

8-31-72 Grosse Ile 2  
1971-72

**AGREEMENT**

**between**

**GROSSE ILE  
BOARD OF EDUCATION**

**and**

**GROSSE ILE  
EDUCATION ASSOCIATION**

**effective**

**September 1, 1971**

*Grosse Ile Board of Education*

*MEA  
1216 Ferndale  
East Lansing Mich.  
48823*

*9/1/71-8/31/72*

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Michigan State University

## INDEX

	Page
	Introduction..... 1
	Agreement..... 2
ARTICLE 1	Recognition..... 3
ARTICLE 2	Professional Dues & Deductions..... 3-4
ARTICLE 3	Teacher Rights..... 4-5
ARTICLE 4	Teaching Hours & Loads..... 5-6
ARTICLE 5	Teaching Conditions..... 6-7
ARTICLE 6	Promotions & Transfers..... 7
ARTICLE 7	Protection of Teachers..... 7-8
ARTICLE 8	Rights & Responsibilities..... 8-9
ARTICLE 9	Procedure for Resolving Differences... 9-10
ARTICLE 10	Miscellaneous Provisions..... 10-11
ARTICLE 11	Negotiation Procedures..... 11
ARTICLE 12	Leaves..... 11-12-13
ARTICLE 13	Insurance Protection..... 13-14
ARTICLE 14	Professional Compensation..... 14-15
ARTICLE 15	Summer School..... 15-16
ARTICLE 16	Duration..... 16
	Appendix A..... 17-18-19

## INTRODUCTION

It is the responsibility of the Board of Education to determine the type of educational program that will be offered in Grosse Ile. The quality of education will depend in a large part on how successful the community is in attracting and retaining well-trained, competent, professional staff members.

The Board of Education agrees that it is the professional responsibility of the Grosse Ile Education Association to continually review the strengths and weaknesses of the educational program and to recommend to the Grosse Ile Board of Education changes necessary to maintain or improve the education program of Grosse Ile.

The Association agrees that it is the responsibility of the Board to establish policies and procedures not covered in this Agreement for the orderly and efficient functioning of the school system and recognizes the Board's right to amend, add to, or change such policies and procedures so long as they are not inconsistent with any of the terms of this Agreement.

The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

## AGREEMENT

This Agreement made and entered into this 18th day of June 1971 by and between The Grosse Ile Board of Education hereinafter referred to as the "Board" and the Grosse Ile Education Association hereinafter referred to as the "Association",  
Witnesseth:

## **ARTICLE 1**

### **Recognition**

Section 1.1. The Board hereby recognizes the Association as the exclusive bargaining representative for all certified teaching personnel including guidance counselors and librarians but excluding:

1. Superintendent
2. Assistants Superintendent/Business
3. Assistants to the Superintendent
4. Curriculum Coordinator
5. Principals
6. Substitute teachers
7. Diagnostician, Social Worker, Psychologist, and Nurse

The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and reference to male teachers shall include female teachers.

## **ARTICLE 2**

### **Professional Dues and Deductions**

Section 2.1. The Board agrees, upon receipt not later than October 1st of a properly signed authorization, to deduct from a teacher's salary, membership dues for the Grosse Ile Education Association, the Michigan Education Association, The National Education Association, or service fees for non-members.

Section 2.2. Such authorization shall specify for which of the Associations or service fee named in 2.1 deductions shall be made, and shall continue in effect until formally revoked by the teacher in writing, or when automatically discontinued by virtue of the termination of employment in the Grosse Ile school system.

Section 2.3. In September of each school year the president of the Association shall notify the Administration in writing, the amount of deductions named in 2.1.

Section 2.4. The Association recognizes its responsibility to service all employees included in the bargaining unit. Whenever a teacher feels that voluntary membership in the Association is in contradiction with his religious, moral, or ethical beliefs, arrangements shall be made subject to 2.1 above to have deducted from his salary a service fee to cover the expenses incurred by the Association in his behalf. This fee shall not exceed the cost of membership dues as outlined in 2.1 above. Such monies shall be paid to the Association in the same manner as dues deductions.

