

IRON MOUNTAIN

1971-72 '7

6-30-72

(Dickinson Co)

This agreement entered into this _____ day of _____, 1971 by and between the School District of Iron Mountain, the City of Iron Mountain, Michigan, hereinafter called the "Board" and the Iron Mountain District Education Association, hereinafter called the "Association". Contract shall be dated from July 1, 1971 to June 30, 1972.

LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Michigan State University

I

RECOGNITION

1. The Board hereby recognizes the Association as the exclusive and sole bargaining representative for all certificated personnel whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, excluding: Superintendent, Assistant Superintendents, Principals, Assistant Principals, Business Manager, Director of School and Community Relations, Director of Vocational Education and supervisors within the meaning of the Public Employment Relations Act. The term "teacher" when used hereinafter in this Agreement, will refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.
2. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

II

ASSOCIATION AND BOARD RIGHTS

1. 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 or the provisions of Public Act 379.

Iron Mountain School District

MEA

1216 Kendall

East Lansing, Mich. -1-

48823

2. 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.
3. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations (including county allocation board budgets), census and membership data, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the school district, together with information which may be necessary for the Association to process any grievance or complaint.
4. The Board shall advise the Association on any new or modified fiscal, budgetary or tax programs, construction programs, performance contracting or major revisions of educational policy, which are proposed or under consideration and the Association shall be given opportunity to advise the Board with respect to said matters prior to their adoption and/or general publication.

III

PAYROLL DEDUCTIONS FOR PROFESSIONAL DUES

1. Teachers may during the first six weeks after the opening of school sign and deliver to the Board an assignment authorizing deduction of membership dues and assessments of the Association (including the National Education Association and the Michigan Education Association.) Such authorization shall continue in effect unless subsequent to June 1st and prior to September 15th of any year, such authorization is formally revoked by the teacher in writing and copies thereof are delivered to the Association and the Board.
2. The deduction of membership dues shall be made from one regular pay check each month, for ten (10) months, beginning in September and ending in June of each year and the Board agrees promptly to remit to the respective Associations all monies so deducted, accompanied by a list of teachers from whom the deductions have been made. This list shall be provided by the Association.

3. Any teacher who is not a member of the Association in good standing or who does not make application for membership within sixty days from the commencement of teaching duties, shall pay as a fee to the Association an amount equal to the membership dues payable to the Association, the NEA and MEA, provided however, that the teacher may authorize payroll deduction for said fee in the same manner as provided in Paragraph I of this article. In the event that a teacher does not remit the above mentioned fee within sixty days of the commencement of school then upon notification by the Association the Board shall deduct said fee from the teachers salary as provided for in Paragraph I above and shall remit said fee to the Association treasurer as it is deducted. These fees will be earmarked for events which are a part of the total school program, such as: Honors Banquet, Retirement Banquet Funds, or similar projects.

The following statement will be included in every teachers tenure or probationary contract: I, the undersigned teacher, authorize the payroll deduction as provided in Article III, Paragraph 3 of the Master Agreement.

IV

TEACHING CONDITIONS

1. Grading periods in the Iron Mountain Public Schools shall be a 9-9-1. This means that official grades and reports to parents shall be issued at the end of the 9th week. A system has been 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 pupil achievement.
2. Teachers whose classes are being taught by special teachers may be excused from attendance by the special teacher in charge.
3. Two half days per year will be set aside for Parent-Teacher conferences in the elementary grades. These 2 ½ days to coincide with school wide in-service meetings for grades 7 through 12. Parent-Teacher conferences will be arranged at the request of teachers or parents when necessary or in conjunction with PTA meetings.
4. The school board shall provide part-time secretarial help in buildings having teaching principals.
5. Orientation for teachers who are new to the Iron Mountain School System shall be held prior to the opening of school in the fall.

