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Fraser

1970 - 1971

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

Michigan State University
LABOR AND INDUSTRIAL
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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, 1970, 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.

B. DUES AND FINANCIAL RESPONSIBILITY - It is recognized that the proper negotiation and administration of collective bargaining agreements entail expense which is appropriately shared by all teachers who are beneficiaries of such agreements. To this end all teachers shall as a condition of continued employment execute an authorization for the deduction of

Association dues or for deduction of a sum equivalent to the Association dues as a service fee. The Board will deduct from the pay of each teacher from whom it receives an authorization, the required amount of dues or service fees. Said deductions shall be made starting with the second (2nd) paycheck of the year, and shall continue to be made from the next ten (10) consecutive paychecks.

Sums deducted as dues shall be forwarded to the Association treasurer within thirty (30) days after their deduction.

This service shall not be provided by the Board to any other teacher organization.

The Association shall notify the Board prior to September 1 of the full amount of dues and service fees for the year. Dues or service fees may not be increased after that date.

Sums deducted as service fees shall be collected and held in an escrow account pending a determination of the legality of "Agency Shop" by an appellate court. In the event that such an authorization is not signed following the commencement of employment of the teacher, the Board agrees that the services of such teacher shall be discontinued.

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, discharge or 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 1970-1971

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, LIFE AND INCOME PROTECTION 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 nonparticipation basis. The Board shall pay the full cost of such coverage.

New group members shall be eligible for coverage from September 1st.

The Board agrees to present a list of the subscribers to the hospital and surgical insurance program, upon request, to the Association.

B. LIFE INSURANCE - The Board agrees to pay the full costs of an accidental death and dismemberment group life insurance policy in the face amount of Ten Thousand (\$10,000.00) Dollars per teacher.

C. INCOME PROTECTION INSURANCE - The Board agrees to pay the full costs of a group long term income protection plan which pays fifty (50%) percent of an employee's pay after one hundred eighty (180) days of disability to age sixty-five (65).

Any teacher who has exhausted his accumulated bank of leave days and has been ill for thirty (30) or more

consecutive days, and who otherwise qualifies under the Long Term Income Protection Plan as herein above provided, shall be paid the difference between Twenty-six (\$26.00) Dollars and his normal "daily rate"* for each "Work Day"** he is absent during the term of this Agreement.

D. CONTINUITY OF COVERAGE - The Board's insurance contributions shall begin in September of each year and continue for twelve (12) full months.

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. Leave days shall be earned, and in all cases where a teacher leaves or terminates his service to the school district, his leave days for the year shall be prorated to his service. Any unused leave days shall be accumulated in a bank which in no event shall exceed one hundred twenty (120) days. The day immediately preceding or immediately following a legal holiday

*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 Work Days.

**"Work Day" is defined as any day during which a teacher would have been assigned to work in accordance with the School Calendar.

or school recess shall not be recognized as a personal leave day except in a case of emergency or personal illness. Suspected abuse of personal leave shall be reported by the Superintendent of Schools to the Association for investigation within five (5) days of discovery of the suspected abuse, and the Association shall report its findings and recommendation in writing to the Superintendent.

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. A written application for maternity leave must be made to the Board not later than the end of the third (3rd) month of pregnancy, and must be accompanied by a physician's written statement indicating the anticipated date of delivery. Maternity leave shall officially begin on the ninetieth (90th) day prior to said anticipated delivery date; provided however, that if the close of a semester or the close of a marking period or a vacation occurs within a thirty (30) day period prior to said ninetieth (90th) day, said maternity leave shall officially begin at the close of said semester, marking period or vacation.

The Board and a teacher may, however, agree to extend employment after the official commencement of a maternity leave on a day-to-day basis (provided that the official termination date for said leave shall be likewise extended) anything herein to the contrary notwithstanding.

In the event such teacher is employed by the Board for five (5) or more consecutive days in any one position during her official maternity leave, she shall be paid in accordance with the Salary Schedule attached hereto as "Exhibit A". In all other cases such teacher shall be paid at the prevailing "substitute teacher" rate.

Reinstatement of teachers returning from maternity leave will be for the month of September following the end of their leave. 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 April 1st in order to be reinstated the following September.

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 and life insurance coverage as provided in Article III hereof at her own expense during her leave.

