

OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

6-30-67
St. Clair Co.

*Capac
Certified
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CAPAC EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this 21st day of July 1966 by and between the Board of Education of the Capac Community School District, hereinafter called the "Board", and the Capac Education Association, hereinafter called the "Association".

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Capac Community School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts 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 I

Recognition

A. The Board recognizes the Association as the sole and exclusive agent, to the extent required by Act 379, Public Acts of 1965, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment representing all contracted, certified personnel in the Capac School District except those serving in an administrative or supervisory capacity.

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MEA
1216 Mendota
East Lansing, Mich. 48823

Capac Community School District

B. All individual teacher contracts shall be subordinate to this agreement.

C. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of all such teachers and remitted not less frequently than monthly to the Association.

ARTICLE II

Board of Education Policies

This contract shall be considered a part of the policies of the Board, except it shall supersede provisions which are inconsistent or contrary to its terms.

ARTICLE III

Teacher Rights

A. This contract shall not be construed to deny or restrict any employee rights established under the Michigan General School Laws, Michigan Teacher Tenure Act, fair labor practices or rules and regulations of the Board of Education.

B. The Association shall be granted a school room for meeting purposes in accordance with existing Board policies.

C. A teacher may wear the recognized NEA and MEA association membership identification and a CEA identification of a similar nature.

D. Space for Association announcements shall be provided on bulletin boards in faculty work rooms. Announcements posted shall meet with the approval of the Association building representative.

E. The Association may purchase from the Board, at cost, paper and other supplies to be used by the Association.

F. The Board agrees to furnish to the Association in response to reasonable requests from time to time information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers, together with information which may be necessary for the Association to process any grievance.

ARTICLE IV

Professional 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 term of this Agreement, provided, however, that upon written notice to the other party at least sixty (60) days prior to the first day of May, either party may request the reopening of negotiation of such salary schedule.

B. The salary schedule is based upon a normal weekly teaching load, defined by the adopted school calendar during normal teaching hours. For assigned work in excess of forty (40) hour week a teacher shall be entitled to appropriate additional professional compensation at the rate set forth in Schedule A.

C. The 1967-68 school calendar shall be negotiated prior to March 15, 1967.

ARTICLE V

Teaching Hours

A. The Board recognizes the principle of a standard forty hour work week and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board will not require teachers regularly to work in excess of such standard work week within or outside of any school building.

B. The normal time which a teacher shall spend in the assigned school building shall not exceed thirty-five (35) hours except that additional staff or committee meetings may be held during the school year and shall not exceed one hour per week. Teachers shall be in the classroom fifteen minutes before classes begin and, unless permission is granted by the Principal, may leave fifteen minutes after dismissal of classes. It is understood that time in excess of the 35 hour assignments above may be spent in or out of the building at the discretion of the teacher.

C. Teaching hours shall remain the same as they were according to the 1965-66 school calendar. Any change in teaching hours shall be negotiated with the Association.

D. All teachers shall be entitled to a duty-free and uninterrupted lunch period of no less than thirty-five (35) minutes.

E. Elementary teachers shall not be required to perform recess duties. They shall be provided with thirty (30) minutes of relief time per day in addition to the duty-free and uninterrupted lunch period.

ARTICLE VI

Teaching Loads and Assignments

A. The normal weekly teaching load in the Junior and Senior High School (grades 7-12) will be 30 assigned periods and five unassigned preparation periods. The normal weekly teaching load for elementary school shall include that which is outlined in Article V and shall consist of the normal teaching day minus released time. Departure from these norms shall be authorized only with prior consultation with the association.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned except temporarily and for good cause, outside the scope of their teaching certificates and their major or minor field of study.

C. The teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted by their principals as soon as practicable and prior to June 1st of the previous year. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary teachers to different grade levels unless the teacher requests such a change.

ARTICLE VII

Teaching Conditions

A. The parties recognize the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both teacher and the district. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

B. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that the class size should be carefully considered and lowered when it is considered educationally sound, practical, and possible.

C. The district recognizes the necessity of keeping schools reasonably and properly equipped and maintained. The parties will confer from time to time for the purpose of improving the selection of educational tools.

D. Teachers shall not be required to drive a school bus as part of his regular assignment.

E. Where possible, the district will make available in each school, adequate restroom and lavatory facilities exclusively for teacher use and at least one room appropriately furnished which shall be used as a faculty workroom and in which smoking shall be permitted.

