330) above schedule for School Social workers. This provision will not apply to employees whose effective date of employment is July 1, 1975 or later.
- 6.* Six Hundred Sixty Dollars (\$660.) above schedule for School Diagnostician. This provision will not apply to employees whose effective date of employment is July 1, 1975 or later.
7. One Thousand Dollars (\$1,000.) above schedule for teacher coordinator.

All differentials are for 187-day contracts and shall be pro-rated in accordance with Article VIII, Section A-2 for those employees on other than 187-day contracts.

Beginning with salaries earned after July 1, 1975, the Board agrees to pay the employee's contribution to the Michigan Public School Employees Retirement Fund.

- * Items 4, 5, and 6 remain effective during 1975-76 in accordance with Article XV C of Master Agreement.