Any teacher who furnishes satisfactory evidence of pending adoption proceedings, and who applies in writing to the Board not less than sixty (60) days prior to the requested leave, shall be granted "maternity 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 and such application shall be accompanied by plans for the use of the Sabbatical Leave, and an exposition of the plan's potential for increasing the

applicant's professional competence and such other information as may be required by said Committee. The Sabbatical Leave Committee shall make its 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 Sabbatical Leave should return to employment with the School District for at least one (1) year following such leave.

Any person granted a 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 by the Board.

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

TEACHER'S SCHOOL DAY

The teacher's school day shall not exceed seven and one-quarter (7-1/4) consecutive hours. The teacher's school day shall start at the time the teacher is required to be at school, and shall end at the time the teacher is scheduled to leave school, and shall include a lunch period, a preparation period, and not more than five (5) hours and twenty (20) minutes of teacher-pupil contact.

DUTY FREE LUNCH - All teachers shall have not less than thirty (30) consecutive minutes for a duty-free lunch period. In no event, however, shall any school be unattended at any time during the day. At least one unassigned teacher shall be available in each school during the lunch period for emergencies.

PREPARATION TIME - All elementary teachers shall have not less than thirty (30) consecutive minutes of preparation time during the teacher's school day, and all secondary teachers and counselors shall have at least one preparation period equal to the same duration as a class period during the teacher's school day. Teachers may not leave their building during their preparation time without permission of the building principal

except in a case of emergency, or except in a case of school business after notice to the principal's office of the nature and location of the school business.

ABSENCE AND TARDINESS - Any teacher who is tardy three (3) or more times in any semester or any teacher who shall fail to notify the office of the Board to request a substitute at least sixty (60) minutes prior to his respective starting time shall be docked \$5.00 per hour for each assigned class period or fraction thereof.

GENERAL - Any regular teacher under contract who substitutes for another regular teacher under this contract shall be paid at the rate of \$5.00 per hour, in addition to his regular pay.

Teachers shall receive compensatory time off for district scheduled parent-teacher conferences held outside the teacher's school day. Arrangement for compensatory time must be made with the school principal.

No elementary teacher shall be required to supervise more than one (1) of the two (2) daily recess periods.

The parties agree that in the 1971-1972 school year, the school day for all secondary teachers will consist of five (5) teaching periods.

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) calendar days from the date of giving notice to the Association.

In filling vacancies or newly created positions, the Board shall 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.

No teacher shall be re-assigned unnecessarily.

Any tenure teacher may request a transfer to a different grade, building or teaching position for which he is certified and qualified.

A teacher shall receive a written reply of the reason(s) for a re-assignment or a denied request for transfer.

Any teacher who is re-assigned after July 1st shall be entitled to resign, in good standing, effective immediately in

lieu of accepting the re-assignment if the resignation is submitted within ten (10) days after notice of re-assignment is mailed to him.

ARTICLE VII

LAYOFF AND RECALL

In cases requiring a reduction of the teacher work force due to a decrease of work or operating funds, the order of reduction shall be: first, temporary employees; next, probationary teachers according to qualification and certification; next, tenure teachers according to qualifications, certification, and seniority.

Any teacher on permanent tenure whose services are terminated because of a necessary reduction in personnel shall be appointed to the first vacancy in the school district, according to seniority, for which he is certified and qualified.

ARTICLE VIII

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 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 support-

ing reasons, and shall furnish a copy to the aggrieved party and to the Association.

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 original grievance and 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 and to the Association.

Step 3. If the Association is dissatisfied with the decision of the Superintendent, the Association may within ten (10) days request a meeting with the Board of Education to consider fairly and in good faith any other method of settlement which might be mutually agreed upon including mediation or binding arbitration.

C. ARBITRATION - If the Board of Education and the Association shall be unable to resolve any grievance, and such grievance shall involve an alleged violation, misinterpretation

or misapplication of a specific article or section of this Agreement, or an alleged arbitrary discharge of a teacher or an alleged arbitrary failure to re-employ a teacher*, the grievance may be appealed to arbitration within twenty (20) school days after the decision of the Superintendent. Such appeal shall be in writing and shall be delivered to the American Arbitration Association and the Board of Education within said twenty (20) day period, and if not so delivered the grievance shall be abandoned. If the parties are unable to agree upon an Arbitrator, he shall be appointed under the rules of the American Arbitration Association.

