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TITLE

Cherry Hill (2) ✓
Michigan Education Association
Region 2 Metro Area Office
2240 Middlebelt Road
Garden City, Michigan 48135
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OFFICE OF
PROFESSIONAL NEGOTIATIONS

Cherry Hill Bd. of Education

MEA
1216 Wendale
East Lansing, Mich.

Michigan Education Association
Region 2 Metro Area Office
2240 Middlebelt Road
Garden City, Michigan 48135
Telephone: 313/261-2510

ARTICLE I
RECOGNITION

A. The BOARD hereby recognizes the ASSOCIATION as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, librarians, social workers, speech and hearing therapists, visiting teachers, advising or critic teachers, teachers of the housebound or hospitalized, reading coordinators, coordinator of the federal and state aid programs, employed or to be employed by the BOARD (whether or not assigned to a public school building), but excluding supervisory and executive personnel, and all other non-teaching personnel not specifically enumerated above. The term "TEACHER", when used hereinafter in this AGREEMENT shall refer to all employees represented by the ASSOCIATION in the bargaining or negotiating unit as above defined, and references 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.

ARTICLE II
ASSOCIATION AND TEACHERS' RIGHTS

A. Pursuant to the Michigan Public Employment Relations Acts, the BOARD hereby agrees that every employee of the BOARD shall have the right freely to organize, join and support the ASSOCIATION for the purpose of engaging in 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

ARTICLE II - A (continued)

undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other 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 of employment by reason of his membership in the ASSOCIATION, his participation in any activities of the ASSOCIATION or collective professional negotiations with the BOARD, or his institution of any grievance, complaint or proceeding under this AGREEMENT.

B. The rights granted to teachers under this AGREEMENT shall be deemed to be in addition to those provided elsewhere.

C. Upon written request to the Superintendent's office, or the office of his designee, the ASSOCIATION and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided such use shall not conflict with activities previously recorded as scheduled for the same specific area, and further provided that when the expense of special custodial or technical service is required, the BOARD may make appropriate charge therefor.

D. Duly authorized representatives of the ASSOCIATION and their respective affiliates shall be permitted to transact official ASSOCIATION business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations and further provided that the Superintendent's office is given reasonable notification of all such meetings.

E. The ASSOCIATION shall have the right to use the equipment assigned to the high school business machines classrooms on any school day between the end of the last class of that day and 6:00 P.M., provided such equipment is not otherwise in use as part of the instructional program. Any other use of

ARTICLE II - E. (continued)

equipment must be approved by the building administrator in charge thereof. The ASSOCIATION agrees to pay \$100 on or before January 3, 1968, to cover the wear, tear and depreciation of such equipment for the 1967-68 school year. The ASSOCIATION shall have the option to extend this arrangement to the 1968-69 school year by notifying the BOARD of its intention to do so prior to the commencement of that year. Damage to equipment caused by the ASSOCIATION in excess of ordinary wear and tear shall be charged to the ASSOCIATION.

F. The ASSOCIATION shall have the right to post notices of its activities and matters of ASSOCIATION concern on teacher bulletin boards, at least one of which shall be provided in each school building. The ASSOCIATION may use the DISTRICT mail services and TEACHER mail boxes for communications to TEACHERS. No TEACHER shall be prevented from wearing insignia pins or other identification of membership in the ASSOCIATION either on or off school premises.

G. The BOARD agrees to furnish to the ASSOCIATION in response to its requests all available information concerning the financial resources of the DISTRICT, including but not limited to: annual financial reports, audits, register of certified personnel, tentative budgetary requirements when ready for public hearing, agendas and minutes of all BOARD meetings, treasurer's reports, releases to BOARD members which are not of a confidential nature, census and membership data, names and addresses of all teachers, and such other information as will assist the ASSOCIATION in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the ASSOCIATION to process any grievance or complaint.

ARTICLE II (continued)

H. There is hereby established a Standing Committee composed of the President of the Board, Superintendent of Schools, and the President and one representative from the ASSOCIATION for the discussion of all DISTRICT affairs in which either side may have an interest. The Committee will meet not less than once monthly.

I. 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 or attention of the BOARD. This paragraph does not preclude the right of the BOARD to discipline or to discharge TEACHERS as permitted under the Tenure Act with regard to performance of professional duties.

J. 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 any employee organization. The BOARD and the ASSOCIATION pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color, or national origin.

K. 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 any mediation as permitted by law, or an arbitrator appointed pursuant to the provisions of this AGREEMENT.

ARTICLE II (continued)

L. Delegations from the ASSOCIATION shall have the right to attend meetings of the BOARD and shall be accorded sufficient time to make presentations, provided that requests for such time shall be submitted to the office of the Superintendent no later than the Thursday preceding the meeting at which such presentation is to be made and the subject matter of such presentation shall be first discussed with the Superintendent.

M. No TEACHER shall be required while on duty to engage in any activity which is unduly hazardous to health, life or limb.

N. The BOARD shall provide to the President of the ASSOCIATION or his designee a maximum of ten (10) days release time from his classroom duties without loss of pay during each school year in order to allow him to attend meetings, conferences or seminars of the Michigan Education Association or its affiliates. It is understood that such paid release time shall not be utilized for activities designed to aid the ASSOCIATION in the preparation and/or development of collective bargaining materials or skills. The President of the ASSOCIATION or his designee may have sufficient additional release time to attend to other business of the ASSOCIATION, provided that any such additional release time shall be chargeable to the individual at the rate required to provide substitute services. Requests for release time under this paragraph shall be made to the office of the Superintendent at least forty-eight (48) hours prior to the commencement of such leave.

ARTICLE III

PROFESSIONAL COMPENSATION

A. The basic salaries of TEACHERS covered by this AGREEMENT are set forth in Schedule A which is attached to and incorporated in this AGREEMENT.

ARTICLE III - A. (continued)

Such salary schedule shall remain in effect during the term of this AGREEMENT.

B. All TEACHERS shall be given full credit up to a maximum of five years on the Salary Schedule for outside teaching experience in any school district. Time spent in military service up to a maximum of three years shall be considered teaching experience for purposes of this paragraph. Credit for teaching experience beyond five years up to a maximum of ten years may be granted at the discretion of the Superintendent.

C. Each TEACHER who has earned at an NCATE accredited college or university eight graduate semester credit hours beyond the Bachelor's degree, MA, MSW, MA+30, Ed. Spec., or Doctorate categories of the Salary Schedule in 1967-68 school year, shall receive \$100 in addition to the salary to which he would otherwise be entitled. Each teacher who has earned 10 hours of such additional graduate credit for the 1968-69 school year shall receive \$100 in addition to the salary to which he would otherwise be entitled.

D. TEACHERS involved in extra duty assignments set forth in Schedule B which is attached to and incorporated in this AGREEMENT shall be compensated in accordance with the provisions thereof.

E. TEACHERS required in the course of their work to drive personal automobiles from one school building to another shall receive a car allowance of ten cents per mile. The same allowance shall be given for required use of personal cars for field trips or other business of the DISTRICT.

ARTICLE III (continued)

F. TEACHERS working less than full time shall be compensated at a rate at least proportional to the full time salary as established in this AGREEMENT with the exception of substitute teachers employed on a daily basis.