Section 2.5. The Board and the Association agree that in the event the service fee shall not be paid within 60 days

after this contract becomes effective or 60 days after a probationary teacher begins work, whichever is later, the Board upon receiving a signed statement from the Association indicating the teacher has failed to comply with this condition, shall immediately notify said teacher that his services shall be discontinued at the end of the current school year. The Board shall follow the dismissal procedure of the Michigan Tenure Act. The refusal of said teacher to contribute fairly to the costs of negotiation and administration of this and subsequent Agreements is recognized as just and reasonable cause for termination of employment. However, if at the end of the school year, the teacher, or teachers receiving the termination notice shall then be engaged in pursuing any legal remedies contesting the discharge under this provision before the Michigan Tenure Commission, or a court of competent jurisdiction, such teacher's service shall not be terminated until such time as such teacher or teachers have either obtained a final decision as to the validity or legality of such charge, or such teacher or teachers have ceased to pursue the legal remedies available to them by not making a timely appeal of any decision rendered in said manner by the Tenure Commission, or a court of competent jurisdiction.

Section 2.6. Such dues, or service fees shall be deducted during the period from mid-October through the last pay in June and shall be made in a manner mutually agreeable to the Board and the Association.

Section 2.7. Payment of aforementioned service fee shall not be construed to imply that the teacher involved is a member or is entitled to membership in the Grosse Ile Education Association.

Section 2.8. The Association agrees that Board actions in pursuit of the objectives of this Article shall not be cause for legal action against the Board and will hold the Board harmless against claims arising out of the Board's actions under this Article.

### ARTICLE 3

#### Teacher Rights

Section 3.1. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining. As a duly elected body exercising governmental power under cover of law

of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher by reason of his membership in the Association.

Section 3.2. The Board specifically recognizes the right of the teachers appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency.

Section 3.3. The Board agrees to furnish to the Association in response to reasonable request by the negotiations chairman any available financial information which is normally considered public, Board minutes and agenda. The Superintendent shall furnish to the Association a resume of all Board meetings.

## ARTICLE 4

### Teaching Hours and Loads

Section 4.1. The Board recognizes the principle of a forty hour work week and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard work week.

Section 4.2. The Board recognizes the value of a duty free lunch period. Each teacher shall have an uninterrupted lunch period of at least 30 minutes per day.

Section 4.3. It is recognized that the assignment of teachers is the responsibility of the building principal. It is also recognized that it is most favorable for the educational program when teachers are assigned to teach subjects in their major or minor field of study. Insofar as is possible, teachers will be assigned to teach subjects in their major or minor field of study. Teachers assigned to teach subjects outside their major or minor field of study will be assigned temporarily and the Association will be notified.

Section 4.4. The normal weekly teaching loads in the Grosse Ile Schools insofar as conditions permit, will not exceed those recommended standards published by the North Central Association. The Board will continue to rely on the suggestions and recommendations of teachers in establishing and maintaining such standards.

Section 4.5. The Board recognizes that in the normal academic classroom the quality of education deteriorates as class size varies significantly from the optimum size. (Optimum size is defined as the most favorable condition for educational growth). Whenever it becomes evident that class size will exceed optimum the administration will meet with the Association president, or the negotiations chairman, or a duly authorized representative and the teacher involved to investigate and recommend for relieving the situation.

Twice each year the building principal shall meet with interested teachers concerning class sizes and the progress being made toward accepted standards for the coming semester. Such meetings shall be held prior to November 15th and prior to June 15th of each school year.

Section 4.6. Scheduling of elementary teachers is the responsibility of the elementary school principals. Such scheduling shall provide preparation time for all teachers equivalent to recommended standards applicable to the secondary level. Time in the morning prior to student arrival, and time after dismissal of students shall be considered as preparation time.

Section 4.7. When scheduling recess periods and special classes (music, phys. ed., etc.), the elementary principals will make every effort to provide relief time for elementary teachers.

Section 4.8. Copies of all teacher schedules will be made available to the Association.

## ARTICLE 5

### Teaching Conditions

Section 5.1. The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is the education of students and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

Section 5.2. The Board recognizes that appropriate texts, supplies, equipment and similar materials are the tools of the teaching profession. The Board recognizes its responsibility



and the value of teacher participation toward the improvement of curriculum and will continue to rely on the judgment and experience of the teacher or group of teachers for recommendations on selection of educational programs, facilities, and materials to keep the schools reasonably and properly equipped and maintained.

