

Agreement

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MEA
1216 Kerdale
East Lansing
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11/14/71-6/30/72

Ishpeming, City of, Public School District No. 1

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AGREEMENT

1 THIS AGREEMENT entered into this 14th day of November,
2 1971, by and between the Board of Education of the City of
3 Ishpeming, Michigan, School District No. 1, hereinafter called
4 the "District", and the Ishpeming Education Association, here-
5 inafter called the "Association."

ARTICLE I - PURPOSE AND INTENT

1 The District and the Association recognize: that their
2 individual and joint objective should be to provide a quality educa-
3 tion to the children of the District: that the quality of education
4 provided greatly depends upon the dedication and morale of the
5 teaching staff and upon the expertise, effectiveness and
6 efficiency of the administration: and, further, that this
7 objective must be accomplished within a budget determined by means
8 and methods outside of the control of either of them.

9 Being engaged in a mutual endeavor in the public
10 interest, the District and the Association recognize that the
11 members of the teaching profession are particularly qualified to
12 assist in formulating policies and programs designed to improve
13 educational standards and encourage, to the fullest extent, fair
14 and harmonious relations between their respective representatives
15 at all levels, and among all employees of the District whether or
16 not they be covered by this Agreement.

17 In the above spirit and pursuant to the requirements
18 of Act 336 of the Michigan Public Acts of 1947, as amended by
19 Act 379 of the Michigan Public Acts of 1965, the District and
20 the Association herein set forth all their agreement with respect
21 to the wages, hours and other terms and conditions of employ-
22 ment of members of the Association who are covered here by,
23 insofar as such matters are not controlled by applicable
24 Michigan Laws.

ARTICLE II - RECOGNITION OF THE DISTRICT'S RIGHTS

1 Subject to the terms of this Agreement, the District re-
2 tains exclusively all its legal, customary and normal functions of
3 management of the affairs of the District, including, but not limit-
4 ed to, the determination of the number and types of schools and the
5 location, schedule, curriculum and staffing, thereof, the hiring,
6 transfer, promotion and demotion of its teachers, the establish-
7 ment and enforcement of rules to maintain efficiency of and
8 discipline among its teachers and the suspension, discipline, and
9 discharge of its teachers for proper cause: provided, however, that
10 in the exercise of such functions the District will not discriminate
11 against any teacher because of membership or non-membership in the
12 Association.

13 The exercise of the foregoing powers, right, authority,
14 duties and responsibilities by the Board, the adoption of policies,
15 rules, regulations and practices in furtherance thereof, and the
16 use of judgment and discretion in connection therewith shall be
17 limited only by the specific and express terms of this agreement
18 and then only to the extent such specific and express terms hereof
19 are in conformance with the Constitution and laws of the State of
20 Michigan, and the Constitution and laws of the United States.

16 Nothing contained herein shall be considered to deny
17 or restrict the Board of its rights, responsibilities, and
18 authority under the Michigan General School Laws or any other
19 national, state, county, district, or local laws or regulations
20 as they pertain to education.

ARTICLE III - RECOGNITION OF THE ASSOCIATION'S STATUS

Section 1

1 Pursuant to and in accordance with all applicable
2 provisions of Act 336 of the Michigan Public Acts of 1947, as
3 amended by Act 379 of the Michigan Public Acts of 1965, the District
4 recognizes the Association as the exclusive representative for the
5 purpose of collective bargaining with respect to the wages, hours
6 and other terms and conditions of employment, for the term of this
7 Agreement, of all certificated teachers, guidance counsellors and
8 librarians, but specifically excluding the superintendent,
9 principals, business manager, nurse, custodians, temporary teachers
10 and substitute teachers, teacher-aides, office, clerical and other
11 non-professional employees.

