

6-30-68

LABOR AND INDUSTRIAL  
RELATIONS LIBRARY  
Michigan State University

1967-1968

Agreement Between the Board of Education  
of  
Center Line Public Schools  
and the  
Center Line Education Association

RECEIVED

AUG -4 1967

OFFICE OF  
PROFESSIONAL NEGOTIATIONS

Center Line Board of Education

WHEREAS the Board of Education of the Center Line Public Schools has been offered good and sufficient evidence that it is the desire of the majority of the teaching staff to be represented by the Center Line Education Association in matters of wages, hours and working conditions; and

WHEREAS said Board of Education has formally recognized the Center Line Education Association as exclusive bargaining representative of the teaching staff as designated below;

THEREFORE, the parties agree as follows:

I. Definitions

Board: The Board of Education of the Center Line Public Schools.

Association: The Center Line Education Association which is affiliated with the Michigan Education Association and the National Education Association.

District: The territory officially designated as the Center Line Public Schools school district.

Teacher: Without qualifying designations--any person represented by the Center Line Education Association in this agreement.

Principal: The person responsible for the administration and supervision of a single school building.

Superintendent: The person responsible for the administration and supervision of the schools in the district, or any person to whom he may delegate authority in a particular situation.

II. Basic Agreement

- A. Teachers will faithfully perform their assigned duties in a professional and efficient manner under the terms of this contract and will conduct themselves in their personal habits, speech and appearance in such a manner as to be good examples to the youth of the community.
- B. The Board will compensate teachers according to the attached schedule for their services to the District.
- C. All areas of this agreement, unless specifically noted otherwise, shall apply equally to all teachers.

MEA; 1216 Mendota; East Lansing, Mich  
48823

### III. Recognition

- A. The Board hereby recognizes the Association as the exclusive and sole bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional personnel whose position with the district requires a valid teaching certificate, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding those with the title of Superintendent, Assistant Superintendent, Administrative Assistant, Purchasing and Supply Management Director, Principal, Assistant Principal, Athletic Director, Director of Vocational Education, Music Supervisor and any other which in the future may be determined to be excluded under the law.
- 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 from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of the Agreement, provided that the Association has been given the opportunity to be present at such adjustment.
- C. The Association recognizes the Board as the elected representative of the people of the district, as the employer of all personnel on the payroll of the district and that under state law it is charged with the general management of the schools.
- D. Nothing contained herein shall be construed to deny or restrict any rights a teacher may have under the laws of the State of Michigan.

### IV. Code of Ethics

The Association subscribes to the Code of Ethics as adopted by the Michigan Education Association Representative Assembly in April, 1963, and will support its enforcement among and with the teachers it represents.

### V. Association Rights and Privileges

- A. The Association and its committees shall be allowed the use of school buildings for meetings. Times and places of meetings shall be arranged with building principals.
- B. Notices of meetings, social events, and matters of general information from the Michigan Education Association and the National Education Association may be posted on bulletin boards in teachers' lounges. Reasonable use of office telephones for local calls for Association business is also permitted.
- C. Consideration will be given by the Superintendent as to the availability of office space for executive use of the Association. If such space is determined to be available by the Superintendent, the Association shall be allowed to use it as long as it is determined to be available and permission shall be granted to the Association to install a telephone at its own expense.

- D. The Association may purchase a portion of the time of one or more of its officers on a regularly scheduled basis for the conduct of its official business, subject to the approval of the Superintendent.
- E. The Board agrees to deduct Association dues from the pay of those teachers who individually request in writing that such deductions be made. Deductions will be made according to a standard pattern established by the Superintendent and the Association. The aggregate of deductions made in one month will be remitted to the Treasurer of the Association during the first ten (10) days of the following month.