G. If a TEACHER completes the necessary prerequisites to qualify him for additional remuneration under this AGREEMENT during a contract year, the increase shall be pro-rated for the remainder of the contract year in the same relation as the remaining number of months bears to ten.

ARTICLE IV

DEDUCTIONS FOR PROFESSIONAL DUES

A. TEACHERS may at any time sign and deliver to the BOARD an assignment in the form set forth in Schedule C authorizing deduction of membership dues of the ASSOCIATION (including the National Education Association and the Michigan Education Association). Such authorization shall continue in effect unless subsequent to June 1 and prior to September 15 of any year, such authorization is formally revoked by the TEACHER in writing and copies thereof are delivered to the ASSOCIATION and the BOARD.

B. The deduction of membership dues shall be made from one regular pay check each month, for ten (10) months, beginning in September and ending in June of each year and the BOARD agrees promptly to remit to the respective ASSOCIATIONS all monies so deducted, accompanied by a list of TEACHERS from whose pay the deductions have been made.

ARTICLE V
SCHOOL CALENDAR

A. The school calendar for the 1967-68 school year is set forth in Schedule D which is attached hereto and incorporated herein by reference.

B. The school calendar for the 1968-69 school year is set forth in Schedule E which is attached hereto and incorporated herein by reference.

C. The above calendars shall govern the work periods for all members of the bargaining unit except as to those individuals specifically named below whose work periods shall be altered in accordance with the following schedule:

<u>POSITION</u>	<u>EARLY COMMENCEMENT</u>	<u>LATE TERMINATION</u>
Counsellors	Two weeks	Two weeks
Librarians	Two weeks	Two weeks
Reading Coordinator	One week	One week
Social Workers	One week	One week
Co-op Director	Two weeks	None

ARTICLE VI
TEACHING HOURS

A. The TEACHERS' hours in the secondary schools shall be as follows:

	<u>High School</u>	<u>Jr. High School</u>
1. TEACHERS shall not be required to be in the building any earlier than	7:45 AM	8:00 AM
2. TEACHERS shall not be required to remain on school premises later than (except in case of emergency)	3:00 PM	3:00 PM

ARTICLE VI (continued)

B. The TEACHERS' hours in the elementary schools shall be as follows:

	<u>Hicks Avondale</u>	<u>Titus, Fischer Harrison</u>
1. TEACHERS shall not be required to be on school premises any earlier than	8:30 AM	8:30 AM
2. TEACHERS shall not be required to remain on school premises later than (except in case of emergency)	3:15 PM	3:45 PM

C. Shared Time TEACHERS and special TEACHERS shall not be required to have longer hours than the regular classroom TEACHERS.

D. No TEACHER shall be required to work beyond the time stated above. It is understood that in a few areas the ASSOCIATION recognizes that there should be a measure of voluntary participation without compensation on the part of the professional staff. These should be held to a minimum, and where possible, these functions shall be performed during the school day.

E. All TEACHERS who are required to remain on the premises until 3:45 P.M. shall be entitled to not less than a fifty (50) minute, duty free, uninterrupted lunch period. All other TEACHERS shall be entitled to not less than a twenty-five (25) minute, duty free, uninterrupted lunch period. No TEACHER shall supervise a lunchroom except on a voluntary basis. TEACHERS who are short hours, can be used for lunchroom supervision as well as other functions to fulfill their work day. No TEACHER shall be required to remain in the building during his lunch hour.

ARTICLE VI (continued)

F. Elementary classroom TEACHERS shall not be required to be present during periods when their classes are scheduled to receive art, music, and physical education instruction. If no TEACHER is available to provide such special instruction during the scheduled period, the classroom TEACHER shall be permitted to serve as a substitute at the pro-rated substitute pay. The administration will endeavor to provide elementary TEACHERS with at least one fifteen (15) minute period each half day wherein he is freed of the obligation of student supervision.

G. TEACHERS of elementary physical education, music and art, all librarians, speech therapists, reading consultants, social workers, counselors, and special education teachers shall be provided with relief and preparation time equivalent to that of the other TEACHERS in the DISTRICT.

H. A TEACHER engaged during the school day in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

ARTICLE VII

TEACHING LOADS AND ASSIGNMENTS

A. The weekly teaching load in the junior and senior high school shall be twenty-five (25) teaching periods and five (5) unassigned preparation periods. Assignment to a supervised study period shall be considered a teaching period for purposes of this paragraph. The weekly teaching load in the elementary schools shall not exceed twenty-seven and one-half (27 1/2) hours of teaching or supervisory periods.

ARTICLE VII (continued)

B. No TEACHER shall be required to undertake a teaching load in excess of that set forth in Paragraph A of this Article without his consent. Any secondary TEACHER accepting a sixth period of instruction shall be compensated at not less than \$4.50 per hour (pro-rated substitute pay) for assignments of less than three (3) weeks' duration and 1/1200 his annual salary for each such period if the assignment is for three (3) weeks' duration or longer.

ARTICLE VIII

QUALIFICATIONS, ASSIGNMENT AND TRANSFER

A. No new TEACHER shall be employed by the BOARD for a regular teaching assignment who does not have a Bachelor's degree from an NACTE accredited college or university, or who does not hold a valid life certificate issued by the Michigan Department of Education.

B. The employment of TEACHERS upon special certificates is to be permitted only where the TEACHER has outstanding credentials in accordance with the State Certification Code and the ASSOCIATION shall be so notified in each instance.

C. Since pupils are entitled to be taught by TEACHERS who are working within their area of competence, TEACHERS shall not be assigned outside the scope of their teaching certificates in the elementary schools, or their major or minor field of study in the secondary schools. The administration will strive to assign TEACHERS within their major fields of study where logical and possible.

ARTICLE VIII (continued)

D. The BOARD declares its support of a policy of filling vacancies, within the bargaining unit, from within its own teaching staff. Assignment and voluntary transfer of professional personnel shall be made by the Superintendent on the basis of the following criteria:

1. Qualification of the TEACHER
 - a. Degree of competency (professional preparation)
 - b. Extent of experience
 - c. Contributions which the TEACHER could make to students
2. Length of service in this school district (Length of service shall be determined by totalling the amount of continuous employment in schools in the district, including substitute service, irrespective of tenure status, and shall include all periods when the TEACHER was on sabbatical leave, professional leave of absence, or engaged in teaching-related experience).

E. While it is the right of the Superintendent to transfer TEACHERS as he deems necessary, such transfers shall be for good cause, and he will in all such cases confer with any TEACHER to be so transferred, and will give due consideration to the desires of the TEACHER.

F. Every TEACHER shall be given written notice of his assignment for the forthcoming year no later than the preceding fifteenth day of May. In the event that changes in such assignment are proposed, every TEACHER affected shall be notified promptly and consulted. In no event shall changes in the TEACHER'S assignment be made later than the 15th day of August preceding the commencement of the school year, unless all reasonable alternatives have been exhausted and it is deemed to be necessary under the circumstances. No change shall be made in a TEACHER'S assignment

ARTICLE VIII - F. (continued)

after August 15 if administration knew of the change earlier but failed to notify the TEACHER affected within a reasonable time.

G. Whenever any vacancy occurs or a newly created position is established within the bargaining unit, the BOARD shall publicize the same by giving written notice of such vacancy to the ASSOCIATION and providing for appropriate posting in every school building. No vacancy shall be filled between the commencement of any school year and May 1 of any school year except on a temporary basis, unless such vacancy shall have been posted for at least ten (10) days.