Section 5.3. The Board recognizes that released time for teachers used in a productive manner will enhance the educational program for the community. Whenever the building curriculum committees feel released time is necessary, they may, through their appropriate principal, submit a proposed agenda for approval.

## **ARTICLE 6**

### **Promotions and Transfers**

Section 6.1. Whenever any vacancy in any Administrative or Supervisory position shall occur, the School Administration shall publicize the same by posting such vacancy in every school building. If the vacancy occurs during the summer vacation period, the School Administration will notify by letter all those who qualify for such vacancy. No vacancy shall be filled, permanently, until such vacancy has been posted for at least fifteen calendar days, or fifteen calendar days from the mailing date of notification of vacancy.

Section 6.2. Whenever a vacancy in any teaching position shall occur, such vacancy may be filled by transfer. Any teacher may request transfers to grade levels or subject areas for which he is certified. Request for transfers shall be submitted in writing and where necessary along with a current official transcript and changes in certification to the office of the superintendent where a register of transfer request shall be maintained. When a specific vacancy occurs, all applications for transfer to such vacancy filed at least 30 days prior to the date the vacancy occurs shall be given full consideration. This procedure applies to vacancies occurring during the school year as well as during vacation periods.

Section 6.3. In filling such vacancy as described in 6.1 and 6.2 of this Article, the Board agrees to give due weight to the professional background, training and attainments of all applicants, the length of time each has been in the school system and other relevant factors.

## **ARTICLE 7**

### **Protection of Teachers**

Section 7.1. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it is established that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional

persons, the Board will take necessary steps to aid the teacher in his responsibilities with respect to such pupil.

Section 7.2. Any case of assault upon a teacher, during a working situation, shall be promptly reported to the Board through its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render necessary assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

Section 7.3. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render necessary assistance to the teacher in his defense providing the disciplinary action was within established policies.

Section 7.4. Time lost by a teacher in connection with 7.2 and 7.3, mentioned in this Article, shall not be charged against the teacher, providing such time off is authorized by the appropriate administrative official.

Section 7.5. Any complaint by a student's parents directed toward a teacher upon which the administration feels action is necessary shall be immediately called to the teacher's attention. When action is necessary the parent will be directed to place the complaint in writing or hold a conference with the teacher.

Section 7.6. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property.

## ARTICLE 8

### Rights and Responsibilities

Section 8.1. The Board retains the right in accordance with applicable laws and regulations, (a) to direct teachers of the school, (b) to hire, promote, transfer, assign, and retain teachers in position, and to suspend, demote, discharge, or take other disciplinary action against teachers, (c) to relieve teachers from duties because of lack of performance or for other legitimate reasons, (d) to maintain the efficiency of the school operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted; and, (f) to take whatever action may be necessary to carry out the functions of the Board in maintaining a good educational program for the community of Grosse Ile. No action by the Board, in the performance of the above rights and responsibilities, shall be in conflict with any of the terms of this Agreement.

Section 8.2 No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional

advantage without just cause. Should any teacher feel that action taken against him by the Board or by any agent representative thereof was not for just cause, he may resort to the procedure provided in this Agreement for the resolving of differences.

Section 8.3. All observations of the work performance of a teacher shall be conducted openly.

Section 8.4. Each teacher upon request to the Superintendent shall have access to review his personnel file. Those records marked for confidential examination originating in agencies outside the school system shall be considered outside the scope of this Article unless released by the outside agency.

Section 8.5. The provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status or membership in or association with the activities of any employee organization.

Section 8.6. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing such activities do not interfere with the teacher's responsibilities and the acceptable performance of his duties.

## ARTICLE 9

### Procedure for Resolving Differences

Step I. Any teacher(s) believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, will first discuss the complaint with his principal either directly, or accompanied by the building representative if the teacher so desires with the objective of resolving it informally.

Step II. In the event the complaint is not resolved informally it may be reduced to writing, signed by the teacher, and presented to the building principal within one week for his answer in writing.