The Arbitrator so selected will confer with the parties and hold hearings promptly and will issue his decision not later than twenty (20) days from the date of close of the hearing. The Arbitrator's decision shall be in writing and will set forth his findings of fact, reasoning, and conclusions on the issues submitted. The Arbitrator shall be limited to deciding whether an alleged violation, misinterpretation or misapplication of a specific article or section of this Agreement, or an alleged arbitrary discharge of a teacher or an alleged arbitrary failure to re-employ a teacher* has occurred, and he shall be subject to, in all cases, the rights, responsibilities and authority of the parties under the Michigan General School Laws, the Constitution

*See Article X, paragraph J, P. 25, infra.

of the United State and of the State of Michigan, and all other applicable state and federal laws. The Arbitrator shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under the Law and this Agreement.

The decision of the Arbitrator, if within the scope of his authority as above set forth, shall be final and binding.

The costs of arbitration shall be borne by the losing party, however, each party shall bear its own expense.

D. GENERAL - All written complaints must be specific. They shall contain a concise statement of the facts upon which the grievance is based; a specific reference to the Articles and sections of the Agreement, if any, which have allegedly been misinterpreted, misapplied or violated; the specific nature of the relief requested; and, shall be signed.

Any teacher may request 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 Step 2.

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

Failure of the Board to report any decision within the specified time limit at any step of the grievance procedure shall automatically move the grievance to the next step in the grievance procedure.

Any complaint for which there is a remedial procedure, or a form established by law or by regulation having the force of law, including any matter subject to the procedure specified in the teachers tenure act (Act 4 of Public Acts, Extra Session of 1937 of Michigan, as amended, M.S.A. 15.1971, etc.) shall not be the basis of any grievance.

ARTICLE IX

RESIGNATION, RETIREMENT AND OTHER TERMINATION

In all cases where a teacher leaves, retires or terminates his 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 teacher work days worked to the total number of teacher Work Days** 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 be effective.

Any teacher who has worked for the district prior to

**"Work Day" is defined as any day during which a teacher would have been assigned to work in accordance with the School Calendar.

June 30, 1968, and who remains in the employ of 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 total accumulated personal leave days multiplied by his current "daily rate"*; Provided, however, that any teacher who shall fail to present his 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 his resignation sixty (60) days prior to the end of the leave), shall automatically forfeit his 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 his 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 total accumulated personal leave days multiplied by his current "daily rate"*.

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

Any teacher who attains the age of sixty-five (65) during the school year must retire at the close of that school year, however, he may be employed thereafter on a year-to-year basis upon agreement between the Board and the teacher.

ARTICLE X

MISCELLANEOUS PROVISIONS

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

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

The Board agrees that the Association shall have the exclusive right to use the Association's bulletin board which the Association has provided for the teachers' lounge in each building.

C. MAILBOXES - The Board agrees to recognize the Association as the only teacher organization which has any right to use teachers' mailboxes.

D. 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.

The Board agrees to furnish the Association with a list of the names and addresses of newly hired bargaining unit members within five (5) days from the date of hiring.

E. PERSONNEL FILES - All teachers have the right to review their own personnel file, either the principal's or the Central Office file, exclusive of confidential employment and university credentials. Each teacher shall receive a copy of and must reply in writing to any addition to his or her personnel file.

F. 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.

G. ASSOCIATION RELEASE TIME - The Board agrees to release an Association member or members a total of five (5) days during the school year, upon request, to be used to further the educational program.

H. 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, homeroom, studyhall and typing classes.

At such time as the class size exceeds thirty-three (33) students for more than thirty (30) school days in any one-fourth (1/4) of the school year, except choir, band, physical education, homeroom, studyhall and typing classes, the affected elementary teacher shall be paid the sum of Fifty (\$50.00) Dollars and the affected secondary teacher shall be paid the sum of Ten (\$10.00) Dollars for each student in excess of thirty-three (33) for each one-fourth (1/4) of the school year that said class size is thus exceeded.

The desired maximum goal for a junior high school teacher is one hundred sixty-five (165) student contacts per day per teacher, except in cases of choir, band, physical education, homeroom, studyhall and typing classes, and at such time as the total student contacts per day exceeds one hundred seventy-two (172), the affected teacher shall be paid the sum of Fifty (\$50.00) Dollars per student in excess of 172 for each one-fourth (1/4) of the school year that said one hundred seventy-two (172) student contacts are thus exceeded.

