

June 30, 1972

*Cherry Hill School District*

AN AGREEMENT

between

THE CHERRY HILL BOARD OF EDUCATION

and

THE CHERRY HILL SECRETARIAL-CLERICAL ASSOCIATION

for the

SCHOOL YEARS 1969-72

LABOR AND INDUSTRIAL  
RELATIONS LIBRARY  
Michigan State University

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CHERRY HILL SECRETARIAL-CLERICAL ASSOCIATION AGREEMENT

This AGREEMENT is made and entered into this first day of July, 1969 by and between the Cherry Hill School District Board of Education of Wayne County (hereinafter referred to as the BOARD) and the Cherry Hill Secretarial-Clerical Association (hereinafter referred to as the ASSOCIATION).

INTENT AND PURPOSE

It is the intent and purpose of the parties hereto that this Agreement shall promote and improve the relationship between the employees and the District and sets forth herein the basic agreement covering wages, hours of work and conditions of employment to be observed by the parties hereto.

In consideration of the following mutual covenants, it is hereby agreed as follows:

## ARTICLE I

### RECOGNITION

A. The Board recognizes the Cherry Hill Secretarial-Clerical Association as the sole and exclusive bargaining representative as defined in Section II of Act 379 of the Public Acts of 1965, for all secretarial and clerical employees as hereinafter defined, for the purpose of collective bargaining with respect to wages, hours of employment and other terms and conditions of employment.

B. The word, "Employee" shall include all secretaries, clerks, bookkeepers employed by the Board with the exception of the executive secretary serving the Superintendent of Schools, and all other employees excluded by law. The Board further recognizes the inclusion of the part-time bookkeeper and clerk employed under the State and Federal Titles Program, providing the District qualifies and participates in the program at its current level.

C. All employees covered by this Agreement, both present employees and new employees, shall be and remain members in good standing of the Association for the duration of this Agreement. Any employee not a member of the Association on the effective date of this Agreement shall become such a member on the thirty-first consecutive day following such effective date. Any employee hired, rehired, reinstated, or transferred into the bargaining unit after such effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become a member of this Association upon completion of her probationary period (90 days).

D. The Board agrees that upon receipt of written authorization signed by any Association member, it will deduct from such employee's first pay of each month her Association dues, and will forward the amounts so deducted to the Secretary-Treasurer of the Association within five (5) days after such deductions have been made.

## ARTICLE XI

### RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965 the Board recognizes the right of the Cherry Hill Secretarial-Clerical Association to organize as an Association, or to form, join or assist in labor organization, to engage in lawful concerted activities for the purpose of collective negotiations or bargaining or other mutual aid and protection, or to negotiate or bargain collectively with the Cherry Hill School District through representatives of their own free choice.

B. The Board further recognizes the right of the Cherry Hill Secretarial-Clerical Association to use processes of law, the State Labor Mediation Board, and agreed upon mediation process.

ARTICLE II - RIGHTS (continued)

C. The Board further recognizes the right of the Association to have access to and use of information on district financial resources, budgetary information, and other pertinent data, with the exception of privileged material. This information shall be made available as soon as practicable. This provision includes the furnishing of materials that may be necessary for the processing of grievances or necessary for the proper enforcement of the terms of this Contract.

D. Upon request, and approved by the Superintendent or his designated representative, the authorized representative of the Association shall have the privilege to schedule Association meetings in the building before or after regular working hours, and during the lunch period of the employees involved, provided, however, that such meetings shall not interfere with the Conduct of school functions and business. Upon request, the Association and its members shall have the right to use adequate school building facilities at all reasonable hours for the Association functions provided there is no conflict with the previously scheduled functions.

ARTICLE III

CLASSIFICATIONS OF POSITIONS

A. The secretarial and clerical employees of the District shall be classified in four (4) positions and shall be designated as "A", "B", "C", and "D".

B. The position of Secretary "A" is classified as an Executive Secretary and applies to the secretary to the Superintendent. This position and classification does not come within the scope of this Agreement.