F. Adequate parking space shall be made available for use by teachers.

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 membership in the Association herein mentioned. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full quality of educational opportunity to all pupils. A teacher reaching the age of sixty-five prior to the first of September of any given year will not be rehired to teach in the system in future years. In the event that the retiring teacher cannot be replaced, the Board of Education may retain the teacher until a suitable replacement is secured.

ARTICLE VIII

Vacancies and Promotions

A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice, description and qualifications for such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least fifteen days.

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. An applicant with less service in the system shall not be awarded such position unless his qualifications therefor shall be substantially superior to applicants with greater service. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and

executive levels. "Service: in the system, for purposes of this Agreement, shall mean continuous employment in a school of the district, including substitute service, irrespective of tenure status, but shall exclude all periods when the teacher was on leave of absence for any cause. The above shall not be construed to mean that all vacancies shall be filled from within the system.

ARTICLE IX

Transfers

A. Since the frequent transfers of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. In the event that transfers of teachers appear to be necessary, lists of available positions in other schools shall be posted in the same manner as provided in Article VIII.

ARTICLE X

Leave Pay

All teachers absent from duty because of illness or whenever the teacher is required during school hours to consult a doctor because of personal health, shall be allowed full pay for a total of one-half days per bi-weekly period of employment. Leave days may be accumulated for a period not to exceed seven (7) years.

ARTICLE XI

Leave of Absence

A. Leaves of absence shall be for one (1) year unless otherwise stipulated by the Board. Any teacher under a leave of absence will be under continuing tenure and will be considered under contract with the Board. Leave days as specified in this Article are not cumulative.

B. Leaves shall be granted without pay, except that pay may be granted upon application for the following:

- (1) Study related to the teacher's license field.
- (2) Special teaching assignments to further teacher's training to meet a specific need in the school.

C. Leaves of absence with pay shall be granted for the following:

- (1) A maximum of five (5) days for a death or critical illness in the immediate family. Immediate family shall be defined as father, mother, spouse, sister, brother, child or a dependent of the immediate household.
- (2) A maximum of three (3) days for the conducting of special business that cannot be conducted at any other time because of conflict with the normal school working day. Approval should be obtained from the Superintendent as far in advance as possible.

D. Teachers shall be given credit for all benefits earned in the Capac System in the event they are re-employed.

E. Teachers returning from a leave of absence shall be assigned to the same position, if available, or a substantially equivalent position.

F. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

G. A maternity leave shall be granted without pay commencing not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the end of the semester the teacher may be permitted to complete the semester.

H. Notification by a teacher of plans to return to his or her teaching position, upon completion of a leave of absence, shall be given to the Superintendent ninety (90) days prior to the opening of school.

Teacher Evaluation

A. All teachers shall be provided with a written copy of the evaluation before the end of the school year. Probationary teachers shall at such time confer with the evaluator(s). Conferences for tenure teachers will be held at the request of either the teacher or the evaluator(s).

B. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be considered insufficient evaluation procedures.

C. Each teacher shall have the right, upon request, to review with the superintendent items contained in his personnel files except confidential communications.

D. A teacher shall at all times be entitled to have present a representative of the Association when, as a result of evaluation he is being reprimanded, warned or disciplined. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

The above shall not be construed to hinder effective relationship with regard to normal management of school operations.

E. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without a fair evaluation. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance asserted by the Board or any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

ARTICLE XIII

Protection of Teachers

A. Since the teacher's authority and effectiveness in his classroom is strengthened when students realize there is sufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the classroom teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy, except in rooms for emotionally disturbed. Whenever it appears that a particular pupil requires the attention of special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

B. Any case of assault upon a teacher or if any teacher is complained against or sued by reason of disciplinary action taken by a teacher against a student it shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault or disciplinary action and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities. Time lost by a teacher in connection with any incident mentioned in this paragraph shall unless such teacher not be charged against the teacher/is finally adjudicated guilty of a crime in a court of competent jurisdiction therewith.

C. If a teacher is injured while in the line of duty, medical, surgical or hospital care will be furnished by the Board to the extent provided by Michigan Workman's Compensation Laws. The Board agrees to reimburse the teacher the difference between benefits

provided under Workman's Compensation and the teacher's salary for a period not to exceed one year.

