

OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

6/30/68

EILE

Fraser
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Fraser Public Schools District, Board of Ed.

1967 - 1968

A G R E E M E N T

between the

BOARD OF EDUCATION OF THE FRASER PUBLIC SCHOOLS DISTRICT
and the
FRASER EDUCATION ASSOCIATION

- 2. Yes
- 3. 1968
- 4. No
- 5. Yes

MEA
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A G R E E M E N T

between the

BOARD OF EDUCATION OF THE FRASER PUBLIC SCHOOLS DISTRICT
and the
FRASER EDUCATION ASSOCIATION

THIS AGREEMENT entered into this 1st day of September, 1967, by and between the Board of Education of the Fraser Public Schools District, Macomb County, Michigan, hereinafter called the "Board", and the Fraser Education Association, hereinafter called the "Association".

WHEREAS, the Board and the Association each have the common objective of providing the best possible educational opportunity for all children enrolled in the schools consistent with community resources; and,

WHEREAS, the success of the educational program is dependent upon the knowledge, skill and creative ability of teachers; and,

WHEREAS, the laws of the State of Michigan (Act 379, P.A. 1965) authorize collective bargaining between public employers and employees with respect to hours, wages, and terms and conditions of employment; and,

WHEREAS, the parties hereto, following extended and deliberate collective bargaining, have reached understandings which they desire to incorporate into a formal contract;

NOW THEREFORE, in consideration of the following mutual covenants, the parties agree as follows:

ARTICLE I

A. ASSOCIATION RECOGNITION - The Board recognizes the Association as the exclusive bargaining representative of all certified teaching personnel under contract (hereinafter referred to as "teacher" or "teachers"), excluding the Superintendent, Assistant Superintendent, Business Manager, Director of Elementary Education, Teaching Principals, Principals and Assistant Principals.

The Board agrees it shall be unlawful for it:

(a) To interfere with, restrain, or coerce teachers in the exercise of their rights to organize together or to form, join or assist in labor organizations, to engage in lawful concerted activities for the purpose of collective bargaining or other mutual aid and protection, or to negotiate with the Board through representatives of their own free choice;

(b) To initiate, create, dominate, contribute to or interfere with the formation or administration of any labor organization;

(c) To discriminate in regard to hire, terms or other conditions of employment in order to encourage or discourage membership in a labor organization;

(d) To discriminate against a teacher because he has given testimony or instituted proceedings under Act 336, Public Acts of 1947, as amended; or,

(e) To refuse to bargain collectively with the exclusive bargaining representatives of the teachers in respect to rates of pay, wages, hours of employment or other conditions of employment. The Board further agrees that for the purposes of this section, to bargain collectively is the performance of the mutual obligation of the Board and the Association to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment, but such obligation does not compel either party to agree to a proposal or require the making of a concession.

Dues

B. DUES DEDUCTIONS - The Board shall deduct from the pay of each teacher from whom it receives an authorization to do so, the required amount of fees for the payment of Association Dues.

The Association agrees to submit forms satisfactory to the Board authorizing the deduction of such dues.

C. BOARD POWERS - The Board retains all rights and powers conferred upon it by the Constitution and Laws of the State of Michigan and of the United States, including the right to manage the school system, establish curriculum content, hire, promote, transfer, assign and retain teachers in positions within the system, and to determine the methods, means, and personnel to operate the system, except as limited by the express provisions of this Agreement or the applicable laws of the State of Michigan or the United States of America.

D. The Association agrees that it shall not strike, as defined in Section 1, Act 336, Public Acts of Michigan, 1947, as amended, which reads as follows:

". . . the word "strike" shall mean the concerted failure to report for duty, the wilful absence from one's position, the stoppage of work or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, or compensation, or the rights, privileges or obligations of employment."

ARTICLE II

SALARY SCHEDULE 1967-1968

The Salary Schedule appearing on Page A-1, attached hereto as "Exhibit A", and made a part hereof, shall be in effect during the term of this Agreement.

