

8-31-72

PN
Ishpeming, Mich

1971-72

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 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>Yrs. Experience</u>	<u>B. A.</u>	<u>B. A. plus 15</u>	<u>M.A.</u>
0	\$7,500	\$7,650	\$7,800
1	7,800	7,956	8,112
2	8,100	8,262	8,424
3	8,400	8,568	8,736
4	8,700	8,874	9,048
5	9,000	9,180	9,360
6	9,300	9,486	9,672
7	9,600	9,792	9,984
8	9,900	10,098	10,296
9	10,200	10,404	10,608
10	10,500	10,710	10,920
11	10,800	11,016	11,232

MIEA
1216 Kendall
East Lansing,
Mich.
48823
Aug 31, 1972

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

Ishpeming Township School District

- 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 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.

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 for a reasonable request at the discretion of the Superintendent.
- 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. 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.

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 N.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 NEA and the MEA, for the school year of 1971-72. 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 1971-72 School Year

- A. The school year shall have 182 session days

ARTICLE XI

Amendments and Termination

A. This contract shall remain in force until August 31, 1972 at 12 o'clock midnight. It may be amended by the agreement of the same parties who entered into it originally.

Pres. of Association

 A. L. ...
Member of P.N. Committee

 A. L. ...
Member of P.N. Committee

Member of P.N. Committee

Member of P.N. Committee

President of School Board

Member of School Board

Member of School Board

 Jack ...
Member of School Board

Member of School Board

SCHOOL CALENDAR
ISHPEMING TOWNSHIP SCHOOLS
1971-1972

September 7	(Tuesday)	.....Classes Begin
November 25	(Thursday)	.....Thanksgiving Day No Classes
November 26	(Friday)	.....No Classes
December 23	(Thursday)	.....Classes dismissed at regular time for Christmas Holiday
January 3	(Monday)	.....Classes Resume
March 31	(Friday)	.....Good Friday No Classes
April 3	(Monday)	.....No Classes
April 4	(Tuesday)	.....Classes Resume
May 29	(Monday)	.....Memorial Day No Classes
June 2	(Friday)	.....Classes Dismissed for Summer Vacation
		Total Session Days.....182