6. Teachers will make out their requisitions in three carbon copies of which one will be given to their principal, one to the department head and one retained by the teacher. The Board of Education will give the proposed budget for the following year to the department heads by April first. By June first the department head will notify the teachers of those items that will not be considered in their requisitions. One month prior to the start of school, the department head will notify the teachers of the new materials available to them.
7. Dismissal time on Friday shall be made uniform for all teachers unless a class with students in attendance prohibits this.
8. The Board will maintain a reasonable pupil-teacher ratio in classrooms as recommended by North Central Association. Where class overloads are indicated the affected teachers may request a meeting of a committee of the Board, Superintendent, Principals and representatives of the Association to review the situation and seek possible remedies.
9. The school calendar should be equal for secondary and elementary.
10. Field trips - request should be made to building principals two weeks in advance.
 - a. Local trips which shall be paid for by the Board are subject to review by the Superintendent before final permission is granted.
 - b. Out of town trips the cost of which shall be shared by the Board must be approved from the very beginning with the presentation of a plan for financing any trip.

11. REDUCTION OF TEACHING STAFF

The right to make necessary reductions in a teaching staff is implied in the language of Article IV, Section 5 of the Michigan Teacher Tenure Act and is stated as follows: "Any teacher on permanent tenure whose services are terminated because of necessary reduction in personnel shall be appointed to the first vacancy in the school district for which he is certified."

Reasons for staff reduction may be defined as:

- a. Where the school district has suffered a major reduction in the amount of revenue it receives.
- b. Where there is a substantial decline in the number of students in the district.

Before action is taken to reduce staff, provisions of the existing Master Agreement should be carefully reviewed to see whether other provisions must be observed or should be changed in order for the district to operate next year with fewer teachers. Particular attention should be paid to provisions bearing on class size or pupil-teacher ratios. Teacher transfers

and assignments should be considered before staff reduction providing qualifications can meet accreditation and certification requirements.

Procedure for Staff Reduction

1. Determine areas of extra curricular and curricular to be reduced.
2. Determine financial situation and number of staff members to be reduced.
3. Tenure teachers must be given preference over probationary teachers for positions for which they are certified and qualified. The tenure act does not require that seniority be followed.
4. Areas for consideration in staff reduction shall include:
 - a. Certification
 - b. Degree status
 - c. Number of years teaching the particular grade level or subject in the Iron Mountain System.
 - d. Majors and/or minors in subject area assignments.
 - e. Written evaluations of teacher performance made by administration.
 - f. The effectiveness of the teacher in areas of creativity, classroom performance, and discipline of students.
 - g. Record of absence with exception of major illness or surgery.

All probationary contracts shall include a statement pertaining to staff reduction.

"The School District of the City of Iron Mountain may terminate this contract if it determines such action is necessary according to the provisions as stated in the Master Agreement, because of economic or other reasons."

Prior to staff reduction the association shall be given the opportunity to advise the Board with respect to such reduction before adoption.

V

VACANCIES, PROMOTIONS, ASSIGNMENTS, RETIREMENTS

1. Any vacant positions shall be posted for a period of ten (10) working days unless a shorter period of time is necessary and agreed upon by the President of the Local M, E, A, Chapter and the Professional Problems Committee. 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.
2. All teachers shall be notified in writing, not less than 30 days prior to the opening day of school, of specific teaching assignments.

Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted by their principals as soon as practicable, and prior to May 1. Such changes will be voluntary to the extent possible. The duties shall be specified within the range of duties in the areas to be taught.

3. The employment of teachers upon special certificates is to be permitted only in cases of absolute necessity or where the teacher has outstanding credentials.
4. Retirements shall become mandatory at the end of a school year in which a person has reached his or her sixty-fifth (65th) birthday. The school year shall coincide with the effective dates of the Master Contract from July 1 through June 30.

VI

ILLNESS OR DISABILITY

1. Sick Leave:

One day per month (10 days per school year) for illness, clinical examination, 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 1966 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's statement.

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. The status of the accumulative sick leave bank shall be stated on each individual teacher contract.

Illness due to compensable 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. Time lost due to the specific diseases of mumps, measles, scarlet fever, and chickenpox will not be deducted from sick leave. 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.