ARTICLE III

HOSPITAL, SURGICAL AND LIFE INSURANCE

A. HOSPITAL AND SURGICAL INSURANCE - All teachers covered by this Agreement shall be eligible to receive hospital and surgical insurance benefits for themselves and their dependents on a non-participation basis. The Board shall pay the full cost of such coverage.

The Board agrees to change the Blue Cross-Blue Shield Plan heretofore in effect to the Blue Cross-Blue Shield Master Medical Plan as soon as the substitution may be made without loss of coverage. This Article shall be effective for a one (1) year period commencing on or about October 1, 1967 and terminating on or about September 30, 1968, anything to the contrary in this Agreement notwithstanding. New group members shall be eligible for coverage from September 1st in accordance with the plan available from Blue Cross-Blue Shield.

B. LIFE INSURANCE - The Board agrees to pay the full costs of a group life insurance policy in the face amount of \$2500.00 per teacher. The policy shall be effective for a one year period commencing on or about October 1, 1967 and terminating on or about September 30, 1968, anything to the contrary in this Agreement notwithstanding.

ARTICLE IV

LEAVES OF ABSENCE

A. PERSONAL LEAVE - Each teacher shall be entitled to a total of twelve (12) personal leave days with full pay per school year to be used for reasons of illness or personal business, and such leave days shall be accumulated in a bank which in no event shall exceed one hundred twenty (120) days. Suspected abuse of personal leave shall be reported by the Superintendent of Schools to the Association.

Advance notice of the necessity for such leave shall be given the office of the Board as early as possible.

B. MATERNITY LEAVE - Maternity leave shall be granted without pay for a period not to exceed one (1) full school year to any married woman teacher upon evidence of pregnancy.

Such teacher shall leave her teaching position before the sixth (6th) month of pregnancy; provided, however, that the Board may allow extensions that are in the best interests of the educational program and not detrimental to the health of such teacher.

In the event such teacher is employed by the Board as a substitute teacher for five (5) or more consecutive days in any one position during her maternity leave, she shall be paid in accordance

with the Salary Schedule attached hereto as "Exhibit A", and she shall not be paid at the "substitute teacher" rate.

Written notification of intent to return to the system, accompanied with a physician's written approval, shall be made to the Superintendent by such teacher prior to her reinstatement.

Any benefits under the provisions of this Agreement which would otherwise accrue to a teacher granted maternity leave shall be suspended during her leave of absence. However, any teacher granted maternity leave who enjoys tenure status under the laws of the State of Michigan, and who has completed one (1) semester or more of the school year prior to her leave, shall be considered to have completed a full year for seniority purposes.

Any teacher granted maternity leave may make arrangements to continue hospitalization and surgical insurance coverage as provided in Article III hereof at her own expense during her leave.

C. SABBATICAL LEAVE - Sabbatical Leave for professional improvement may be granted for a period not to exceed two (2) consecutive semesters in any one (1) school year. Any teacher who holds a Permanent or Life Certificate and who has been employed at least seven (7) consecutive years by the Board (or at the end of each additional period of seven (7) or more consecutive years of employment by the Board) shall be eligible for Sabbatical Leave.

Applications for Sabbatical Leave shall be submitted to a committee composed of two members chosen by the Association and two members chosen by the Board, for recommendation to the Board as soon as possible prior to the end of the semester preceding the semester or school year for which such leave is sought.

Any person granted a Sabbatical Leave should return to employment with the school district for at least one (1) year following such leave.

Any teacher granted Sabbatical Leave shall receive one-half (1/2) of his or her salary, full contractual benefits for the period of the leave, and upon return from a Sabbatical Leave shall be restored to the teacher position, or to a position of like nature, seniority, status and pay, as formerly held.

D. PROFESSIONAL LEAVE - Professional leave to attend conferences, conventions, or similar activities designed to contribute to the effectiveness of the instructional program may be granted in accordance with the rules and regulations to be devised and agreed to mutually between the parties.

E. OTHER LEAVES - Other leaves of absence may be granted any teacher upon written application to the Superintendent of Schools for recommendation to the Board in accordance with the rules and regulations to be devised and agreed to mutually by the Association and the Board.

