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Michigan State University

CONTRACT BETWEEN BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF IRON MOUNTAIN AND THE IRON MOUNTAIN EDUCATION ASSOCIATION AN AFFILIATE OF THE MICHIGAN EDUCATION ASSOCIATION

1. The provisions of this contract shall be effective during the 1966-67 fiscal school year beginning July 1, 1966 and ending June 30, 1967.
2. Nothing in this contract shall supersede the legal authority or responsibilities of the Board of Education as defined by State Law and the School Code or the provisions of the tenure laws and its optional provisions adopted by the Board of Education on August 29, 1964. This includes provisions of school law as defined in chapter IV, 75-95 for school districts of the third class.
3. Nothing in the Statement of Policies and Practices of the Iron Mountain Schools revised July 23, 1965 shall supersede any of the terms or agreements made in this contract.
4. Grievance Procedure

Definition:

- a. A "grievance" is a claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretation or inequitable application of established law, policy, or the terms of this agreement.
- b. The term "teacher" may include any individual or group of teachers who are certificated and who are members of the teaching faculty.
- c. A "party of interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
- d. The term "days" when used in this section shall, except where otherwise indicated, mean working school days.

Purpose:

The primary purpose of the procedure set forth in this Section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter with any appropriate member of the administration.

Structure:

In regard to the structure of the grievance committee or its procedure within its own group, this shall be the prerogative of the Iron Mountain Education Association and the aggrieved teacher. The aggrieved teacher may choose to be represented in a grievance if they so desire. The grievance shall be originated by the teacher and not by a second party.

Procedure:

Nothing in the grievance procedure shall require the Board of Education to abrogate any of its legal duties, responsibilities or procedures nor abrogate the legal rights of any teacher as defined under school laws, the tenure laws, the right of

Iron Mountain School District

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appeal or the right of arbitration as defined in Act No. 379, the 1965 amendment to the Hutchinson Act. Nothing in this procedure shall require the Board of Education to call in any parties for arbitration of any disputes other than those legally constituted.

5. Conference Policy and Expense Allowance

It has been and shall be the policy of the Board of Education to encourage attendance of teachers to workshops and conferences that will improve their educational effectiveness in their teaching assignments. Conferences in the local area (defined as within 100 miles) shall be defined as local conferences.

Each teacher shall be allowed to attend one local conference per year providing they do not require the loss of more than one school day and are approved by the superintendent.

Other workshops or conferences must be approved by the Board of Education. Applicants shall submit requests far enough ahead so that they may be considered at regular board meetings. An estimated expense shall also be submitted.

The following rules shall apply to expense allowances:

- a. Car allowance will be allowed for only one car when five (5) teachers or less attend the same workshop or conference. Transportation shall be pooled wherever possible.
- b. Where attendance at conferences other than local are approved, transportation will not be approved if it exceeds tax exempt air line fare when conferences are held at or near air line stops.
- c. Car allowance shall be allowed at the rate of 9¢ per mile, state highway maps mileage to be used. Actual cost of lodging, meals and registration fees shall be reimbursed in full.

Workshops, clinics and conferences under this policy shall be limited to educational meetings directly related to the teaching assignment and shall not include any other meetings unless approved by the Board of Education.

6. Sick Leave

One day per month (10 days per school year) for illness, or death in the immediate family will be allowed with no deduction of pay. Unused sick leave days are allowed to accumulate without limit beginning with the accumulated balance remaining under the previous plan as of June 15, 1966. The Board of Education reserves the right to determine whether the absence for illness was bona-fide and at its discretion may require a doctor statement. Illness applies to the teacher only.

Teachers shall be granted their sick leave allowance in advance for the current semester (5 days). Example: a beginning teacher has five days of illness during the first month of school. This teacher may use five days of sick leave and be paid up to five days.

Illness due to compensible injury under Workman's Compensation Insurance shall not be covered by sick leave pay for wages paid by compensation insurance nor shall such absence be deducted from sick leave allowance. Provisions of school law pertaining

to contagious disease shall not be affected by this policy. The difference between compensation insurance and regular pay may be paid the teacher during a compensated absence up to the limit of accumulated sick leave with a pro-rate deduction from sick leave by agreement between the Board of Education and the teacher.