Section 2

Professional Dues or Fees and Payroll Deductions

1 A. Any teacher who is a member of the Association, or who
2 has applied for membership, may sign and deliver to the Board an
3 assignment authorizing deduction of Professional Dues in the Assoc-
4 iation which sum shall be in the amount of \$115.00 for the school
5 year 1970-71. Pursuant to such authorization, the Board shall
6 deduct one-tenth of such Dues from the second regular salary
7 check of the teacher each month for ten months, beginning in
8 September and ending in June of each year. Deductions for
9 teachers employed after the commencement of the school year shall
10 be appropriately prorated to complete payments by the following
11 June.

12 B. Any teacher who is not a member of the Association in good
13 standing or who does not make application for membership within
14 thirty days from the date of commencement of teaching duties shall,
15 as a condition of employment, pay as a Representation Benefit
16 Fee to the Association an amount equal to the Professional Dues
17 of the Association. Provided, however, that the teacher may
18 authorize payroll deduction for such fee in the same manner as
19 provided in the above paragraph A. In the event that a teacher
20 shall not pay such Representation Benefit Fee directly to the
21 Association or authorize payment through payroll deductions, as
22 provided in the above paragraph, the Board shall cause the
23 termination of employment of such teacher.

1 C. The procedure in all cases of discharge for violation of
2 this Article shall be as follows:

3 1. The Association shall notify the teacher of non compliance
4 by certified mail, return receipt requested. Said notice shall
5 detail the non compliance and shall provide ten (10) days for
6 compliance, and shall further advise the recipient that a request for
7 discharge will be filed with the Board in the event compliance is not
8 effected.

9 2. If the teacher fails to comply, the Association may file
10 charges in writing, with the Board, and shall request termination of
11 the teacher's employment. A copy of the notice of non compliance and
12 proof of service shall be attached to said charges.

13 3. The Board, only upon receipt of said charges and request
14 for termination, shall conduct a hearing on said charges, and to the
15 extent that said teacher is protected by the provisions of the Michigan
16 Tenure of Teachers Act, all proceedings shall be in accordance with
17 said Act. In the event of compliance at any time prior to discharge,
18 charges may be withdrawn. The Association, in the processing of
19 charges agrees not to discriminate between various persons who may
20 have refused to pay the Professional Dues and/or Representation
21 Benefit Fee.

22 D. With respect to all sums deducted by the Board pursuant to
23 authorization of the employee, whether for Professional Dues or Repre-
24 sentation Benefit Fee, the Board agrees promptly to disburse said sums
25 upon direction of the Association.

26 E. This Article shall be effective retroactively to the date of
27 this Agreement and all sums payable hereunder shall be determined
28 from said date.

29 F. The Association agrees that if any portion of payments
30 made in behalf of an employee who is not a member of the Association
31 shall be held invalid under the rule declared by the Michigan Court of
32 Appeals or the Michigan Supreme Court, the Association shall hold
33 the Board harmless therefor and shall undertake to repay such amounts
34 to the employees involved. This paragraph shall be of no force and
35 effect in the event the foregoing decision is reversed by the Supreme
36 Court of Michigan.

Section 3

1 The teachers who are covered by this Agreement will be
2 represented by a Professional Negotiation Committee of five (5)
3 such teachers elected by the Association in any manner it deter-
4 mines. The Association shall keep the Superintendent of Schools
5 currently advised, in writing, of the members of the Professional
6 Negotiation Committee, and only such teachers shall be recognized
7 by the District as representatives of the Association. Either
8 party may have such consultants or other persons as it may deem
9 necessary at any meetings between the parties.

ARTICLE IV - SALARIES

Section 1

10 The salary schedule for teachers covered hereby is set forth
11 in Appendix A, which is attached hereto and is incorporated herein
12 by reference.

ARTICLE V - TEACHING SCHEDULES

Section 1

13 It is the policy of the District to consider its present
14 teaching schedules as the normal daily and weekly work schedule.
15 Permanent changes in schedules, in excess of those referred to
16 herein, shall be discussed with the Association prior to their
17 establishment.