C. Classification "B" shall include the following clerical and secretarial positions:

1. B-1 Bookkeeper

B-1A Bookkeeper (Part-time)

2. B-2 Secretary to the Assistant Superintendent in charge of Personnel and Finance

Secretary to the Assistant Superintendent in charge of  
of Curriculum and Special Services

Secretary to the Director of Special Education \*

Payroll and Purchasing Employees

ARTICLE III - CLASSIFICATIONS OF POSITIONS (continued)

3. B-3 General Office employees
4. B-4 Secretary to the high school counselors\*

\*the above secretarial positions shall be filled under the C-1 classification upon becoming vacant.

D. The classification "C" includes the following secretarial and clerical positions.

1. C-1 Secretary: Elementary school  
Secretary: Junior High School  
Secretary: Senior High School  
Attendance and Secretary to the Junior High School Counsellors
2. C-2 Attendance and general office employee in Senior High School
3. C-3 Library assistant in Senior High School

E. Classification "D" includes the following positions:

D- Clerk-Typist

F. Job specifications are a special addendum to this Agreement.

G. The qualifications for Bookkeeper, "B-1" are as follows:

She shall be a high school graduate and have successfully completed a course in bookkeeping and/or business administration from a commercial school or business education school, or its equivalent experience acceptable to the Board of Education or its representative. She must have at least one year's experience.

H. The qualifications for Secretaries "B-2", "B-4" are as follows:

She shall be a high school graduate. She shall be competent in typing, shorthand and general office practices. She shall have at least one year's experience as a secretary. Additional training and/or experience in the areas that the position entails is preferred.

I. The qualifications for Secretary, "B-3" are as follows:

She shall be a high school graduate. She shall be competent in typing and general office practices. Training and/or experience in the areas that the position entails is preferred.

J. The qualifications for Secretary "C", are as follows:

She shall be a high school graduate with typing and general office training; any additional education and/or training and experience being desirable. She shall have knowledge of and be competent in general office and school administrative procedures.

ARTICLE III - CLASSIFICATIONS OF POSITIONS (continued)

K. The qualifications for the Clerk-Typist, "D", are as follows:

She shall be a high school graduate with some knowledge of general office procedure.

ARTICLE IV

HOURS OF EMPLOYMENT - PAID HOLIDAYS

VACATIONS - GENERAL WORKING CONDITIONS

A. All Secretaries "B" except the classification "B-3" shall work from 8:00 A.M. to 5:00 P.M. with one hour for lunch, Monday through Friday, constituting a forty (40) hour week. The general office secretary "B-3" shall work from 7:30 A.M. to 4:30 P.M. The general office secretary "B-3" shall work from 8:00 A.M. to 5 P.M. during the holiday vacation periods and during the month of August annually.

B. All Secretaries "C" with the exception of classification "C-1" attendance and secretary to the junior high counselors, and "C-2" Attendance and general office employee in senior high school, and Clerk-Typists "D" shall work from 8:00 A.M. to 4:00 P.M. with one hour for lunch, Monday through Friday, constituting a thirty-five (35) hour week. The attendance secretaries shall work from 7:45 A.M. to 3:45 P.M.

C. All Secretaries "B" and Clerk-Typists "D" shall be employed fifty-two (52) weeks per year, with the exception of "B-4", who shall be employed forty-three (43) weeks per year and "B-2", Secretary to the Director of Special Education who shall be employed forty-four (44) weeks per year.

D. Secretaries "C-1", "C-2", and "C-3", in the high school, junior high school and the library shall work the number of weeks that school is in session, plus two weeks before school starts and two weeks after school closes in June.

E. All Secretaries "C-1" in the elementary schools shall work the number of weeks that school is in session, plus one week before school starts and one week after school closes in June.

F. The Board and the Association agrees to meet to determine job descriptions for each of the above classifications. (See ADDENDUM following signature page).