## VI. Personnel Policies

### A. Absence Policy

1. Thirteen (13) days absence without loss of salary will be allowed each year for the following reasons:
  - a. Personal illness or quarantine.
  - b. Illness in immediate family.
  - c. Death of a relative or close friend.
  - d. Personal business. Approval by the Superintendent will be required the day before or after a holiday.
2. The unused portion of the thirteen days shall be added to the employee's sick leave reserve at the close of each school year. This reserve may be built up to an unlimited number of days and shall be available to the employee for use as stated in No. 1. Absences occurring after accumulated leave days have been used will be considered as absence without pay.
3. When an absence of more than 10 consecutive days occurs as a result of illness, the administration may ask for a statement from the attending physician.
4. Notification of personal business leave should be made in advance whenever possible. Personal business shall not exceed four (4) days during a single school year.
5. When a teacher is absent because of illness or accident covered under the Workmen's Compensation Act, the Board will pay the difference between the lost time compensation received under the Workmen's Compensation Act and the teacher's regular salary and in turn will charge only that portion of time to the teacher's sick leave as is paid in salary.
6. A teacher called for jury duty will not be charged for absence in his accumulated leave and will receive in compensation the difference between his regular pay and jury duty.

### B. Leave of Absence Policy

1. Leave of absence for an extended period of time will be considered on its

individual merit. The conditions under which a person may return from such a leave shall be determined by the Board upon recommendation of the Superintendent at the time of approval of request for leave, except that a person returning after an extended leave of absence shall return with a base salary determined by the same number of years experience on the salary schedule as at the beginning of the extended leave.

2. Maternity leave. Notification of condition should be given to the Superintendent not later than the end of the third month of pregnancy. The teacher must leave four months before the anticipated time of birth or at the end of the semester, whichever comes first. At least one year leave of absence after the birth of the child is required unless assurance can be given which is acceptable to the Superintendent that provisions have been made for the care of the child which will allow the teacher to fulfill her obligations at school, including extra-curricular activities, and that the teacher is in proper physical condition to pursue those duties. This leave is granted with the understanding that the teacher will be rehired only if there is a vacancy. The teacher may be placed in any position for which she is qualified and for which a vacancy exists. Teachers who fail to comply with this policy will not be considered for re-employment.

#### C. Sick Leave Bank Policy

1. The Board will continue the operation of a sick leave bank on a voluntary basis. Any professional employee whose position requires a teaching certificate is eligible to participate.
2. Each employee enrolling in the bank will donate one day of his sick leave to the bank each year until the bank is built up to a maximum of 1500 days. No more days will be added to this maximum until the bank is depleted to 1000 days. The bank will then be built up again to 1500 days and the process repeated.
3. Additions will be made to the bank at the beginning of each fiscal year according to the above limitations.
4. A person withdrawing from membership in the bank will not be able to withdraw the contributed days.
5. The first 30 days of illness or disability will not be covered by the bank but must be covered by the person's own accumulated sick leave or absence without pay.
6. A person will not be able to withdraw days from the bank until his own accumulated sick leave is depleted.
7. A maximum of 60 days each school year can be drawn by one individual from the bank.
8. Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member of the bank.

#### D. Sabbatical Leave Policy

Teachers may be granted sabbatical leave as provided in Section 572 of the School Code of 1955. Additional conditions are as follows:

1. A maximum of one percent (1%) of the professional employees may be granted sabbatical leave each year. Insofar as possible a proportionate division of leaves will be granted to the various groups of the professional staff. If more than 1% of the professional staff qualify for sabbatical leave, a committee representing the Board, central administration and the Association will make the determination of who shall receive leave.
2. A sabbatical leave may be granted for a period of not less than one (1) full semester nor for more than two (2) full consecutive semesters.
3. No professional employee will be granted more than two (2) sabbatical leaves, and a minimum of seven (7) years must elapse before the first and second leave.
4. Any professional employee who is granted a sabbatical leave must sign an agreement with the Board to return from leave and serve at least one (1) year or refund any compensation received while on leave.
5. Sabbatical leave will be granted for the following purposes:
  - a. For work on an advanced degree (a minimum of ten (10) semester hours of graduate credit each semester).
  - b. Independent research which must be under the supervision of the school district or an accredited college or university.
6. Applications for sabbatical leave must be filed on the prescribed forms with the Superintendent. Applications for sabbatical leave beginning with the first semester of the following school year may be filed at any time between September 1 and October 15. Applications for leaves beginning the second semester of the following school year must be filed between the dates of January 1 and February 15. The Superintendent shall give notice to the applicant whether the request is granted or rejected within sixty (60) days of the due date for filing the application.
7. Approval of a sabbatical leave by the Board of Education will be contingent upon securing an employee qualified to assume the applicant's duties.
8. A sabbatical leave once granted may not be terminated before the date of expiration except as otherwise agreed upon by the Superintendent and the Board of Education.
9. Requirements and status while on sabbatical leave are defined as follows:
  - a. The compensation for the staff member on sabbatical leave will be one-half the basic teacher's salary he would receive if on active staff status for the period in which the leave is effective.