Section 2

1 The schedules referred to in Section 1 above are as follows:

2 A. Hours per day:

3	High School	6 hours - 35 minutes
4	C. L. Phelps	6-1/2 hours
5	Elementary	6 hours

6 B. Hours per week: High School

- 7 1. 25 teaching periods of 1 hour each.
8 2. 5 non-teaching periods of 1 hour each, except
9 that in any 5-week period, 5 of the non-teaching
10 periods may be assigned supervisory periods.
11 3. High School Teachers will not be required to
12 supervise the study hall after 3:35 P.M.

13 C. Hours per week: C. L. Phelps

- 14 1. 25 teaching periods of 55 minutes each.
15 2. 5 non-teaching periods of 55 minutes each, except
16 that in any 4 week period one of the non-teaching
17 periods may be assigned to a study hall.

18 D. Hours per week: Elementary Schools

- 19 1. 26 teaching hours.
20 2. 5 non-teaching hours.

21 E. The teaching schedule includes a total of 135 days to
22 insure 180 days of instruction.

23 F. Teachers may leave the building following the dismissal
24 of the students on the day before any vacation period provid-
25 ing rooms are in order.

26 G. It is within the discretion of the administration to
27 require attendance at meetings and professional inservice
28 sessions. Up to two and one-half hours per month beyond the
29 normal day, not accumulative, may be required for such
30 meetings and activities.

1 Absence from such meetings shall be cleared with the
2 building principals.

Section 3

3 In addition to the hours and periods referred to, each
4 teacher will be allowed at least a 1/2-hour period daily for
5 lunch, which period will be duty free: Any change in the present
6 schedule shall be discussed with the Association.

Section 4

7 Tenure teachers shall not be required to report prior to the
8 opening day of school in September or to remain after school ends
9 in June without compensation therefor.

ARTICLE VI - LEAVES

Section 1

10 Leaves of absence with pay

11 It is the policy of the District to permit absence from
12 teaching duties under the circumstances hereinafter set forth.
13 Any changes in such policy shall be discussed with the Association
14 prior to establishment.

Section 2

15 1. Teachers will be granted a maximum of ten days per contract
16 year for personal illness or illness in their families living
17 in the same household. A teacher may accumulate any unused
18 days, up to a maximum of 150 days for personal illness in
19 future years. The Board will permit an advance of 20 days of
20 sick leave, but will deduct the amount used at that

- 1 teacher's salary from the June check. This amount will be
2 refunded with the September check. Unused sick leave, up to
3 the maximums allowed by this contract, may be transferred
4 from another District providing no payment was made by the
5 previous employer for any unused sick leave. In the event
6 of an interrupted teaching experience, accumulated sick
7 leave will be granted, providing the interruption was no
8 more than 5 years.
- 9 2. Members of the bargaining unit will be granted leaves up to
10 five days for a death in the immediate family with the
11 provision that the time used is at time of death or burial
12 of deceased.
13 Immediate family is deemed to include spouse, children,
14 parents, and parents of spouse. Members of the bargaining
15 unit will be granted leaves up to 3 days at the time of
16 death or burial of deceased for a death of grandparents,
17 brothers, sisters of the teacher, son-in-law, daughter-in-
18 law, grandchildren, brother-in-law, sister-in-law, and any
19 person who has made residence with the family within the
20 past 3 years. This will not be deducted from sick leave.
- 21 3. Teachers will be granted such time as may be required for
22 their appearance in court on behalf of the District, or on
23 their own behalf in any action by them against a third party,
24 or against them by a third party, which action arises out
25 of the performance of their teaching duties.
- 26 4. The District may grant time under the provisions of this
27 subsection 2, for visitations to other schools or attendance
28 at educational conferences or conventions.
- 29 5. Teachers will be granted a leave of absence for two days in
30 each contract year for personal reasons. These days shall
31 be cleared by the administration and shall not be used before
32 or after a vacation period except in an emergency. Unused
33 personal business days will be added to accumulated sick
34 leave days to a maximum of 150 days.

- 1 6. Tenure teachers will be granted a leave of absence for
2 the purpose of taking a Selective Service physical
3 examination.
- 4 7. Members of the bargaining unit will be granted leaves of
5 absence required for the performance of jury duty and
6 shall be entitled to pay for such time, less, however,
7 any amounts received as payment for jury duty.
- 8 8. The President of the Ishpeming Teachers' Association
9 will be granted 7 days of leave for use of designated
10 members in attendance at any Association meetings.