I. MONTHLY MEETINGS - The Board and the Association agree to meet periodically for the purpose of reviewing the administration of the provisions of this Agreement at the request of the Association or the Board.

J. TENURE COMMITTEE - The Board and the Association shall jointly structure, establish and implement a Tenure Committee and a system of tenure coaches no later than November 1, 1970 for the purpose of assisting probationary teachers, and making recommendations for tenure status as an addendum to this Agreement. As soon as said Tenure Committee and system of coaches is implemented, the language "or an alleged arbitrary failure to re-employ a teacher:" as appears in Article VIII, Paragraph C on pages 17, 18 and 19 of this Agreement, shall be eliminated.

K. LETTERS OF INTENT - The Board and Association agree that all letters of intent exchanged or to be exchanged between the parties are hereby incorporated as a part of this Agreement.

ARTICLE XI

STATEMENT ON ACADEMIC FREEDOM

WHEREAS, true education can take place only in an atmosphere of freedom of discussion and inquiry for both teacher and student, the following general statement of "academic freedom" is printed here as a guide for the Board of Education and the teacher. "Academic Freedom" includes:

1. The right to discuss all sides of any issue pertaining to the prescribed curriculum and the responsibility not to misuse a position of leadership to promote personal causes.
2. The right to express views on any issue outside the classroom, provided that they are expressed in a responsible and reasonable manner within the school so as not to upset the educational process.
3. The right to participate in the establishment and modification of curriculum and the selection of textbooks and supplementary material, and the

responsibility to teach students within the prescribed curriculum.

4. The right to exercise any and all rights under the Constitution and Laws of the United States and of the State of Michigan.

ARTICLE XII

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 XIII

DURATION OF AGREEMENT

This Agreement shall continue in effect for a period commencing September 1, 1970 and ending August 31, 1971.

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

FRASER EDUCATION ASSOCIATION

Ratified by the Board of Education of Fraser Public
Schools District on

Ratified by the Fraser Education Association on

"EXHIBIT A"

1970-71 SALARY SCHEDULE

	SCHEDULE	I	II	III	IV
		<u>Bachelors</u>	<u>Masters or Equivalent</u>	<u>Masters + 15 hours</u>	<u>Masters + 30 hours</u>
<u>Years Experience</u>	<u>Step</u>	<u>AMOUNT</u>	<u>AMOUNT</u>	<u>AMOUNT</u>	<u>AMOUNT</u>
0	1	\$ 8,000	\$ 8,600	\$ 8,900	\$ 9,200
1	2	8,300	9,000	9,300	9,600
2	3	8,700	9,500	9,800	10,100
3	4	9,200	10,100	10,500	10,900
4	5	9,700	10,600	11,000	11,400
5	6	10,200	11,200	11,600	12,000
6	7	10,700	11,800	12,200	12,600
7	8	11,200	12,500	12,900	13,400
8	9	11,800	13,200	13,700	14,200
9	10	12,400	14,100	14,600	15,100
10 or more	11		15,000	15,500	16,000

"EXHIBIT A"
(Continued)

The Board will endeavor to first hire those teachers who possess a Provisional or Permanent Certificate; next, those who possess a Baccalaureate Degree and a Full Year Special Permit; and finally, those who possess a 90 Day Substitute Teaching Permit. Those teachers hired with a 90 Day Substitute Teaching Permit will be employed on a day-to-day basis.

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.

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 certification area beyond

"EXHIBIT A"
(Continued)

the Baccalaureate Degree, and subsequent to obtaining a Michigan Provisional, Permanent or Life Certificate, shall be placed on Schedule II.

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 III.

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 certification area, area of responsibility, or toward an advanced degree beyond a Master's Degree, shall be placed on Schedule IV.

