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MASTER CONTRACT

An Agreement between the Central Lake Education
Association and the Central Lake Public School
District.

- To June 30, 1972 -

CENTRAL
Lake.

M.E.A.

1216 KENDALE

E. Lansing, Mi.

48824

This Agreement entered into this 6 day of Sept. 1971 by and between the Board of Education of the Central Lake Public School District, Central Lake, Michigan, hereinafter called the "Board", and The Central Lake Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board has 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 expended 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:

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Recognition

A. The Board hereby recognizes the Association as the sole and exclusive bargaining representative as defined in Section 11 of Act 379, Public Acts of 1965, for all professional personnel, including personnel on Tenure, probation, classroom teachers, guidance counselors, and librarians, but excluding full or part time supervisory and executive personnel and office and clerical employees, and persons on diem appointments. The term "teachers" when used herein after in this agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and reference to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers organization other than the Association for the duration of this agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

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. The sum to be deducted shall remain the same for the life of the contract. It shall be deducted in equal installments from the regular salaries of all Association members and remitted not less than monthly to the Association. A teacher who desires to revoke an authorization must do so in writing to both the Board and the Association. The Board shall not be liable for any over-collection of dues.

ARTICLE II

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher employed by the Board shall have the right to freely organize, join and support the Association for the purpose of engaging in lawful collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or derive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or laws of Michigan or the Constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions or employment by reason of his membership in the Association, his participation in any lawful activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its' employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of the Agreement, and the Board agrees to be bound by any lawful order or award thereof.

C. The Association and its' members shall have the right to use school building facilities at all reasonable hours for meetings. Any extra cost incurred for custodial or other related expense due to the meeting will be paid by the Association. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises. Teachers bulletin board and mail boxes shall be made available to the Association and its' members.

D. The Board agrees to make available to the Association in response to reasonable requests such information as it is entitled by Law.

ARTICLE III

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.

B. The salary schedule is based upon a normal weekly teaching load, for the full school year as defined by the attached calendar. For extra work the teacher shall be entitled to appropriate additional compensation, as on Schedule B..

C. The professional hourly rate of any teacher shall be \$6.00 per hour. The teacher shall be paid this established hourly rate, in addition to his base salary, for all time spent after the regular school day in parent-teacher conferences, supervision of extra-curricular activities of students, (if not on Schedule B), teacher meetings called by the Administration or Board after 4:00 P.M., or any educational or civic function where attendance is not voluntary but required, except that the Superintendent may call one meeting per month on the first Monday, and the Principal, one meeting on the third Monday of each month.

D. For purposes of this Agreement the number of days, according to attached calendar, shall be 180 attendance days, plus one day of orientation for new teachers in the system.

E. When a teaching position is not available for a teacher returning from an illness leave of absence, his established contract rate shall apply for any duties offered.

ARTICLE IV

Teaching Hours

A. Teachers shall check in fifteen minutes before the start of the school day and are free to leave fifteen minutes after students are dismissed as per schedule except Friday P.M. or days preceding holidays or vacations, when the teachers day shall end at the close of the pupils day, except in case of emergency.

ARTICLE V

Teaching Loads and Assignments

A. The normal weekly teaching load in the secondary school will be twenty-five (25) teaching periods, and five (5) unassigned preparation periods, and five (5) supervised study periods except alternate assignment by mutual consent of the teacher, administration, and Association. The normal teaching load and unassigned preparation time in the elementary school shall be equivalent to the Secondary School. No departure from these norms except in case of emergency shall be authorized without prior consultation with the Association. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.

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 or their major or minor field of study.

C. Teachers who will be affected by changes 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 the superintendent as soon as practicable. Tentative assignments will be posted by June 1. Such changes will be voluntary to the extent possible. Any such decision may be appealed through the established grievance procedure to the level of the Board. If desired, either party may request the services of the State Labor Mediation Board.

decisions thereon made by its representatives and the Association as soon as practicable. The Board agrees that all times to keep the schools reasonably and properly equipped and maintained.

C. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

D. The Board shall make available in each school; lunchroom, lavatory facilities exclusively for adult use and at least one room comparable to existing facility, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

E. Existing telephone facilities shall be made available to teachers for their reasonable use.

F. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern of both parties of this Agreement so long as the same shall not adversely affect the student-teacher relationship.

G. The provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status, or membership in, or association with the activities of an employee organization. The Board and the Association pledge themselves to seek and 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 equality of educational opportunity to all pupils.

ARTICLE VI

Teaching Conditions

A. Class Size

(1) The Board recognizes that pupil/teacher ratio is an important part of an effective educational program.