H. Any TEACHER may apply for such vacancy. In filling such vacancy, the BOARD agrees to make its decision based on those criteria in Section D of this Article.

I. No TEACHER shall be denied the right to apply for transfer to a job vacancy for which he is qualified. An applicant with less service in the system shall not be awarded such a position unless his qualifications are substantially superior to applicants with greater service. The BOARD shall continue a policy of promotions from within its own teaching staff including promotions to supervisory and executive levels.

J. Any TEACHER who shall be transferred to a supervisory or executive position and shall later return to a TEACHER status shall be entitled to retain such rights as he may have had under this AGREEMENT prior to such transfer to supervisory or executive status.

ARTICLE IX

SPECIAL TEACHING ASSIGNMENTS

A. Assignments for the Driver Education and Summer School Programs shall be made by the BOARD on the basis of preference to TEACHERS possessing permanent, life, or provisional certificates, regularly employed as TEACHERS in the DISTRICT during the normal school year. Assignments for substitute teaching internally shall be made by the BOARD on the basis of preference to TEACHERS possessing permanent, life, or provisional teaching certificates, regularly employed as TEACHERS in the DISTRICT during the normal school year. No TEACHER shall be assigned to teach driver education or summer school program without his consent.

B. The BOARD agrees at all times to maintain an adequate list of substitute teachers. Once a TEACHER has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute TEACHER. Substitutes who are not currently under contract shall be certified substitutes and shall be compensated at a rate of not less than \$22.50 per day for a teaching day and load as defined above.

C. No TEACHER shall be assigned to supervise a student TEACHER unless he has tenure status and has consented to the assignment.

D. Summer School positions shall be posted in accordance with ARTICLE VIII and shall follow the posting procedure in effect for the regular school year as in Article VIII.

ARTICLE X

TEACHING CONDITIONS

The parties recognize that optimum school facilities for both student and TEACHER are desirable to insure the high quality of education that is the

ARTICLE X - (continued)

goal of both the ASSOCIATION and the BOARD. It is also acknowledged that the primary duty and responsibility of the TEACHER is to teach, and that the organization of the school and the school day should be directed toward insuring that the energy of the TEACHER is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible. The following are recommended maximum class sizes, and the Standing Committee as provided for in Article II, Paragraph H shall be notified where these figures are exceeded in order that efforts may be made to alleviate the condition.

1. Elementary school grades 35 pupils
2. Specialized subject matter remedial classes 25 pupils
3. The maximum class size per teacher in the secondary schools shall be as follows:

English	Science	
Social Studies	Language	35 pupils
General Education	Business	
Mathematics	Typing	

Speech	25 pupils
Industrial Arts	24 pupils
Drafting	30 pupils
Home Economics	24 pupils
H.S. Physical Ed., Pool and Hygiene	40 pupils
Jr. High Physical Education	50 pupils

B. The BOARD recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audiovisual equipment,

ARTICLE X - B. (Continued)

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 use of such educational tools and the BOARD undertakes promptly to implement all joint decisions thereon made by its representatives and the ASSOCIATION. The BOARD agrees at all times to keep the schools reasonably and properly equipped and maintained.

C. The ADMINISTRATION shall strive to hold to a minimum any obligation on the part of TEACHERS to collect monies and to eliminate this duty wherever possible.

D. Under no circumstances should a TEACHER be required to drive a school bus.

E. The BOARD shall make available in each school adequate lunchroom, restroom, and lavatory facilities exclusively for TEACHER use and at least one room, appropriately furnished, shall be reserved for use as a faculty lounge.

F. Adequate paved parking facilities shall be made available to TEACHERS for their exclusive use and said facilities shall be properly maintained.

ARTICLE XI

STUDENT DISCIPLINE AND TEACHER PROTECTION

A. Since the TEACHER'S authority and effectiveness in his classroom are enhanced by administrative support, the BOARD recognizes its responsibility to give all reasonable assistance to TEACHERS with respect to

ARTICLE XI - A (continued)

maintenance of control and discipline in the classroom. Whenever it is determined by a qualified person that a particular pupil requires the attention of special counselors, social workers, law enforcement authorities, physicians or other professional persons, the BOARD shall take steps to provide the assistance of such professional persons to the extent and in the manner required by the person who made such evaluation. The BOARD further recognizes that a TEACHER may not fairly be expected to assume nor shall he be charged with responsibility for emotionally disturbed children when the presence of such a child in the classroom is unduly detrimental to the education of the other pupils.

B. A TEACHER may send a student to the office when the grossness of the offence, the persistence of misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases the teacher shall simultaneously furnish the principal or other appropriate person, a written report containing full particulars of the incident. Within 24 hours of the submission of this report, the TEACHER shall be similarly notified in writing of the action taken by the administration to prevent a recurrence of the situation which led to the exclusion. If no action has been taken, the TEACHER shall be notified in writing of the reasons therefor.

C. Any case of assault or battery upon a TEACHER sustained in the course of his employment shall promptly be reported to the BOARD or its designated representative. The BOARD will provide legal counsel to advise the TEACHER of his rights and obligations with respect to such assault or battery, and shall render all reasonable assistance to the TEACHER in connection with the handling of the incident at all levels, including

ARTICLE XI - C (continued)

involvement of law enforcement and judicial authorities, provided the TEACHER signs a complaint as a result of the matter.

D. If any TEACHER is complained against or sued by reason of disciplinary action taken by the TEACHER against a student while said TEACHER was in the course of his employment, the BOARD shall provide legal counsel and render all necessary assistance to the TEACHER in his defense.

E. Time lost by a TEACHER in connection with any incident mentioned in this Article shall not be charged against the TEACHER.

F. The BOARD shall reimburse TEACHERS up to \$150 for each occurrence of loss, damage, or destruction of clothing or personal property suffered while on duty while on school premises, or as a result of their employment, except that if reimbursement of such loss, destruction, or damage is otherwise provided by some policy of insurance or other source, then the BOARD shall not be liable for that amount reimbursed by such other sources. Nothing contained in this Article shall obligate the BOARD to reimburse TEACHERS for monies lost or stolen as a result of their own negligence.

G. If a TEACHER is injured while in the line of duty, the BOARD shall assume all resulting expenses incurred within one (1) year of the date of injury provided that such expense was not covered by Workmen's Compensation or other policy of insurance.

H. 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 rules or delinquency in professional performance. When a request for such representation is made, no action

ARTICLE XI - H (continued)

shall be taken with respect to the TEACHER until such representative of the ASSOCIATION is present.

I. No TEACHER shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of TEACHER performance asserted by the BOARD or representative thereof shall be subject to the professional grievance procedure hereinafter set forth. All information forming the basis of disciplinary action upon the request of the affected TEACHER, shall be made available to the TEACHER and the ASSOCIATION.

ARTICLE XII

SICK LEAVE AND PERSONAL LEAVE

SICK LEAVE

A. All TEACHERS shall be allowed ten (10) fully compensated sick leave days per contractual year. Such days may be used for any illness of the TEACHER or member of his immediate family. If approved, sick leave days may also be used for attendance at the funeral service of any person whose relationship to the TEACHER warrants such attendance.