G. All Secretaries "B" shall receive the following paid holidays:

Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving, the day preceding Christmas Day, Christmas Day, the day preceding New Year's Day, New Year's Day, Memorial Day and one half day on Good Friday. Employees will receive the foregoing holidays only when such holidays fall within their work year. If a holiday falls on a Saturday or Sunday, a week day will be allotted or a vacation day added.

ARTICLE IV - HOURS OF EMPLOYMENT, ETC. (continued)

H. The Secretaries "C" shall receive the following paid holidays:

Labor Day, Thanksgiving Day, the day following Thanksgiving, the day preceding Christmas, Christmas Day, the day preceding New Year's, New Year's Day, Memorial Day and one half day on Good Friday. Secretaries in the schools shall work when school is in session and shall be off and have the same holidays and vacations as the children. The time that students are out for conferences and teacher institute days do not constitute time off for Secretaries "C". (If a holiday falls on a Saturday or Sunday a week day will be allotted or a vacation day added).

I. All Secretaries "B" and Bookkeepers in the Administration Office shall receive two weeks' paid vacation each year after one year of employment; three weeks' paid vacation after seven years of employment, with the exception of Secretaries B-4 who shall have two weeks' paid vacation after one year.

J. The Secretaries "C" in the high school, junior high school and elementary schools will receive one week's paid vacation after one year of employment, two weeks after three years of employment.

K. Two members of the secretarial group, to be selected by the secretarial group, shall be entitled to go to a State conference or convention in connection with the profession, once each year. Said representative will receive regular rate of pay and proper expenses. This time will not be counted against her.

L. If an employee is requested to work overtime, with the Superintendent's approval, she shall be paid for such overtime at the rate of time and one half.

M. Secretaries shall not be required to lift or handle heavy packages or objects weighing in excess of thirty-five (35) pounds.

N. Where additional work is available before commencement of school and after school closes, Secretaries "C" may accept such additional work upon being requested for same by their supervisors.

O. Part-time employees shall receive all benefits on a pro-rated basis as their hours worked bear to full-time employment.

ARTICLE V.

LEAVE DAYS - SICK AND PERSONAL

A. Twelve (12) days per year shall be allowed for sick leave for permanent twelve month employees, and ten (10) days shall be allowed for sick leave for permanent ten month employees. Sick leave not used during one year shall accrue and be added to the employee's credit the following year. There shall be a limit of one hundred (100) days on accumulated sick leave.



ARTICLE V - LEAVE DAYS - SICK AND PERSONAL (continued)

B. Permanent employees may use any number of days at one time, but may not use more days than would be accrued to their credit by the end of the school year.

C. Absence occasioned by illness in the immediate family shall be allowed at full pay as in case of personal illness. Immediate family includes: husband, wife, children, father, mother, father-in-law, mother-in-law, grandparents, brothers, sisters, and any other relatives or non-relative living or making his/her home in the household of the employee.

D. If a death occurs among members of an employee's immediate family or household, the employee shall be granted up to five (5) days leave with pay (not deductible from sick leave). If a death occurs among the relatives of an employee, the employee may be granted one (1) day's leave with pay.

E. In case of termination of employment any sick leave that has been advanced an employee but not earned, shall be deducted from that employee's final salary check.

F. On retirement the employee shall receive one third (1/3) the number of sick leave days accrued and unused.

G. In the event of the death of an employee, payment of one third (1/3) of her unused sick leave shall be made to her beneficiary or estate.

H. All secretarial and clerical employees of the Association shall be granted two (2) days of personal leave per year to attend to urgent business that can only be transacted during the normal school day, provided arrangements for such leaves are made at least two (2) days in advance with the principal and approved by the Superintendent of Schools.

I. Unused personal leave days may be added to and accumulated as sick leave for the following year.

J. The day immediately preceding or the day immediately following a legal holiday or school recess will not be recognized by the Board as a personal leave day with the exception, however, of such cases which may cause undue hardship on the individual concerned. Circumstances presenting unusual conditions, will upon request be reviewed by the Superintendent of Schools to determine whether such leave should be granted.