(2) The following* suggested optimum class sizes will be used in determining room loading. Class loads may be lowered by splitting classes or assigning qualified assistants when their size exceeds 20% of the listed number. The total number of pupils per day will not exceed five times the maximum number indicated below in grades 7 through 12.

<u>Class Size *</u>	<u>Classes Affected</u>
15	Special classes for handicapped.
20	Industrial arts, Vocational Shops, Homemaking.
25	Elementary, Kindergarten, Art, English, Social Studies, General Education, Mathematics, Science, Language, Business.
30	Typing, Drafting
35	Music
40	Health Education

* Deviations from these guidelines will be discussed with the teachers involved and with the Association in an attempt to reach a cooperative solution. If the problem is not resolved it may be processed through Paragraph C, of the Grievance Procedure.

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and the use of such educational tools and the Board undertakes to implement all joint

ARTICLE VII

Vacancies, Promotions and Transfers

A. Whenever any permanent vacancy in a teaching or administrative position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the president of the Association and provide for appropriate posting on the bulletin boards in the teachers' lounges. The vacancy will remain posted for a period of at least five (5) school days and will not be permanently filled until the expiration thereof.

B. Any teacher possessing the qualifications to apply for such vacancy may do so in writing to the superintendent's office within ten (10) days of date of posting. The Board agrees to give due weight to professional background and attainments of all applicants, length of service in the district, building, class level, area of specialization, and other relevant factors.

C. The Board reserves the right to deny applications as above specified.

D. Since a promotion would result in placing a teacher in a supervisory position and hence excluded from the terms of the contract, the Board reserves the right to promote on the basis of its own judgments of qualifications and also to hire new employees for any opening of vacancy.

ARTICLE VIII

Leave Pay

A. All teachers absent from duty on account of personal illness or any other approved reason who are in the employ of the Board shall be allowed full pay for a total of ten days absence in any school year. Teachers may accumulate unused sick leave from year to year up to a maximum of 120 days.

B. Any teacher who is absent because of an injury or disease compensated under the Michigan Workman's Compensation Law, shall receive from the Board the difference between the award under the Workman's Compensation Law and his regular salary up to the dollar value attached to the accumulated sick leave.

C. After four days of consecutive absence, a physicians statement may be required by the administration.

D. A teacher who has exhausted his cumulative sick leave will be considered for a loan up to thirty days of additional sick leave for his own personal illness only.

E. First year teachers shall accrue sick leave at the rate of one day for each month worked.

F. The Board reserves the right to recoup any sick leave loans by deducting the balance owed from the teachers salary.

ARTICLE IX

Leave of Absence

A. Any teacher whose personal illness requires absenteeism more than the allotted number of days specified in Article VIII, Paragraph A, may at the Board of Education's discretion, be granted a leave of absence without pay for a period of not more than one (1) year. Upon return from such a leave the teacher shall be assigned to a teaching position within his area of certification (if available) by the superintendent. (See Article III, Paragraph E). All leaves shall terminate at the end of the semester or school year. Notification of intent to return shall be given to the superintendent sixty (60) days prior to the scheduled end of such leave.

3. Leave of absence with pay chargeable against the teacher's allowance shall be granted for the following reasons:

- (1) For a critical illness in the immediate family (reference Para. C,1).
- (2) When emergency illness in family requires a teacher to make arrangements for necessary medical or nursing care.
- (3) Attendance at a ceremony awarding a degree to a staff member for such portion of the day as is necessary.
- (4) When travel requires additional time, for attendance at the school graduation of a son, daughter, husband or wife.
- (5) Personal business days limited to two (2) days per year non accumulative and to be deducted from sick leave.
- (6) Time necessary for attendance at the funeral service of person whose relationship to the teacher warrants such attendance.

C. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:

- (1) A maximum of five days per school year for death in the immediate family. The immediate family would be defined as father, mother, sister, brother, children, husband, or wife. (Exceptions would be considered.)
- (2) Absence when a teacher is called for jury service.
- (3) Court appearance as a witness in any case connected with the teacher's employment at the school or whenever a teacher is subpoenaed to attend and precede.

- (4) Approved visitation at other schools or for attending educational conferences or conventions, (including Association meetings.)
- (5) Time necessary to take the selective service physical examination.

D. Leaves of absence without pay shall be considered upon application for the following purposes:

- (1) Study related to the teacher's licensed field.
- (2) Study to meet eligibility requirements for a license other than that held by the teacher.
- (3) Study, research, or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such period may be allowed.

