

Grand Blanc
10

1969-70

ADDENDUM

TO

MASTER CONTRACT

August 26, 1968 - August 31, 1970

Grand Blanc Community Schools

Grand Blanc Education Association Inc.

GRAND BLANC Bd. of Educ.

MEA
1216 KENDALE
E. LANS., MI:
48424

Addendum Effective -

September 1, 1969 to
August 31, 1970

RECEIVED (2)

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OFFICE OF
PROFESSIONAL NEGOTIATIONS

9/1/69-8/31/70

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ADDENDUM - September 1, 1969 to August 31, 1970

MASTER CONTRACT
GRAND BLANC COMMUNITY SCHOOLS
GRAND BLANC EDUCATION ASSOCIATION INC.

WHEREAS: Under the terms of the master contract expiring August 31, 1970, the Board of Education, Grand Blanc Community Schools of Grand Blanc, Michigan, and the Grand Blanc Education Association Inc. have completed negotiations relative to items of compensation, class size and school calendar for the 1969-70 school year.

AND

WHEREAS: Items contained in this addendum constitute above items agreed to by both parties, it is hereby agreed THAT:

This agreement shall remain in full force and effect to the expiration of the existing master contract on August 31, 1970. This agreement was ratified by the Grand Blanc Education Association Inc. on _____, 1969 at _____ p.m. and by the Grand Blanc Board of Education on _____, 1969 at _____ p.m.

GRAND BLANC COMMUNITY SCHOOLS
BOARD OF EDUCATION

By _____
Its President

By _____
Its Secretary

GRAND BLANC EDUCATION ASSOCIATION INC.

By _____
Its President

By _____
Its Secretary

ARTICLE VI

Teaching Loads and Assignments

- A. The normal weekly teaching load in the senior high school will be twenty-five (25) teaching periods and five (5) periods which shall be used for purposes of a professional nature, except that Department Chairmen, where established by the Board, will have twenty (20) teaching periods and ten (10) periods which shall be used for purposes of a professional nature. The normal weekly teaching load in the junior high schools will be thirty (30) teaching periods and five (5) periods which shall be used for purposes of a professional nature except that Department Chairmen, where established by the Board, will have twenty-five (25) teaching periods and ten (10) periods which shall be used for purposes of a professional nature.

At the elementary school level, the Board agrees to continue the practice of providing a minimum of one thirty (30) minute period each day, for purposes of a professional nature (K-5). Included in this group will be the regular classroom teacher, and vocal music teachers, and physical education teachers.

Any teacher assigned during his or her normal preparation period will be reimbursed at the rate of \$5.54 per hour in addition to the regular salary.

No teacher shall be directed to assume a teaching assignment during his normal preparation period for more than five (5) consecutive days in the same specific assignment.

This shall also preclude the subsequent assignment of any other regular teacher to the same "temporary or emergency" assignment by means of usurping said teacher's preparation period.

ARTICLE VI - Teaching Loads and Assignments (continued)

A. (continued)

No departure from these norms, except in case of emergency or experimental programs shall occur without prior consultation with the Association.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C. Teachers will be notified of tentative grade assignments in the elementary school grades and of subject area assignment in the secondary school grades by their principals as soon as feasible and prior to June 1, whenever practical, and if reassignment is made it will be in writing.

ARTICLE VII

Teaching Conditions

- A. Because the pupil-teacher ratio is one important aspect of an effective educational program, the parties agree that class size should be adjusted to provide a teaching-learning situation that reflects current practices that are professionally recognized to be educationally sound.

All reasonable methods of reducing the work load caused by overcrowded classrooms will be considered and changes decided upon implemented as soon as feasible. This may include but not be limited to voluntary lay assistance, combination classes and redistribution of pupils via attendance areas.

Following the official (4th Friday) membership date each year, the Board of Education will present to the G.B.E.A. a true and valid report of the pupil-teacher ratio.

Any significant inequities in the implementation of the provisions expressed in this article are recognized to be subject to the grievance procedure.

- E. The parties recognize that by Public Act all employees of the Board of Education are required to present evidence of freedom from communicable tuberculosis as a condition of entering its employment and annually thereafter, including all full and part-time personnel or day-to-day substitutes, on the basis of tests conducted in accordance with Section 7 of the Act.

Such statement of freedom from communicable tuberculosis shall be filed with the employee's personnel file.