- b. Payment of salary to a staff member on sabbatical leave will be made in accordance with the provisions of the Board for payment of salary to other members of the professional staff. The employee on leave will be responsible for keeping the business office notified as to his address.
  - c. A term of sabbatical leave will entitle an employee to an automatic salary schedule increment at the beginning of the next full year of school following his return to service in the system.
  - d. The regular sick leave policy will apply to an employee on sabbatical leave. The Superintendent must be notified promptly of accident or illness. This notice must be sent within ten (10) days after an accident or the beginning of illness. Upon request, evidence of such accident or illness must be provided for the Superintendent's consideration.
  - e. A sabbatical leave granted to a regular employee of the professional staff will also operate as a leave of absence without pay from all other school activities.
  - f. Any employee granted a leave of absence pursuant to these rules and regulations may be required to perform such services and to engage in such activities during the leave as the Superintendent of Schools, with the approval of the Board of Education, and the employee may agree upon in writing.
10. An employee on sabbatical leave will report to the Superintendent as follows:
- a. The employee will immediately request approval from the Superintendent for substantial changes in the planned program of the leave as outlined in the approved application.
  - b. An interim report will be filed at the mid-point of the period for which the leave is taken. This report will contain sufficient information to enable the Superintendent to determine that the leave is being utilized in the approved manner.
  - c. A final report will be filed with the Superintendent in accordance with the provisions as stated in the following section.
  - d. The Superintendent may require, and the employee will promptly furnish, such additional reports as the Superintendent deems necessary or reasonable to determine that the employee is fulfilling the agreement and all the requirements of the leave. In the event that the Superintendent will find that the employee is not fulfilling the agreement or is dilatory in any respect, the entire sum paid to the employee by the Board will become immediately due and all future payments will cease.
11. Requirements and status upon returning from sabbatical leave are as follows:

- a. At the expiration of a sabbatical leave the employee will be restored to his position or to a position acceptable to the returnee with like nature, seniority, status and pay; provided that the employee remains eligible for reinstatement under other rules and regulations of the Board of Education.
  - b. Each employee returning from sabbatical leave will file a written report with the Superintendent not later than 60 days after the day on which the employee again takes up active service. The report will include the names of the institutions attended, courses pursued, credits received, experience gained, together with the applicant's appraisal of the professional value of the activities while on leave and the manner in which the knowledge and experience gained may be applied to the benefit of the school system. An employee will not be considered as having completed the requirements of the sabbatical leave until his final report has been approved by the Superintendent. At his discretion, the Superintendent may require proof that the program as presented by the applicant has been followed. When approved by the Superintendent, these final reports will be transmitted to the Board of Education.
12. The tuition reimbursement policy will not apply to courses taken while on sabbatical leave.

#### E. Retirement Policy

1. All school employees at the age of sixty-five (65) will relinquish tenure status and continuing contracts will be cancelled.
2. Depending on the health, vitality and competency of the employee, yearly contracts or work agreements may be issued at the discretion of the Board until the employee reaches the age of seventy (70).
3. A teacher retiring under the provisions of the Michigan School Employees Retirement Act after being employed at least ten (10) years in the district shall receive retirement pay of twenty dollars (\$20.00) per year of service.

#### F. Vacancies and Promotions

##### 1. Definitions:

Promotion: Assignment of an employee to a position with a higher pay scale.

Transfer: Assignment of an employee to a position having the same pay scale.

2. Teachers are subject to assignment and transfer at the discretion of the Superintendent. Teachers who wish assignment to buildings, grades, or teaching duties other than those they presently possess shall notify the Superintendent in writing of such desire. The Superintendent shall send copies of such notices to the principals involved, and due consideration

of these requests shall be given in new assignments or in filling vacancies on the teaching staff. Academic, personal and experience qualifications as well as length of service to the system will all be considered when a vacancy is filled. No discrimination will be used against an applicant because he is an employee of the district. The general welfare of the school shall be the primary guiding principle in making assignments and transfers.