K. A temporary leave of absence shall be granted an employee in case of ill health, injury, or other grave emergency. Leave of absence will be granted to employees for a period up to six months. If necessary with approval of the Board, leaves of absence may be extended for an additional six months.

L. Maternity leave shall be granted employees not to exceed two years, as defined in the Policies Manual.

ARTICLE V - LEAVE DAYS (Continued)

M. When a leave of absence is granted following depletion of accumulated sick leave, all pay and benefits stop as of the date of commencement of the leave of absence, with the exception of insurance. Insurance benefits may be continued as long as the employee is on leave of absence and as long as premiums are paid by the employee during leave.

N. Any employee who may be called for jury duty shall be compensated for the difference between the jury duty and the pay she would have received from the Board. The Board has the right to have the affected employee excused from jury duty where possible.

ARTICLE VI

SENIORITY, VACANCIES, TRANSFERS

PROMOTIONS, SUSPENSION, DISCHARGE, AND RESIGNATION

A. Seniority standings shall be granted to all full-time employees. Full-time employees shall include all those persons employed for thirty-five (35) hours or more per week who have satisfactorily completed a probationary period.

B. All persons entering into employment with the District shall serve a probationary period of ninety (90) consecutive days. Any probationary employee who has continued in the employ of the District for the probationary period and who has worked satisfactorily during that period shall be a permanent employee.

C. Seniority of permanent employees shall begin on the date of initial full-time employment.

D. A seniority list shall be maintained by the District and a copy shall be given to the Association. Any employee shall have access to and may examine the seniority list. A new list shall be given each employee each year.

E. An employee shall lose her seniority standing upon voluntary resignation or dismissal for cause.

F. In any reduction of staff an employee with higher seniority will be given preference over an employee with lesser seniority to retain her employment. Any employee whose services may be terminated for the above mentioned reasons shall be notified in writing at least two weeks in advance by direction of the Board. A secretary who desires to replace another because of reduction of staff shall make her choice known in writing within five (5) days after she has been notified of her lay-off.

ARTICLE VI - SENIORITY, VACANCIES, TRANSFERS, ETC. (continued)

G. An employee may be transferred within her classification only with prior notification to the employee and the Association; such transfer shall not be made arbitrarily and unreasonably, and in each case due consideration shall be given to the desires of the employee involved.

H. Vacancies and new positions shall be filled first by promotion from the ranks of employees, provided job qualifications are met; and if qualification requirements are met, preference shall be given on the basis of seniority. The Board retains the right to hire employees on temporary basis. However, such temporary hiring will not reduce the permanent work force and not abrogate the provisions of Article VI, Section J.

I. When a vacancy or a new position is to be filled, proper notification of such opening shall be given in writing to the Association. Immediately, upon receiving notice of a vacancy, notification of such vacancy shall be posted for ten (10) working days in areas to be designated by the Association; or personal notice in writing shall be given to each employee. Secretaries desiring to be considered for an announced vacancy shall submit a written application to the Assistant Superintendent within five (5) days of posting. All those applying for the position shall be granted an interview within the next five (5) days, providing they meet the qualifications for the posted position, and will be notified of the decision at the end of the posting period (10) days. Any employee promoted to another classification shall undergo a trial period not to exceed ninety-days (90). If upon completion of the trial period the advanced employee is not, in the opinion of the Superintendent, qualified for the position, she shall have the right to return to her former position with accumulated seniority. Any employee promoted to another classification shall retain her seniority and will be transferred at her seniority level.

J. If a vacancy is not filled from within ranks, persons whose employment has been terminated because of reduction in staff, or persons on leave who wish to be re-employed shall receive first consideration for such openings, when the said openings occur within one (1) year of the date of termination of the applicant's employment.

