

June 30, 1971

Comstock Public Schools

AGREEMENT

Between

The Comstock Public Schools

and

The Comstock Education Association

1969 - 1971

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

AGREEMENT

This Agreement entered into this _____ day of _____ 1969 by and between the Comstock Public Schools, District No. 32, Comstock, Michigan, hereinafter called the "School and/or Board," and the Comstock Education Association, hereinafter called the "Association."

PURPOSE AND INTENT

The general purpose of this agreement is to set forth the basis for determining wages, hours, terms and conditions of employment which shall prevail for the duration of this agreement. The Board and the Association recognize and declare that providing a quality education for the children in the Comstock Public School system is their mutual aim and intent and that the character of such education depends in large measure upon the quality and morale of the teaching service and upon the Board's ability to acquire and retain a qualified staff.

The Board recognizes its obligation to bargain with the Association pursuant to Act 379, Public Acts of the State of Michigan of 1965. Accordingly, one of the purposes of this agreement is to create a forum in which teachers shall have the opportunity to participate in an advisory capacity in the development of policies and programs affecting the conditions under which they teach.

Therefore, the Board of the Association, for and in consideration of the mutual promises, stipulations and conditions specified in this contract, agree to abide by the terms and provisions set forth herein for the duration of this agreement.

ARTICLE I
RECOGNITION

A. The School hereby recognizes the Association as the sole and exclusive bargaining representative for all certificated personnel, excluding all personnel who exercise any degree of supervisory, executive and/or administrative responsibilities, office and clerical employees, and all other non-teaching personnel. 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 School agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

ARTICLE 11

Association and Teacher Rights

- A. The Association and its members shall be the only group representing the teachers to have the right to use school facilities. This must be at reasonable hours and upon request, provided that the use of school facilities shall not interfere with scheduled programs of the School. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Faculty Room bulletin boards shall be made available to the Association.
- B. The School agrees to make available to the Association in response to reasonable request normally published financial information.
- C. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.
- D. The Board shall make available in each school adequate rest-room and lavatory facilities for adult school personnel use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.
- E. The School telephone facilities shall be made available to teachers for their reasonable use, provided, however, that in the event a teacher chooses to make a long distance telephone call resulting in a toll charge the teacher shall

pay the School for the cost of the same.

- F. Parking facilities shall be made available to teachers for their use.
- G. The School will not discriminate against any teacher with regard to wages, hours, and other terms and conditions of employment, by reason of such teacher's membership in any recognized political party, not listed by the Attorney General of the United States as a subversive organization, or by reason of any teacher's choice not to become a member of any recognized political party. Additionally, the School will not discriminate against any teacher with regard to wages, hours, and other terms and conditions of employment by reason of the teacher's membership in any religious organization. The Association agrees that its members will not seek to advance any political cause in the classrooms, and that its members will abide by the constitutional requirements with regard to the teaching of the religious beliefs of any particular religious sect in the school classrooms. The Association further agrees that its members will not participate in any activity which be a violation of the conflict of interest statutes of the State of Michigan.
- H. The School agrees that it will not discriminate against any teacher with regard to wages, hours, and other terms and conditions of employment by reason of such teacher's membership in the Association, or lack thereof, or by reason

of any teacher's race, creed, religion, or the lack thereof, color, national origin, age, sex, or marital status. The Association agrees that it will not discriminate with regard to its representation of the teachers by reason of such teacher's race, creed, religion, or the lack thereof, color, national origin, age, sex, or marital status, or such teacher's refusal to participate in the Association, or pay dues thereto.

- I. If a teacher is to be reprimanded by a principal or other administrator, it shall not be done in the presence of students, parents, or other faculty members. Teachers will also give serious consideration before reprimanding students in a group situation.
- J. Any complaints directed toward a teacher which will become a part of the teacher's record shall be promptly called to the teacher's attention. A teacher shall be deemed innocent of any and all charges until proven otherwise.
- K. The Board of Education agrees that it will not establish or enforce rules or regulations when contrary to provision of this contract or unreasonable infringement of personal freedom. The teacher will have the right to utilize the grievance procedure in the application of this section.

ARTICLE III

Management and Cooperation

- A. It will be the intent and practice of the administration to encourage the staff to be involved with and concerned in instructional and curricular matters, and to consult with the staff and to seriously consider any recommendations for improvement of the educational services provided for the School District.
- B. The Association agrees that during the life of this Agreement it will not, either directly or indirectly, order, authorize, ratify, or otherwise encourage any slow down, work stoppage, limitation thereof or curtailment of work by the teachers.
- C. The Association recognizes certain rights and responsibilities as belonging finally to the School, and its Board of Education and administration. Those rights and responsibilities include the right to hire; to direct the teaching force; to determine the number of teachers who shall be employed by the School; to determine the qualifications necessary for promotion or demotion or transfer or reassignment of teachers; to discipline, suspend, demote and discharge teachers for cause in accord with this contract and Michigan laws: to require teachers to observe the School rules and regulations; to determine the number and location of school buildings, the type of such buildings, and the cost of such buildings; to establish the grade system to be used within the School, the qualifications necessary for

the student to advance from grade to grade and to graduate;
to determine the curriculum to be taught in the School, Together with textbooks or other materials which may be used in the educational processes; to determine the scheduling of classes, the hours of instruction, and all other rules and regulations with regard to the conduct of pupils whether on or off school premises insofar as the school deems it necessary and appropriate; and any and all powers and authorities granted to the School by the legislature of this State, The constitution of this State, or by Congress of the United States, or the Constitution of the United States.

ARTICLE IV

Membership, Fees and Payroll Deductions

- A. Within thirty (30) days of the beginning of their employment hereunder, all teachers may sign and deliver to the school an assignment authorizing deduction of membership dues of the Association (including the National Education Association and the Michigan Education Association). The amount of dues may be paid by payroll deduction (at the teacher's option) from the second paycheck of each month over a ten (10) month period from September to June, inclusive. This money along with a list of employees for whom dues were deducted will be forwarded to a representative of the Association.
- B. The Board shall also make payroll deduction upon written authorization from teachers for one annuity, credit union, savings bonds, and mutual agreed charitable donations.
- C. All payroll deductions shall be itemized as individual
on
entries/employees' paystubs.

ARTICLE V

Conditions of Employment

A. The teachers daily schedule:

High School 7-3/4 hrs. Mon. thru Thurs.

7 hrs. Friday

Middle School 7-3/4 hrs. Mon. thru Thurs.

7 hrs. Friday

Elementary School 7-3/4 hrs. Mon. thru Thurs.

7 hrs. Friday

Teacher will be permitted to leave on Friday after students have departed on buses.

Teachers will have 2-1/2 hrs. per week duty free lunch time.

B. Secondary teachers will have one class period for preparation and/or conference daily.

Elementary teachers will have four (4) (minimum) hours per week for preparation and/or conference.

C. In addition to the above schedule teachers may be required to attend up to 8 hrs. of school meetings per month. This is to include such meetings as:

In Service

Open House

Curriculum

Parent-Teacher Conf.

D. In Service and Curriculum meetings generally will be scheduled on Monday and/or Tuesday evening. One weeks notice will be given if it is anticipated that they will extend more than one hour beyond the working day.

- E. Lunchroom and playground aids will be provided and maintained during the noon hour at the Elementary level.
- F. The teacher is expected to honor reasonable request from students to provide additional help.
- G. All teachers are required to spend as much time as necessary to prepare for and to keep their scheduled classes running smoothly.
- H. Teachers (other than those who meet the same students daily for whom preparations time has been scheduled) shall be provided with preparation time.

ARTICLE VI

Class Size

A. Classroom Teacher

1. All persons with a teaching assignment shall be considered as a classroom teacher used in computation.
2. Part-time classroom teaching shall be pro-rated in computation.