Step III. If the principal's answer does not resolve the complaint within one week it may be referred within two weeks to the Superintendent or his designated representative by the Association's Negotiations Committee Chairman.

Step IV. If the Superintendent fails to resolve the complaint within two weeks the Chairman may transmit the question to the Board within two weeks with a written statement of facts pertaining to the issue.

Step V. Questions submitted for Board consideration, if given to the Superintendent at least one week prior to the date of the next regular Board meeting, will be considered by the Board at such meeting, and the Board's answer will be given to the Chairman within three weeks.

Step VI. If the Board's answer fails to resolve the issue, the Chairman may within three weeks request a meeting between representatives of the Association and the Board, which will be held at a mutually acceptable time, to attempt to resolve the issue.

Failure on the part of teachers or appropriate Association representatives to appeal a decision within the specified time limits at any of the steps of the procedure shall be considered acceptance of the decision and the difference shall be considered resolved.

## ARTICLE 10

### Miscellaneous Provisions

Section 10.1. The Board agrees that the Bachelor's Degree and a provisional or permanent certificate shall be a minimal requirement for employment as a regularly assigned teacher; in the event acceptable candidates are not available a teacher with a valid Michigan teaching certificate may be employed on a temporary assignment.

Section 10.2. It shall be the responsibility of the Administration to provide emergency or day to day substitute teachers. The Association shall be provided with an up to date listing of substitutes showing degree status.

Section 10.3. This Agreement shall supersede any established rule, regulation or practice of the Board which shall be contrary to or inconsistent with this Agreement. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

Section 10.4. Copies of this Agreement shall be printed in booklet form at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board. The Board shall also furnish 25 copies of the Master Agreement to the Association for its use.

Section 10.5. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 10.6. Both parties agree to meet upon reasonable request to discuss matters of common concern and mutually

pledge to cooperate in arranging meetings, furnishing information and constructively considering and attempting to resolve such matters as may be relevant to student welfare or progress of education in this community.

Section 10.7. Copies of the proposed calendar shall be furnished to the officers of the Association prior to its formal adoption.

Section 10.8. The Board recognizes that released time for planned in-service teacher training will enhance the educational program for the community. Whenever the Association feels released time is necessary, it may, through its president submit a proposed agenda for approval.

## ARTICLE 11 Negotiation Procedures

Section 11.1. At least ninety days prior to the expiration of this Agreement, the parties will begin negotiations for a new Agreement covering wages, hours, and conditions of employment of teachers employed by the Board.

Section 11.2. In any negotiations neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

Section 11.3. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board.

## ARTICLE 12 Leaves

Section 12.1. All teachers may accumulate up to a maximum of 120 days sick leave. Teachers who have not reached this maximum will be granted up to a maximum of 12 days at the beginning of each school year.

Section 12.2. Two days of the annual sick leave allowance may be used for personal business upon the approval of the building principal. Such leaves must be arranged with the building principal at least two days prior to its use, except in an emergency situation. During the course of a year, extenuating circumstances may require additional personal business days. Additional days may be granted by the Board and deducted from the employee's sick leave. **Personal Business** is defined as that which is legally obligatory and cannot be accomplished at any other time, or that which requires the teacher's presence as a serious personal obligation.

Section 12.3. In addition to personal illness and personal business, sick leave allowances may properly be used for absences caused by the following:

- a. Death or serious illness in the immediate family.
- b. Death or serious illness of close relative living in the household.

Extent of leave for this purpose shall not exceed time necessary to arrange proper care for those affected.

Section 12.4. Any teacher whose personal illness extends beyond the period compensated under Section 12.1 of this Article shall be granted a leave of absence without salary for such time as is necessary for complete recovery from such illness. The Board reserves the right to require satisfactory medical evidence of recovery. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position, when available, providing the teacher is qualified as determined by his credentials.

Section 12.5. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the Armed Forces of the United States. Teachers given such leave shall be entitled to reinstatement upon the completion of such service to the extent and under the circumstances that reinstatement may be required by the applicable laws of the United States, and be granted step adjustments on the salary schedule.