D. Serious complaints directed toward a teacher shall promptly be called to the teacher's attention.

E. Teachers will be expected to exercise reasonable care with respect to the safety of pupils and property.

ARTICLE XIV

Negotiation Procedures

A. It is agreed that both parties will, in so far as possible, resolve their differences through negotiations using members of the Board and/or Administrators and personnel from the teaching staff.

B. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties may be subject to professional negotiations between them from time to time during the period of this agreement upon request by both parties. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving such matters.

C. 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 own representatives. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations of bargaining, subject only to such ultimate ratification.

D. 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 it may deem appropriate.

ARTICLE XV

Professional Grievance Negotiation Procedure

A. Definitions

1. A "grievance" is a claim based upon an event or condition which affects conditions or circumstances related to school operation.
2. The "aggrieved person" is the person or persons making the claim.
3. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this contract.
4. A "party of interest" is the person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
5. 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 the 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. There shall be one or more Association representatives (Building Representatives) for each school building to be selected in a manner determined by the Association.

2. 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.
3. The building principal shall be the administrative representative when the particular grievance arises in that building.
4. The board hereby designates the Superintendent as its representative when the grievance arises in more than one school building.

D. Procedure

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

If the grievance is filed on or after June 1, the time limits shall be reduced in order to affect a solution prior to the end of the school year or as soon thereafter as is practicable.

1. Level One

A teacher with a grievance shall discuss it with his immediate supervisor or principal: individually, together with his Association Representative or through the Association Representative. Grievances should be initiated within 20 days of the alleged violation.

2. Level Two

- (a) In the event the aggrieved 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. 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. If the committee decides there is a legitimate grievance, it shall immediately process the claim with the superintendent of schools. 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 of his grievance at Level Two, or if no decision has been rendered within ten (10) days from date of receipt of grievance by the superintendent, he may refer the grievance through the PR & R Committee, to 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 Negotiation Team for the purpose of arriving at a mutually satisfactory solution to the grievance problem. A decision shall be rendered within ten (10) days unless the Association and the Board or it's representative agree to defer a decision until the next regular Board meeting.

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 transmitted to the State Labor Mediation Board or to the MEA Board of Reference; either channel may be used at the discretion of the party transmitting the grievance.

E. Rights of 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, however, that any teacher may in no event be represented by an officer, agent, or other representative of any organization other than the Association. Provided further, when a teacher is not represented by the Association, the Association shall have the right to be present and to state its views 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 judgment of the Association 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 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 of interest.
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.

ARTICLE XVI

Professional Study Committees

- A. There is hereby established a Professional Study Committee composed of four (4) members, two members selected by the Board and two members selected by the Association. The Professional Study Committee shall investigate into the following matters and submit a written report and recommendations to the parties on or before April 1, 1967. Additional Professional Study Committees may be established as required.
- B. The committee shall consider the following questions:
 1. How can the curriculum of the Elementary, Junior High and the High School be better correlated?
 2. How the school district can obtain and make better use of Federal and State aid to education?
 3. What procedures and what kinds of assembly programs can be used effectively for both the Elementary and Secondary Schools?
- C. The clerical expenses of such Committee shall be borne by the Board. Representatives on such Committee may be excused from the performance of other work for the purpose of serving on such Committee.

ARTICLE XVII

Miscellaneous Provisions

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:30 a. m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. The Association shall be duly advised by the Board of tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

C. The Association shall deal with ethical problems arising under the Code of Ethics of the National Education Association in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

D. Copies of the Board Policies and this Agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

E. If any provision 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 or applications shall continue in full force and effect.

F. The teacher shall be paid at the rate of 8¢ per mile when it is necessary, in the opinion of the Board or its representative, for the teacher to use his own private car for professional services.

G. Following the adoption of this agreement a statement of salary and available leave days shall be issued to each teacher by the Board.

H. Teachers regular salary shall be paid bi-weekly and provisions shall be made for deduction of insurance premiums by the Board and remitted to the Michigan Education Association and/or Blue Cross and Blue Shield in accordance with existing policies.