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 which are performed in addition to the regular teaching assignment shall receive the additional sum of money computed by multiplying the percentage set opposite his respective assignment to that salary on the step of Column I of the Salary Schedule as determined by the teacher's years of coaching experience in the sport or assigned activity:

"EXHIBIT A"
(Continued)

<u>ATHLETIC ASSIGNMENTS</u>	<u>PERCENTAGE</u>
Football Director & Varsity Coach	11
Assistant Varsity Football Coach	8
J.V. Football Coach	8
Assistant J.V. Football Coach	7
Freshman Football Coach	7
Assistant Freshman Football Coach	6
Cross Country	7
Basketball Director & Varsity Coach	11
J.V. Basketball Coach	8
Freshman Basketball Coach	7
Varsity Wrestling Coach	9
J.V. Wrestling Coach	6
Baseball Director & Varsity Coach	8
J.V. Baseball Coach	6
Varsity Track Coach	8
J.V. Track Coach	6
9th Grade Track Coach	5
Varsity Tennis Coach	7
Golf	4
Girls' Softball Coach	3
Varsity Cheerleader Coach	4
9th Grade Cheerleader Coach	2
Hockey Coach	9
8th Grade Basketball Coach	5
7th Grade Basketball Coach	5
Junior High Track Coach	5
Intramurals	4

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 which are performed in addition to the regular teaching assignment shall receive the additional sum of money computed by multiplying the percentage set opposite his respective assignment to that salary on the Salary Schedule which is his actual salary:

"EXHIBIT A"
(Continued)

<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
Co-Op Training Program Coordinator, Trades & Industry	3
Co-Op Training Program Coordinator, Retail	3
Co-Op Training Program Coordinator, Business	3
Play Director, Spring Play Musical	4
Play Director, Fall Play	3
Assistant Director, Spring and Fall Plays	2
Athletic Director	11
Girls' Athletic Association Director	5
Asst. Girls' Athletic Association Director	2
Forensics and Debate, Fall	3
Forensics, Spring	2
*Newspaper, High School	5
*Yearbook	5
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	2
Elementary Service Squad	2
Elementary Audio Visual	3
Secondary Class Advisors:	
9th & 10th Grades	2
11th Grade	3
12th Grade	4
Senior High Student Council	4
Junior High Student Council	2
Elementary Student Council	1

*If scheduled as a regular class, the supplemental pay percentage is not applicable.

"EXHIBIT A"
(Continued)

SUMMER SCHOOL

All teachers who have obtained a Baccalaureate Degree and possess a Provisional, Permanent or Life Certificate, shall receive Seven and 50/100 (\$7.50) Dollars per class hour for teaching Summer School Classes for the 1971 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 should be notified, if at all possible, 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 Seven and 50/100 (\$7.50) Dollars per class hour for teaching Adult Education Classes.

OPTIONAL PAY PRIVILEGE

All teachers have the option of receiving their pay on a twenty-one (21) or twenty-six (26) installment basis. The Board will indicate pay days on the official School Calendar prior to the commencement of the school year.

"EXHIBIT A"
(Continued)

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.

ADDITIONAL CLASS ASSIGNMENT

Any secondary teacher who is assigned to teach an additional class on a regular basis shall be paid an additional one-sixth ($1/6$) of his regular salary, as determined from "Exhibit A", pro-rata during the period of such assignment.

"EXHIBIT B"

SCHOOL CALENDAR
1970-1971

FRASER PUBLIC SCHOOLS DISTRICT

August 31	Teacher orientation
September 1	Teacher orientation
September 2	Schools open - Classes begin
September 7	Labour Day (Schools closed)
November 25	Thanksgiving Vacation (Schools closed at end of day)
November 30	Schools re-open
December 18	Christmas Vacation (Schools closed at end of day)
January 4	Schools re-open
April 8	Easter Vacation (Schools closed at end of day)
April 19	Schools re-open
May 31	Memorial Day (Schools closed)
June 10	End of School for students (Schools closed at end of day)
June 11	End of school for teachers

"EXHIBIT B"
(Continued)

PAY DAYS

September	4	1/2 Pay
September	18	
October	2	
October	16	
October	30	
November	13 *	
November	25	
December	11 L	
December	18	
January	8	
January	22 *	
February	5	
February	19	
March	5 L	
March	19	
April	2 *	
April	8	
April	30	
May	14	
May	28	
June	11 * L	1-1/2 Pays

* Supplemental Pay Days
L Leave Day Reporting

EVALUATION REPORT FOR CLASSROOM TEACHERS

Subject or Grade _____

C-1

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

I feel that the possibility of meeting standards for tenure is:

Excellent / Above Average / Average / Below Average / Not Acceptable

Received by:

Teacher's Signature

Principal's Signature

Suggestions for improvement on below average or not acceptable items:
