

1966-67

MASTER CONTRACT

This Agreement entered into this _____ day of _____, 1966 by and between the Clare Board of Education; Clare, Michigan, hereinafter called the "Board", and the Clare Education Association, hereinafter called the "Association".

WITNESSETH

WHEREAS, The Board and the Association recognize and declare that providing a quality education for the children of the Clare School District should be their mutual aim and that the character of such education depends to a great extent upon the quality and morale of the teaching service, and

WHEREAS, it is recognized that members of the teaching profession, as a result of their professional preparation and interests, have a vital role to play in the improvement of educational programs and standards in our community, and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize,

It is hereby agreed as follows:

M. E. A.
1216 KENDALE
E. LANS., MI.
48524

CLARE Bd. of Ed.

ARTICLE I

MEMBERSHIP DEDUCTION

- A. Teachers may sign and deliver to the Board an assignment authorizing payroll deduction of membership dues of the Association (including the National Education Association and the Michigan Education Association). These dues shall be divided into three equal payments and deducted from the Sept. 30th, Oct. 15th and Oct. 30th payrolls.
- B. The Association may request payroll deduction of assessments of the Association at any time during the school year. Such deductions shall be made if approved by the Board and authorized in writing by individual members of the Association.

ARTICLE II

TEACHING CONDITIONS

- A. The Board shall make available in each school restroom and lavatory facilities exclusively for teacher use and one room which shall be reserved for use as a faculty lounge in which smoking shall be permitted.
- B. The Association shall have the right to make recommendations regarding such matters as school calendar, teacher's supplies and materials requisition procedures and educational studies. Normally, such recommendations will be made to the Administration. In situations where the Association is unable to reach agreement with the Administration, the recommendations concerned may be submitted directly to the Board by the Association. All recommendations made by the Association to the Administration, or the Board, must be in writing. A written reply will be made to the Association in a reasonable length of time.

ARTICLE III

TENURE SPONSOR FOR PROBATIONARY TEACHERS

- A. During the first three weeks of school the principal shall appoint a Tenure Sponsor for each Probationer.
- B. The Sponsor (a Tenure Teacher) should be selected from the same department, or from a closely related position, if possible.
- C. A list of Sponsor candidates shall be submitted to each building Principal by the Tenure Committee for his approval no later than the last day of the first week of school. This list will contain the names of at least one third more qualified Sponsor candidates than there are Probationers in the building, if possible. The principal will use his discretion in making Sponsor assignments.
- D. Assignment changes may be made at the request of the Sponsor, Probationer, Principal, or the Tenure Committee.
- E. The Sponsor's duties and responsibilities shall be:
 - 1. To act as guide, or counselor to the Probationer.
 - 2. Report to the Tenure Committee.
- F. Principal, Probationer and Sponsor will meet once each semester, or more if needed. Additional meetings may be requested by any of the three parties.

ARTICLE IV

TENURE TEACHERS

- A. All teachers shall be notified in writing when placed on continuing tenure.
- B. Each principal will meet at least once each year with each tenure teacher on his staff, or more frequently if needed. The purpose of this meeting

will be to discuss mutual concerns and to review teacher evaluations made during the year.

ARTICLE V

SICK LEAVE

- A. The Board of Education policy regarding sick leave shall be expanded to allow professional employees to be absent up to five days each year for personal business reasons after ten full years of teaching service credit on the salary schedule has been granted in the Clare Public Schools. Teachers with five full years of teaching service credit on the salary schedule will be given up to three days each year for personal business. Acceptable reasons for such absence may include, but are not restricted to transaction of business and legal affairs, weddings and births. All absences of this kind must be arranged in advance and are subject to the approval of the Superintendent of Schools (requests will not normally be granted if the matter concerned can be taken care of on a non-school day). Days missed for personal business reasons are to be deducted from accumulated sick leave as they are a part of, and not an addition to, sick leave presently provided for in Board policies.
- B. Each employee shall receive a written statement as to the number of accumulated sick leave days credited to his account (as of the close of the current school year) prior to Sept. 15.

ARTICLE VI

THE TEACHING YEAR

- A. Regular teacher salaries shall be paid on the basis of a one hundred and ninety (190) day 1966-67 school year. These days shall include one hundred

and eighty days of scheduled student attendance, three paid holidays when membership can be legally counted (Thanksgiving, New Years and Memorial Days), three record days when teachers shall be on duty, one pre-school conference day, two Michigan Education Association Conference days and one County Institute day.

- B. The 1966-67 school year will begin on September 6th with the annual pre-school conference for teachers. The regular school year will end no later than June 16th (School attendance will be scheduled during the week of June 11-16 only if necessary to meet an emergency situation).
- C. A calendar for the 1966-67 school year will be approved by the Board prior to June 1, 1966. The Board retains the right to revise this calendar during the school year if this becomes necessary in order to provide a minimum of one hundred and seventy-five (175) days of attendance for students.
- D. If the opening day of deer hunting season is changed by the legislature so that it falls on a day of scheduled school attendance, school will be closed and the calendar will be revised so that another day of school attendance will be scheduled as a substitute.

ARTICLE VII

PROFESSIONAL COMPENSATION

- A. The salary adjustments of teachers covered by this Agreement are set forth in the salary schedule which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the regular 1966-67 school year.

ARTICLE VIII

MISCELLANEOUS PROVISIONS

- A. 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.
- B. If any provision of this Agreement, or any application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Nothing herein stated, or inferred, shall abrogate or usurp the legal position of the Board as the final determinant of school policy.

ARTICLE IX

This Agreement shall be effective as of September 6, 1966, and shall continue in effect until the 16th day of June, 1967. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

CLARE PUBLIC SCHOOLS

SALARY SCHEDULE ADOPTED MAY 9, 1966

YEARS COMPLETED	0	1	2	3	4	5	6	7	8	9	10
AB	5000	5150	5300	5550	5800	6050	6300	6550	6800	7050	7300
MA	5300	5450	5600	5850	6100	6350	6600	6850	7100	7350	7600
INCREMENT	-	150	150	250	250	250	250	250	250	250	250

1. The present Group Life Insurance Program is to be continued.
2. Either party to this agreement may request reopening of salary negotiations during the contract year.
3. Salaries paid for certain extra duties such as coaching, cheerleading, etc., are continued as presently contained in the policies of the Board, except that these salaries will be reviewed prior to June 1, 1966 and adjustments made in some instances. (It is the intention of the Board to convert most salaries of this kind to a "percentage of base salary" from the present fixed dollar amount.)
4. Salaries of Type "A" teachers of the mentally handicapped will be based on the Clare County Intermediate District 1966-67 salary schedule.
5. Salaries of counselors will be based on 1965-66 salaries received plus the \$400 increase for all teachers plus the normal annual increment. An additional amount is to be paid one counselor for performance of "extra duties" as "Director of Guidance" (this amount will be determined by the Board at the time adjustments are made under provisions of paragraph 3 above).