A clinic for the administration of tuberculosis tests will be scheduled in the

ARTICLE VII - Teaching Conditions (continued)

E. (continued)

fall, in cooperation with the County Health Department, after the start of the school year. All employees may avail themselves of this testing service, the cost of which shall be borne by the Board. Those employees who have had previous "positive" reactions to the Tine Tests, and such reaction is a matter of record, shall be referred upon a physician's recommendation either to the County Health Department for X-ray or to such other source for X-ray as the Board may designate. The Board shall retain the right to designate such physician.

Any person entering the employ of the Board after the termination of the scheduled tests, or securing an X-ray or test from any other source shall assume all costs of such tests.

ARTICLE X

Sick and Personal Business Leave

B. There shall be established a reserve of sick leave days for restricted use, by members of the staff covered by this contract, in cases of emergency or exceptional need.

Said sick leave "bank" shall be established by applying a rate of one day per staff member covered under this contract as employed on the fourth Friday following the beginning of school each fall. In addition to the above, an additional 257 days shall be allocated to the bank representing the accumulation of days resulting from the extension of the work day for the teachers affected at the high school.

None of the above days shall be accumulative from year to year.

The use of days from the sick leave "bank" shall be closely regulated and use granted only after approval by a committee composed of representatives, equal in number, appointed by both the Board and Association. The exact composition of such committee and procedure for administering this "bank" shall be mutually agreed upon by the Board and Association.

In no case shall the number of days granted any individual exceed sixty (60) days. (See ARTICLE XIII, Insurance Protection.)

ARTICLE XIII

Insurance Protection

- A. It is the agreed intent to provide without cost to the employee hospitalization and medical protection to those where such coverage is not provided without cost through another source (i.e., protection provided by the employer of the spouse, etc.).

In keeping with the above stated intent, Blue Cross-Blue Shield MVF-1 insurance will be provided by the Board, excluding F and S riders, to the employee and family where applicable. Should the employee choose MEA health insurance protection, the amount paid by the Board shall not exceed this base protection under the circumstances set forth above.

Should it be determined that hospital and medical protection furnished through another source, (as outlined in paragraph one), is inferior to Blue Cross-Blue Shield MVF-1, the Board shall provide coverage in those instances not to exceed a total of ten employees in the 1969-70 school year.

Effective dates of changes from the 1968-69 contract provisions shall be as follows:

1. Persons newly eligible for participation (those not previously enrolled in our Blue Cross or M.E.A. Program) shall be eligible for coverage beginning January 1, 1970.
2. Persons newly eligible for increased benefits as outlined above but previously enrolled, through this employer, shall be eligible for paid coverage effective September 1, 1969.

There shall be no other contribution or payment in lieu of the program described above.

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ARTICLE XIII - Insurance Protection (continued)

B. Unchanged.

C. The Board shall provide without cost to the teacher Term Life Insurance in the amount of \$5,000.00 and 24 hour Accidental Death and Dismemberment Insurance in the amount of \$5,000.00 which shall become effective upon ratification of this agreement by the Grand Blanc Education Association Inc. and notification of such ratification transmitted to the Board of Education.

APPENDIX A

Salary Schedule

Grand Blanc Community Schools

<u>Step</u>	<u>BA</u>	<u>BA + 18</u>	<u>MA or BA + 40</u>	<u>MA + 15 or BA + 45*</u>	<u>Specialist** or BA + 70*</u>
1	\$ 7,400	\$ 7,770	\$ 8,158	\$ 8,566	\$ 8,994
2	7,770	8,158	8,566	8,994	9,444
3	8,158	8,566	8,994	9,444	9,916
4	8,566	8,994	9,444	9,916	10,412
***5	9,069	9,519	9,991	10,487	11,008
6	9,522	9,995	10,491	11,011	11,558
7	9,998	10,495	11,016	11,562	12,136
8	10,498	11,020	11,567	12,140	12,743
9		11,571	12,145	12,747	13,380
10			12,752	13,384	14,049

This schedule is based on 5% cumulative index.

*Must include the MA Degree.

**Specialist or equivalent.

***Includes 5% index + \$75.00.

NOTE: Persons newly employed shall be given credit for actual teaching experience previously rendered up to and including eight (8) years.

Summer Program Rates

Driver Education	\$ 38.58 per pupil
Summer Recreation	128.32 per week
*Summer School, Curriculum Assignments, etc.	128.32 per week

*Hours and conditions of employment to be same as established in previous year's Summer Recreation Program.