B. Each TEACHER shall be entitled to an accumulation of one hundred (100) days of the unused portion of each year's sick leave which shall be available in future years.

C. A tenure TEACHER who has exhausted his cumulative leave may borrow up to ten (10) days of additional sick leave for purposes of illness.

ARTICLE XII - (continued)

PERSONAL LEAVE

A. TEACHERS 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 with the principal at least two (2) days in advance, and are approved by the Superintendent of Schools.

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

C. The day immediately preceding or the day immediately following a legal holiday or school recess will not be recognized by the BOARD OF EDUCATION 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.

D. Leaves of absence with pay not chargeable against the TEACHER'S allowance shall be granted in the following instances:

1. A maximum of 5 days for each occurrence of death in the immediate family.
2. Absence when a TEACHER is called for jury service. The BOARD reserves the right to obtain jury duty exemption under this clause, but in the event a TEACHER must serve, the BOARD shall pay the difference between the jury duty fee and the TEACHER'S regular salary.

ARTICLE XII - D (continued)

3. Court appearance as a witness in any case connected with the TEACHER'S employment or the school, or up to 5 days per year whenever the TEACHER is subpoenaed or other summons to attend any other proceedings.
4. Approved visitation at other schools or for attending educational conferences or conventions, including ASSOCIATION meetings.
5. Time necessary to take selective service physical examination.

ARTICLE XII

SABBATICAL LEAVE

A. TEACHERS as defined in the AGREEMENT who have been employed by the Cherry Hill School system for seven years or more may be granted a sabbatical leave for one year for participation in any one of the following programs:

1. Program of study at accredited college or university
2. Individual program of research
3. Program of investigative travel
4. Participation in programs of research, education, or the like, sponsored by governmental agencies, foundations, or similar institutions.

B. TEACHERS desiring such leave shall make application to the Superintendent and submit a detailed proposed sabbatical program, to the Curriculum Council for their approval. In the event the Curriculum Council rejects a proposed sabbatical program the applicant shall have the right to submit his program to the Superintendent for his review. An initial

ARTICLE XIII - SABBATICAL LEAVE - B (continued)

decision by the Curriculum Council, or by the Superintendent after review, that a proposed program is acceptable, shall be a final determination of that question.

C. The Superintendent shall have discretion in the selection of TEACHERS for sabbatical leave, but shall give preferential consideration to those applicants with longer service in the DISTRICT.

D. Sabbatical leave shall be granted to up to 1% of the TEACHERS in the DISTRICT each year provided there are sufficient applicants:
(1) with the requisite service in the DISTRICT, and (2) with acceptable sabbatical programs.

E. A TEACHER on sabbatical leave shall be considered to be in the employ of the BOARD, but shall receive no compensation or fringe benefits during the term of said leave. Upon return from such leave a TEACHER shall be placed at the same position on the salary schedule as he would have been had he taught in the DISTRICT during such periods.

F. No TEACHER shall be permitted a sabbatical leave within seven years of his return from sabbatical leave.

ARTICLE XIV

UNPAID LEAVES OF ABSENCE

A. A leave of absence of up to one (1) year shall be granted to any TEACHER upon application, for the purpose of engaging in study reasonably related to his professional responsibilities at an accredited college or university. Upon application by the TEACHER prior to April 15 of the year of the leave, the Superintendent may extend such leave for an additional period of up to one (1) year. Upon return from such leave, a TEACHER shall

ARTICLE XIV - A (Continued)

be placed at the same position on the salary schedule as he would have been had he taught in the DISTRICT during such period.

B. A leave of absence of up to one (1) year shall be granted to any TEACHER, upon application for the purpose of participating in exchange teaching programs in other states, territories, or countries, provided said TEACHER states his intention to return to the school system. Upon application by the TEACHER prior to April 15 of the year of the leave, the Superintendent may extend such leave for an additional period of up to one (1) year. Upon return from such leave, a TEACHER shall be placed at the same position on the salary schedule as he would have been had he taught in the DISTRICT during such period.

C. A leave of absence of up to one (1) year shall be granted to any TEACHER upon application, for the purpose of participating in foreign or military teaching programs, provided said TEACHER states his intention to return to the school system. Upon application by the TEACHER, prior to April 15 of the year of the leave, the Superintendent may extend such leave for an additional period of up to one (1) year. Upon return from such leave, a TEACHER shall be placed at the same position on the salary schedule as he would have been had he taught in the DISTRICT during such period.

D. A leave of absence of up to one (1) year shall be granted to any TEACHER, upon application, for the purpose of joining the Peace Corps, Teachers' Corps or Job Corps as a full time participant in such program. Upon application by the TEACHER prior to April 15 of the year of leave, such leave shall be extended up to one (1) year more. Upon return from such leave, a TEACHER shall be placed at the same position on the salary

ARTICLE XIV - D (continued)

schedule as he would have been had he taught in the DISTRICT during such period.

E. A leave of absence of up to one (1) year shall be granted to any TEACHER, upon application, for the purpose of engaging in a cultural travel or work program related to his professional responsibilities. Upon application by the TEACHER prior to April 15 of the year of leave the Superintendent may extend such leave for an additional period of up to one (1) year. Upon return from such leave, a TEACHER shall be placed at the same position on the salary schedule as he would have been had he taught in the DISTRICT during such period.

F. A military leave of absence shall be granted to any TEACHER who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States. Upon return from such leave, a TEACHER shall be placed at the same position on the salary schedule as he would have been had he taught in the DISTRICT during such period. This person shall have been certified at the point of his induction or enlistment.

G. TEACHERS who are officers of the ASSOCIATION or are appointed to its staff shall, upon proper application, be given leave of absence without pay for the purpose of performing duties for the ASSOCIATION. A TEACHER returning from leave provided in this paragraph shall be credited with the same teaching experience as he had at the time that he left.

H. A leave of absence shall be granted to any TEACHER upon application for the purpose of campaigning for, or serving in, a public office. A TEACHER returning from leave provided in this paragraph shall be credited with the same teaching experience as he had at the time that he left.

ARTICLE XIV - (continued)

I. A maternity leave shall be granted without pay commencing not later than the end of the sixth month of pregnancy, except that when this date falls within one school month of the end of the semester the TEACHER may be permitted to complete the semester. At any time within two (2) years of such leave, a TEACHER shall be entitled to return to a teaching position for which she is qualified. A female TEACHER adopting a child may receive a similar leave which shall commence upon entry of an order by the probate court awarding custody to said TEACHER. A TEACHER returning from leave provided in this paragraph shall be credited with the same teaching experience as she had at the time that she left.

J. Any TEACHER whose personal illness extends beyond the period covered by his accumulated sick leave shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. A TEACHER returning from leave provided in this paragraph shall be credited with the same teaching experience as he had at the time that he left.

K. A leave of absence of up to one (1) year may be granted to any TEACHER upon application, at the discretion of the BOARD OF EDUCATION, for any additional appropriate purpose. Upon application by the TEACHER prior to April 15 of the year of the leave, the Superintendent may extend such leave for an additional period of up to one (1) year. A TEACHER returning from leave provided in this paragraph shall be credited with the same teaching experience as he had at the time that he left.