Section 3

Leaves of absence without pay

- 11 1. Leaves of absence without pay for periods of up to one
12 year will be granted, without loss of salary increment,
13 and where proper replacements are available, for:
14 studies relating to the teacher's license field:
15 studies to meet eligibility requirements for a license
16 in the field of education not held by a teacher:
17 study, research or special teaching assignment involving
18 advantage to the school system: officers of the MEA or
19 NEA for performance of official duties. Written notice
20 to the District of intention to return from a leave of
21 absence must be submitted by the teacher. Such notice
22 must be by registered mail and post marked no later than
23 June 15. The District is under no obligation to hold
24 the position in the event no notice is submitted.
- 25 2. A maternity leave of absence will be granted commencing
26 not later than the 5th month of pregnancy and terminating
27 no less than 5 months after the birth of the child.
28 Such notice will be made in writing. The time of
29 commencement may be extended by the Superintendent to
30 facilitate the best use of the school instructional
31 schedule.
- 32 3. A leave of absence for up to one year will be granted to
33 teachers to serve in a public office.
- 34 4. A tenure teacher whose personal illness extends beyond
35 the period compensated under Paragraph 1, subsection 2,
36 above will be granted a leave of absence up to three
37 years. Upon return from such a leave the teacher will
38 be assigned to the same or substantially equivalent
39 position if available, but with not more than one year
40 advance in salary schedule.

1. 5. Rehired former District employees who have absented
2 themselves from the system for no more than five years
3 shall be on probation, within the definitions of the
4 Tenure Law. These employees
5 shall have their accumulated sick leave restored to them.

ARTICLE VII - PROMOTIONS, TRANSFERS,
ASSIGNMENTS AND SEVERANCE PAY OPTIONS

Section 1

6 It is the policy of the District, when it believes all
7 factors to be equal, to make promotions from within its own
8 teaching staff. The District will post dated notices of
9 vacancies and additions in teaching or related positions
10 in each school building for and until ten (10) days prior to the
11 permanent assignment of a teacher to such position. The
12 District will notify each applicant of the person to be
13 assigned to the vacancy or additional opening prior to a
14 general announcement.

Section 2

15 In the event that transfers of teachers to another
16 school are required the District will post a notice of such
17 transfer in the same manner as Section 1 above. Teachers
18 may indicate to the District their desire to be considered
19 for such transfer.

Section 3

20 Teachers affected by a change in grade assignments in
21 the elementary schools and subject assignment in the second-
22 ary schools will be notified by their principals as soon as
23 practicable and by June 1st if possible.

Section 4

1 Teachers shall meet North Central Association of
2 Colleges and Secondary Schools accreditation standards. No
3 teacher shall be granted a contract with less than a
4 Bachelors Degree and full certification by the State Depart-
5 ment of Education. Teachers must file a copy of their
6 certificate, registered by the Marquette-Alger Intermediate
7 Office, in the Superintendent's office before beginning
8 employment.

Section 5

9 Teachers, except temporarily and for good cause, will
10 be assigned to duties within the scope of their teaching
11 certificates or their major or minor field of study.

Section 6

12 The District will cooperate with the Association in
13 making available to the teachers such information as it may
14 acquire concerning positions and opportunities in or under
15 State and Federal educational programs.

Section 7

16 Upon retirement from the profession, while an employee
of the District, or death while an active teacher in the
District, a teacher or his beneficiary or legal representative
will have the option of selecting any one of the following
payments:

- 1 1. The accumulated number of days of unused sick leave,
2 credited to the teacher, times \$12.50 not to exceed
3 a maximum of \$1,875.00.
- 4 2. A teacher who has been employed by the District for
5 10 years shall be paid one week's current salary plus
6 one day's current salary for each year of employment
7 by the District in excess of 10 years, up to a maximum
8 of Five Hundred Dollars.
- 9 Teachers shall designate a beneficiary for these plans.

Section 8

- 10 Any non-tenure teacher dismissed, may upon written request,
11 obtain a written statement of the reason for his dismissal.

ARTICLE VIII - MISCELLANEOUS

Section 1

- 12 The provisions of this Agreement and the wages, hours, terms
13 and conditions of employment shall be applied without regard to
14 race, creed, religion, color, national origin, age, sex or
15 marital status or membership in or association with the activities
16 of any employee organization. The District and the Association
17 pledge themselves to seek to extend the advantages of public
18 education to every student without regard to race, creed, religion,
19 sex, color or national origin and to seek to achieve full equality
20 of educational opportunity to all pupils.

Section 2

- 21 The Association and its members shall have the right to
22 use school facilities for meetings at such times and at such
23 locations as may be approved by the Superintendent.

Section 3

1 The District agrees to furnish to the Association in
2 response to reasonable requests from time to time such
3 available information concerning the financial resources of
4 the District, tentative budgetary requirements and allocations
5 as will assist the Association in determining the financial
6 condition of the District.

Section 4

7 The District will reimburse a teacher for any malicious
8 damage or destruction to clothing or personal articles
9 (excluding automobiles) arising out of the performance of his
10 duties.

11 The District will provide legal counsel, if required, for
12 the defense of any teacher in any proceeding which arises out of
13 any reasonable disciplinary action taken by the teacher against
14 a student. The administration shall be provided with a written
15 account of the incident within one day of the incident.

Section 5

16 Male teachers may remove their suitcoats in the classroom
17 if uncomfortable conditions so warrant and provided the teacher
18 is wearing a dress shirt. All teachers are to present a well
19 groomed appearance in keeping with one to set a good example
20 for the students.

Section 6

21 Teachers will not be required to drive a school bus as
22 part of their regular duties.

Section 7

23 Telephone facilities will be available to teachers for their
24 reasonable use. Teachers are expected to use discretion in the
25 use of telephone facilities.

Section 8

1 Any complaints to the administration by a parent of a
2 student directed toward a teacher shall be promptly called to
3 the teacher's attention.

Section 9

4 The District further recognizes that the teacher may not
5 fairly be expected to assume the role of warden or custodian
6 (unless qualified and assigned to such position) for emotionally
7 disturbed students, identified as such, nor to be charged with
8 responsibility for psychotherapy. Whenever it appears that a
9 particular pupil requires the attention of special counsellors,
10 social workers, law enforcement personnel, physicians or other
11 professional persons, the District will take reasonable steps to
12 relieve the teacher of responsibilities with respect to such pupil.

Section 10

13 Whenever a teacher is evaluated by an administrator, the
14 teacher shall receive a copy of the evaluation within 5 days
15 of the evaluation. There shall be room on the evaluation sheet
16 for teacher's comments. Any unsatisfactory ratings shall be
17 accompanied by suggestions for improvement.

18 Each teacher shall have the right upon request to review
19 the contents of his own personnel file. A representative of
20 the Association may be requested by the teacher to accompany
21 the teacher in such a review.

Section 11

22 If Board action makes it necessary to curtail the number
23 of professional employees in the District, the following criteria
24 shall be used to determine who will be retained as an employee:

- 25 Years of Service - - - 30 points
26 Hours of Credit - - - - 35 points
27 Rating of Administration - - 35 points

1 Years of service shall mean the last continuous service
2 in the District. One point will be given for each year of
3 service to a maximum of 30 points.

4 Hours of credit shall be distributed as follows:

5 1/2 point for each of the first 20 hours beyond B.A.
6 1 point for each of the next 25 hours.

7 The teacher with the highest cumulative number of points
8 would be retained.

9 If curtailment takes place in grades K - 6 no teacher shall
10 move up or down more than two grades.

Section 12

11 Beginning with August 29, 1970, any hours earned beyond
12 a Masters Degree must be in the teacher's field of teaching,
13 be approved by a University as applicable toward a Specialist
14 or Doctors Degree or be with the approval of the Superintendent
15 of Schools.

Section 13

16 The Board recognizes the need in each school for adequate
17 lunchroom, restroom and private lavatory facilities and at
18 least one room of adequate size appropriately furnished with
19 facilities for refreshments which shall be used as a faculty
20 lounge.

Section 14

21 Teachers shall submit a written report to their principal
22 on forms provided pertaining to all accidents suffered by a
23 student while under their supervision.

Section 15

1 Any teacher who has had his certified teaching experience
2 interrupted by military experience shall be granted up to two
3 years maximum on the salary schedule.

ARTICLE IX - PROFESSIONAL
GRIEVANCE PROCEDURE

Section 1

4 The primary purpose of the procedure herein set forth is
5 to provide a prompt settlement of any grievances arising between
6 the parties.

7 "Grievance" as used in this agreement is limited to a
8 complaint which has not been settled as a result of the
9 discussions required by Step 1 and which involves the inter-
10 pretation or application of or compliance with the provisions
11 of this agreement.

12 Both parties agree that these proceedings shall be kept
13 as confidential as may be appropriate at any step of such
14 procedure. Nothing contained herein shall be construed as
15 limiting the right of any teacher having a grievance to discuss
16 the matter informally with any appropriate member of the
17 administrative staff.

Section 2

18 The grievance procedure shall be as follows:
19 Step 1. The aggrieved teacher shall discuss the
20 matter with his immediate principal, either
21 individually or with his Association representative.
22 If an additional administrator is requested, he
23 may be present. The grievance must be presented

1 to the principal within 5 days after the teacher
2 knew or should have known if he exercised reason-
3 able diligence and attention that the cause of the
4 grievance had occurred in order to become the basis
5 of action. If the complaint is not resolved within
6 3 days following this meeting, it may be reduced to
7 writing and appealed to Step 2 of this procedure.
8 If the decision reached in Step 1 is not appealed
9 within 3 days from such decision, the matter shall
10 be considered settled.

11 Step 2. The grievance shall be discussed between
12 the teacher and/or member or members of the Profess-
13 ional Rights and Responsibilities Committee, here-
14 inafter referred to as PR & R Committee, and the
15 Superintendent of Schools together with such other
16 persons as either party may designate. Each grievance
17 appealed to Step 2 shall be in writing and contain
18 a clear and concise statement of the subject matter
19 of the grievance, the relief sought and the Section
20 and Subsection under which he believes himself entitled
21 to relief. The discussions mentioned above shall be
22 held within 5 days of receipt of the written grievance
23 by the Superintendent. Processing of the grievance
24 on the part of the teacher or teachers shall be under
25 full control of the PR & R Committee.

1 Grievances not decided within 5 days may be appealed
2 to Step 3. Grievances not appealed from a decision
3 rendered under Step 2 within 5 days from the date of
4 the decision shall be considered settled on the basis
5 of that decision.

6 Step 3. Upon written notice of appeal from any
7 decision rendered under Step 2, the grievance shall be
8 discussed between the teacher and/or members of the
9 PR & R Committee and members of the Board of Education
10 appointed for such purpose. The discussion mentioned
11 above shall be held within 5 days after receipt by the
12 Superintendent of the written appeal. In the event
13 neither party determines that mediation is necessary
14 within 30 days from the first Step 3 meeting, the
15 grievance shall be considered settled on the basis
16 of the decision last made.

17 At the request of either party an additional
18 Step 3 meeting may be held by a panel consisting of a
19 member of the Association, a member of the Board of
20 Education and a third person to be mutually selected
21 by the Association member and the Board member. A
22 majority of this panel shall submit a written recom-
23 mendation as to the disposition of the grievance to
24 the parties.

25 Step 4. At any time within the 30-day period following
26 the first Step 3 meeting, either party may invoke the
27 provisions for the mediation of grievances being
28 Section 7 of Act 336 of the Public Acts of 1947, as
29 amended.