ARTICLE V

DUTY FREE LUNCH

Every teacher shall have a duty-free lunch period.

Elementary teachers shall have not less than forty-five (45) consecutive minutes for a duty-free lunch period, and secondary teachers shall have not less than thirty (30) consecutive minutes for a duty-free lunch period.

In no event shall this Article be construed to permit any school to be unattended at any time during the school day. At least one unassigned teacher shall be available in each school during any lunch period for emergencies.

ARTICLE VI

RE-ASSIGNMENT, TRANSFER AND PROMOTION

The Board shall give written notice to the Association of vacancies and new positions created or occurring between the first day of school in September and the last day of school in June. The notice should include any requirements for applicants and, when possible, any available job descriptions. Except in case of an emergency, no position will be filled within ten (10) days from the date of giving notice to the Association.

In filling vacancies or newly created positions, the Board shall first consider the applications and qualifications of teachers presently employed by the District.

Any teacher who is re-assigned shall be notified of such re-assignment as soon as possible and preferably prior to the close of the school year.

ARTICLE VII

GRIEVANCE PROCEDURE

A. DEFINITIONS - A grievance is a complaint about an act or condition which affects the welfare or working conditions of a teacher or a group of teachers, or a complaint that there has been a violation, misinterpretation or misapplication of any provision of this Agreement.

An aggrieved party is any teacher, group of teachers, or the Association filing a grievance.

B. PROCEDURE - Problems and grievances shall be presented and adjusted according to the following procedure:

Any teacher with a problem may first informally discuss the matter directly or accompanied by an Association representative with the appropriate member of the administration.

Step 1. In the event the matter is not resolved informally, a written grievance may be filed with the principal of the school in which the grievance arises within ten (10) school days following the act or condition which is the basis of the grievance.

- (a) A grievance may be lodged and thereafter discussed with the principal:
- (1) by a teacher accompanied by an Association representative.
 - (2) through an Association representative if the teacher so requests,
 - (3) by an Association representative in the name of the Association.
- (b) Within ten (10) school days after receiving the grievance, the principal shall state his decision in writing, together with the supporting reasons, and shall furnish a copy to the aggrieved party.

Step 2. Within ten (10) school days after receiving the decision of the principal the aggrieved party may appeal to the Superintendent of Schools. The appeal shall be in writing and shall be accompanied by a copy of the decision at Step 1.

- (a) Within fifteen (15) school days after receipt of the appeal the Superintendent shall communicate his decision in writing, together with the supporting reasons, to the aggrieved party.

Step 3. Within ten (10) school days after receiving the decision of the Superintendent, the Association may appeal the decision in writing to the Board of Education. The Board may hold a hearing thereon, may designate a representative to hold a hearing or investigate the grievance, or prescribe a procedure which may seem appropriate for consideration of the grievance, but the Board shall communicate its decision in writing within thirty (30) days after delivery of the appeal by the Association.

Step 4. If the Association is dissatisfied with the decision of the Board of Education, the Association may within twenty (20) days request a meeting with the Board or its representative to consider fairly and in good faith any other methods of settlement which might be mutually agreed upon, including mediation or binding arbitration.

C. GENERAL - The Board or the Association may submit questions of the interpretation or the application of the provisions of this Agreement to binding arbitration.

Any teacher may present a grievance for adjustment without intervention of the Association, if the adjustment is not inconsistent

with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

If a grievance arises of a general nature, the Association may present such grievance directly to the appropriate step.

The time limits specified in this procedure may be extended in any specific instance by mutual written agreement.

ARTICLE VIII

RESIGNATION, RETIREMENT AND OTHER TERMINATION

In all cases where a teacher leaves, retires or terminates his or her service to the school district, any benefits under the provisions of this Agreement which would otherwise accrue, including the total amount of the teacher's pay for the period of service for the year, shall be determined pro-rata by the total number of Days of Instruction worked to the total number of Days of Instruction in the school year.

RESIGNATION - All teachers' resignations must be submitted in writing to the Board not less than sixty (60) days before the resignation is to become effective.