E. A teacher absent from work because of mumps, scarlet fever, measles, or chicken pox, acquired by exposure in the class room shall suffer no diminution of compensation and shall not be charged with sick leave. A physician's statement shall be presented to the Board for such cases.

F. Maternity leave policy:

- (1) Maternity leave granted under this Article shall be without pay and may be granted up to a maximum of one (1) year renewable in the discretion of the Board.
- (2) Teachers shall request a maternity leave at least three (3) months prior to the expected date of birth, except when this date shall fall within one (1) school month to the end of the semester. Said request shall be filed with the Superintendent.
- (3) Upon the granting of said leave by the Board of Education, the teacher shall be entitled to return to the school system upon the expiration of said leave upon filing with the superintendent a written statement by a physician of her proper health and recommendation of the superintendent of schools and providing a vacancy for which she is qualified exists and said vacancy is not filled by a teacher with tenure status.
- (4) A teacher may make a written application to the superintendent for reinstatement prior to the expiration of the leave granted by the Board of Education provided that she shall give at least sixty (60) calendar days notice in advance of the requested date of return. Exceptions to notice as required in the preceding sentence may be made by the Board in cases of still birth or miscarriage. The Board reserves the right in their sole discretion to approve accelerated termination of maternity leave on the basis of each individual case.

(5) Failure to return from a maternity leave on the date specified in said leave or application shall be conclusively deemed resignation.

G. Leave of absence will be considered of up to two years to any teacher who joins the Peace Corps as a full-time participant in such program. Any period so served shall be treated as time taught for the purpose of the salary schedule set forth in Appendix A, of this Agreement.

H. Teachers who are officers of the Association or are appointed to its staff may, upon proper application, be given leave of absence for one year without pay for the purpose of performing duties for the Association.

I. Military leaves of absence shall be granted to any teacher inducted into the military service of the United States, in accordance with Act 143 of 1943, as amended.

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

ARTICLE X

Teacher Evaluation

A. Each teacher shall be evaluated by the administration at least once a year before April 1st. The evaluation shall consist of a conference and a written statement which shall be signed by both parties and both parties will have a copy. On the first day of school each teacher will receive a copy of criteria by which he will be evaluated. This criteria will be the same as used during 1970/71 term.

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 strictly prohibited.

C. Each teacher shall have the right upon request to review the contents of his personnel file. A representative of the Association may be requested to accompany the teacher in such review.

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

ARTICLE XI

Teacher Protection

A. Any action including an assault upon a teacher should be promptly reported by the teacher to the Board or its designated representatives. Any disciplinary action taken by a teacher shall be subject to administrative review. The teacher may seek assistance from the principal in the event of doubt of the disciplinary action to be meted out. The Board recognizes its responsibility to give all reasonable support and assistance to the teachers with respect to the maintenance of control in the classroom.

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 teachers of responsibilities with respect to such pupils.

B. The Board in conjunction with the Association, shall promulgate rules and regulations setting forth procedures to be utilized in disciplining, suspending or expelling students for misbehavior. Such rules and regulations shall be distributed to students, teachers, and parents no later than the first week of each school year. In the absence of a published school policy teachers shall be free to employ reasonable punishment.

C. The Board may provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities, provided that the Board has determined that the teacher has acted within the scope of his (her) authority.

D. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board may provide legal counsel and render all necessary assistance to the teacher in his defense, provided that the Board has determined that the teacher has acted within the scope of his (her) authority.

E. Time lost by a teacher in making a court appearance in connection with any incident mentioned in this Article shall not be charged against the teacher provided that the Board has determined that the teacher has acted within the scope of his (her) authority.

F. The Board will reimburse teachers for any loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises, in connection with any incident mentioned in this Article provided that the Board has determined that the teacher has acted within the scope of his (her) authority.

G. Any complaints by a parent of a student directed toward a teacher that would become part of the teachers personnel file shall be promptly called to the teachers' attention.

H. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property.

ARTICLE XII

Staff Reduction Procedure

A. Seniority

1. Is based on length of continuous service with the Central Lake School District. Leaves of Absence granted pursuant to this contract shall not constitute an interruption of continuous service.

2. Seniority within the school system shall first be determined by certification as approved by the Department of Education of the State of Michigan, and shall secondly be determined by years of continuous employment in grades K - 6 and by subject matter taught in grades 7 - 12.

B. Procedure

1. In the event that a reduction of personnel shall become necessary, the Board shall reduce staff on the basis of seniority as defined above.