K. All new classifications established shall be discussed with delegated representatives of the Association.

L. Discharge shall be for just cause, is a prerogative of the employer, but as in any other disciplinary action, it shall be subject to grievance procedures, should the employee and/or the Association consider the employee aggrieved.

M. Any employee who resigns her position shall submit her resignation in writing at least two weeks prior to the date of leaving, to her immediate supervisor (copy to the Association) who shall forward it without delay to the Superintendent of Schools.

N. In the event that an employee who has resigned is re-hired, or a position is filled by a new employee who has had school office experience, allowance may be made for such experience. The probation period of ninety days (90) may be waived and additional credit may be allowed, but in no event would a new employee be hired at higher than the second experience level in the salary scale in the classification assigned to the job opening.

## ARTICLE VII

### INSURANCE

The Board shall provide without cost, comprehensive hospitalization, medical and surgical protection to the employee and his immediate family under the current basic and major medical MEA Insurance Plan, or an equivalent plan and comparable rate. It is understood that an employee must first subscribe to the basic hospitalization plan before subscribing to other benefits allowed. An employee may elect in lieu of the above insurance, optional benefits offered by MEA up to the current rate for single subscriber hospitalization, medical, and surgical insurance. It is understood that the Board is not obligated to provide hospitalization, medical, and surgical protection to any employee who is a beneficiary under a similar plan by an employer of that employee or of a relative of that employee. An employee who has coverage under another insurance plan must select optional benefits offered by MEA if member plans to participate in the insurance program provided.

## ARTICLE VIII

### EVALUATIONS

A. Evaluations of secretaries will be made once each year and will be made by each secretary's immediate supervisor. Each employee shall receive a copy of the evaluation. The evaluation shall be submitted to the Central Office and must be signed by the employee, and must state that she has reviewed the evaluation. It need not state that she agrees with the evaluation; however, adverse evaluations may constitute a grievance.

B. Each secretary shall have the right upon request to review the contents of her personnel file with the exception of confidential materials.

## ARTICLE IX

### GRIEVANCE PROCEDURES

A. It is the endeavor of both the Board and the Association to maintain a pleasant and harmonious environment and good working conditions. However, in the event of a grievance, the following procedure shall be followed:

Step I: The employee who has a grievance may first attempt to settle the grievance with her immediate supervisor, or she may call upon the representative of the Grievance Committee to act on her behalf to carry out hit initial step. If the grievance is not satisfactorily settled it is then reduced to writing and shall be signed by the aggrieved party. The Grievance Committee will thereafter refer the grievance to the employee's immediate supervisor within twenty (20) days following the act or condition which is the basis of the grievance. Disposition of the grievance must be presented to the Grievance Committee within five (5) days.

ARTICLE IX GRIEVANCE PROCEDURES (continued)

- (1) The immediate supervisors are described as follows:

The Principal of the building in which the employee works is the immediate supervisor of all employees working outside of the Administration Offices.

- (2) The Business Manager is the immediate supervisor of all clerical and secretarial employees working in the Central Business Office; and the Superintendent or his designated representative is the immediate supervisor of all other employees working in the Central Office.

- (3) The Director of Special Education is the immediate supervisor of employees of the Department of Special Education.

Step 2: Within five (5) working days after receiving the decision of the immediate supervisor the Grievance Committee shall refer it in writing to the Superintendent or his designated representative. The grievance shall be in writing and shall set forth specifically the grievance and the grounds on which the grievance is based and shall be accompanied by a copy of the decision at Step 1. The Superintendent or his designated representative will investigate the grievance and within ten (10) working days will communicate his decision in writing, together with the supporting reasons to the Association and to the immediate supervisor.

Step 3: If the disposition of the grievance is not satisfactory it may then be taken directly to the Board in not less than ten (10) days nor more than fifteen (15) working days. The grievance shall be in writing and shall set forth specifically the grievance and the grounds on which the grievance is based and shall be accompanied by copies of previous decisions.