3. Vacancies involving opportunities for promotion will be posted in school buildings at least fifteen (15) days before filling the vacancy on a permanent basis. Such posting will include a list of qualifications for the position mentioned. Academic, personal and experience qualifications as well as length of service to the school system will all be considered when a position is filled. No discrimination will be used against an employee because he is an employee of the district.

#### G. Teacher Evaluation

1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
2. No teacher shall be disciplined, reprimanded, reduced in compensation or deprived of any professional advantage without just cause.
3. A personnel file for each certificated employee will be maintained in the office of the Superintendent. Information pertaining to the educational growth of the teacher will be made available to the teacher or the appropriate educational or employing institution upon request.
4. Evaluative information which might be detrimental to the teacher shall be made available for the teacher's signature before it is maintained in the files. The teacher shall have the right to submit a response to the report or statement. All evaluative materials shall be available for review to the teacher.

#### H. Teaching Hours and Responsibilities

1. a. Teachers will be in the building fifteen (15) minutes prior to the starting of classes.
- b. Teachers will be in assigned place of duty not later than five (5) minutes prior to the first class period.
- c. Teachers shall leave school no earlier than fifteen (15) minutes following the last dismissal bell.
- d. Teachers will not leave buildings during working hours (excepting the lunch hour) without the consent of the building principal or his designated representative. When teachers leave the building during the lunch hour, they are expected to notify the office.



2. The administration and the teaching staff will work together to provide every teacher a half-hour of duty-free lunch time each day. Interruptions shall be kept to a minimum.
3. A sincere effort will be made by the administration to equate the amount of classroom time of all secondary full-time teachers and all elementary full-time teachers.
4. The Association and the Board agree that the above shall not be interpreted to limit teachers' obligations to the district to the above hours. Active participation of teachers in staff meetings, parent conferences, conferences with pupils, open houses and parent-teacher organization meetings is a recognized obligation of all teachers.
5. Tuesday afternoons and evenings shall be reserved for professional and Association use. The second Tuesday of each month shall be reserved for Association use, and other school activities will not be scheduled for those times. Building meetings shall be scheduled at a time mutually agreed upon by staff and principal. The Association recognizes the responsibilities of its membership to be active participants in the public relations program of the school and school district.

#### I. Teaching Loads and Assignments

1. a. It shall be the goal of the school to keep class size within reasonable limits for good classroom instruction depending on the type of class offered and the program followed. Whenever a teacher and/or the Association feels these limits have been exceeded, the administration, representatives of the Association, and the teacher(s) involved shall explore the alleged excesses and determine the conditions under which the best interests of the students may be served.  
  
b. When availability of classroom space makes reduction of class size impossible, teacher aides shall be employed to alleviate the work load of the teacher(s).
2. Teaching loads in junior and senior high schools will conform to North Central Association standards except in cases of emergency.
3. Since pupils are entitled to be taught by teachers who are working within their areas of competence, it shall be the policy of the school to assign teachers to fields of instruction within the scope of their certification and/or training except for emergencies where such teachers are not available in the staff.
4. Teachers who will be affected by a change in grade assignment in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified by the principals as soon as practicable. Such changes will be mutually agreed upon whenever possible.

J. Teaching Conditions

1. In the building and remodeling of schools, the Board will provide for adequate lunchroom and lavatory facilities exclusively for teachers' use and at least one room appropriately furnished and ventilated which shall be reserved for use as a faculty lounge. Existing facilities will be continually evaluated and improvements made which both parties feel are necessary and reasonable.
2. Parking facilities shall be made available to teachers for their use at all times during school hours.
3. A bi-weekly report will be submitted to each building principal from the central office showing the disposition of requisitions received from that building and posted in the teachers' lounge.

K. Non-Discrimination

The provisions of this agreement shall be applied without regard to race, creed, religion, color, national origin or membership in or association with the activities of any employee organization. The Board and Association pledge themselves to seek to extend the advantages of public education to every pupil enrolled in the public schools without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

L. Tuberculosis Tests

Annual chest x-rays for the detection of tuberculosis or satisfactory evidence of chest x-rays or tuberculin skin test within a twelve (12) month period as required by state law shall be a condition of employment. Employees not taking advantage of free health department services shall bear the expense of this themselves.