2. It is within the sole discretion of the Board of Education to reduce the educational program and curriculum.

3. It is expressly understood that the Association shall have a right to review the layoff list prior to notification of the individuals to be laid off. In the event of a dispute concerning the layoff list, the Association shall have the right to file a written grievance thereon within not more than 72 hours after the termination of the meeting during which the list was reviewed.

4. Seniority teachers shall be recalled, in inverse order of layoff, to the first vacancy in the school district for which he is certified and qualified.

ARTICLE XIII

Negotiation Procedures

A. All items within this contract shall remain unchanged during the term of this Agreement unless both parties shall by mutual consent agree to reopen discussions. Amendment to this Agreement are open to discussion only by mutual consent of both parties. If an agreement is made to reopen discussions the parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. Contract negotiations will begin on or about April 1, 1972.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the 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 concessions in the course of negotiations or 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 XIV.

Professional Grievance Procedure

A. A grievance shall be an alledged violation of the expressed terms of this contract.

The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:

1. The termination of services of or failure to re-employ any probationary teacher.
2. Any matter involving results of teacher evaluation as defined in Article X, Paragraph A.
3. The termination of services or failure to employ any teacher to the position on the extra curricular schedule.

It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion).

A teacher of the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its' designated representative within 10 working days on the grievance report form as appended. The Board hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within five working days of receipt of the grievance the designated representative of the Board shall meet with the teacher and/or the Association in an effort to resolve the grievance. Affected teacher may or may not be present at such meeting at his discretion. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent who shall have five working days thereafter to approve or disapprove it. If the grievance shall be denied by the Super-

intendent, either upon review of the action of the school principal, or in the first instance, the grievance shall immediately be transmitted to the secretary of the Board, with a statement of reasons why it is being disapproved.

C. Within 15 working days from receipt of the grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its' members to hold a hearing or otherwise investigate the grievance, provided however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than 20 working days after its submission to the Board.

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.

E. If the decision after mediation is not satisfactory to the Association, the grievance may within 10 working days, be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, he shall be selected by the Michigan State Mediation Board, in accord with its rules which shall likewise govern the arbitration hearing. Neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

F. The cost of arbitrator shall be born equally by the parties except that each party shall assume its own cost for representation including any witnesses.

Grievance Report
GRIEVANCE REPORT FORM

Grievance # _____ School District _____

Distribution
of Form

1. Supt.
2. Principal
3. Association
4. Teacher

GRIEVANCE REPORT

Building	Assignment	Name of Grievant	Date Filed
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STEP I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature, CLEA

Date

C. Disposition by Principal _____

Signature of Principal

Date

D. Position of Grievant and/or Association _____

Signature

Date

STEP II

A. Date Received by Superintendent or Designee _____

Note: If additional space is needed in reporting Sections B1 & 2 of Step I, attach an additional sheet.

ARTICLE XV

Miscellaneous Provisions

A. 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 fiscal, budgetary and 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 Education Profession in accordance with the terms thereof and the Board recognized, 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. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its' terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

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

F. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers 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.

G. All School monies will be collected by the office or school book-store.

H. On a day in which children are not required to be in attendance due to inclement weather, teachers shall be notified as promptly as possible, and are not required to report at school on such days.

I. The Association and the Administration of the school shall cooperate in establishing a calendar for the ensuing year. In so far as possible efforts shall be made to avoid conflicts between the academic program and co-curricular, extra-curricular activities.

J. Teacher aides as mentioned in this contract shall mean adult personnel hired to assist the professional staff in routine assignments. Teacher aides shall not be construed to mean high school pupils. The provisions of this clause do not infer that members of the Future Teachers Association cannot be allowed in the classrooms to assist in gaining meaningful experience under a qualified teacher. A high school pupil may be hired if necessary to do routine teachers aide duties, if agreeable to the teacher involved.

K. Each teacher shall maintain with the office of the Superintendent of Schools the current correct address and phone number which may be used to contact him (or her) in emergency matters while they are in the employ of the school district.

ARTICLE XVI

Board of Education Rights

The Association recognizes that the Board has the responsibility and authority to manage and direct, in behalf of the public, all the operations and activities of the school district to the full extent authorized by law. The exercise of such rights and responsibilities shall be limited only by the specific and expressed terms of this Agreement.