ARTICLE XV

PROFESSIONAL IMPROVEMENT

A. The parties support the principle of continuing training of teachers, participation by teachers in professional organizations in the area of their specialization, leaves for work on advanced degrees or special studies and participation in community educational projects.

B. At the request of the Association, or on the Board's initiative, arrangements shall be made for after school courses, workshops, conferences and programs designed to improve the quality of instruction. Every effort will be made to obtain people of the highest qualification to participate in the presentation of such programs. All teachers desiring to attend shall be allowed to do so.

ARTICLE XVI

TEACHER EVALUATION

A. The work performance of all TEACHERS shall be evaluated in writing. Probationary TEACHERS shall be evaluated each semester during the school year. Tenure TEACHERS shall be evaluated at least once a year.

B. Evaluation shall be conducted by the TEACHER'S immediate supervisor or an administrator working in the same building or otherwise familiar with the TEACHER'S work.

C. It is recognized that the evaluation of TEACHERS is a continuous process, however, classroom observation shall not be less than 30 minutes per report. All monitoring or observation of the work 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.

D. Within two weeks of the last observation, the administrator shall hold a personal interview with the TEACHER he observed and discuss his evaluation. Efforts shall be made to support opinions expressed in the written evaluation with examples observed by the evaluating administrator. All evaluations must be signed by the person who has been evaluated and the evaluating administrator, and a copy furnished to the TEACHER evaluated.

E. No later than April 1 of each probationary year the final written evaluation report will be furnished to the Superintendent covering each probationary TEACHER. If the report contains any information not previously made known to and discussed with the probationary TEACHER, the

ARTICLE XVI - E (continued)

TEACHER shall have an opportunity to submit additional information to the Superintendent. In the event a probationary TEACHER is terminated the BOARD will advise the TEACHER of the reasons therefor in writing and provide a hearing if requested by the TEACHER.

F. Each TEACHER shall have the right, upon request, to review the contents of his own personnel file with the exception of materials submitted to the SCHOOL DISTRICT in confidence. A representative of the ASSOCIATION, may, at the TEACHER'S request, accompany the TEACHER in this review.

G. TEACHERS shall be notified when any complaint is placed in their file by the BOARD or its duly appointed representative at the time of its inclusion.

ARTICLE XVII

CURRICULUM COUNCIL

It is hereby agreed that the Curriculum Council shall be continued in accordance with the provisions of this Article. The Council shall systematically review at regularly fixed meetings, teaching techniques, courses of study, textbooks, curriculum guides, pupil testing plans and similar materials and procedures in the light of the purposes, philosophy and educational goals of the DISTRICT. Additional ad hoc committees may be established to review particular areas of the curriculum. The committees herein established shall investigate and submit recommendations to both the ASSOCIATION and the Assistant Superintendent in charge of curriculum.

ARTICLE XVII - (continued)

B. This Council shall consist of the following representatives:

1. Assistant Superintendent in charge of curriculum, chairman.
2. Two elementary principals, 2 secondary principals and Director of Special Education.
3. Two early elementary TEACHERS, two later elementary TEACHERS, and one kindergarten TEACHER selected by TEACHERS of the DISTRICT. No two elementary representatives shall be from any one building.
4. Two secondary TEACHERS from each building elected from different disciplines by the staffs of the building.
5. One special service TEACHER of fine and practical arts elected by the staff in that area.

C. Sufficient released time shall be provided to the members of the Council in order to allow them to attend all sessions.

D. The reports of this Council shall be prepared in written form and submitted to the Superintendent, the ASSOCIATION, and made available in each school library in the DISTRICT.

E. The Council shall meet at least once a month devoting a minimum of one half day to each session and shall establish those procedures it deems appropriate for efficient operation.

ARTICLE XVIII

REDUCTIONS IN PERSONNEL AND ANNEXATIONS AND
CONSOLIDATIONS OF DISTRICTS

A. To the full extent permitted by law, this AGREEMENT shall be binding upon the BOARD and its successor personnel and upon any school DISTRICT into which or with which this DISTRICT shall be merged or combined.

ARTICLE XVIII (continued)

B. In the event this DISTRICT shall be combined with one or more districts, the BOARD shall use its best efforts to assure the continued recognition of the ASSOCIATION and the continued employment of its members in such consolidated DISTRICT.

C. Should substantial and unforeseen changes in student population or other conditions makes necessary a general reduction in the number of TEACHERS employed by the BOARD, the BOARD will retain, as nearly as possible, those TEACHERS with permanent teaching certificates having the longest service in the DISTRICT. The BOARD will further use its best efforts to assist all TEACHERS terminated for lack of work to secure employment in adjacent school districts upon terms and conditions as nearly comparable as possible. Nothing contained herein shall be construed to relieve the BOARD from liability for failure to fulfill the terms of any contract with a TEACHER.

ARTICLE XIX

INSURANCE PROTECTION

Pursuant to the authority set forth in Section 617, of School Code of 1955, as amended, the BOARD agrees to furnish to all TEACHERS the following insurance protection:

A. The BOARD shall provide without cost to the TEACHER, comprehensive hospitalization, medical, and surgical protection, to the TEACHER and his immediate family under the current basic and major medical MEA insurance plans, or an equivalent plan at a comparable rate. Any TEACHER 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

ARTICLE XIX - A (Continued)

provide hospitalization, medical, and surgical protection to any TEACHER who is a beneficiary under a similar plan provided by an employer of that TEACHER or of a relative of that TEACHER.

B. The BOARD shall make payments of insurance premiums for each employee to provide insurance coverage for a full twelve (12) month period commencing September 1 and ending August 31, for each school year governed by this CONTRACT. Any TEACHER who terminates his services shall not receive insurance coverage beyond the end of the month of termination. Authorized leave of absence commencing at the beginning of a school year shall not be deemed termination so as to preclude payment of premiums falling due during the summer months preceding such leave.

C. The BOARD shall deduct from the salary of any teacher requesting additional insurance protection available under the group policy in effect in the DISTRICT, the amount authorized for such deduction by said TEACHER. At the individual TEACHER'S request an amount shall be deducted from his last salary sufficient to pay any such additional premium during the summer months. All monies deducted under this provision shall be transmitted to the proper carriers at the appropriate time.

ARTICLE XX

PROFESSIONAL GRIEVANCE PROCEDURE

A. A claim by a TEACHER or the ASSOCIATION that there has been a violation, misinterpretation or misapplication of any provision of this AGREEMENT or any rule, order or regulation of the BOARD may be processed as a grievance as hereinafter provided.

ARTICLE XX (continued)

B. The TEACHER shall first discuss his complaint with his principal or supervisor in an attempt to resolve it informally. All complaints which may ultimately become grievances shall be brought to the principal or supervisor by the TEACHER within five (5) school days of the alleged violation.

C. If the complaint has not been resolved by the principal or supervisor within three (3) school days after being presented the grievant may invoke the formal grievance procedure on the form set forth in annexed Schedule F signed by the grievant and the grievant's ASSOCIATION representative or an officer of the ASSOCIATION, which form shall be available for the ASSOCIATION representative in each building. A copy of the grievance form shall be delivered to the principal or supervisor. If the grievance involves more than one school building, it may be filed with the Superintendent or a representative designated by him. Such a written grievance may not be filed later than twenty (20) school days after the alleged violation.

