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Ishpeming Twp.
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OFFICE OF
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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>Irs. Experience</u>	<u>B.A.</u>	<u>B.A. + 15</u>	<u>M. A.</u>
0.	\$6800.00	\$6950.00	\$7100.00
1.	7072.00	7228.00	7384.00
2.	7344.00	7506.00	7668.00
3.	7616.00	7784.00	7952.00
4.	7888.00	8062.00	8236.00
5.	8160.00	8340.00	8520.00
6.	8432.00	8618.00	8804.00
7.	8704.00	8896.00	9088.00
8.	8976.00	9174.00	9372.00
9.	9248.00	9452.00	9656.00

B. Super-Med health insurance shall be provided for the personnel with a near premium of \$6,000.00. However, should this amount be

Ishpeming Township School District

MEA
1216 Wendale; East Lansing, Mich. 48823

inadequate by a reasonable amount, the Ishpeming Township Board of Education shall make up the difference to cover all personnel. If the amount be more than adequate, the Board shall pay only the premium to cover all persons involved.

- 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 by 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.
- F. Adequate automobile parking facilities shall be provided at the West Ishpeming School for all teachers.
- G. Faculty rest room shall be provided for the teachers of both the West Ishpeming and North Lake Schools.

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 90 days.
- B. Two days 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 the Board of Education.

- E. Teachers shall be released for the two days of October 2 and 3, 1969 to attend the M.E.A. Conference.
- F. In the event that provisions described in ARTICLE V, Section F. of the 1968-69 Master Agreement shall be proved legal after June 30, 1969, such provisions shall be paid in full to any teacher who retired during the 1968-69 contractual year. Reasonable interest on such money shall be paid the teacher if a long delay ensues before payment is made.
- G. Upon retirement from the District or death while an active teacher in the District, a teacher who has had at least ten years of service in the District shall receive the following payments:
 - The accumulated number of days of unused sick leave, credited to the teacher, times one-half the current daily salary of a substitute teacher in the District.
 - Teachers shall designate a beneficiary for this plan.

ARTICLE VI

Teacher Evaluation

- A. All teacher evaluation 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

Professional Dues or Fees and Payroll Deductions

- A. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board of Education of Ishpeming Township an assignment authorizing

deduction of membership dues in the Association, including the NEA and the MEA, for the school year of 1969-70. Pursuant to such authorization, the Board shall deduct one-tenth of such dues from a regular salary check of the teacher each month for ten months, beginning in September and ending in June.

ARTICLE X

School Calendar for the 1969-70 School Year

A. September 2	(Tuesday)	School Opens
October 2	(Thursday)	M.E.A. Conference
October 3	(Friday)	M.E.A. Conference
November 27	(Thursday)	Thanksgiving Day
November 28	(Friday)	No School
December 23	(Tuesday)	School Closes for Christmas Vacation
January 5	(Monday)	Classes Resume
March 26	(Thursday)	Easter Vacation - No School
March 31	(Tuesday)	Classes Resume
May 29	(Friday)	Celebrate Memorial Day which is on Saturday- No School
June 5	(Friday)	School Dismissed for Summer

183 Session Days

ARTICLE XI

Amendments and Termination

A. This contract shall remain in force until June 30, 1970, at eight o'clock in the morning. It may be amended by the agreement of the same parties who entered into it originally.

(Pres. of Local Association)

(President of School Board)

(Chairman of P.N. Committee)

(Member of School Board)

(Member of P. N. Committee)

(Member of School Board)

(Member of P.N. Committee)

(Member of School Board)

(Member of P.N. Committee)

(Member of School Board)