7. Personal Leave

Each teacher shall be entitled to one personal leave day per year subject to advance notification to building principal except in an emergency situation. This day may not be used to begin early or extend a holiday without permission of the building principal. If more than one person in a building requests a personal leave day and no arrangements can be made for substitutes, the principal shall have the right to ask a teacher to select a different day. Priority shall be given to emergency situations first and seniority second.

8. Other Absences

For all other absences not covered by sick leave or personal leave except when on school business authorized by the Board of Education or superintendent, pay shall be deducted at the rate of 1/190th of the annual base salary for each day of absence. Exceptions may be granted only by action of the Board of Education.

9. Leave of Absence

Leave of absence for a period of not to exceed one year may be granted by the Board of Education for the purpose of further study.

10. Unrequested Leave of Absence and Maternity Leave

The Board of Education may place on unrequested leave of absence any tenure teacher deemed to have a physical or mental disability. Said unrequested leave shall include pregnancy. No teacher may teach after the fifth month of pregnancy. At the option of the Board of Education and only for the benefit of the school district, this time may be extended, but in no case by more than one month.

Maternity leave shall be granted to tenure teachers only and in no case less than one semester nor more than one year plus the remainder of the current year during which leave is granted. Teachers who do not return at the expiration of leave granted will have forfeited their tenure rights to their position but shall have priority for any vacancy for which they are qualified for a period of one additional year.

Probationary teachers shall not be entitled to tenure rights under this section.

11. a. The following shall be the base salary schedule for the 1966-67 school year:

<u>Experience</u>	<u>3% BA</u>	<u>4% MA</u>
0	5300	5300
1	5459	5512
2	5622	5732
3	5791	5961
4	5965	6199
5	6144	6447
6	6328	6705
7	6518	6973
8	6714	7252
9	6915	7542
10	7122	7845
11		8159
12 + 15		*8485

*(must be toward spec. or Ph.D.)

- b. Teachers shall be paid on the 15th and the last day of each month commencing September 15 at which time 1/24 of the annual salary shall be paid. The salary shall be distributed on a 12 months basis. A full months pay shall be paid on the last day of school in June. Summer checks for the months of July and August may be taken at the teachers option in full on July 15 or in two checks on July 15 and August 15.
- c. The Board of Education shall continue to provide the same insurance benefits to teachers as provided during the 1965-66 school year.
- d. After the fifth year, teachers not showing professional growth and performance to meet the standards of the instructional program, after adequate supervision and warning may have their increments withheld until improvement has reached an acceptable minimum. The first two years shall be probationary years.
- e. For those who are officially enrolled on a Masters program in a bona-fide institution granting the Masters degree, an additional increase in salary will be granted, representing one fourth of the difference between the Bachelors and Masters salary for each block of eight semester or 12 term hour credits certified by the institution as applying toward the degree. Credits will be acceptable up to September 1, 1966.

Graduate credits and Masters status on the salary schedule shall not be granted for credits or Masters degree unrelated to the teaching assignment. Interpretation of credits and degrees shall be the prerogative of the Board of Education and the Superintendent. This provision shall not be retro-active to present holders of Masters degrees.

- f. The 12th step on the Masters degree shall be granted only for 15 hours or more on a specialist or Ph.D. degree.
- 12. Grading periods in the Iron Mountain Public Schools shall be changed from a 6-6-7 system to a 9-9-1. This means that official grades and reports to parents shall be issued at the end of the 9th week rather than the 6th week. A system shall be devised for reporting to parents at mid-marking periods or at any other time deemed necessary regarding unsatisfactory pupil accomplishment. The provisions for doing this shall be worked out mutually between the teachers and the administrative staff. It shall be the duty and responsibility of teachers to maintain contact with parents whenever deemed necessary for the mutual understanding of problems relating to unsatisfactory pupil achievement.
- 13. Teachers whose classes are being taught by special teachers may be excused from attendance by the special teacher in charge.
- 14. Two half days per semester will be set aside for parent-teacher conferences in the elementary grades. No students will be in school during these sessions. The time of the present parent-teacher conferences at semester end may be changed by mutual agreement.
- 15. The school board shall provide for assistance where needed in buildings having teaching principals.
- 16. Any vacant positions involving promotions for additional compensation for extra-curricular duties shall be posted. Posting shall include a description of the position and the compensation. The Board of Education shall have the full responsibility of reviewing qualifications and establishing standards. The above procedure does not refer to assignments or transfers where no change in pay is involved.

Signed this _____ day of _____ 1966.

By the Board of Education

By the Iron Mountain Education Association

President

Secretary