Section 3

- 1 1. The grievance discussed and the decision rendered
2 at level one shall both be placed in writing upon request of
3 either party.
- 4 2. All documents, communications, and records dealing
5 with a grievance shall be filed separately from the personnel
6 files of the participants.
- 7 3. Forms for filing and processing grievances shall
8 be designated by the Superintendent and the PR & R Committee,
9 shall be prepared by the Superintendent, and shall be given
10 appropriate distribution so as to facilitate the operation of
11 the grievance procedure.
- 12 4. The grievant shall be given access to all records
13 and available information needed to process his grievance ex-
14 cept personnel files of other staff members.
- 15 5. Failure at any step of this procedure to communicate
16 the decision on a grievance within the specified time limits
17 shall permit the aggrieved teacher to proceed to the next step.
18 Failure at any step of this procedure to appeal a grievance
19 to the next step within the specified time limits shall be
20 deemed to be acceptance of the decision rendered at that step.
- 21 6. All days referred to in this procedure shall be
22 school days.
- 23 7. Grievance meetings beyond Step 1 shall be held at
24 mutually agreeable times and places.

1 8. During each school quarter the Professional
2 Negotiating Committee and the administrative staff together
3 with a member of the Board of Education, may meet to discuss
4 the administration of this agreement and any problems which
5 either party believes exists or may occur in the operation of
6 the School District. An agenda shall be prepared by the
7 parties covering the subjects to be discussed at least a
8 week prior to the meeting.

9 9. Non-economic items to be included in negotiations
10 for the 1972-73 school year must be presented by both parties
11 on or before April 1, 1972. In the event items, unforeseen,
12 may develop after April 1 - such items may be included before
13 the end of the school year.

ARTICLE X - TERM OF THIS AGREEMENT

This agreement shall become effective November 14, 1971,
and it shall remain in full force and effect until June 30, 1972.

All items to be negotiated for any succeeding contract shall be presented in writing to the other party on or before the final day of school, 1972.

In the event the Federal Pay Board approves retroactive payment on the attached salary schedule, this agreement becomes effective on September 7, 1971.

Ishpeming Education Association
By Its P.N. Committee:

Board of Education of
the City of Ishpeming:

Chairman

President

President

Secretary

ISHPEMING PUBLIC SCHOOLS
1971-72

Years of Experience	A.B. Degree B.S. Degree	A.B.+15 Hrs. B.S.+15 Hrs.	M.A. Degree M.S. Degree	M.A.+15 M.S.+15
0	7,833	8,225	8,617	9,009
1	8,146	8,538	8,930	9,322
2	8,459	8,851	9,243	9,635
3	8,772	9,164	9,556	9,948
4	9,085	9,477	9,869	10,261
5	9,398	9,790	10,182	10,574
6	9,711	10,103	10,495	10,887
7	10,024	10,416	10,808	11,200
8	10,337	10,729	11,121	11,513
9	10,650	11,042	11,434	11,826
10	10,963	11,355	11,747	12,139
11	11,276	11,668	12,060	12,452
12		11,981	12,373	12,765
13			12,686	13,078
14				13,391
20	11,539	12,294	12,999	13,704
25	11,902	12,607	13,312	14,017

APPENDIX A

Part 2

The Board of Education of the Ishpeming School District hereby agrees to purchase full family health insurance for each interested employee from one company mutually agreed upon by the Board and the Association. The Board of Education also agrees to purchase \$10,000 life insurance for each full time employee, the company to be designated by the Board. It is further agreed that the Board will purchase life insurance on a pro-rated basis for part time employees accepted as part of the bargaining unit. It is also understood that the Board will insure any new additional employee in the same amount with an additional contribution to cover the cost. All the above insurance benefits will be paid by the Board up to a maximum cost of \$50,000.00 based on the number of current employees.

Any increase in cost, above the \$50,000.00 maximum, during the 1971-72 school year will be absorbed by the employees on an individual basis.

Employees continuing in the employment of this District will be covered on a twelve month basis.

Employees discontinuing their employment in the District will be dropped effective on the first of the month following the date of their resignation.

New employees, acceptable as members of the bargaining unit, will receive insurance coverage effective when school commences in the fall or immediately if their employment begins during the regular school year.