VII

BUSINESS DAY

1. Two days per year shall be provided each regular teacher, under contract, as a leave day to conduct legitimate personal business, professional and/or family obligations a teacher may encounter and cannot be met outside the regular school day. A statement of purpose to the Principal shall be required two weeks prior to the leave and shall have his full approval. This time shall not be used for the following purposes:
 - a. Applying for other employment.
 - b. For purposes of outside business interests.
 - c. For outside class homework or preparation that can be handled outside school hours.

Emergencies may be handled directly by the Principal.

2. 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 1/185th of the teachers annual salary exclusive of extra curricular pay received for individual teaching assignment for each day of absence. Exceptions may be granted only by action of the Board of Education.
3. If a teacher is called for jury duty he shall use his business days. After this the teacher shall be compensated at a rate of the difference between his normal pay and that provided by jury duty if this duty is extended beyond the personal day limit.
4. The M.E.A. Association shall be granted a "bank" of five days per year for the purpose of releasing its representatives from regular duty, to participate in area, state, or regional meetings of the Michigan Education Association or National Education Association. The time must be drawn from the "bank" in blocks of half or full days. The staff member must notify his building principal at least one week in advance. The Association will assume expense of substitute salary.
5. No teacher shall be gone from the teaching classroom situation in front of students for aggregate accumulation of five days per year taken from bank, personal or conference days, barring illness or injury.
6. If the teacher has no allowable sick leave then the business day may include clinical examination.

VIII

LEAVES OF ABSENCE

1. 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.
2. 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.
3. Leave of absence for extended illness or recuperation may be requested from the Board of Education.
4. Requests for extended vacations, trips abroad, conventions pertaining to business other than the teaching profession, etc., will not be granted between the opening date of school and the ending date of school as contracted. Unusual circumstances will be considered specially by the Board of Education.

IX

PROFESSIONAL IMPROVEMENT, BEHAVIOR AND MAINTENANCE OF STANDARDS

1. 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.

Local Conferences and Workshops:

- a. Application for local conferences shall be submitted to the Superintendent with cost estimates included before final approval is granted.
- b. A local conference shall be defined as within 100 miles.
- c. Car allowance will be allowed for one car when (5) five teachers or less attend the same workshop or conference. Transportation shall be pooled wherever possible.
- d. Car allowance shall be allowed at the rate of 9¢ per mile, state highway mileage to be used. Actual cost of lodging, meals, and registration fees shall be reimbursed in full.

Other Conferences and Workshops:

a. Applications for these shall be submitted to the Board far enough in advance to be handled at their regular board meeting on the third Monday of each month. They will approve or reject.

(1) The request to the Board shall include:

A. Description of conference.

B. All cost factors. (Form may be obtained from the Superintendent's or Principal's Office).

C. Value to District.

(2) Car allowance shall be allowed at the rate of 9c per mile, state highway maps to be used. Actual cost of lodging, meals, and registration fees shall be reimbursed in full.

(3) When other schools are involved, mileage costs shall be shared when possible.

(4) A brief summary of all conferences and workshops shall be submitted to the Board at its next meeting.

2. The Board and Association hereby establishes a Professional Improvement Committee consisting of three members of the Board, four members of the Negotiating Committee of the Association, and the Superintendent. The purpose of this group shall be to discuss items of mutual concern to the educational process of the school. This Committee shall meet on each third Thursday of each month at 7:30 P.M. in the Board Room of the Administration Building.

3. Teachers will comply with reasonable rules, regulations, and directions from time to time adopted by the Board or its representatives which are not inconsistent with the provisions of this Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety.

4. The Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior. The Association shall deal with ethical problems in accordance with the terms of such Code of Ethics of the Education Profession. A copy of the Code of Ethics should be attached to the Master Contract.

5. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willfull deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building. Alleged breaches of discipline of the Code of Ethics of the Education Profession shall be promptly reported to the offending teacher and to the Association. The Association will use its best efforts to correct breaches of professional behavior by any teacher

and, in appropriate cases, may institute proceedings against the offending teacher.