M. Substitute Teachers

1. The administration of the school in cooperation with the teaching staff will make a concentrated effort to have an adequate supply of substitute teachers available so that calling on regular teachers for substitute duty will be kept to a minimum. Applications will be accepted from all qualified persons who wish to make them. Teachers will take into account the problem of obtaining adequate substitutes to cover their classes when scheduling special events and other activities during the school day and in making requests to attend to personal business.
2. Elementary teachers will be compensated if a music or art teacher is absent and a substitute is not available for his regularly scheduled period during the routine course of the school year; planning, coordination, in-service training, etc., time for music and art teachers excluded.
3. The Association recognizes the responsibility of its membership to service

and supervise children when unusual circumstances cause all or part of a class to be without a teacher. Substitute pay will not apply in this area.

## VII. Grievance Procedure

### A. Definitions:

**Grievance:** A claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by a misinterpretation or inequitable application of established law, (Board) policy, or the terms of this agreement.

**Party in Interest:** The person or persons making a claim (complaint) and any person or persons who might be required to take action or against whom action might be taken to resolve the problem.

**Days:** When used in this section, days shall mean school working days.

### B. Purpose

The primary purpose of the procedure set forth in this section 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 any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher to discuss any matter of mutual concern or interest informally with an appropriate member of the administration.

### C. Structure

1. There shall be one or more Association 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's grievance committee.
3. When a grievance involving more than one building arises, the grievance shall be channeled to the Superintendent.

- D. 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.

#### 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. A written copy describing the grievance shall be given to the supervisor or principal prior to or during the discussion at Level One.

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 three (3) 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 and the supervisor or principal shall be notified of movement to Level Two.
- 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 there is a legitimate grievance, it shall immediately process the claim with the Superintendent of Schools.
- c. If the Committee decides that no grievance exists and so notifies the claimant, the teacher may, within five (5) days, appeal that decision before the Representative Council of the Association.
- d. If the Council decides there is a legitimate grievance, they shall direct the PR & R Committee to immediately process the grievance with the Superintendent of Schools.
- e. If the Council decides that no grievance exists and so notifies the claimant, the teacher may, within five (5) days, continue to process his claim with the Superintendent of Schools but without Association support, financial or otherwise.

3. Level Three

Within five (5) days from the receipt of the grievance by the Superintendent, he shall render a decision as to the solution.

4. Level Four

In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within five (5) days from date of receipt of grievance by the Superintendent, he may refer the grievance in writing through the PR & R Committee or by himself to the Board. The Board will render a decision on the grievance as soon as possible, but not later than the next regular or appropriate special meeting of the Board following the meeting at which the grievance is received.

5. Level Five

In the event a grievance is not resolved at Level Four, it may be mediated according to state law.

E. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice or record.

However, if in the judgment of the PR & R Committee, the grievance affects a group of teachers, the PR & R Committee may process the grievance at the appropriate level.

2. Decisions rendered at all levels shall be in writing and shall be promptly 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 designed by the Superintendent and the PR & R Committee and prepared by the Superintendent shall be given appropriate distribution so as to facilitate the grievance procedure.
6. A grievant may in no event be represented by an officer, agent, or other representative of any teacher organization other than the Association.
7. Processing of grievances shall be done at appropriate times and places so that all parties in interest will continue to perform their regular duties and classes will be continued on regular schedule.

#### VIII. Tuition Reimbursement Policy

The Board of Education will reimburse members of the teaching staff for courses taken to improve themselves as teachers under the following provisions:

- A. The teacher has met all the academic requirements for a Permanent Teaching Certificate, and has had at least one and one-half years of teaching experience as a contract teacher.
- B. The Superintendent of Schools has approved the course to be taken as applicable to the teacher's current position with the Center Line Public Schools or a position for which the school district may wish to use the teacher in the near future.
- C. After approval, evidence is presented that the course was taken and passed with a mark of "C" or its equivalent, and a copy of the tuition bill is presented.
- D. If all the above conditions are met, the Board of Education will pay the actual amount of the tuition up to a maximum of ~~\$15.00~~ <sup>16.00</sup> per term hour or ~~\$22.50~~ <sup>24.00</sup> per semester hour.
- E. Payment will be made as soon as practicable after presentation of credentials listed in item No. C. No payment will be made for second semester courses to teachers who do not return the following year.

IX. Curriculum Council

The Board, to bring about desirable changes in teaching methods, techniques, class composition, curriculum and any other phase of the instructional program, will cooperate in establishing a professional staff Curriculum Council. This council will provide effective communication with, and assistance to, the Board in making improvement in the instructional program.

