

1971-72

Gladwin  
8/15/72

# REVISIONS

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# MASTER

# AGREEMENT

1971-72

MEH  
1216 Kendall  
E. Lansing, Mi. 48823

GLADWIN  
COMMUNITY  
SCHOOLS

8/25/71-8/15/72

Gladwin Comm. Sch.



Article XI

Illness or Disability

- A. 1. At the beginning of each school year each teacher shall be
2. credited with a twelve (12) day sick leave allowance up to an accum-
3. ulation of 120 days to be used for absences caused by illness or
4. physical disability of the teacher and/or a member of the immediate
5. family in the household and/or the father and mother of the teacher.
6. The unused portion of such allowance shall be allowed to accumulate
7. from year to year to a limit of one hundred twenty (120) days.

Article XI

Illness or Disability

- B. 1. An allowance of (1-3) days to attend the funeral of members  
2. of the immediate family which includes mother, father, wife, hus-  
3. band, son, daughter, brother, sister, father-in-law, mother-in-law,  
4. or other members of the family in the household shall be provided  
5. which is in addition to sick leave. Additional time may be granted  
6. at the discretion of the superintendent. Teachers shall be excused  
7. from duty for (1-3) days to attend the funeral of other relatives  
8. or persons whose relationship to the teacher warrants such attend-  
9. ance and leave shall be deductible from sick leave and shall be  
10. approved by the superintendent.

ARTICLE XII

Professional, Personal and Association Leave

- B
1. At the beginning of each school year each teacher shall be
  2. credited with three (3) days to be used for the teacher's personal
  3. business. A personal business day may be used for any non-recrea-
  4. tional purpose which cannot be reasonably scheduled at another
  5. time, at the discretion of the teacher and the ethics committee of
  6. the Association. At least forty eight (48) hours advance notice
  7. must be given to the building principal except in an emergency.
  8. No more than two (2) teachers per building shall be given personal
  9. leave on the same day. Personal leave days will not be approved
  10. for the day before or following a vacation period. Personal leave
  11. days are non-accumulative.

Article XIX

Maintenance of Standards

- A. 1. In the current contract year, all conditions of employment,  
2. including teaching hours, extra compensation for duties outside  
3. regular teaching hours, relief periods, leaves, and general teach-  
4. ing conditions shall be maintained at not less than the highest  
5. minimum standards in effect in the district at the time this Agree-  
6. ment is signed, provided that such conditions shall be improved for  
7. the benefit of teachers as required by the express provisions of  
8. this Agreement. This Agreement shall not be interpreted or applied  
9. to deprive teachers of professional advantages heretofore enjoyed  
10. unless stated herein.
11. The duties of any teacher or the responsibilities of any  
12. position in the bargaining unit will not be substantially altered  
13. or increased without prior consultation with the Association.  
14. If it should be necessary to cut any position and finances should  
15. become available, the person previously holding the position will  
16. be reinstated.



Article XXI

Continuity of Operation

- B. 1. Recognizing that the quality of education is seriously affected by the decrease in the days of attendance due to conditions in Section A, it is agreed that 50% of the time loss in excess of five (5) days will be rescheduled and made up as arranged jointly by G.E.A. and the administration with the school year not being extended more than one week.

Article XXIV

Insurance Protection

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

- A. 1. Insurance Benefits: The Board of Education shall pay \$35.00  
2. per month per teacher to a maximum of \$420 per year for insurance.  
3. Insurance includes hospital surgical supplied by MEA Super-Med or  
4. Blue Cross-Blue Shield and accident life. If a teacher does not  
5. desire any form of insurance, no funds shall be made available by  
6. the Board of Education.

ARTICLE XXV

1 A. Assignments for the Adult Education, Driver Education and Summer  
2 School Programs will be made by the Board on the basis of preference  
3 to tenure teachers possessing permanent teaching certificates regul-  
4 arly employed in the district during the normal school year.

1 B. The Board agrees at all times to maintain an adequate list of sub-  
2 stitute teachers. Teachers shall be informed of a telephone number  
3 they may call between 6:45 and 7:15 a.m. to report unavailability for  
4 work. Once a teacher has reported unavailability, it shall be the  
5 responsibility of the administration to arrange for a substitute  
6 teacher. The use of regular teachers as substitute teachers shall be  
7 avoided whenever possible. Substitutes shall be paid for a regular  
8 teaching day per the following schedule:

a. \_\_\_\_\_ for a degreed and certified person.

b. \_\_\_\_\_ for a non-degreed and certified person.

1 C. Anyone asked to substitute more than ten (10) consecutive days  
2 and who is qualified to teach in that area is to be protected by a  
3 written agreement with a salary based on a 1/185 per attendance day  
4 of his step on the salary scale starting with the eleventh (11th)  
5 teaching day.

1 D. By mutual agreement the Board and Association agree to accept the  
2 guide lines established by the Instructional Council governing the  
3 placement and supervision of student teachers and the responsibilities  
4 of the supervisory master teacher.