B. Pupil-Teacher ratio shall be computed on a district wide basis for each level.

1. The average classroom pupil-teacher ratio at the elementary level shall be 25-1 or less.
2. The average classroom pupil-teacher ratio at the Middle School shall be 27-1 or less.
3. The average classroom pupil-teacher ratio at the High School shall be 27-1 or less.

C. Class size per teacher.

1. Elementary- every effort will be made to limit the number of pupils per section to 30.
2. Middle School - as established by North Central Association.
3. High School - as established by North Central Association.

ARTICLE VII

Professional Qualifications and Assignments

- A. The employment of teachers by individual contracts based on special certificates will occur only in cases of absolute necessity or where the teacher has outstanding credentials and the Association shall be so notified in each instance and the Board shall indicate the extent to which they endeavored to fill the position with a fully certificated person.
- B. The Board and the Association recognizes that an optimum education environment includes a teacher who is working within his area of special competence and in the school setting best suited to his personal circumstances.
- C. Teachers who will be effected by a change in grade assignments in the elementary school grades, building assignments for supplementary teachers, and by changes in subject assignment in the secondary school grades will be consulted as early as possible prior to the change. Such changes will be voluntary to the extent possible. Teachers may file a written request with their principal and to the Superintendent for preference of:
 - (1) grade level
 - (2) Subject
 - (3) departmental assignment
 - (4) extra-curricular assignments (if any)
 - (5) change in building assignment

Such request shall be kept on file for one school year.

Request which were not acted upon must be re-filed each September to remain active. A teacher whose request was not acted upon may request an explanation.

- D All teachers shall be given notice of their teaching assignments the forthcoming year no later than the preceding first day of June. In the event that changes in such assignments are made, every reasonable effort shall be made to notify and consult with all teachers involved. Changes after the 15th day of August preceding the commencement of the school year will be made only on an emergency basis and the Association shall be notified in each instance.

ARTICLE VIII

Teacher Evaluation

Section 1. The Association recognizes the right and responsibility of the administrative staff to evaluate the performance of teachers. The Association also recognizes the right and responsibility of administrative staff of the school to visit classrooms for purposes of evaluating and promoting the educational program.

2. The school agrees that teacher evaluation shall be used constructively and cooperatively with the teacher to help him become more effective.

3. The evaluation techniques used by principals shall be carried out under the policies of the Comstock Board of Education, and in a manner consistent with the provisions of this Agreement. Every reasonable effort will be made to keep individuals apprised of their performance on a continuing basis.

4. Evaluations shall be done openly and with the full knowledge of the teacher.

5. Probationary teachers shall be notified in writing relative to a principals initial observation in any given year.

6. Each teacher shall be informed as to the criteria of evaluation used by the principal.

Section 7. Evaluation by building principals or other local or administrative or supervisory officials placed in a teacher's file shall be reviewed with the teacher prior to their becoming a part of the permanent record, and thereafter on request.

8. The School agrees that the teacher will continue to participate under the direction of the Superintendent in an advisory capacity in development of teacher evaluation instruments which become a part of the teacher's terms.

9. If any teacher wishes to review or object to an evaluation and/or reprimand he may:

Elementary - request a meeting with the Director of
Elem. Ed. and after this the Superintendent if desired.
Mdl.-H.S. - Request a meeting with the Superintendent.

ARTICLE IX

Certified Personnel - Retirement

- A. A teacher who reaches the age of 65 years shall not be given a tenure contract for the school year following this birthday or for any subsequent year.