Any teacher who has been employed by the Board for three (3) or more years and who resigns from employment with the school district during the period of this Agreement shall be paid a sum of

money equal to one-half (1/2) of his or her total accumulated personal leave days multiplied by the "daily rate"*; Provided, however, that any teacher who shall fail to present his or her resignation to the Board sixty (60) days before the resignation is to become effective, or who shall fail to return to employment from a maternity leave of absence, sabbatical leave or other leave of absence, and shall fail to present their resignation sixty (60) days prior to the end of the leave, shall automatically forfeit their right to any pay for accumulated leave days. In no event shall any teacher be relieved of duty or contractual benefits prior to the effective date of their resignation.

RETIREMENT OR DEATH - Any teacher retiring in accordance with the Michigan Teacher Retirement Act shall be paid a sum of money equal to three-fourths (3/4) of his or her total accumulated personal leave days multiplied by the "daily rate"*.

In all cases where a teacher's service to the district is terminated by death, his or her heirs, or personal representative, shall be paid a sum of money equal to three-fourths (3/4) of his or her total accumulated personal leave days multiplied by the "daily rate"*.

*The "daily rate" shall be the sum of money computed by dividing a teacher's total salary (as determined from "Exhibit A") by the total number of Days of Instruction.

INCOME PROTECTION PLAN - After a teacher has been ill for more than thirty (30) consecutive days and has exhausted his accumulated bank of leave days, he shall be paid the difference between \$25.00 and his normal "daily rate"* for each day of instruction his illness continues.

ARTICLE IX

GENERAL PROVISIONS

In the event that any provision of this Agreement shall be held to be contrary to Law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for appeals, such provisions shall be void and inoperative, but all other provisions of this Agreement shall remain and continue in effect.

Copies of this Agreement are provided to all teachers at the expense of the Board.

ARTICLE X

MISCELLANEOUS PROVISIONS

A. SCHOOL CALENDAR - The Board and the Association have approved the School Calendar attached to this Agreement as "Exhibit B". Any changes necessitated in the School Calendar made

*The "daily rate" shall be the sum of money computed by dividing a teacher's total salary (as determined from "Exhibit A") by the total number of Days of Instruction.

necessary to comply with the law shall be made by the Board only after consultation with the Association.

B. BUILDING USE - The Association and its members shall have the right to use buildings in accordance with the existing "Building Use Policy".

C. INFORMATION EXCHANGE - The Association and the Board agree to exchange any financial, curricular or other information as may be mutually agreed upon between the parties.

D. PERSONNEL FILES - All teachers have the right to review their own personnel file exclusive of confidential university credentials. Each teacher shall receive a copy of and must reply to any addition to his or her personnel file.

E. TENURE EVALUATIONS - Teachers may have an Association representative present at all official tenure evaluations. Upon request, any teacher shall be granted the right to an independent tenure evaluation by the Board.

Attached to this Agreement as "Exhibit C" is the form to be used for tenure evaluation.

F. CLASS SIZE - The Board shall strive toward ideal classroom pupil-teacher ratios. In determining such ratios the Board shall consider among the pertinent factors:

- (a) Teacher effectiveness including individual attention, multi-learning activities, span

of control, parent-teacher communications, clerical burden, available work stations and flexible grouping;

- (b) Physical design of classrooms, including room size, the flexibility of the room and facilities for vision, hearing and group work, health and safety;
- (c) Manpower supply, including availability of qualified personnel for classrooms and special areas for curriculum at the time of need; and,
- (d) The financial status of the District.

The desired goal is thirty (30) students per class, except choir, band, physical education, and study hall classes.

At such time as the desired class size objective is exceeded by ten (10%) percent, the involved principal, teacher, Association and Board representative shall meet to explore methods to relieve the situation. Agreed to changes shall be put into effect before the limit is exceeded by twenty (20%) percent.