D. Within three (3) school days of receipt of the written grievance, the principal or supervisor shall meet the ASSOCIATION in an effort to resolve the grievance. The principal or supervisor shall indicate his disposition of the grievance in writing within three (3) school days of such meeting, and shall furnish a copy thereof to the ASSOCIATION.

E. If the grievance is not resolved, or if no disposition has been made within three (3) school days of such meeting, if one is held, (or four (4) school days from the date of submission, if no such meeting has been held), the grievance may be transmitted to the Superintendent. Referral to the Superintendent may not be made later than thirty (30)

ARTICLE XX - E (continued)

school days after the alleged violation.

F. Within three (3) school days of receipt of the grievance, the Superintendent or his designee shall meet with the ASSOCIATION in an effort to resolve the grievance. He shall indicate his disposition of the grievance in writing within three (3) school days of such meeting, and shall furnish a copy thereof to the ASSOCIATION.

G. If the grievance is not resolved, or if no disposition has been made within three (3) school days of such meeting (or four (4) school days from the date of filing with the Superintendent, if no such meeting has been held), the grievance may be transmitted to the BOARD by filing a written copy thereof with the Secretary or other designee of the BOARD. Appeal to the BOARD may not be made later than forty (40) school days after the alleged violation.

H. The BOARD, no later than its next regular meeting or two calendar weeks, whichever shall be sooner, shall hold a hearing on the grievance, review such grievance in executive session, or give such other consideration as it shall deem appropriate. Disposition of the grievance in writing by the BOARD shall be made no later than ten (10) calendar days thereafter. A copy of such disposition shall be furnished to the ASSOCIATION.

I. If the grievance is not resolved, or if no disposition has been made nor any consideration given to the grievance within the periods above provided, the grievance, at the option of the ASSOCIATION, may be submitted to advisory arbitration before an impartial arbitrator selected by the parties. Request for submission to arbitration may

ARTICLE XX - I (continued)

not be made later than seventy (70) school days after the alleged violation. If the parties cannot agree as to the arbitrator within three (3) days of the request, he shall be selected by the American Arbitration Association in accordance with its rules. The BOARD and the ASSOCIATION shall not be permitted to assert in such arbitration proceeding any ground or to rely on any 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.

J. The fees and expenses of the arbitrator shall be shared equally by the parties.

K. If any TEACHER for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

L. The time limits provided in this Article shall be strictly observed unless extended by written agreement of the parties. In the event a grievance is filed after May 7 of any year and strict adherence to the time limits may result in hardship to any party, the BOARD shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

M. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be

ARTICLE XX - M (continued)

adjusted without prior notification to the ASSOCIATION and opportunity for an ASSOCIATION representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this AGREEMENT.

In the administration of the grievance procedure, the interests of the TEACHERS shall be the sole responsibility of the ASSOCIATION.

N. During the pendency of any proceeding and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without the agreement of all parties.

O. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE XXI

NEGOTIATION PROCEDURES

A. It is contemplated that the terms and conditions of employment provided herein shall remain in effect for the duration of this AGREEMENT unless altered by the mutual consent of the parties as expressed in a written instrument signed by each of them. Because of the special nature of the public education process, it is likewise recognized that matters may from time to time arise of vital mutual concern to the parties which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion in such matters be provided. The parties accordingly undertake to cooperate in arranging meetings, selecting representatives

ARTICLE XXI - A (continued)

for discussions, furnishing necessary information and otherwise constructively considering and striving to resolve such matters. Any resolution altering, changing, adding to, or deleting from, or modifying this AGREEMENT shall be made voluntarily and with the mutual consent of each of the parties as expressed in a written AGREEMENT signed by each of them.

B. The parties agree to negotiate in an effort to reach agreement on the several articles subject to reopening in accordance with the following schedule: (1) Sick Leave (May 1, 1968); (2) Grievance Procedure - Binding Arbitration (October 1, 1968); (3) Professional Responsibility - Agency Shop (October 1, 1968). It is understood that failure to reach agreement upon an article subject to reopening, shall in no way affect the status of the remainder of the CONTRACT, and the article contained in this AGREEMENT prior to such reopening shall be operative until such time as a new provision is mutually adopted, committed to writing, and signed by each of the parties.

C. On or before March 15, 1969, the parties will begin negotiations for a new AGREEMENT covering wages, hours, terms and conditions of employment.

D. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party, and each party may select its representatives from within or outside the school district. It is recognized that no final AGREEMENT between the parties may be executed without ratification by the BOARD OF EDUCATION and the

ARTICLE XXI - D (continued)

ASSOCIATION, but the parties mutually pledged that the selected representatives 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.

E. 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.

F. CONTRACT negotiations shall hereafter be conducted on the basis of one-half release time and one-half time outside the school day.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

A. No polygraph or lie detector device shall be used in any investigation of any TEACHER.

B. This AGREEMENT shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this AGREEMENT.

C. Any individual CONTRACT between the BOARD and an individual TEACHER, heretofore executed shall be subject to and consistent with the terms and conditions of this AGREEMENT and any individual CONTRACT hereafter executed shall be expressly made subject to and consistent

ARTICLE XXII - C (continued)

with the terms of this AGREEMENT or subsequent AGREEMENTS to be executed by the parties. If an individual contract contains any language inconsistent with this AGREEMENT, this AGREEMENT, during its duration shall be controlling.

D. This AGREEMENT shall supersede any rules, regulations, or practices of the BOARD which shall be contrary to or inconsistent with its terms. The provisions of this AGREEMENT shall be incorporated into and be considered part of the established policies of the BOARD.

E. If any provision of this AGREEMENT or any application of the AGREEMENT to any employee or group of employees shall be found contrary to law then such provision or application shall be invalid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

F. Copies of this AGREEMENT and the current TEACHER policies of the DISTRICT shall be printed at the expense of the BOARD and presented to all TEACHERS now employed or hereafter employed by the CHERRY HILL SCHOOL DISTRICT.

G. All pay checks shall be issued to employees, in person, by their individual supervisors or his professional designee.

H. The Personnel Policy Manual of the School District shall 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 is null and void.

ARTICLE XXII - H (continued)

However, policies of the SCHOOL BOARD, as they apply to TEACHERS shall be reviewed by the Standing Committee.

I. In addition to those amounts provided elsewhere, the BOARD shall deduct, from each paycheck of any TEACHER upon his submission of a written authorization, that amount designated for any or all of the following purposes:

1. The purchase of United States Savings Bonds
2. Contributions to the Wayne Out-County Teachers' Credit Union
3. Premium payments for individual annuity policies as previously approved by the BOARD.

All monies deducted pursuant to written authorization shall be promptly forwarded to the appropriate agency or organization.

J. The individual TEACHER shall, no later than ten (10) days prior to the end of the first pay period, notify the payroll office in writing of his choice of either of the following pay schedules for that year:

1. A schedule of twenty (20) pay periods occurring between September and June.
2. A schedule of twenty-six (26) pay periods occurring between September and August.
3. A schedule of twenty (20) pay periods occurring between September and June with 1/26 of annual salary being paid at the end of each of the first nineteen (19) pay periods and the balance of the annual salary being paid at the end of the twentieth (20th) pay period.