APPENDIX A

Grand Blanc Community Schools

Non-Degree & Substitute Salary Schedule
1969-70

<u>Step</u>	<u>60 Hours</u>	<u>90 Hours</u>	<u>120 Hours</u>
1	\$ 6,325	\$ 6,525	\$ 6,725
2	6,641	6,851	7,061
3	6,973	7,194	7,414
4	7,322	7,554	7,785
5	7,688	7,932	8,174
6	8,072	8,329	8,583
7	8,476	8,745	9,012
8	8,900	9,182	9,463

Substitute Rate

September 1, 1969 - January 4, 1970	Degree	\$24.00 per day
	Non-Degree	22.00 per day
January 5, 1970 - August 31, 1970	Degree	\$25.00 per day
	Non-Degree	23.00 per day

The following conditions shall become effective January 5, 1970:

- a. Compensation for less than a full day of substitute teaching shall be:
 $\frac{1}{2}$ day or less = $\frac{1}{2}$ daily rate - - more than $\frac{1}{2}$ day = full rate.
- b. Long term substitute shall begin with the sixth (6th) day of teaching in the same assignment at a rate of \$5.00 per day extra and shall not be retroactive.
- c. When a long term assignment is known prior to the beginning date, the long term rate shall begin with the first day assigned.
- d. Substitutes shall not be eligible for fringe benefits.

APPENDIX A

Provisions for Special Classifications

Add the following notation to the existing classification of Teacher Consultants:

"If teacher consultants are employed beyond the normal established school year, they shall be reimbursed on a pro-rata basis."

Add to the existing list of special classifications:

Department Chairman 5%

NOTE: It is understood the above classification (Department Chairman) is hereby deleted from APPENDIX A - Extra Duty Pay.

APPENDIX A

Index Schedule - Athletics

The following shall be incorporated into and become a part of this schedule:

<u>ACTIVITY</u>		<u>INDEX</u>
<u>Wrestling - High School</u>	Assistant Coach	6%
<u>Track - Senior High</u>	Assistant Cross Country	5%
<u>Swimming - High School</u>	Girls Synchronized Swimming	5%

NOTE:

Should it be determined necessary to establish additional athletic assignments during the life of this agreement, the temporary rate assigned shall bear a reasonable relationship to similar activities already established.

APPENDIX B

School Calendar
1969-70
Grand Blanc Community Schools

September 2, 3, 4	Tues., Wed., Thurs.	Teacher Orientation
September 5	Friday	Classes Begin
September 8	Monday	Kindergarten Begins Special Education Classes Begin
November 7	Friday	First Marking Period Ends
November 14	Friday	Elementary & Secondary Report Cards Issued
November 19	Wednesday	Curriculum & Conference - All Students Dismissed
November 26	Wednesday	Thanksgiving Recess - Classes Dismissed at Close of Day
December 1	Monday	Classes Resume
December 19	Friday	Christmas Recess - Classes Dismissed at Close of Day
January 5	Monday	Classes Resume
January 23	Friday	Second Marking Period Ends
January 30	Friday	Elementary & Secondary Report Cards Issued
March 26	Thursday	Third Marking Period Ends Easter Recess - Classes Dismissed at Close of Day
April 2	Thursday	Classes Resume
April 3	Friday	Elementary & Secondary Report Cards Issued
April 8	Wednesday	Curriculum & Conference - All Students Dismissed
May 28	Thursday	Memorial Day Recess - Classes Dismissed at Close of Day
June 1	Monday	Classes Resume

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APPENDIX B - School Calendar 1969-70 (continued)

June 7	Sunday	Baccalaureate
June 10	Wednesday	All Students Dismissed at Close of Day
June 11	Thursday	Teachers Work On Records Commencement
June 12	Friday	Teachers Work On Records Teachers Dismissed at Noon

To: The Grand Blanc Education Association Inc.
From: Edwin W. Crandell - for the Board of Education Negotiation
Team
Date: November 26, 1969

Maintenance of Standards

It is the intent of the Board of Education to maintain the general educational standards and working conditions existing on September 2, 1969 for the balance of the 1969-70 school year.

Orderly Reduction of Staff

To assure orderly reduction of the teaching staff, should it become necessary during the 1969-70 school year, the Board of Education shall consult with the Grand Blanc Education Association Inc. prior to the time of initiating such reduction.

FOR THE BOARD OF EDUCATION
NEGOTIATING TEAM


Edwin W. Crandell