ARTICLE X

Professional Growth

- A. All employees shall be encouraged in the development of increased competence and professional growth beyond that which they may attain through the performance of their assigned duties. Because of the importance of their impact on the lives of student, opportunities to extend and broaden the education and experiences of the staff will be provided within the limits of the budget. The Superintendent may encourage professional growth through planning or recommending opportunities in such areas as the following:
1. Released time and leaves of absence for study or travel.
 2. Visits to other classrooms or schools.
 3. Participation in conferences involving other personnel from the district, state, region, or nation.
 4. Membership on committees drawing personnel from varied sources.
 5. Training in classes and workshops offered within the district.
 6. Further education in institutions of higher learning.
 7. Extension classes should not be scheduled at times when there are regularly scheduled school faculty events. Ordinarily, staff meetings are scheduled for Monday after school.
 8. Generally, early excuses from a normal teaching day will not be granted for study or preparation for a class. The amount of extension work taken should not interfere with a satisfactory teaching performance.

B. When a teacher fulfills the minimal requirements for permanent certification an amount shall be added to the base rate equal to \$17 times the number of hours required for certification.

Thereafter hours of credit approved by the Superintendent shall be paid at the rate of \$17 per semester hour to a maximum of \$500.

However upon receipt of M.A. degree the teacher will be placed on the proper step on the M. A. salary schedule. Adjustments in salary will be made only at the beginning of each semester. (Comstock)

An amount of twenty dollars (\$20) per semester credit hour shall be added to the base pay (base pay being defined as that teacher's appropriate step on salary schedule) of a teacher with a M.A. degree for each hour of additional college credit earned. All courses must be approved by the Superintendent of Schools. The maximum amount that may be added to the base pay under this provision is \$600. Adjustments will be made at the beginning of each semester. (Comstock)

ARTICLE XI

Organizations

- A. Active participation by school employees in local, state and national professional organizations is encouraged by the Comstock Board of Education as well as active interest in P.T.A., Mothers' Club, and other community and school activities.
- B. This policy will not be interpreted to imply required attendance of teachers and staff at community and school organization meetings, except as stated in Article 5 (Cond. of Employment) Section C.

ARTICLE XII

Resignations

A written notice of resignation shall be filed with the Superintendent at least sixty (60) days in advance of its execution, except in cases where extenuating circumstances may waive such notice.

ARTICLE XIII

Bad Weather Policy

A. In the event weather conditions make it advisable to close school, the following policy will apply to the teaching personnel:

1. Teachers will report for duty as usual with reasonable allowance for tardiness if conditions warrant.
2. Dismissal for teachers will be at the normal time unless weather conditions are adverse.
3. In those conditions of unusual severity, an announcement will be made by radio that the staff need not report.
4. Sick leave will be charged, or a deduction will be made, for failure to report for duty according to the above policy.

ARTICLE XIV

Medical Examinations

- A. For the protection of children attending our system, the Board of Education requires that all new employees pass a physical examination by the school doctor with out cost to the employee.
- B. Pursuant to Act 290 (P.A. 1966) requires that school boards require evidence of freedom from the communicable tuberculosis as a condition of entering its employment and annually thereafter for all full and part-time personnel. The statement shall be filed with the employee's personnel record within 14 days after the first day of regular school session of each school year and shall be available for examination by public health personnel.
- C. Arrangements will be made for teachers to take vision and hearing tests when such tests are given in their buildings. The Board of Education upon the recommendation of the Superintendent, may require an employee to submit to a physical or mental examination by a specialist of the Board's selection. Such examination shall be at the expense of the Board of Education. The Superintendent may make such request so often as deemed necessary for the best interest of the employee and the school district.

ARTICLE XV

GRIEVANCE

Section 1. A grievance shall be defined as any dispute (involving either tenure or probation teachers) regarding the meaning, interpretation or application of the terms and provisions of this agreement, except that no item(s) pre-empted by the tenure provisions of the Michigan General School Code shall be considered as a grievance under this contract. If any teacher wishes to review or object to an evaluation and/or reprimand he may:

Elementary - request a meeting with the Director of Elementary of Education and after this the Superintendent if desired.

Mdl.-H.S. - request a meeting with the Superintendent.