ARTICLE XXII - MISCELLANEOUS PROVISIONS (Continued)

J. Failure to notify the payroll office within the above described period shall be deemed an election of Option #2. Any TEACHER desiring to change his election from Option #2 to Option #3 may do so by so notifying the payroll office by February 1st of the appropriate school year.

K. The direction of employees, the right to plan, direct and control school district operations, the right to hire, transfer, suspend or discharge for proper cause, the right to make reasonable rules governing the school district, the right to introduce new or improved methods or facilities, and the right to exercise the traditional prerogatives of administration are vested exclusively in the BOARD OF EDUCATION, except to the extent limited by the provisions of this AGREEMENT, the Public Employees Relations Act or any other statute or constitutional provision of this State or of the United States.

L. The ASSOCIATION will not engage in or encourage strike action prohibited by Act 379 of the Michigan Public Acts of 1965 for the duration of this AGREEMENT.

M. There shall be continued an administrative intern program for the purpose of identifying and training potential administrators among the professional staff. All applicants, regardless of age, shall receive due consideration in light of professional background and experience and shall be paid the stipend stipulated in Schedule B of this AGREEMENT.

N. No administrative intern shall be assigned to any function which shall cause him to become a supervisor within the meaning of the PERA.

SCHEDULE F

PROFESSIONAL GRIEVANCE REPORT

School District: _____ Grievance Number _____

School: _____ Date of Violation _____

Date of Grievance _____

Subject to provisions of the professional negotiations agreement between the BOARD and the ASSOCIATION, I hereby authorize the representative or representative to process this request or claim arising therefrom in this or any other stage of the professional grievance procedure, including arbitration, or to adjust or settle the same.

STATEMENT OF THE GRIEVANCE:

REMEDY REQUESTED:

Approved for processing:

Signature of Grievant (Use reverse side for additional signature if more than one grievant).

Date: _____

Principal's Disposition:

Date: _____

Signature of Principal
Satisfactory _____ Unsatisfactory _____

Date: _____

Superintendent's Disposition:

Date: _____

Association Disposition:

Signature of Superintendent
Satisfactory _____ Unsatisfactory _____

Date: _____

ARTICLE XXIII

DURATION OF AGREEMENT

This AGREEMENT shall be effective as of September 5, 1967 and shall continue in effect until midnight August 31, 1969.

CHERRY HILL EDUCATION ASSOCIATION

By James E. Hauser
President

By Laticia Schofield
Secretary

By _____
Chairman, Negotiating Committee

By Misak Hamahedim
Negotiating Committeeman

By Darell P. Saunders
Negotiating Committeeman

By _____
Negotiating Committeeman

By _____
Negotiating Committeeman

By _____
Negotiating Committeeman

CHERRY HILL BOARD OF EDUCATION

By _____
President

By Stella A. Plata
Secretary

By K. E. Pearce
Member

By Theodore E. Ridley
Member

By George M. Turlane
Member

By Joseph J. Brennan
Member

By _____
Member

By _____
Member

Dated this 5th day of December, 1967.

1967-1968
SCHEDULE B

There shall be the following department chairman positions:

High School

1. Mathematics
2. Science
3. English
4. Social Studies
5. Physical Education
6. Business
7. Industrial Arts
8. Counseling

Junior High School

1. Mathematics
2. Science
3. Language Arts
4. Social Studies

Each shall be compensated at the rate of \$300.00.

The following positions are established and shall be compensated with a stipend:

Senior High Newspaper	\$150.00
Junior High Newspaper	200.00
Yearbook	200.00
Cheerleaders	
Varsity	175.00
Junior Varsity	125.00
Freshman	100.00
Junior High	150.00
Senior Play	200.00
Junior Play	200.00
Elementary Librarian	75.00/100 students-Min. \$300
Senior Class Sponsor	300.00
Junior Class Sponsor	150.00
Debate	150.00
Forensic	150.00
Audio Visual High School	350.00
Audio Visual Junior High	350.00
Principal Intern	300.00
Concert & Marching Band High School	400.00
Concert & Marching Band Junior High	350.00
Safety Patrol Sponsor	150.00
Service Squad Sponsor	100.00

There shall be the following directors in the high school:

1. Co-op Director - \$400.00
2. Activities Director - \$550 plus one hour released time
3. Athletic Director - \$650.00

There shall be the following coordinator positions:

1. Reading Coordinator - 5% of current salary
2. Driver Training Coordinator - \$200.00
3. Federal Aid State Programs - base of \$1,000.00
4. Auditorium Coordinator - \$300.00
5. Swimming Pool Coordinator - \$500.00

SCHEDULE B - 1967-68 (Continued)

Coaches shall be compensated at the following rates:

High School

Football, Head	#1
Basketball, Head	#1
Football, Asst.	#2
Basketball, Asst.	#2
Baseball, Head	#2
Swimming, Head	#2
Track, Head	#2
Baseball, Asst.	#3
Cross Country, Head	#3
Golf, Head	#3
Track, Asst.	#3
Basketball, Asst. (Frosh)	#3
G.A.A.	#4

Junior High School

Football, Head	#3
Basketball, Head	#3
Football, Asst.	#4
Basketball, Asst.	#4
Baseball, Head	#4

	Years of Experience			
	0	1	2	3
#1	450	500	550	600
#2	375	425	475	525
#3	300	350	400	450
#4	250	300	350	400

The following positions shall be compensated in addition to regular salary scale:

Mixed Grades	\$500
Speech Correctionist	\$150
Special Education	\$200

Additional Rates

Staff members required by contract to work additional weeks beyond the regular school year (i.e. counselors, secondary librarians, etc.) shall be compensated as follows:

2 weeks - 5% of current salary

4 weeks - 10% of current salary

Regular summer school rate is established at \$6.00 per hour.

Driver training is established at not less than \$4.50 per hour.

Mileage shall be reimbursed at the rate of ten cents (\$00.10) per mile.

1968-1969
SCHEDULE B

There shall be the following department chairman positions:

High School

1. Mathematics
2. Science
3. English
4. Social Studies
5. Physical Education
6. Business
7. Industrial Arts
8. Counseling

Junior High School

1. Mathematics
2. Science
3. Language Arts
4. Social Studies

Each shall be compensated at the rate of \$350.00

The following positions are established and shall be compensated with a stipend:

Senior High Newspaper	\$200.00
Junior High Newspaper	250.00
Yearbook	250.00
Cheerleaders	
Varsity	225.00
Junior Varsity	175.00
Freshman	150.00
Junior High	200.00
Senior Play	250.00
Junior Play	250.00
Elementary Librarian	\$50.00 base plus - 75.00/100 Students - Min. \$350
Senior Class Sponsor	350.00
Junior Class Sponsor	200.00
Debate	200.00
Forensic	200.00
Audio Visual High School	400.00
Audio Visual Junior High	400.00
Principal Intern	350.00
Concert & Marching Band-High School	450.00
Concert & Marching Band-Junior High	400.00
Safety Patrol Sponsor	200.00
Service Squad Sponsor	150.00

There shall be the following directors in the high school:

1. Co-op Director - \$450.00
2. Activities Director - \$600.00 plus one hour released time
3. Athletic Director - \$700.00

There shall be the following coordinator positions:

1. Reading Coordinator - 5% of current salary
2. Driver Training Coordinator - \$250.00
3. Federal Aid State Programs - base of \$1,000.00
4. Auditorium Coordinator - \$350.00
5. Swimming Pool Coordinator - \$550.00