SCHEDULE B

Salary Schedule 1971-1972

Index	Exp.	BA	BA+15	MA	MA+15	ED. SP.
1.00	0	8000	8300	8600	8900	9200
1.05	1	8400	8715	9030	9345	9660
1.10	2	8800	9130	9460	9790	10110
1.15	3	9200	9545	9890	10235	10570
1.20	4	9600	9960	10320	10680	11030
1.25	5	10000	10375	10750	11125	11490
1.30	6	10400	10790	11180	11570	11950
1.35	7	10800	11205	11610	12015	12410
1.40	8	11200	11620	12040	12460	12870
1.45	9	11600	12035	12470	12905	13340

ARTICLE XIV, SECTION D

Wherever one-half year steps apply, add previous and succeeding steps and divide by two. For one-half year credit, refer to Article XIV, Section D.

Rate of pay for certified personnel in extra duty assignments will be \$7.00 per hour unless otherwise provided on Schedule B-1. Behind the wheel driver education will be \$5.00 per hour; classroom, \$7.00 per hour.

## GUIDELINES FOR CLASS-SIZE

The following guidelines are recognized as being desirable in the interest of good education for pupils enrolled in the Gladwin Community Schools and will be followed unless school income is insufficient to provide sufficient staffing to meet these standards.

<u>Grade or Class</u>	<u>Ideal or Minimum</u>	<u>Reasonable</u>	<u>Maximum</u>
Kindergarten	20	28	30
1st	22	30	33
2nd	24	30	33
3rd	25	32	33
4th	25	32	33
5th	25	32	33
6th	25	32	33
7th	25	32	33
8th	25	32	33
 <u>Grades 9 through 12</u>			
Composition	15	20	28
English	25	30	35
Language	25	30	35
Mathematics	25	30	35
Social Studies	25	30	35
Science	25	30	33
General Business	25	30	35
Record Keeping	25	30	35
Accounting I	25	30	30
Shorthand I	25	30	35
Office Practice I	25	30	35
Retailing	25	30	35
Business Law	25	30	35
Drafting I	20	25	30
Home & Family Living	25	30	35
Art I & II	20	25	30
Crafts	20	25	30
Wood Tech.	15	20	30
Small Engines	15	20	30
Plastics I & II	15	20	30
Automotive I & II	15	20	30
Building Construction I	15	20	30
Drafting II	20	25	30
Home Economics I,II,III	20	25	30
Accounting II	16	20	30
Office Practice II	16	20	30
Shorthand II	16	20	30
Co-op	20	30	35
Automotive III & IV	16	20	24
Building Construction II	12	16	20

<u>Grade or Class</u>	<u>Ideal or Minimum</u>	<u>Reasonable</u>	<u>Maximum</u>
Advanced Math	16	25	30
Advanced Language & Publications	20	25	30
Agriculture I & II	20	30	35
Agriculture III & IV	15	25	30
Typing I	25	40	55
Physical Education	25	40	50
Band - High School & Junior High.	40		Open
Band - 6th grade	30		45
Chorus I	25	33	40
Chorus Advanced	25		Open

Consideration will be given to smaller classes in remedial sections of pupils.



SCHOOL CALENDAR  
GLADWIN COMMUNITY SCHOOLS  
1971 - 1972

Thursday	August 26	Orientation - New teachers
Friday	August 27	Pre-School Conference - all teachers
Monday	August 30	School begins - all classes
Monday	September 6	Labor Day - no school
Friday	October 29	End of marking period
Tuesday P.M. 1-4:30	November 2 7-10:00 P.M.	Parent-Teacher Conferences - no school
Wednesday A.M & P.M.	November 3	Parent-Teacher Conferences - no school
Monday	November 15	Deer Season - no school
Thursday	November 25	Thanksgiving
Friday	November 26	Thanksgiving
Friday	December 17	Christmas vacation begins - End of day
Monday	January 3	School resumes
Wednesday	January 26	First Semester Exams
Thursday	January 27	First Semester Exams
Friday	January 28	Records Day - No school (Semester ends)
Thursday	March 30	End of marking period - Begin Easter Vacation - End of day.
Monday	April 10	School resumes
Monday	May 29	Memorial Day - no school
Tuesday	June 6	Final Exams Dismiss 12:00 Noon
Wednesday	June 7	Final Exams Dismiss 12:00 Noon
Thursday	June 8	Final Exams Dismiss 12:00 Noon
Friday	June 9	Records Day - End of School Year

The Board hereby agrees to pay teachers 1/183 of regular salary for all days they work over 183 days; provided, however, that if the Board should be legally obligated to pay teachers their entire salary as set forth in the salary schedule in the 1971-72 Collective Agreement, then the Board shall not be obligated to pay set amounts for any days teachers work beyond 183 days during the 1971-72 school days except under conditions outlined in the 1971-72 Master Agreement..

This contract shall be effective as of August 25, 1971.

ARTICLE XXXIII

Duration of Agreement

This Agreement shall be effective as of August 25, 1971,  
and shall continue in effect until the 15th day of August, 1972.  
This Agreement shall not be extended orally but can be extended  
by written mutual agreement.

By _____ Its President	By _____ Its President
By _____ Its Secretary	By _____ Its Secretary
By _____ Chairman, Negotiating Committees	By _____ Member
By _____ Negotiating Committeeman	By _____ Member
By _____ Negotiating Committeeman	By _____ Member
By _____ Negotiating Committeeman	By _____ Member
By _____ Negotiating Committeeman	By _____ Member

Dated this \_\_\_\_\_ day of  
\_\_\_\_\_, 1971.