Section 2. FIRST STEP: A teacher who believes he has a grievance shall first discuss the matter with his principal personally or accompanied by an Association representative within five (5) school days after the occurrence of the event upon which the grievance is based. It shall be the objective of both parties to resolve the matter in this informal manner.

Section 3. SECOND STEP: Those grievances which have not been settled in the First Step and are to be appealed to the Second Step and those grievances submitted by the Association shall be submitted in writing to the Board's Representative within ten (10) school days after the occurrence of the event upon which the grievance is based or five (5) days after the principals reply and shall state the facts upon which the grievance is based, when they occurred, and shall be signed by the teacher who is filing the grievance or an officer of the Association is filing the grievance. The Board's Representative shall meet with the grievant and/or Association representative or representatives within five (5) school days after receipt of the grievance to consider the grievance. The Board's representative shall give a written answer to the aggrieved teacher and/or his Association representative or representative within five (5) school days after the date of this meeting. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the Board's Representative.

Section 4. If the grievance has not been settled in the Second Step, the grievant and/or his Association representative or representatives may submit the matter to mediation under the Act or, if attributable and confined to the original grievance, may submit such grievance, except an item pre-empted by the Tenure Provisions of the Michigan General School Code, to arbitration provided such submission of the issue is made within ten (10) school days after receipt of the Second Step answer.

- (a) All matters submitted to arbitration shall be submitted to the American Arbitration Association in accordance with its Voluntary Rules and Regulations then obtaining within the time specified above and such rules shall govern the arbitration hearing. The arbitrator shall have no power or authority to alter, amend, add to, or subtract from the terms of this agreement nor hear any matter which is provided for under Section 6 of this Article (teacher discharge). Both parties agree to be bound by the award of the arbitrator and that the costs of any arbitration proceeding under this provision shall be borne equally between the parties.

Section 5. Grievances which are not appealed within the time limits specified in the above grievous procedure

(a) By the Association - shall be considered to be withdrawn.

(b) By the Board - may be advanced to the next step by the Association.

Section 6. In the event any teacher under the jurisdiction of the Association shall be discharged from his employment from and after the date thereof and he believes he has been unjustly discharged, such discharge shall constitute a case arising under the laws of the State of Michigan, to include the Tenure Act of 1937, as amended.

Section 7. The presentation and discussions of grievances provided for in this Article shall take place outside of the regular school hours, except during the first two (2) steps of this procedure (Sections 2 and 3 of this Article) which will be held during school hours so long as all persons involved could so meet without interference with their assigned duties.

Section 8. In event grievances filed under this article shall not be satisfactorily settled during the school year, the grievances shall be carried over into the next school year. This does not prevent the parties from resolving grievances during the summer.

ARTICLE XVI

Professional Compensation

- A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule will remain in effect during the one year term of this Agreement.
- B. The salary schedule is based on the teachers working hours as defined herein. Teachers receiving compensation for extra pay items as set forth in Schedule B shall be expected to work additional or different hours, and shall receive the supplement salary as set forth opposite their position in the aforesaid Schedule B.
- C. A teacher engaged during working hours in negotiating the Master Contract in behalf of the Association with the duly appointed representative of the School shall be released from regular duties without loss of pay.
- D. A teacher shall be released from regular duties without loss of salary a maximum of two (2) days each year for the purpose of participating in area or regional professional meetings as approved by the State Department of Public Instruction.
- E. The work year for teachers covered under this contract shall be as specified in the School Calendar.

ARTICLE XVII

Leave of Absence

- A. All full time employees shall receive sick leave credit at the rate of 10 days per school year and the unused balance from previous years to accrue to a total not to exceed 90 days.
- B. Illness in the immediate family (spouse, child, or permanent resident of the teacher's household) requiring personal attendance of the teacher shall apply as sick leave with the following conditions: (1) Absence of more than two days must be certified by a licensed physician; (2) No more than four such days may be taken during any one school year.
- C. In the event of each death in the immediate family or household, an individual is allowed, when requested, 3 days, which will be deducted from sick leave time.
- Immediate family; Father - Mother - Husband -
Wife - Child - Brother - Sister - Mother or Father
in-law.
- D. In the event of death of relatives outside the above immediate family or persons where closeness or relationship should warrant, 1 day will be allowed, to be deducted from sick leave.
- Grandparents - Sister or Brother-in-law - Grandparents
in-law.

E. In the event of extenuating circumstances additional days may be taken with the approval of the Superintendent. These days are to be deducted from sick leave.

F. Two days leave of absence will be granted to transact personal business when a teacher is unable to transact such business except on a work day. Application for personal leave will be made in writing 24 hours before taking such leave. In emergency this may be waived.

Personal leaves will not be approved 2 days before or after a vacation period.

Personal leave days are not accumulative and must be approved by the Principal or Superintendent.

Maternity Leave

G. The Board of Education shall grant a leave of absence for maternity purposes, without pay, to any tenure teacher.

1. This maternity leave shall be granted upon written request for such leave and upon proper certification of pregnancy by the teacher's physician.
2. Application for maternity leave must be filed not later than four (4) months after conception.
3. Maternity leave shall begin at the discretion of the Superintendent of schools.

4. Maternity leave may be granted for a maximum period of one (1) school year and may be renewed at the discretion of the Board of Education (plus any unfinished school leave).
5. Probationary teachers shall be presumed to have voluntarily resigned upon application for pregnancy leave.
6. Written notification by the teacher of intent to return from a maternity leave must be filed with the Superintendent no later than 4 months prior to expiration of the leave.
7. Pregnancy shall not be considered as sick leave within the interpretation of sick leave policy.

ARTICLE XVIII

Terminal Leave

- A. In appreciation for services to the School, a terminal leave payment of \$500 shall be paid upon such teacher's retirement or separation from teaching in the District, provided that such teacher has been employed by the School for a period of 15 consecutive years to the date of such retirement or separation.

COMSTOCK PUBLIC SCHOOLS

1969-70

August 27, 1969	Orientation - NEW TEACHERS
28	Pre-School Conf.
29	" " "
Sept. 1	Labor Day - No School
2	School Opens - Students - Half Day Staff - All Day
Oct. 10	M.E.A. Conf. - No School End 1st 6 weeks
Nov. 27	Thanksgiving - No School
28	" "
Dec. 19	Begin Christmas Vacation (End of school day)
Jan. 5, 1970	School re-opens
23	Marks, records - No School
March 27	Good Friday - No School
30	Spring Vacation
April 6	School re-opens
June 9	Last day in session
10 & 11	Mark days - records
11	School Closes

The following are included in the Contract total listed in exhibit A

<u>Paid Holidays</u>	<u>Paid Vacations</u>
Labor Day	Christmas (10 days)
Thanksgiving	Spring (5 days)
Day after Thanksgiving	
Good Friday	
Memorial Day (to be determined)	

Conferences:

A. Elementary - 8 half days may be allowed for parent-teacher conferences.

Secondary - up to 2 half days may be allowed for parent-teacher conferences.

B. The equivalent of up to 4 days may be allowed for In-Service Education.

C. 60% of students must be in attendance on these days.

If a decision is given that 1/2 days do not count as days in session the calendar will be revised to meet requirements.

The school calendar must meet the requirements as set by the Dept. of Instruction, the Michigan Legislature, and/or North Central Association. Adjustment will be made to meet requirement of above (or 180 days of attendance).

ARTICLE XX

Insurance

Each teacher is eligible to participate in MEA Group Insurance.

The school will reimburse up to the following:

- A. Up to \$250 per year towards Hospital, Medical, Surgical, Life, or Disability coverage.
- B. Up to an additional \$18 per year towards Long Term Disability Coverage.

The above maximum allowances will be pro-rated for part-time teachers or those teaching less than a full contract year.