APPENDIX A - PART 3
SUPPLEMENTAL PAY SCHEDULE

PER CENT	ACTIVITY	PER CENT	ACTIVITY
	<u>Football</u>		<u>Plays</u>
10%	- Varsity	1.3%	- Christmas-high school
6%	- Assistant	1.3%	- Christmas-junior high
6%	- Assistant (if faculty)	2.2%	- Senior Class Play
	Flat fee if student (\$100 per week)		
5%	- Junior Varsity	6%	- <u>Yearbook</u>
4%	- JV Assistant	2%	- <u>Class Advisers (4)</u>
4%	- Junior high (if faculty)	2%	- <u>Cheerleaders-Senior high</u>
	Flat fee if student (\$200)	2%	- <u>Cheerleaders-Junior high</u>
	<u>Basketball</u>		
11%	- Varsity	3%	- <u>Student Council Finance</u>
6%	- Junior Varsity	4%	- <u>Library-Phelps</u>
5%	- Freshman		<u>3 Weeks Pre-Season Football-at</u> Salary
5%	- Junior High		<u>3 Weeks Band-Phelps-at</u> Salary
	<u>Track</u>		<u>Driver Education</u> In Car - \$6.79 per hour In Class - \$3.03 per hour
7%	- Varsity		Working at Activities-Admission Charged
5%	- Assistant		<u>H.S. Football</u> - \$7.88/game
4%	- Junior High		<u>H.S. Basketball Sr.</u> -\$10.50/game
	<u>Cross Country</u>		<u>JR. H.S. Basketball</u> - \$7.88/game
5%	- <u>Skiing</u>		<u>H.S. Timers</u> - \$12.08/game or meet
4%	- <u>Golf</u>		<u>H.S. Other Events</u> - \$2.63/audit- orium
6%	- <u>Wrestling</u>		<u>H.S. Wrestling</u> - \$5.25/match
4%	- <u>Tennis</u>		<u>H.S. Track</u> - \$7.50/meet
5%	- <u>Debate</u>		
1.3%	- <u>Forensics</u>		
	- <u>Intramurals</u>		
4.1%	- Junior high boys		
4.1%	- Junior high girls		
5%	- <u>Guidance (2)</u>		
6%	- <u>Band</u> Senior and Junior high		
6%	- <u>Vocal</u> Elementary & Secondary		

The above schedule is based on years of experience in the activity plus the percentage of salary in the B.A. or B.A. + 15 column of the current salary schedule. EXCEPTION - Guidance and music percentages, if applicable, will be applied to the M.A. column.

APPENDIX B - PART 1
GRIEVANCE REPORT FORM

Grievance # _____ School District _____ <p align="center">GRIEVANCE REPORT</p> Submit to Principal in Duplicate		Distribution of Form 1. Superintendent 2. Principal 3. Association 4. Teacher	
Building	Assignment	Name of Grievant	Date Filed
STEP 1			
A. Date Cause of Grievance Occurred _____			
B. 1. Statement of Grievance _____			

2. Relief Sought _____			

_____			Date
Signature			
C. Disposition by Principal _____			

_____			Date
Signature of Principal			
D. Position of Grievant and/or Association _____			

_____			Date
Signature			
STEP II			
A. Date Received by Superintendent or Designee _____			
_____ If additional space is needed in reporting Sections B1 & 2 of Step 1, attach an additional sheet.			
			(Note: Continued on next page)

B. Disposition of Superintendent or Designee _____

Signature

Date

C. Position of Grievant and/or Association _____

Signature

Date

STEP III

A. Date Received by Board of Education or Designee _____

B. Disposition by Board _____

Signature

Date

C. Position of Grievant and/or Association _____

Signature

Date

STEP IV

A. Date Submitted to Arbitration _____

B. Disposition & Award of Arbitrator _____

Signature of Arbitrator

Date of
Decision

NOTE: All provisions of Article _____ of the Agreement dated _____, 197____, WILL BE STRICTLY OBSERVED IN THE SETTLEMENT OF GRIEVANCES.