- A. The Council will be composed of representatives from administration and the teaching staff. The Council may establish subsidiary study committees.
- B. The Council shall approve or disapprove changes and recommend proposed changes to the Board.
- C. The Board shall act on all proposed changes. They may adopt, reject, or refer the proposals back to the Council for further study.
- D. Meetings of the Curriculum Council will be held outside school hours with no compensation.

X. Hospitalization, Medical and Life Insurance

- A. The Board agrees to make full payment of Blue Cross - Blue Shield Master Medical family coverage including semi-private rates for all certificated personnel.
  - 1. No cash payment will be made to the employee in lieu of the insurance.
  - 2. This plan is available only to instructional employees who are under contract. No payment will be made during leave of absence and upon termination of employment all benefits cease. Payments will continue while the employee is on sick leave, whether sick leave pay is being received or not, as long as the employee is under contract and has been on active duty during the current school year.
- B. The Board will continue to purchase the amount of life insurance coverage available for an annual premium of fifteen dollars (\$15.00) per teacher. This insurance will carry double indemnity coverage for accidental death.
- C. Coverage under these policies will begin as soon as possible following commencement of service under contract for the school year.

XI. Salary Schedule

(All appendices referred to are incorporated herein and made a part of this agreement.)

- A. The basic teachers' salary schedule is shown in Appendix A.
- B. Longevity increments of two hundred dollars (\$200.00) will be paid at the beginning of the 16th year of service to the district and each fifth year thereafter.

- C. The Board will pay each teacher  $1/27$  of his scheduled salary every two weeks for 27 pay periods, except that those people whose contract year begins July 1 will have their salary distributed over 30 pay periods.
- D. In determining the salary of a teacher, experience received outside of the district shall be credited at full credit up to a maximum of four (4) years on the basic schedule and half credit of an additional maximum of four (4) years.
- E. Anyone who is compelled to leave college or the profession because of military service will be given one-half ( $1/2$ ) year credit on the basic schedule for each year of military service. The total experience credit, however, will not be greater than that shown in "D."
- F. The Board shall have the right to exceed the salary schedule when special programs demand substantial amounts of extra time on the part of individual teachers. Payment for these programs is shown in Appendix B.
- G. The Association recognizes that in critical areas it may be necessary for the Board to exceed the salary schedule to hire personnel for a comprehensive program. In such cases the Association will be consulted.
- H. Extra compensation for certain specialized services is shown in Appendix C.
- I. The Board and Association agree that some supervisory responsibilities for extra-curricular activities are a part of the teaching job and should be distributed equitably among the teaching staff insofar as possible. Certain of these responsibilities, because of their nature and distribution, will be compensated for as shown in Appendix D.
- J. One day's pay shall be considered as  $1/200$  of the annual salary. This will be used for determining deductions for absence without pay and at all other times when a daily rate must be computed.
- K. Compensation for teaching duties outside of school hours, summer, and substitute duties is shown in Appendix E.
- L. Post Master's schedule shall be paid to those persons already being paid on that scale, for Educational Specialist Degree, for 30 semester hours toward a Doctoral Degree, for 30 semester hours beyond a Master's Degree in field taught, or for a second Master's Degree earned with 30 semester hours work above first Master's.
- M. Club sponsors will be paid as determined jointly by administration, all club sponsors, and the Association according to criteria established by the 1966-67 study committee.

## XII. No Strike Agreement

The Association recognizes that strikes, as defined by Act 379 of the Public Acts of 1965, State of Michigan, by teachers are contrary to law and public policy. The Board and the Association subscribe to the principle that differences shall be resolved by good faith bargaining, in keeping with the high standards of the

profession, without interruption of the school program. Accordingly, the Association agrees that during the term of this Agreement it shall not direct, instigate, participate in, encourage, or support any strike against the Board by any teacher or group of teachers.

XIII. Term of Agreement

This Agreement between the Board of Education of the Center Line Public Schools and the Center Line Education Association shall remain in full force and effect from and including the First Day of July, 1967, to and including the Thirtieth Day of June, 1968.

In witness whereof, the parties hereto have caused this Agreement to be executed by their respective and proper officers, duly authorized, on the \_\_\_\_\_ Day of August, 1967.