ARTICLE XI

SCHEDULES, HOURS AND ASSIGNMENTS

The following school starting and closing times have been assigned:

<u>School</u>	<u>Starting Time</u>	<u>Closing Time</u>
Emerson	8:40 A.M.	3:05 P.M.
Einstein	8:40 A.M.	3:05 P.M.
Salk	8:40 A.M.	3:05 P.M.
Edison	8:40 A.M.	3:05 P.M.
Twain	8:45 A.M.	3:30 P.M.
Dooley	8:45 A.M.	3:30 P.M.
Eisenhower	8:45 A.M.	3:30 P.M.
Frost	8:45 A.M.	3:30 P.M.
Junior High School	8:00 A.M.	2:30 P.M.
Senior High School		
9th	12:05 P.M.	4:35 P.M.
10th	9:05 A.M.	3:40 P.M.
11th and 12th	7:20 A.M.	12:05 P.M.

A. SCHOOL DAY - The School Day shall commence for each teacher fifteen (15) minutes before the respective starting time and terminate fifteen (15) minutes after the respective closing time assigned above.

B. PREPARATION TIME - Elementary teachers shall use the time scheduled for special instruction, i. e., vocal, music, physical education, art and library, for preparation time. Secondary teachers and counselors shall have at least one preparation period per day of the same duration as a scheduled class period.

Teachers may not leave their building during their preparation period, except for emergencies or school business, without permission of the building principal.

Each Senior High School teacher shall have five (5) teaching periods, one (1) preparation period and one (1) lunch period, unless specifically agreed between the teacher, administration and the Association.

C. ABSENCE AND TARDINESS - Any regular teacher under contract who is required to substitute for another regular teacher under this contract shall be paid at the rate of \$4.50 per hour, in addition to his regular pay.

Any teacher who is tardy or any teacher who shall fail to notify the office of the Board to request a substitute at least one (1) hour prior to his respective starting time shall be docked \$4.50 per hour for each assigned class period or fraction thereof.

ARTICLE XII

STUDY COMMITTEES

The Board and the Association will establish Study Committees for the following purposes:

- (1) To develop rules and regulations for personal leave days and other leaves of absence;
- (2) To study and recommend an income protection plan;
- (3) To develop a statement of academic freedom not later than November 1, 1967;
- (4) To study the rules, duties and professional compensation of counselors.

ARTICLE XIII

DURATION OF AGREEMENT

This Agreement shall continue in effect for a period of one (1) year commencing July 1, 1967 and ending June 30, 1968.

1967 - 68 SALARY SCHEDULE

SALARY STEP	I	II	III	IV	V
	<u>Bachelors</u>	<u>Bachelors + 20 Hours*</u>	<u>Masters or Equivalent</u>	<u>Masters + 15 Hours</u>	<u>Masters + 30 Hours</u>
<u>Years Experience</u>	<u>AMOUNT</u>	<u>AMOUNT</u>	<u>AMOUNT</u>	<u>AMOUNT</u>	<u>AMOUNT</u>
0	\$6,300	\$6,570	\$6,890	\$7,200	\$7,510
1	6,570	6,900	7,230	7,560	7,890
2	6,900	7,250	7,590	7,940	8,280
3	7,250	7,610	7,970	8,340	8,690
4	7,610	7,990	8,370	8,760	9,120
5	7,990	8,390	8,790	9,200	9,580
6	8,390	8,810	9,230	9,660	10,060
7	8,810	9,250	9,690	10,140	10,560
8	9,250	9,710	10,170	10,650	11,090
9	9,710	10,200	10,680	11,180	11,640
10 or more (longevity)	9,900	10,400	11,050	11,740	12,220

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EXHIBIT A

*No teacher will be placed on the Bachelors +20 Schedule in the 1967-68 school year. All teachers on this schedule will either move to the Masters Schedule or revert to the Bachelors schedule by the 1969-70 school year.

"EXHIBIT A"
(Continued)

The Board agrees to place teachers on the above salary schedule according to the following:

EXPERIENCE - Teachers will be given full credit for the number of years of teaching experience obtained in their employment by the Board, full credit for the first three (3) years of outside teaching experience, and minus one (1) year for more than three (3) years of outside teaching experience, and placed on the appropriate numbered salary step accordingly.

BACHELORS - Teachers who possess a Baccalaureate Degree and a Michigan Full Year Special Permit, Provisional, Permanent or Life Certificate, shall be placed on Schedule I.

