

66-67

A G R E E M E N T

between the

BOARD OF EDUCATION
HESPERIA COMMUNITY SCHOOL

and the

HESPERIA EDUCATION ASSOCIATION

HESPERIA

Bd.

f

Ed.

M. E. A.
1216 KENDALE
E. LANS., MI.
48824

Kai
Here is last years
agreement. Although
I was part of a 5 member
team, and pushed for
a different type of
contract, this is what
we got.

Hesperia Community School
Hesperia, Michigan

This agreement between the Board of Education of the Hesperia Community School and the Hesperia Education Association will be in effect until June 2, 1967.

The salary of the teachers covered by this agreement are set forth in the attached schedule.

The salary schedule is based on a school year, as defined, August 31, 1966 through June 2, 1967.

Teachers shall arrive at school 40 minutes prior to opening of classes in the morning and shall remain 10 minutes after classes are dismissed in the afternoon. If a majority of the teachers at the Elementary or Secondary level so desire, teachers may arrive 25 minutes prior to opening of classes and remain 25 minutes after classes are dismissed in the afternoon.

Sick Leave

Sick leave for the personal illness of all school employees may accrue at the rate of one day per month of employment or 10 days per year for a work year of 36 to 42 weeks, 11 days for 42 to 47 weeks, and 12 days for 47 to 52 weeks, and may continue to accumulate to a total of 65 days.

Computing leave time. When an employee's allowance is computed at the beginning of any year, the excess over the allowed maximum shall be permanently discarded. All absence due to illness of the employee shall be subtracted from accrued sick leave.

Entitlement to leave. All personnel shall be entitled to all his accumulated sick leave on the first official day of school, even though he may be unable to report for duty on that day. However, in this instance, upon request of the administration, he must present a statement from his attending physician. The first official school day is to mean the first day for which salary is paid. He shall receive his pay currently along with all other employees.

Retirement or dismissal. No payment will be made for any unused sick leave accumulated by an employee at the time of resignation or dismissal, retirement, leave of absence or death.

Chargeable days for sick leave. No sick leave shall be charged against a teacher's allowance except for absence on days when teachers are expected to be on duty. An employee who has used all current and accumulated leave days may be placed on a leave of absence by the Board of Education.

Return from sick leave. In case of the return to duty of an employee who has been absent due to a contagious disease, or a nervous or mental disorder, he must, if requested, present a statement from his physician. The Board of Education may require such employee to submit to an examination by a physician designated by the Superintendent and/or the Board of Education.

Violation of sick leave regulations. Sick leave is considered as time off for a legal absence and for the protection of the employee. Upon proof that sick leave time has been used for any purpose other than that for which it is intended shall constitute a violation of professional ethics. Pay for undeserved sick leave will be withheld, and the employee will forfeit all his accrued sick leave. If the offense is repeated, it may constitute grounds for dismissal.

Emergency or personal leave. All full time personnel regularly employed by the Board of Education shall be granted 3 days of leave per year for emergencies, or to transact personal business, which is of urgent nature, and which cannot be transacted at any other time, providing arrangements for such leave are made at least 24 hours in advance with the superintendent of schools. Personal leave days are not cumulative and shall be charged against the annual cumulative sick leave.

Terminal Leave. In appreciation for services to the school district, a terminal leave payment of \$25.00 per year of service in the district will be paid upon retirement provided the teacher shall have been employed in the school district for 20 year.

Grievance Procedure.

A. Any teacher, group of teachers, or the H.E.A., believing that there has been a violation; misinterpretation, or misapplication of any provision of this agreement or any existing rule, order regulation or policy established by the Board or School Administration, or any other provision of law relating to wages, hours, terms or conditions of employment, may file a grievance with the Board or its designated representative. The Board hereby designates as its representative for such purpose, the Elementary or Secondary Principal and the Superintendent of Schools when the particular grievance arises in more than one building.

B. Whenever possible, complaints should be presented to the appropriate principal for informal processing. If the principal and affected teacher(s) cannot agree on a mutually satisfactory settlement, a written grievance must be submitted to the principal who shall transmit the grievance to the Superintendent as soon as possible, or in any event within 5 days. The Superintendent shall have 5 days after receipt to resolve the grievance. All grievances of a general nature affecting both Elementary and Secondary teachers shall be filed in writing directly with the Superintendent. This type of grievance must be resolved within 10 days.

C. If the grievance is not resolved by the Superintendent, it shall immediately be transmitted to the Secretary of the Board of Education. Within 20 days from receipt and after investigations or hearings which the Board may deem appropriate, the Board shall make a final determination of the grievance. In no event, except with express written consent of the association, shall final determination of the grievance be made by the Board more than 20 days from receipt thereof.

D. If the decision of the Board is not satisfactory, the grievance may be submitted to mediation through the State Mediation Board. Neither the Board nor the association shall be permitted to assert in such mediation proceedings any evidence not previously disclosed.

E. The affected teacher(s) may request a representative of the H.E.A. and/or M.E.A. to be present at any meeting held with the Board or its representative which deals with written grievances.

Substitution for another Teacher. Any contract teacher substituting during the absence of another teacher will be paid substitute wages for the period worked.

NEA Dues. One half the dues for membership to the National Education Association shall be paid by the school district.

In Witness Whereof, the parties have executed this agreement by their duly authorized representatives.

BOARD OF EDUCATION
HESPERIA COMMUNITY SCHOOLS
HESPERIA, MICHIGAN

President, Robert Slate

Secretary, Harold Smith

HESPERIA EDUCATION ASSOCIATION
HESPERIA, MICHIGAN

President

Secretary

SALARY SCHEDULE FOR 1966-67

<u>STEPS</u>	<u>NON-DEGREE</u>	<u>BACHELOR DEGREE</u>	<u>MASTER DEGREE</u>	<u>MA DEGREE IN WORKING FIELD</u>
1	\$5,000	\$5,300	\$5,600	\$5,600
2	5,159	5,459	5,759	5,768
3	5,323	5,623	5,923	5,941
4	5,492	5,792	6,092	6,119
5	5,666	5,966	6,266	6,303
6	5,845	6,145	6,445	6,492
7	6,029	6,329	6,629	6,687
8	6,219	6,519	6,819	6,888
9	6,415	6,715	7,015	7,095
10	6,616	6,916	7,216	7,308
11	6,823	7,123	7,423	7,527
12	7,037	7,337	7,637	7,753
13	7,257	7,557	7,857	7,986

EXTRA PAY SCHEDULE

Varsity Football	\$ 400
Reserve Football	200
Varsity Basketball	400
Reserve Basketball	200
Baseball	200
Track	200
Plays	100
Yearbook	150
School News	100
Shop Maintenance	150
GAA	150
Cheerleaders	150
Band	200
Athletic events -	4
selling tickets,	
score keeping	
time keeping	
riding bus	