ARTICLE XVIII

Duration of Agreement

The Agreement shall be effective as of July 21, 1966 and shall continue in effect for one (1) year until the 30th day of June, 1967. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

By _____
Its President

By _____
Its Secretary

EDUCATION ASSOCIATION

By _____
Its President

By _____
Its Secretary

SCHEDULE A

I. The following shall be the schedule of basic teacher salaries.

Years Exp.	Index	Non-Degree	Index	Bachelor's Degree	Index	AB / 15 hours	Index	Master's Degree	Index	Master's / 15 hours
0	.88	\$ 4,664.00	1.0	\$ 5,300.00	1.04	\$ 5,512.00	1.08	\$ 5,724.00	1.12	\$ 5,936.00
1	.915	4,849.50	1.035	5,485.50	1.075	5,697.50	1.115	5,909.50	1.155	6,121.50
2	.950	5,035.00	1.07	5,671.00	1.110	5,883.00	1.15	6,095.00	1.190	6,307.00
3	.980	5,220.50	1.105	5,856.50	1.145	6,068.50	1.185	6,380.50	1.225	6,492.50
4	1.015	5,406.00	1.14	6,042.50	1.18	6,254.00	1.22	6,466.00	1.26	6,678.00
5	1.05	5,591.50	1.175	6,227.50	1.215	6,439.50	1.255	6,651.50	1.295	6,863.50
6	1.085	5,777.00	1.21	6,413.00	1.25	6,625.00	1.29	6,837.00	1.33	7,049.00
7	1.120	5,962.50	1.245	6,598.50	1.285	6,810.50	1.325	7,022.50	1.365	7,234.50
8	1.155	6,148.00	1.28	6,784.00	1.32	6,996.00	1.36	7,208.00	1.40	7,420.00
9	1.190	6,333.50	1.315	6,969.50	1.355	7,181.50	1.395	7,393.50	1.435	7,605.50
10	1.225	6,519.00	1.35	7,155.00	1.39	7,367.00	1.43	7,578.00	1.47	7,791.00
11	1.26	6,704.50	1.385	7,340.50	1.425	7,552.50	1.465	7,764.50	1.505	7,976.50

II. Credit for full years of experience as a teacher outside the school system may be allowed up to 7 years.

III. Increments become effective at the beginning of the teacher's contract or September 1 of each year. Advancement shall be effective upon presentation to the Superintendent an official transcript of graduate credit.

IV. Professional teaching assignments in addition to the regular school year, as defined by the school calendar, shall be compensated at the regular weekly salary of the individual teacher assigned. All benefits applicable to the regular employment period shall apply to the additional professional teaching assignment.

V. In addition to the regular teacher salary as provided in the basic schedule, extra duties shall be paid according to the following schedule as a percentage of the teachers regular salary.

Coaching - Head-----	2%/month
Coaching - Assistant-----	1.5%/month
Athletic director-----	3%
Dramatics-----	2%
Cheerleader sponsor-----	3%
Yearbook sponsor-----	2%
Debate & Forensics-----	6%

Classes and club sponsorships shall be performed on a voluntary basis with the approval of the Board at the beginning of the contract period. No compensation will be granted for these duties.

VI. Assigned non-professional duties in addition to the foregoing shall be paid at the rate of \$5.00 per hour. Teachers may, however, volunteer for such duties at a lesser rate.

VII. An insurance allowance of 1.85 percent of the teachers regular salary shall be paid to all tenure teachers. The insurance allowance may be applied to any of the options provided by the Michigan Education Association or Blue Cross-Blue Shield. As of the ratification of this contract MEA provides these options: Health Care Insurance, Life Insurance and Salary Protection Insurance. All probationary teachers shall receive \$100 in addition to the appropriate position on the above schedule.

School Calendar
Capac Community Schools
1966-67

September 1-2	Pre-School Conference
September 5	Labor Day - No School
September 6	School begins - Noon dismissal
October 20	Hunting - No school
November 3-4	Teachers Institute - Region VI
November 23	Thanksgiving recess begins - 3:45 p.m.
November 28	Classes resume
December 22	Christmas recess begins - 3:45 p.m.
January 3	Classes resume
January 17, 18, 19	Semester exams
January 20	Teachers workshop - No school
January 23	Second semester begins
March 23	Spring recess begins - 3:45 p.m.
March 28	Classes resume
May 29-30	Memorial weekend recess
May 31	Classes resume
June 4	Baccalaureate
June 5, 6, 7	Semester exams
June 8	Commencement
June 9	Final day of School - Noon Dismissal

<u>Marking Periods</u>	<u>Days Membership</u>	<u>Days Session</u>
1st - September 6 - October 14	30	29
2nd - October 17 - November 23	28	25
3rd - November 28 - January 20	32	32
4th - January 23 - March 3	30	30
5th - March 6 - April 21	33	33
6th - April 24 - June 9	33	32
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