BACHELORS + 20 HOURS - Teachers who have completed at least twenty (20) semester hours of university approved study beyond the Baccalaureate Degree subsequent to obtaining a Michigan Provisional, Permanent or Life Certificate, shall be placed on Schedule II.

No teacher will be placed on the Bachelors + 20 Schedule in the 1967-68 school year. All teachers on this schedule will either move to the Masters Schedule or revert to the Bachelors Schedule by the 1969-70 school year.

MASTERS OR EQUIVALENT - Teachers who possess a Master's Degree or who have completed at least thirty (30) semester hours of university approved study in their teaching field beyond the Baccalaureate Degree and subsequent to obtaining a Michigan Provisional, Permanent or Life Certificate, shall be placed on Schedule III.

MASTERS + 15 HOURS - Teachers who have completed at least fifteen (15) semester hours of university approved study beyond a Master's Degree shall be placed on Schedule IV.

MASTERS + 30 HOURS - Teachers who have obtained an Education Specialists Degree or who have completed at least thirty (30) semester hours of university approved study in their teaching field, area or responsibility, or toward an advanced degree, shall be placed on Schedule V.

EXTRA CURRICULAR SALARY SCHEDULE

In addition to the salary set forth in the preceding Salary Schedule, a teacher assigned one of the following extra curricular athletic activities shall receive the additional sum of money computed by multiplying the percentage set opposite their respective assignment to that salary on the step of Column I of the Salary Schedule as determined by the teachers' years of coaching experience in the sport or assigned activity:

<u>ATHLETIC ASSIGNMENTS</u>	<u>PERCENTAGE</u>
Football Director & Varsity Coach	9
Assistant Varsity Football Coach	7
J. V. Football Coach	7
Assistant J. V. Football Coach	6
Freshman Football Coach	6
Assistant Freshman Football Coach	5
Cross Country and Assistant Track Coach	8
Basketball Director & Varsity Coach	9
J. V. Basketball Coach	7
Freshman Basketball Coach	6
Varsity Wrestling Coach	7
Baseball Director & Varsity Coach	7
J. V. Baseball Coach	5
Varsity Track Coach	7
Varsity Tennis Coach	6
Girl's Softball Coach	2
Varsity Cheerleader Coach	3
Ninth Grade Cheerleader Coach	1
Athletic Director	7
Hockey Coach	7

In addition to the salary set forth in the preceding Salary Schedule (Exhibit A-1), a teacher assigned one of the following extra curricular subject-matter related activities shall receive the additional sum of money computed by multiplying the percentage set opposite their respective assignment to that salary on the Salary Schedule which is their actual salary.

<u>SUBJECT-MATTER RELATED ASSIGNMENTS</u>	<u>PERCENTAGE</u>
Instrumental Teacher, High School	7
Instrumental Teacher, Junior High	5
Instrumental Teacher, Elementary	3
Vocal Music Teacher, High School	3
Vocal Music Teacher, Junior High	3

(Continued)

<u>SUBJECT-MATTER RELATED ASSIGNMENTS (Continued)</u>	<u>PERCENTAGE</u>
Co-Op Training Program Coordinator, Trades & Industry	3
Co-Op Training Program Coordinator, Retail	3
Co-Op Training Program Coordinator, Business	3
Play Director, Senior Play	2
Play Director, General	2
Yearbook Director	5
Girl's Athletic Association Director	4
Asst. Girl's Athletic Association Director	1
Forensics and Debate, Fall	3
Forensics, Spring	2
Newspaper, High School	4
Department Head, 10 or more teachers per department	5
Department Head, 6 to 9 teachers per department	4
Department Head, 3 to 5 teachers per department	3
Department Head, Instrumental, Grades 5 - 12	3
Director, Vocational Education	5
Director, Adult Education, per term	2
Elementary Safety Patrol	1
Elementary Service Squad	1
Elementary Audio Visual	3
Secondary Class Advisors	
9th & 10th Grades	1
11th Grade	2
12th Grade	3
Senior High Student Council	2

SUMMER SCHOOL

All teachers who have obtained a Baccalaureate Degree and possess a Provisional, Permanent or Life Certificate, shall receive Six (\$6.00) Dollars per class hour for teaching Summer School Classes for the 1968 Summer Session.