Section 12.6. Leave of absence without pay for reasons other than sickness, sabbatical, accident, or military, may, upon proper application, be granted up to a period of 1 year to teachers who have 2 or more years of service. Teachers who are re-employed after such leave shall retain the yearly step status they had at the time of the leave unless the leave was granted to allow for teaching activity outside of the Michigan Public School System. Teachers covered by the latter condition shall advance along the salary schedule.

Section 12.7. Sabbatical Leaves:

a. A sabbatical leave of absence may be granted to any school teacher of the school district upon the recommendation of the superintendent. The professional competence of the teacher and the general welfare and the advantage accruing to the school district shall be the general factors of consideration requisite to approval of requests for sabbatical leave.

b. The teacher must have completed seven (7) consecutive years of satisfactory service as a full-time employee with the district.

c. During the terms of this contract, one teacher may be granted sabbatical leave each year for professional study only.

d. During said sabbatical leave, the teacher shall be paid at three quarters (3/4) his annual salary, providing, however, that any stipend that he receives from an outside source while on sabbatical when combined with the school district remuneration, shall not exceed the teacher's full annual salary.

e. During said sabbatical leave the teacher shall be required to report to the superintendent at intervals and in a manner specified by the superintendent prior to approval of leave. Failure on the part of the teacher to do so may be cause for discontinuance of pay.

f. Upon approval by the Superintendent authorizing sabbatical leave, the teacher will sign a commitment to assure the district of his return when his leave terminates.

g. Teachers who are granted sabbatical leaves of absences shall continue to receive full benefits on all insurance plans requiring Board contribution.

h. Request for sabbatical leave must be in writing and submitted in a manner determined by the Administration to the Superintendent's office by April 1 of each year.

Section 12.8. A total of no more than six days may be granted for Association officers to pursue their official responsibilities upon proper written notice by the Association president to the Superintendent.

Section 12.9. It is recognized that time spent in faculty meetings and formalized group discussions pertaining to the total school does serve to enhance the educational program. It is therefore agreed that on days when school is dismissed due to inclement weather teachers will be required to report for work. Starting time on such days will remain flexible allowing teachers to report at a reasonable time depending on weather and road conditions. It shall be the responsibility of the building principals to set the work schedule on such days.

Section 12.10. The Board recognizes Jury Duty as a civic responsibility. As such, the Board agrees to compensate teachers at their regular pay less any jury duty pay when teachers are called to serve. Time involved in such duties shall not be considered to fall within provisions of Articles 12.1 through 12.9.

## ARTICLE 13

### Insurance Protection

Section 13.1. The Board shall provide without cost to the teacher comprehensive sick and accident insurance on a long term disability policy assuring payment to the teacher in the event of illness at the following rate:

(a) Weekly benefits will commence with the 31st day of disability -- and benefits will be payable for as long as 5 years at 65% of employee's salary according to the insurance policy in effect. If the employee has days of accumulated sick leave beyond the 31st day of disability he shall be guaranteed full take home pay for that number of days. He shall receive from the Board the difference between the allowance under the insurance and his regular salary (after taxes) to the extent and until such time as such teacher shall have used up any leave time provided in Article 12.1.

(b) No benefits are payable if an employee is off due to pregnancy.

(c) Accidents and Sickness are covered during the employee's contract or salary period.

Section 13.2. The Board will provide to the teacher M-VF Blue Cross Blue Shield including Master Medical, \$2.00 Drug Rider, and Semi-Private Service at no cost for the employee and his family under the program now administered by Board policy. Special riders to be paid by the teacher. Like coverage under MEA Insurance, not to exceed premium of Blue Cross Blue Shield Service, will also be paid by the Board according to present administrative procedure.

Section 13.3. The Board agrees to provide for each teacher life insurance in the amount of \$10,000 dollars, and accidental death and dismemberment protection in the amount of \$10,000 dollars without cost to the teacher.

Section 13.4. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law, shall receive from the Board the difference between the allowance under the Workmen's Compensation Law and his regular salary to the extent and until such time as such teacher shall have used up any leave time provided in Article 12.1.

Section 13.5. All physical examinations and chest x-rays when required of teachers by law shall be provided without cost to the teachers, providing the examinations and x-rays are given by the Township Health Officer or a Board designated physician. Should a teacher wish to select his own physician, he must do so at his own expense.