SCHEDULE B - 1968-69 (Continued)

Coaches shall be compensated at the following rates:

High School

Football, Head	#1
Basketball, Head	#1
Football, Asst.	#2
Football, Asst.	#2
Basketball, Asst.	#2
Basketball, Asst. Frosh.	#3
Baseball, Head	#2
Track, Head	#2
Track, Asst.	#3
Baseball, Asst.	#3
Cross Country, Head	#3
Swimming, Head	#2
Tennis, Head	#3
Golf, Head	#3
G.A.A.	#4

Junior High School

Football, Head	#3
Basketball, Head	#3
Football, Asst.	#4
Basketball, Asst.	#4
Baseball, Head	#4

Years of Experience

	0	1	2	3
#1	500	550	600	650
#2	425	475	525	575
#3	350	400	450	500
#4	300	350	400	450

The following positions shall be compensated in addition to regular salary scale:

Mixed Grades \$500

Additional Rates

Staff members required by contract to work additional weeks beyond the regular school year (i.e., counselors, secondary librarians, etc.) shall be compensated as follows:

2 weeks - 5% of current salary

4 weeks - 10% of current salary

Regular summer school rate is established at \$6.00 per hour.

Driver training is established at not less than \$4.50 per hour.

Mileage shall be reimbursed at the rate of ten cents (\$00.10) per mile.

SCHEDULE A

1967-68 SALARY SCHEDULE

<u>YEARS OF EXPERIENCE</u>	<u>60 SEM. HOURS</u>	<u>90 SEM. HOURS</u>	<u>BACHELOR'S DEGREE</u>	<u>BACHELOR'S DEGREE+ 16</u>	<u>MASTER'S DEGREE</u>	<u>MASTER'S DEGREE+16</u>	<u>M.S.W. MA & 30 ED. SPEC.</u>	<u>M.S.W. MA & 30 ED. SPEC.+16</u>	<u>DOCTORATE</u>
0	5,550	5,750	6,150	6,350	6,600	6,800	7,050	7,250	7,500
1	5,700	5,900	6,300	6,500	6,900	7,100	7,350	7,550	7,800
2	5,900	6,100	6,500	6,700	7,250	7,450	7,700	7,900	8,150
3	6,150	6,350	6,775	6,975	7,600	7,800	8,050	8,250	8,500
4	6,400	6,600	7,075	7,275	8,000	8,200	8,450	8,650	8,900
5	6,650	6,850	7,400	7,600	8,400	8,600	8,850	9,050	9,300
6	7,025	7,225	7,775	7,975	8,800	9,000	9,250	9,450	9,700
7	7,025	7,650	8,175	8,375	9,250	9,450	9,700	9,900	10,150
8	7,025	7,650	8,625	8,825	9,700	9,900	10,150	10,350	10,600
9	7,025	7,650	9,100	9,300	10,200	10,400	10,650	10,850	11,100
10	7,025	7,650	9,600	9,800	10,750	10,950	11,200	11,400	11,650
12	(Longevity in District)				11,150	11,350	11,600	11,800	12,050

SCHEDULE A

1968-69 SALARY SCHEDULE

<u>YEARS OF EXPERIENCE</u>	<u>60 SEM. HOURS</u>	<u>90 SEM. HOURS</u>	<u>BACHELOR'S DEGREE</u>	<u>BACHELOR'S DEGREE +20</u>	<u>MASTER'S DEGREE</u>	<u>MASTER'S DEG. +20</u>	<u>M.S.W. MA & 30 ED. SPEC.</u>	<u>M.S.W. MA & 30 ED. SP. +20</u>	<u>DOCTORATE</u>
0	6,100	6,300	6,700	6,925	7,150	7,375	7,600	7,825	8,050
1	6,250	6,450	6,850	7,150	7,450	7,675	7,900	8,125	8,350
2	6,450	6,650	7,050	7,425	7,800	8,025	8,250	8,475	8,700
3	6,700	6,900	7,325	7,737.50	8,150	8,375	8,600	8,825	9,050
4	6,950	7,150	7,625	8,087.50	8,550	8,775	9,000	9,225	9,450
5	7,200	7,400	7,950	8,450	8,950	9,175	9,400	9,625	9,850
6	7,575	7,775	8,325	8,837.50	9,350	9,575	9,800	10,025	10,250
7	7,575	8,200	8,725	9,262.50	9,800	10,025	10,250	10,475	10,700
8	7,575	8,200	9,175	9,712.50	10,250	10,475	10,700	10,925	11,150
9	7,575	8,200	9,650	10,200	10,750	10,975	11,200	11,425	11,650
10	7,575	8,200	10,150	10,725	11,300	11,525	11,750	11,975	12,200
12	(Longevity in District)				11,700	11,925	12,150	12,375	12,600

SCHEDULE D

SCHOOL CALENDAR 1967-1968

Monday, September 4, 1967	Labor Day
Thursday, September 7, 1967	Pre-Opening Conference - no classes
Friday, September 8, 1967	Pre-Opening Conference - 1/2 day of classes
Thursday, November 2, 1967	Teachers' Institute - no classes
Friday, November 3, 1967	Teachers' Institute - no classes
Thursday, November 23, 1967	Thanksgiving Day - no classes
Friday, November 24, 1967	Thanksgiving Recess - no classes
Monday, November 27, 1967	Classes resume
Friday, December 22, 1967	Christmas Recess Begins 3:30 P.M.
Monday, January 1, 1968	New Year's Day
Tuesday, January 2, 1968	Classes resume
Thursday, April 11, 1968	Easter Recess Begins 3:30 P.M.
Monday, April 22, 1968	Classes resume
Thursday, May 30, 1968	Memorial Day - no classes
Friday, May 31, 1968	Memorial Day Recess - no classes
Monday, June 3, 1968	Classes resume
Wednesday, June 12, 1968	Record Day - no classes
Thursday, June 13, 1968	Students pick up report cards no classes
Friday, June 14, 1968	Teacher Check Out

Number of days teachers are on duty - 185

Number of days pupils are in session - 180

SCHEDULE E

SCHOOL CALENDAR 1968-69

Monday, September 2, 1968	Labor Day
Tuesday, September 3, 1968	Pre-Opening Conference - no classes
Wednesday, September 4, 1968	Pre-Opening Conference - no classes
Thursday, September 5, 1968	Classes begin
Thursday, October 31, 1968	Teachers' Institute - no classes
Friday, November 1, 1968	Teachers' Institute - no classes
Thursday, November 28, 1968	Thanksgiving Day - no classes
Friday, November 29, 1968	Thanksgiving Recess
Monday, December 2, 1968	Classes resume
Friday, December 20, 1968	Christmas Recess begins, 3:30 P. M.
Wednesday, January 1, 1969	New Year's Day
Thursday, January 2, 1969	Classes resume
Friday, April 4, 1969	Easter Recess begins 12 Noon
Monday, April 14, 1969	Classes resume
Friday, May 30, 1969	Memorial Day - no classes
Wednesday, June 11, 1969	Record Day - no classes
Thursday, June 12, 1969	Report Cards - no classes
Friday, June 13, 1969	Teacher Check Out

Number of days teachers are on duty - 186

Number of days pupils are in session - 181