ARTICLE XVII

COMPLETION OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

APPENDIX 1
SALARY SCHEDULE A

<u>Step</u>	<u>BA</u>	<u>MA</u>
1	7000	7500
2	7300	7815
3	7680	8210
4	7850	8395
5	8140	8700
6	8460	9035
7	8740	9330
8	9020	9625
9	9320	9940
10	9700	10300

Note 1. Each teacher in the Central Lake District will receive Hospital Insurance in the amount of \$169.92 (12 x \$13.66) for single person ward coverage, for Blue Cross-Blue Shield Insurance. In lieu of Blue Cross Insurance, M.E.A. Insurance may be selected, not to exceed the amount for Blue Cross-Blue Shield as stated above.

Note 2. Credit for experience outside this school system (as a certified teacher) shall be evaluated by the Board and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory. Full credit shall be given for the first five years of experience but no credit shall be given for a fractional part of a year.

Note 3. Increments become effective September 1, of each year and advancement under the salary schedule shall be automatic as of September 1, or February 1, following completion of required academic or professional courses.

Note 4. *From the 1967-68 school year forward, all teachers shall be required to earn six (6) semester hours in a five year period to advance on the salary schedule.

Note 5. The effective date of salary schedules herein stated is controlled by The Economic Stabilization Act of 1970 and Presidential Executive Order #11615 (Wage Price Freeze) or any additions, supplements or amendments thereto.

SCHEDULE D

1. The professional hourly rate for all teachers shall be \$6.00 as specified in Article III, Section C, unless excepted here. These sums shall be added to the basic contractual salary:

Position or Duty	% of Base (\$7,000)	Amount
Athletic Director	5	\$ 350
Varsity Football	10	700
Asst. Football	7	490
J.V. Football	7	490
Varsity Basketball	10	700
J.V. Basketball	7	490
J.H. Basketball	5	350
Girls Basketball	5	350
Track	5	350
Baseball	5	350
Play Director	2%/play limit 2	140 or 280
Annual Supervisor (if not part of regular teaching day)	3	210
Band Director	10	700
Science Fair	4	280
CLASS SPONSORS:		
7th	1/2	35
8th	1	70
9th	1 1/2	105
10th	2	140
11th	2 1/2	175
12th	3	210
Skiing Coach	5	350
Student Council	3	210
Forensics	2	140

Sixth class in lieu of Study Hall - 2 1/2% of the teachers contract rate.

The summer Driver Training Instructor shall be paid \$30.00 per student.

Where positions are divided between two or more teachers the sum shall be divided equally.

Schedule B Continued

Teachers shall be paid at the rate of \$15.00 per semester hour for courses completed beyond the Michigan Permanent Certificate provided that a "C" is obtained in each course. One-half tuition shall be paid on completion of course. Courses outside major field must be approved by the administration.

The Association shall work out a dues check-off form with the school office which will be agreeable to both parties.

ARTICLE XVIII

Duration of Agreement

This Agreement shall be effective as of September 6, 1971
and shall continue in effect for _____ years until the _____th day of
_____, 19____. This Agreement shall not be extended orally and it is
expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

By PRESIDENT _____

By Secretary _____

EDUCATION ASSOCIATION

By PRESIDENT _____

By Secretary [Signature]

1971-72 CALENDAR

September 7, 1971	First day of school (full day K-12)
October 22, 1971	First Marking Period ends
October 27, 1971	Report Cards
November 10 & 11, 1971	Parent Teacher Conferences
November 15, 1971	Deer Hunting Season opening day
November 25, 1971	Thanksgiving Vacation No School
November 26, 1971	Thanksgiving Vacation No School
December 3, 1971	Second Marking Period ends
December 8, 1971	Report Cards
December 23, 12:00 Noon	
TO	Christmas Vacation No School
January 2, 1972	
January 5, 1972	Resume School
January 21, 1972	Semester Ends
January 26, 1972	Report Cards
March 3, 1972	Fourth Marking Period ends
March 9, 1972	Report Cards
March 22 & 23, 1972	Parent Teacher Conferences
March 31, 1972, 12:00 Noon	
TO	Easter Vacation No School
April 9, 1972	
April 10, 1972	Resume School
April 21, 1972	Fifth Marking Period ends
April 26, 1972	Report Cards
May 29, 1972	Memorial Day Holiday No School
June 4, 1972	Baccalaureate
June 6, 1972	Last Day School (full day K-12)
June 7, 1972	Records Day
June 10, 1972	Graduation (Saturday)

Final Exams - June 4th, 5th.

Senior Tests- To be given, scored, and repon graded prior to Baccalaureate

School Days/Month

First Semester

Sept.	18
Oct.	21
Nov.	19
Dec.	16½
Jan.	15
	<u>89½</u>

Second Semester

Jan.	6
Feb.	21
Mar.	22½
Apr.	15
May	22
Jun.	4
	<u>90½</u>