## **ARTICLE 14**

### **Professional Compensation**

Section 14.1. The salaries of teachers covered by this contract shall be determined by the Salary Index Schedule which appears in Appendix A of this Agreement. The starting salary for teachers holding a Bachelors Degree without prior experience shall be \$8475.

Section 14.2. Credit for teaching experience outside the Grosse Ile School system shall be allowed up to the maximum of 9 years on the salary schedule, whenever prior experience of the teacher is deemed satisfactory. If the teacher lacks tenure status the step less 3% would be the salary.



Section 14.3. Non-teaching experience related to the candidate's teaching field and required for special certification shall be evaluated by the Board. The teacher would then be placed on an appropriate step of the salary schedule.

Section 14.4. The salary schedule in Appendix A is based upon a normal teaching load, during normal teaching hours and for those activities as are clearly contractual or professionally obligatory; for example, Parent-Teacher Association and Parent-Teacher Organization meetings, Parent-Teacher conferences (which cannot be scheduled during school hours); Curriculum Committee meetings involving total staff; and essential staff or building meetings. For other extra work beyond the regular work day teachers shall be compensated at the rate of \$6.75 per hour. The additional compensation and Appendix A part II shall not be considered part of the teacher's regular contract as defined under the Michigan Tenure Act. Record of hours and assignment of teachers will be the responsibility of the building Principal.

Section 14.5. Compensation for credit hours beyond bachelors or masters degree shall continue to be paid at the rate established for all credit hours earned prior to June 1, 1967. Credit hours earned after June 1, 1967, will be paid at 3% of the base salary at each of the following intervals: BA+10, BA+20, MA+10, MA+20 and MA+30. For those teachers who have credit hours earned prior to June 1, 1967, when they earn additional credit hours allowing them to move to the next interval from where they were on June 1, 1967, then they too will be paid according to the salary schedule Appendix A. Payment for credit hours will be made in the current year providing the hours are turned in for payment prior to December 1 of each year.

Section 14.6. The Board agrees to provide without cost to the teacher such in-service training or "up-dating" when it is required that teachers attend for new curriculum adoptions.

Section 14.7. Teachers shall not be required to report more than two days before the beginning of classes for the ensuing school year unless they are compensated in a manner mutually acceptable to the Board and the Association.

## ARTICLE 15

### Summer School

Section 15.1. The Board agrees that the selection of summer school teaching personnel shall be based on the same concepts of training and competence as required during the regular school year.

Section 15.2. Notice of openings for summer school positions shall be posted as soon as it is known what courses will be offered. Local qualified staff applications to fill such openings shall be given primary consideration.

Section 15.3. Compensation for personnel filling such positions shall be paid at an hourly rate as per Appendix A Part II of this Agreement. In addition to the hourly rate, those classroom teachers teaching classes requiring preparation time shall be paid 1/5 above the hourly rate.

Section 15.4. Only those sections of this contract which pertain to teacher's rights and protection of teachers shall apply to summer school teachers.

Section 15.5. It shall be the responsibility of the Administration to designate someone to serve in the capacity of principal in all matters pertaining to summer school. Prior to the beginning of the summer school program, a meeting shall be held with those teachers involved to set up schedules and work out details.

## ARTICLE 16

### Duration of Agreement

This Agreement shall be effective as of September 1, 1971 and shall continue in full force and effect until August 31, 1972 when it shall terminate. If either party desires to modify or amend this Agreement, that party shall give the other party written notice to that effect not less than sixty (60) nor more than ninety (90) days prior to May 1, 1972.

In any event, this Agreement shall not be extended beyond August 31, 1975 except by written consent of both parties.