6. A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, warned or disciplined for any infraction of rules or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present. All materials, relative to this paragraph, distributed by the Association shall be presented to the Board and Administration before distribution.
7. Any teacher who is to be relieved of extra curricular activities will be informed prior to the action.
8. All Junior and Senior High teachers will be required to be in their respective classrooms fifteen (15) minutes before the class begins in the morning and remain in the classroom for one half (½) hour at the end of the school day, and the reverse time for elementary teachers. This time will enable students to seek help from the teacher in areas of classroom work and extra curricular activities. A teacher may find it necessary to work in the office, library, etc., but definitely should not consider this free time to be in the lounge.

X

PROFESSIONAL COMPENSATION

1. Any teacher who assumes extra class or classes shall be paid 1/6 of his base (experience level) B₁A. or M₁A. salary per extra class taught.

A review committee has been established to review hours earned beyond the bachelors & masters degree level for payment on the salary schedule. The composition of the review committee, guidelines for granting hours beyond the bachelors & masters degree, and an application form may be found as Appendix A & B of this master contract.
2. Teachers shall be paid every other Friday starting with September 10, 1971. Each regular payroll will be in the amount of 1/26th of the person's salary.

September	10 and 24	
October	8 and 22	
November	5 and 19	
December	3 and 17 and 31	
January	14 and 28	
February	11 and 25	
March	10 and 24	
April	7 and 21	
May	5 and 19	
June	2 and 16	- If available, the remainder of the contract will be paid at this time. If not available, the remainder of the contract will be paid on June 30.

3. Pre-season pay will be paid on August 25.

1/4 of the difference between the B.A. and M.A. salary will be given for each 8 hour block of credit upon acceptance in a college or university in a program leading to an approved M.A. degree within the prescribed limits.

Changes in salary for these credits will be grandfathered for all programs initiated or completed prior to November 1, 1971, from November 1, 1971 forward the above procedure applies.

4. Credits will be accepted up to September 1 and February 1 of each given year at which payrolls will be made out and remain so until next prescribed date.

5. A new teacher entering the Iron Mountain School System may be hired up to the 8th year level on the salary schedule. This limit shall be increased one year during each subsequent year until the maximum number of years is the top of the schedule. This shall not be retroactive to the present staff.

XI

INSURANCE

1. The Board shall provide 100% of hospitalization insurance for each teacher, spouse, and child, consisting of the Basic M.E.A. Super-Med plan should the teacher elect this coverage. Should the teacher elect to take a lesser hospital plan the difference will not be applicable to other types of insurance.

XII

GRIEVANCE PROCEDURE

1. 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" as defined in Section I, Page 1, may include any individual or group of teachers who are certified 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 when 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 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 appeal or the right of arbitration as defined in Act No. 379, the 1965 amendment to the Hutchinson Act. If the Association is not satisfied with the disposition of the grievance by the Board, the grievance may be submitted to arbitration before an impartial arbitrator. The fees and expenses of the arbitrator shall be shared equally by the parties.

2. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

3. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. In the administration of the grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.

4. Should any grievance arise, the same shall be brought to Step 1 of the Grievance Procedure by the affected teacher(s) within five (5) school days of occurrence.

Step 1 By conference between the aggrieved teacher(s), Association Representative, or both and his principal. If not resolved then,

Step 2 By conference between the teacher(s), Association Representative, the Principal and the Superintendent or his designee.*

Step 3 By conference between the Board of Education and such Association representatives as designated by the Association. The Board will be notified of the intent to invoke Step 3 and the meeting shall occur within ten (10) school days.

Step 4 In the event the grievance is not settled through Step 3, it shall be referred to an impartial arbitrator agreeable to both parties for binding settlement. If no agreement can be reached as to the selection of an arbitrator the issue shall be referred to the American Arbitration Board for binding settlement.

In each step of this process the Grievance must be reduced to writing.

XIII

NEGOTIATING PROCEDURES

1. It is contemplated that terms and conditions of employment provided in this agreement shall remain in effect until altered by mutual special nature of the public educational process, it is likewise recognized that matters may from time to time arise of vital mutual concern of the parties which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion of such matters be provided. The parties accordingly undertake to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters. Negotiations must begin by March 1.
2. While no final agreement shall be executed without ratification by the Association, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.
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 or take any other lawful measures.

