

8-31-71

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

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 to freely 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>Yrs. Experience</u>	<u>B.A.</u>	<u>B.A. + 15</u>	<u>M.A.</u>
0	\$7,300	\$7,450	\$7,600
1	7,592	7,748	7,904
2	7,884	8,046	8,208
3	8,176	8,344	8,512
4	8,468	8,642	8,816
5	8,760	8,940	9,120
6	9,052	9,238	9,424
7	9,344	9,536	9,728
8	9,636	9,834	10,032
9	9,928	10,132	10,336
10	10,220	10,430	10,640
11	10,512	10,728	10,944

- B. Super-Med health insurance shall be provided for the personnel.

PN Division
Ishpeming Twp
RECEIVED 17
(May Co.)
JAN 26 1971

OFFICE OF
PROFESSIONAL NEGOTIATIONS

Ishpeming Township School District

MEA
1216 Kendall
East Lansing, Mich.
48823

8/31/71

- 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 ten years of credit for teaching outside of the District.

ARTICLE IV

Teaching Conditions

- A. Teachers will report to school by 8:15 A.M. and may leave by 3:30 P.M.
- 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 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 M.E.A. Conference if and when held.
- F. Upon retirement from the District or death while an active teacher in the District, the teacher or the teacher's beneficiary, shall receive the following payment:
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.
- B. The Professional Negotiations Committee shall act as a Grievance Committee between the Ishpeming Township Chapter of the M.E.A. and the Ishpeming Township Board of Education.

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 found free of tuberculosis. These x-rays are to be free of cost to the individual teacher.
- 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 M.E.A. and the N.E.A. for the school year of 1970-71. 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 1970-71 School Year

- A. The school calendar for the 1970-71 school year shall follow as closely as possible the calendar established for the Ishpeming City Schools, but not to begin any later than Tuesday, September 8, 1970.
- B. The school year shall have 182 session days.

SCHOOL CALENDAR
ISHPEMING TOWNSHIP SCHOOLS
1970-1971

September 8 (Tuesday).....Classes Begin
November 26 (Thursday).....Thanksgiving Day - No Classes
November 27 (Friday).....No Classes
December 23 (Wednesday) Classes dismissed at regular
time for Christmas Holiday
January 4 (Monday) Classes Resume
April 9 (Friday) Good Friday - No Classes
April 12 (Monday)No Classes
April 13 (Tuesday) Classes Resume
May 31 (Monday) Memorial Day Holiday - No Classes
June 4 (Friday) Classes Dismissed for Summer
Vacation

Total Session Days 182

ARTICLE XI

Amendments and Termination

- A. The Master Agreement approved by the Ishpeming Township Board of Education and the Ishpeming Township Chapter of the M.E.A. for the 1969-70 school year shall be extended and remain in force until August 31, 1970 at 12 O'clock midnight.
- B. This contract shall remain in force until August 31, 1971 at 12 O'clock midnight. It may be amended by the agreement of the same parties who entered into it originally.

Hugo A. Kuljar
(Pres. of Local Association)

Gerald J. Anderson
(Pres. of School Board)

Ira Almsted
(Member of P.N. Committee)

Joseph J. Bugis
(Member of School Board)

Miriam R. Berg
(Member of P.N. Committee)

Frank Buntstert
(Member of School Board)

George R. Helgren
(Member of P.N. Committee)

Jack N. Nelson
(Member of School Board)

Silbert Larmour
(Member of P.N. Committee)

Henry W. Bouley - Trustee
(Member of School Board)