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Ishpeming Sup. (1)

MICHIGAN EDUCATION ASSOCIATION AGREEMENT

Ishpeming Township School District

ARTICLE I

Recognition

- A. The Ishpeming Township Board of Education recognizes the Ishpeming Township Chapter of the M.E.A. as the exclusive negotiation representative for certificated personnel in the district.

ARTICLE II

Teacher Rights

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection.

ARTICLE III

Professional Compensation

- A. The salaries of teachers must be based on the following salary schedule approved by both teachers and Board of Education:

<u>Years experience</u>	<u>B.A.</u>	<u>B.A. plus 15</u>	<u>M.A.</u>
0	\$6000.00	\$6150.00	\$6300.00
1	6240.00	6396.00	6552.00
2	6480.00	6642.00	6804.00
3	6720.00	6888.00	7056.00
4	6960.00	7134.00	7308.00
5	7200.00	7380.00	7560.00
6	7500.00	7687.00	7857.00
7	7800.00	7995.00	8190.00
8	8100.00	8302.00	8505.00
9.	8400.00	8610.00	8820.00

Ishpeming Twp. High School District

MEA
1216 Wendale
East Lansing, Mich.
48823

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- B. Health insurance shall be provided for the personnel with a maximum premium of \$5,000.00.
- C. Teachers shall be further compensated for duties outside their contractual teaching duties. The amount to be paid shall be specified by the Board of Education.
- D. Salaries shall be paid on alternate Thursdays with 26 payments a year.
- E. New teachers shall be given up to five years of credit for teaching outside of the district.

ARTICLE IV

Teaching Conditions

- A. Teachers will report to school by 8:15 and may leave at 3:30.
- B. The Board of Education shall make every effort to limit teacher-pupil ratio to less than 35-1.
- C. Teachers shall not be required to perform non-teaching duties, such as selling of lunch tickets.
- D. Telephone facilities shall be made available for their reasonable use.
- E. Teachers shall be entitled to full rights of citizenship. There shall be no discrimination as to race or religion.

ARTICLE V

Leaves of Absence with Pay

- A. All teachers absent from duty on account of personal illness shall be allowed full pay for a total of ten days per year. This sick leave shall be accumulative to 60 days.
- B. Two days leave per year will be granted for personal business.
- C. Sick leave days can be extended to include days absent due to death in the immediate family (father, mother, sister, brother, husband, wife, daughter, son). The number of days granted shall be left to the discretion of the Superintendent.
- D. Teachers shall be given leave of absence for educational conferences and in-service training upon approval of the Superintendent and Board of Education.

- E. Teachers shall be released for the two days of October 3 and 4, 1968 to attend the M.E.A. Institute.
- F. A terminal leave payment of \$500.00 shall be made upon retirement to teachers with at least 25 years of service, the last ten of which must be in the district.

ARTICLE VI

Teacher Evaluation

- A. All teacher evaluations must be done with fairness and in a professional manner.

ARTICLE VII

Teacher Requirements

- A. Teachers' certificates must be duly registered with the Intermediate Superintendent of Schools.
- B. All teachers are required to have a yearly chest x-ray and be found free of tuberculosis.
- C. The retirement age of the teaching staff is 65.

ARTICLE VIII

Teaching Assignments

- A. The assignments of teaching positions shall be at the discretion of the Superintendent.
- B. Teachers shall be subject to transfer from position to position when necessary at the discretion of the Superintendent.

ARTICLE IX

Amendments and Termination

- A. This contract shall remain in force until June 30, 1969, at eight o'clock in the morning. It may be amended by the agreement of the same parties who entered into it originally.

Signed _____

(President of local Assoc.)

Signed _____

(President of School Board)

(Officer of Local Association) (Member of School Board)

(Officer of Local Association) (Member of School Board)

(Officer of Local Association) (Member of School Board)

(Officer of Local Association) (Member of School Board)