Step 4: If the decision of the Board is not satisfactory to the Association, the said Association reserves the right to utilize the procedures of the Michigan Labor Mediation Board or any other method as provided by statute.

B. The time limits stated herein may be extended by mutual agreement by the parties.

C. Nothing in the foregoing grievance procedures shall prohibit an employee from pursuing a grievance independently and having a grievance adjusted without intervention of the Association if the adjustment is not inconsistent with the terms of this Agreement, and provided that the Association has been given the opportunity to be present at all stages of the adjustment of grievance.

ARTICLE IX - GRIEVANCE PROCEDURES (continued)

- D. Two (2) members of the Grievance Committee and the aggrieved parties shall be given released time to attend any meetings or hearings provided for in this contract that are scheduled by the Administration or Board during the work day. Any Association member who desires to investigate a grievance during the work day will be granted permission therefore, where it is shown that the grievance cannot be investigated outside the work day. There shall be no reprisals of any kind by supervisory or administrative personnel taken against any party in interest or Association members or any other participant in the procedures set forth herein due to such participation.
- E. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants, provided further that any form of documentation of a grievance investigation shall be maintained in a file separate from the personnel file of the participants.

ARTICLE X

FUTURE NEGOTIATIONS

It is expected that matters not specifically covered by this Agreement but of common concern to both parties may be subject to professional negotiation between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings for such discussions, furnishing necessary information, and otherwise constructively considering and receiving any such matters.

The parties will begin negotiations for a new Agreement covering wages, hours, terms and conditions of employment of the employees covered in this Agreement not later than April 15, 1972, and shall endeavor to complete such negotiations prior to June 1. 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 measure it may deem appropriate.

ARTICLE XI

RELEASED TIME - CONTRACT NEGOTIATIONS

Members of the bargaining unit who participate in contract negotiations respecting a collective bargaining agreement shall be provided released time without loss of pay equal to any time spent outside the work day in participating in such activities.

## ARTICLE XII

### LEGAL RIGHTS AND BOARD PREROGATIVES

A. The Board reserves all rights and powers conferred upon it by the Constitution and laws of the State of Michigan and of the United States, except as limited by this Agreement.

B. The direction of employees, including the right to plan, direct, and control school district operations, hire, suspend or discharge for proper cause or transfer, with just cause, to make reasonable rules in the school district, to relieve employees from duty because of lack of work or other reasons, and the right to introduce new or improved methods or facilities, is vested exclusively in the Board of Education, as well as other traditional prerogatives of administration not hereby or herein expressly made a subject of negotiations, provided that there shall be no conflict with any provision of this Agreement.

C. The Association will not engage in or encourage strike action of any type during the life of this Contract. The Board will not lock out the employees during the terms of this Agreement.

D. This Agreement is subject in all respects to the laws of the State of Michigan with respect to the powers, rights, duties and obligations of the Board, the Association and employees in the bargaining unit, and in the event that any provision of this Agreement shall at any time be held to be contrary to laws by a court of competent jurisdiction from whose final judgment or decrees no appeal has been taken within the time provided for doing so, such provisions shall be void and inoperative; however, all other provisions of this Agreement shall continue in effect.

E. The Personnel Policy Manual of the School District will continue in effect except as limited, altered or supplemented by this Agreement, provided further that any provision in the Policy Manual that is inconsistent with the terms of this Agreement are null and void. All privileges and benefits which the employees have hitherto enjoyed shall be maintained and continued by the Board during the term of this Agreement.

## ARTICLE XIII

### SPECIAL CONFERENCES

Special Conferences for the improvement of professional working relations will be arranged between the Board and the Association and upon the request of either party. Such meetings shall be between not less than two (2) representatives of the Board and two (2) representatives of the Association.

Arrangements for such Special Conferences should be made in advance and an agenda shall be presented in writing at the time the conference is requested. Special Conference shall be scheduled within ten (10) working days after the request is made. Representatives of the Association shall be provided released time without loss of pay whenever a Special Conference is scheduled within their work day.