Teaching positions for Summer School shall be filled with qualified teachers from within the system, on a seniority basis.

If no teacher is available, a qualified teacher may be hired from outside the system. Applicants must be notified of their acceptance or rejection before the end of the school year.

ADULT EDUCATION PAY

All teachers who have obtained a Baccalaureate Degree and possess a Provisional, Permanent or Life Certificate, shall receive Six (\$6.00) Dollars per class hour for teaching Adult Education Classes.

OPTIONAL PAY PRIVILEGE

All teachers have the option of receiving their pay in twenty (20) or twenty-six (26) equal installments. The Board will indicate pay days on the official School Calendar prior to the commencement of the school year.

Pay day shall be the last day of school in any pay period.

SPECIAL EDUCATION

Any teacher possessing a Baccalaureate Degree and a Provisional, Permanent or Life Certificate and who is certified by the Michigan Department of Education to teach Special Education and assigned by the Board to teach Special Education, shall receive in addition to the amount of salary as determined on the preceding Salary Schedule the sum of Four Hundred (\$400.00) Dollars.

"EXHIBIT B"

1967-68 SCHOOL CALENDAR
FRASER PUBLIC SCHOOLS DISTRICT

September

4, Monday	Labor Day
5, Tuesday	Classes begin - Grades 1 - 12
11, Monday	Classes begin - Kindergarten

November

2, Thursday	Teachers Institute - School Closed
3, Friday	Teachers Institute - School Closed
22, Wednesday	Thanksgiving Vacation - School Closed at Noon
27, Monday	School reopens

December

22, Friday	Christmas Vacation - School Closed at Noon
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January

2, Tuesday	School Reopens
------------	----------------

April

11, Thursday	Easter Vacation - School Closed at End of Day
22, Monday	School Reopens

May

30, Thursday	Memorial Day - School Closed
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June

5, Wednesday	Last Day of Classes
6, Thursday	Teacher Record Days
7, Friday	Teacher Record Days

PAY DAYS

September 8	1/2 pay
September 22	(full pay from this date on)

October 6
October 20
November 3
(Continued)

PAY DAYS (Continued)

November 17*

December 1

December 15

December 22

January 12

January 26*

February 9

February 23

March 8

March 22

April 5*

April 19

May 3

May 17

May 31

June 7*

1/2 Pay

*Supplemental Pay Days

INSTRUCTIONAL SKILLS

1. Knowledge of subject matter
2. Provision for individual differences among pupils.
3. Variation in materials and teaching techniques
4. Consistent and careful planning in accordance with authorized course of study

PROFESSIONAL ATTITUDES AND GROWTH

1. Effort to grow professionally
2. Observance of ethics of the teaching profession
3.

Excellent	Above Average	Average	Below Average	Not Acceptable

GENERAL EVALUATION

Considering total effectiveness in guiding pupil growth, I believe this teacher should be rated:

Excellent	above average	average	below average	not acceptable
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I feel that the possibility of meeting standards for tenure is:

Excellent	above average	average	below average	not acceptable
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Received by:

_____ Teacher's Signature _____ Principal's Signature

Suggestions for improvement on below average or not acceptable items:

IN WITNESS WHEREOF the parties hereto have signed this Agreement by their duly authorized representatives on the day and year first above written.

BOARD OF EDUCATION
FRASER PUBLIC SCHOOLS DISTRICT

Lawrence J. Schoenherr
Lawrence J. Schoenherr, President
Rosemary E. Colombo
Rosemary E. Colombo, Secretary

FRASER EDUCATION ASSOCIATION

Paul E. Kirschner
Nancy B. White
Herbert C. Seeger
Challis Warren
Pat Houghton

Ratified by the Board of Education of Fraser Public Schools District on August 31, 1967.

Ratified by the Fraser Education Association on September 1, 1967.