*Steps 1 and 2 shall be completed within five (5) school days. If not settled through Step 2, the teacher(s), within ten (10) days after Step 2, effect Step 3.

1971-72 Salary Schedule

Years Exp.	B.A.	M.A.	M.A. + 8	M.A. + 16
	1.04	1.05	1.052	1.054
0	7,650	8,250	8,350	8,450
1	7,956	8,663	8,784	8,906
2	8,274	9,096	9,241	9,387
3	8,605	9,551	9,722	9,894
4	8,949	10,029	10,228	10,428
5	9,307	10,530	10,760	10,991
6	9,679	11,057	11,320	11,585
7	10,066	11,610	11,909	12,211
8	10,469	12,191	12,528	12,870
9	10,888	12,801	13,179	13,565

IRON MOUNTAIN HIGH SCHOOL ATHLETIC DEPARTMENT

COACHING & WORKERS' SALARIES

Athletic Director	*10%	Plus Release Hour
Varsity Football	10%	3 Weeks = Pre-school = Pro-Rated (Meaning: the same salary as 3 weeks of regular salary)
Varsity Assistant Football	7%	
J. V. Football	7%	
Assistant J. V. Football	6%	
Frosh Football	5%	1 week = Pre-school = Pro-Rated
Assistant Frosh Football	3%	
Jr. High Football	4%	
Assistant Jr. High Football	2%	
Cross Country	4%	
Varsity Basketball	10%	1 week for Holiday (Pro-Rated)
J. V. Basketball	7%	1 week for Holiday (Pro-Rated)
Jr. High Basketball	4%	
Wrestling	10%	1 week for Holiday (Pro-rated)
Assistant Wrestling	7%	1 week for Holiday (Pro-rated)
Tennis	4%	
Golf	4%	
Track	6%	
Assistant Track	4%	
Skiing	4%	
Gymnastics	7%	
Cheerleading	2%	
Girl's Athletic Association	3%	
Assistant for Girl's Athletics	3%	
Ticket Personnel	\$3.00	Based on approximately 3 hours per worker = per game
Scoring Personnel	per hour	
Ushering & Crowd Control	\$2.00 per hr.	

* (% - is to read) - % of starting base salary!

EXTRA CURRICULAR ACTIVITIES

<u>East Elementary Library</u>	<u>50.00</u>
	<u>100.00</u>
<u>Argonaut</u>	<u>100.00</u>
<u>Debate</u>	<u>125.00</u>
<u>Dramatics</u>	<u>225.00</u>
<u>Forensics</u>	<u>100.00</u>
<u>Junior Class</u>	<u>200.00</u>
<u>Mountaineer</u>	<u>150.00</u>
<u>Senior Class</u>	<u>200.00</u>

IRON MOUNTAIN CITY SCHOOLS
SCHOOL CALENDAR FOR YEAR 1971-72

September 7 (Tuesday) In-Service for staff

September 8 (Wednesday) Classes resume for all students

October 1 (Friday) 4th Friday membership count

November 5 (Friday) End of 1st 9 week marking period

November 24 (Wednesday) 4:00 P.M. Thanksgiving recess begins

November 29 (Monday) Classes resume

December 21 (Tuesday) 4:00 P.M. Christmas recess begins

January 3 (Monday) Classes resume

January 28 (Friday) End of 1st semester

February 16 (Wednesday) Inservice Day - Noon dismissal

March 15 (Wednesday) Inservice Day - Noon dismissal

March 30 (Thursday) 4:00 P.M. Easter recess begins

April 5 (Wednesday) Classes resume

April 7 (Friday) End of 3rd marking period

April 19 (Wednesday) Inservice Day - Noon dismissal

May 17 (Wednesday) Inservice Day - Noon dismissal

May 29 (Monday) Memorial Day - no school

June 7 (Wednesday) Last day of classes for students

June 8 (Thursday) Teachers day for grading & reports

June 9 (Friday) Distribution of report cards School closes at 12:00 Noon

<u>School Month</u>	<u>Membership Days</u>	<u>Working Days</u>
September	17	18
October	21	21
November	20	20
December	15	15
January	21	21
February	20½	21
March	21½	22
April	17½	18
May	21½	22
June	5	7
	<u>180</u> TOTAL	<u>185</u> TOTAL

MASTER TEACHING CONTRACT

IRON MOUNTAIN CITY SCHOOLS

The ratification of this agreement with full endorsement of both parties, is hereby concluded on the _____ day of _____, 1971.