For the Board of Education:

\_\_\_\_\_  
Witness

\_\_\_\_\_  
President

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Secretary

For the Association:

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Title:



Appendix A.

Base Salary Schedule

<u>Years credited on schedule</u>	<u>A.B. Degree</u>	<u>M.A. Degree</u>	<u>Post Master's (See XI. L.)</u>
0	6500	6950	7400
1	6905	7385	7865
2	7310	7820	8330
3	7715	8255	8795
4	8120	8690	9260
5	8525	9125	9725
6	8930	9560	10,190
7	9335	9995	10,655
8	9740	10,430	11,120
9	10,145	10,865	11,585
10	10,550	11,300	12,050

Appendix B.

Percentages for those presently employed based on salary as in previous years.  
Percentages for newly appointed personnel based on the experience in that job  
on the appropriate degree schedule.

\*Coaching:

Football - Head Varsity	10%
- Assistant Varsity	8%
- Junior Varsity	8%
- Junior High	6%
Basketball - Head Varsity	10%
- Junior Varsity	8%
- Junior High	6%
Cross Country - Head	5%
Wrestling - Head Varsity	9%
- Assistant Varsity	6%
Baseball - Head Varsity	8%
- Junior Varsity	6%
Track - Head Varsity	8%
- Assistant Varsity	6%
- Junior High	6%
Tennis - Varsity	7%

\*Experience credit for internal transfer in coaching based on XI. D.

Sponsoring Dramatics Club	5%
Sponsoring Cheer Leaders - Senior High	4%
- Junior High	2%
Elementary Physical Education Leader	2%
Elementary Librarian	4% + 1 day re- leased time per each 1000 books above 3000
Directing Play or Operetta	\$100
Safety Patrol Director	\$125
Service Squad Director	\$ 50
Senior Sponsor	\$200
Senior Finance Sponsor	\$100
Junior Sponsor	\$200
Junior Finance Sponsor	\$100
Sophomore Sponsor	\$ 50
Club Sponsor	See XI. M.

#### Appendix C.

Teacher of Mentally Retarded	\$300
Library Resource Consultant	\$300
School Social Worker	8%
Diagnostician	8%
Physical Education Consultant	5%
Reading Clinician	5%
Senior High School Band	5%
Junior High School Band	3%
Teacher of Speech Correction	5%
Counselor	\$200 + 1/40 sal- ary per week for up to two extra weeks worked.

~~Teacher of Speech Correction  
Counselor~~

~~5%  
\$200 + 1/40 salary  
per week for up to  
two extra weeks  
worked.~~

The above stipends are for the regular school year and percentages are based on the appropriate degree schedule and the teacher's experience in that position. Work beyond the regular school year when necessary will be agreed upon by the teacher and the Board.

Appendix D.

Chaperoning all-school parties and dances;  
Chaperoning pupils to sporting events away from home, including bus trip;  
Monitoring concerts, plays, etc. (not including the selling of tickets);  
Sponsoring bowling league.

\$7.50 per event.

Appendix E.

Teaching summer school 1967 session	\$6.00 per hour.
Teaching driver education outside of regular school hours	\$6.00 per hour.
Social adjustment class supervision	\$6.00 per hour.
Regular 6th period assignment (secondary)	\$1300 per year.
Substituting for another teacher during school hours	Proportionate to substitute pay.

CENTER LINE SCHOOLS

CALENDAR

1967 - 1968

Monday, September 4	Labor Day (Schools closed)
Tuesday, September 5	Faculty Meetings
Wednesday, September 6	Registration and Faculty Meetings
Thursday, November 2	State Teachers Institute (Schools closed)
Friday, November 3	" " " " "
Wednesday, November 23	Thanksgiving Vacation (Close at noon)
Thursday, November 24	Thanksgiving Day
Friday, November 25	Thanksgiving Vacation
Monday, November 27	Schools reopen
Thursday, December 21	Schools close at end of day for Christmas Vacation
Monday, January 1	New Years Day
Tuesday, January 2	Schools reopen
Friday, January 26	End of Semester. Records day.
Monday, January 29	Second Semester Begins
Friday, March 8	Local Institute
Thursday, April 11	Schools close at end of day for Easter Vacation
Monday, April 22	Schools reopen
Thursday, May 30	Memorial Day
Friday, May 31	Schools closed
Thursday, June 13	Records day
Friday, June 14	End of School Year