ARTICLE XV

SALARY SCHEDULES

<u>CLASSI-</u> <u>FICATION</u>	<u>YEAR</u>	<u>PROBATIONARY</u>	<u>STEP</u> <u>1</u>	<u>STEP</u> <u>2</u>	<u>STEP</u> <u>3</u>	<u>STEP</u> <u>4</u>	<u>STEP</u> <u>5</u>
B-1	1969-70	2.97	3.09	3.22	3.34	3.47	
	1970-71	3.24	3.36	3.49	3.61	3.74	
	1971-72	3.52	3.64	3.77	3.89	4.02	
B-1A	1969-70	2.87	2.99	3.12	3.24	3.37	
	1970-71	3.14	3.26	3.39	3.51	3.64	
	1971-72	3.42	3.54	3.67	3.79	3.92	
B-2	1969-70	2.83	2.96	3.08	3.21	3.33	
	1970-71	3.09	3.22	3.34	3.47	3.59	
	1971-72	3.36	3.49	3.61	3.74	3.86	
B-3	1969-70	2.71	2.83	2.96	3.08	3.21	
	1970-71	2.97	3.09	3.22	3.34	3.47	
	1971-72	3.24	3.36	3.49	3.61	3.74	
B-4	1969-70	2.83	2.96	3.08	3.21	3.33	
	1970-71	3.09	3.22	3.34	3.47	3.59	
	1971-72	3.36	3.49	3.61	3.74	3.86	
C-1	1969-70	2.60	2.74	2.88	3.03	3.17	3.32
	1970-71	2.86	3.00	3.14	3.29	3.43	3.58
	1971-72	3.13	3.27	3.41	3.56	3.70	3.85
C-2	1969-70	2.46	2.60	2.74	2.88	3.03	3.17
	1970-71	2.72	2.86	3.00	3.14	3.29	3.43
	1971-72	2.99	3.13	3.27	3.41	3.56	3.70
C-3	1969-70	2.31	2.46	2.60	2.74	2.88	3.03
	1970-71	2.57	2.72	2.86	3.00	3.14	3.29
	1971-72	2.84	2.99	3.13	3.27	3.41	3.56
D 35 Hrs.	1969-70	2.29	2.44	2.58	2.72		
	1970-71	2.53	2.68	2.82	2.96		
	1971-72	2.78	2.93	3.07	3.21		
D 40 Hrs.	1969-70	2.29	2.44	2.58	2.72		
	1970-71	2.53	2.68	3.82	2.96		
	1971-72	2.78	2.93	3.07	3.21		



ARTICLE XIV

DURATION

This Agreement by and between the Cherry Hill School District and the Cherry Hill Secretarial-Clerical Association shall be deemed effective from and after July 1, 1969 to and including June 30, 1972 at which time it may be reviewed, revised, changed, or modified by consent of either or both parties.

IN WITNESS WHEREOF, the parties hereto execute this Agreement by and through their duly authorized representatives, this \_\_\_\_\_ day of \_\_\_\_\_, 1969, A.D.

THE CHERRY HILL  
SECRETARIAL-CLERICAL ASSOCIATION

THE BOARD OF EDUCATION OF  
THE CHERRY HILL SCHOOL DISTRICT  
OF WAYNE COUNTY, MICHIGAN

BY:

BY:

Virginia E. Adams  
President

Arnold Boguzinski  
President

Jane Johnson  
Vice-President

\_\_\_\_\_  
Vice-President

Virginia Irons  
Secretary - Treasurer

Lidia A. Pluta  
Secretary

Eleanor V. Beck  
Employee Representative

K. E. Pearce  
Treasurer

Marilyn J. Hilliland  
Employee Representative

Theodore E. Ridley  
Trustee

Charles W. Misher  
Negotiator - Consultant

W Paul Myers  
Trustee

\_\_\_\_\_

Harry R. Halbert  
Trustee