Board of Education

Iron Mountain Education Association

_____	President	_____
_____	Secretary	_____
_____		_____
_____		_____
_____		_____
_____		_____
_____		_____

The Michigan Teachers' Code

Obligation to Pupils

The primary consideration of the educator should be the present and future welfare of the pupils placed in his charge. He should seek to prepare pupils to be socially and economically efficient in the home, school, and community, and to be personally happy as a member of society.

Obligation to Parents

The educator, recognizing the authority of the parent over the pupil, should be willing to share this responsibility and cooperate with the parents for the best interest of the child.

Obligation to the Public

The educator should consider himself in a position of public trust and should, therefore, conduct himself so that he increases respect for his profession and for public education. Realizing his responsibility for leadership, the educator should be ready to counsel and confer with all who have an interest in education.

Obligation to Profession

The educator should at all times maintain an attitude of constructive cooperation, guiding those under his direction, assisting his associates, and respecting the leadership of those charged with responsibility. By recognizing the dignity of the profession, he should help to maintain a high standard of loyalty and service.



- MICHIGAN EDUCATION ASSOCIATION -

PROFESSIONAL IMPROVEMENT COMMITTEE

"The Iron Mountain School System believes in professional improvement and is willing to compensate for broad and varied experience which are relevant to education."

This need being recognized, education is encouraged beyond the degree now held.

GUIDELINES

1. To encourage a selection of professional work which will keep abreast of changes and innovations in the teaching field.
2. To encourage course work to be taken within the subject matter or field presently assigned. Courses selected outside the field presently being taught need to be reviewed with the Professional Improvement Committee for approval.
 - a. The committee will meet in September, January, and May to review course applications.
 - b. Special meetings will be called by the committee as required (e.g. random or special courses by a special notice during the school year).
3. Credits earned for payment regarding Masters + 8 or Masters + 16 schedules, etc., must be earned after the issuance of the Masters Degree.
4. The Professional Improvement Committee will consist of the following representation: 1 Primary Teacher, 1 Upper Elementary Teacher, 1 Junior High Teacher, 1 Senior High Teacher, 1 Principal (K-8), 1 Principal (9-12), the Superintendent, and ex officio member of the Negotiating Committee (Chairman of Negotiating Team).
 - a. A Quorum consists of four members of the Professional Improvement Committee (must include one Administrator) to vote.

- b. Decisions require a simple majority of the total committee membership.
- c. Teacher representation to be appointed by the local M. E. A. Chapter and the Administrative representation selected by the Superintendent and Principals.

*Application forms obtainable at Superintendent's Office.

PROFESSIONAL IMPROVEMENT APPLICATION

Name _____ Address _____

School _____ Date _____

Present Teaching Assignment _____

Teaching Major _____ Teaching Minor _____

Date Course Begins _____

<u>College or University</u>	<u>Courses</u>	<u>Semester Credits (Indicate Graduate or Undergraduate Level.)</u>
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_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Have you received credit for any of the above listed courses before? _____

Teacher's Comments: (Use the back of this sheet for additional comments.)

Recommended for approval _____ No recommend for approval _____

Professional Improvement Committee:

- | | |
|----------|----------|
| 1. _____ | 5. _____ |
| 2. _____ | 6. _____ |
| 3. _____ | 7. _____ |
| 4. _____ | 8. _____ |

Approved by:

Edward H. Kukuk
Superintendent of Schools

Three copies of this application form are to be submitted to the Superintendent of Schools before the course begins: 1 copy to the Superintendent, 1 copy to the Professional Improvement Committee, and 1 copy to the teacher. Credits will be recorded upon receipt of Official Transcript after course is completed.