## APPENDIX A

### 1. Salary Schedule

#### Bachelors Degree

Step	Index	BA	BA+10	BA+20
1	1.00	8,475.00	8,729.25	8,983.50
2	1.03	8,729.25	8,983.50	9,237.75
*				
3	1.12	9,492.00	9,746.25	10,000.50
4	1.18	10,000.50	10,254.75	10,509.00
5	1.24	10,509.00	10,763.25	11,017.50
6	1.30	11,017.50	11,271.75	11,526.00
7	1.36	11,526.00	11,780.25	12,034.50
8	1.43	12,119.25	12,373.50	12,627.75
9	1.50	12,712.50	12,966.75	13,221.00
10	1.57	13,305.75	13,560.00	13,814.25
11	1.64	13,899.00	14,153.25	14,407.50

#### \*\*Masters Degree

Step	Index	MA	MA+10	MA+20	MA+30
1	1.12	9,492.00	9,746.25	10,000.50	10,254.75
2	1.16	9,831.00	10,085.25	10,339.50	10,593.75
*					
3	1.26	10,678.50	10,932.75	11,187.00	11,441.25
4	1.33	11,271.75	11,526.00	11,780.25	12,034.50
5	1.41	11,949.75	12,204.00	12,458.25	12,712.50
6	1.48	12,543.00	12,797.25	13,051.50	13,305.75
7	1.55	13,136.25	13,390.50	13,644.75	13,899.00
8	1.63	13,814.25	14,068.50	14,322.75	14,577.00
9	1.71	14,492.25	14,746.50	15,000.75	15,255.00
10	1.79	15,170.25	15,424.50	15,678.75	15,933.00
11	1.87	15,848.25	16,102.50	16,356.75	16,611.00
12	1.95	16,526.25	16,780.50	17,034.75	17,289.00

Note: Increments and payment for extra hours become effective September 1 of each year. Additional credit hours earned after September 1 will be paid in the next school year.

\*A third year probationary period may be required. Salary would be increased to 3rd Step less 3% and returned to schedule when the teacher is granted tenure.

\*\*Courses taken for Masters Plus schedule shall be subject to approval by the administration.

**2. Extra Curricular salary schedule.**

Activity	Salary
Head Football.....	1,017.00
Asst. Football.....	762.75
J. V. Football.....	762.75
Asst. J. V. Football.....	762.75
9th Grade Football.....	508.50
8th Grade Football.....	508.50
Head Basketball.....	1,017.00
Asst. Basketball.....	762.75
9th Grade Basketball.....	508.50
8th Grade Basketball.....	508.50
7th Grade Football.....	423.75
8th Grade Baseball.....	423.75
Head Wrestling.....	1,017.00
Asst. Wrestling.....	762.75
Head Baseball.....	762.75
Asst. Baseball.....	593.25
Jr. High Baseball.....	423.75
Head Track.....	762.75
Asst. Track.....	593.25
Jr. High Track.....	423.75
Head Golf.....	339.00
Cross Country.....	762.75
Jr. High Wrestling.....	508.50
7th Grade Baseball.....	339.00

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Elementary Service & Safety Advisor.....	169.50
Athletic Director.....	508.50
Athletic Faculty Mgr.....	423.75
Girls Athletic Advisor.....	339.00
Asst. Girls A. A.....	169.50
H. S. Band (See 1 below).....	678.00
H. S. Yearbook.....	423.75
H. S. Debate.....	339.00
J. H. Band (See 2 below).....	423.75
Musical (Vocal Director) per production.....	339.00
Musical (Drama Director) per production.....	339.00
High School Forensics.....	169.50
Sr. Class Administrator.....	254.25
H. S. Vocal Music.....	169.50
H. S. Dramatics.....	254.25 per play
Asst. Dramatics.....	169.50 per play
Jr. High Dramatics.....	169.50 per play
Cheerleader Advisor.....	508.50
Driver Ed. Director.....	339.00
Driver Ed. Instruction.....	.6.75 per hour
Summer School Instruction.....	.6.75 per hour

1. Includes all extra curricular instrumental music activities during the school year.
2. Includes all extra curricular instrumental music activities during the school year and assisting the H. S. Band Director.

Record of hours and assignment of teachers will be the responsibility of the building principal.

Senior Trip advisors shall be credited with 8 hours per day extra time while on trip as per Article 14.4.

In Witness Whereof, the parties hereto agree that all terms, benefits and conditions of this Agreement are to become effective September 1, 1971 and have duly executed this Agreement on the date first above written.

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GROSSE ILE BOARD OF EDUCATION

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