ARTICLE XXI
Salary Schedule A

<u>B.A.</u>			<u>M. A.</u>	
1.	\$7,200	100	\$ 7,776	108
2.	7,560	105	8,136	113
3.	8,136	113	8,712	121
4.	8,496	118	9,072	126
5.	8,856	123	9,576	133
6.	9,432	131	10,080	140
7.	9,792	136	10,584	147
8.	10,152	141	10,944	152
9.	10,512	146	11,304	157
10.	10,872	151	11,664	162
11.	11,376	158	12,024	167
12.	11,736	163	12,384	172
13.			12,744	177
14.			13,248	184

Additional pay for credit hours refer to Professional Growth
Section B

ARTICLE XII

Schedule B

Dept. Head \$400.00

Grade group Leader

Summer Band 900.00

*Classroom Instruction 6.00 per hr.

(1/2 hr. Planning & Conf. time for each 3 hours
of teaching.)

*Driver Ed.

Instructor 6.00 per hr.

Director 6.50 " "

Class Sponsor Senior \$400

Junior 300

Soph. 200

Fresh. 100

All extra curricular activities, for which there is no
compensation, will be voluntary.

*July 4th- will be a paid holiday based on a daily rate.

Extra Curricular Schedule C

	H.S. VARSITY FOOTBALL BASKETBALL	H.S. FOOTBALL BASKET- BALL ALL ASS'T ELSERVE 9th GRADE	H.S. VARSITY WRESTLING BASEBALL	TENNIS TRACK GOLF CROSS- COUNTRY ASS'T WRESTLING ASS'T BASEBALL	7th & 8th TRACK FOOTBALL BASKETBALL GIRLS TRACK TENNIS BASKET- BALL	H.S. YEARBOOK NEWS- PAPER	PLAYS MUSICAL	DEBATE	CHEER LEADING	CRA	ATHLETIC DIRECTOR	
		H.S. Band										
Year												
1	850	550	525	500	425	375	300	250	200	235	240	+ 2 H
2	910	590	555	530	450	405	330	270	225	251	260	450
3	970	630	585	560	475	435	360	290	250	267	280	490
4	1030	670	615	590	500	465	390	310	275	283	300	530
5	1090	710	645	620	525	495	420	330	300	299	320	570
6	1150	750	675	650	550	525	450	350	325	315	340	610
												650

ARTICLE XXIII

Miscellaneous Provisions

- A. 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 written and signed amendment to this Agreement.
- B. 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. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.
- D. 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 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.

- E. When a teacher is required to serve on a jury or is subpoenaed as a witness in a Comstock School related case, he shall receive the difference between his salary and the amount received for such service.
- F. It is recognized that some type of educational advisory committee will be established by the Board. This committee will review curriculum proposals or any other matters relating to the educational process as may be requested by the Board or instituted at other levels. The Association will be requested to select one person to serve on this committee and will notify the Superintendent as to the person selected.

G. Prior Experience

Teachers upon entering the school system after July 1, 1969 may receive up to full credit for outside teaching experience. Under no circumstances shall such credit be less than the full time teaching experience in any school district in the State of Michigan or other teaching experience in a school district accredited by a recognized accrediting agency. Nothing contained herein shall be construed to make this clause retroactive to any employee entering the school system prior to July 1, 1969.

ARTICLE XXV

This Contract shall be effective July 1, 1969 and shall continue in effect until June 30, 1971. No sooner than 90 days or later than 60 days prior to July 1, 1970 either party may reopen for negotiation the following subjects:

Article	VI	Class Size
"	X	Professional Growth
"	XIX	School Calendar
"	XX	Insurance
"	XXI	Salary Schedule A
"	"	Schedule B
"	XXII	" C

Contract provisions other than the above may be reopened for negotiation only by mutual consent of the parties.

ARTICLE XXVI

On this 12th day of June, 1969, the following agree to
the foregoing terms and conditions as stated.

For the Association

For the Board
