

6/30/68

PROPOSED
FACULTY ASSOCIATION AGREEMENT

Fiscal Year 1966-~~67~~⁶⁸

Jackson Community College Board of Trustees

Revised May 19, 1966

MEA
1216 Kendale
E. Lansing, MI 48823

PROPOSED EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this day of , 1966, by
and between the Board of Trustees of Jackson Community College, Jackson,
Michigan, hereinafter called the "Board," and Jackson Community College
Faculty Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board and the Association recognize and declare that
providing a quality education for the people of Jackson County is their mutual
aim and that the character of such education depends predominately upon the
quality and morale of the teaching service, and

WHEREAS, the members of the faculty recognize that their primary
responsibility is to properly and ethically perform their professional duties,
and

WHEREAS the Board has a statutory obligation, pursuant to Act 336
of the Michigan Public Acts of 1947, as amended, to bargain with the Associ-
ation as the representative of its ~~faculty~~ teaching personnel/with respect to
salaries, terms, and conditions of employment, excluding administrative ~~and~~
~~xxxxxxx~~ personnel, and

WHEREAS the parties, following extended and deliberate professional
negotiations, have reached certain understandings which they desire to ememori-
alize,

In consideration of the following mutual covenants, it is hereby agreed
as follows:

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 336, Public Acts of 1947, as amended, for all professional personnel covered by said Act employed or hereafter employed by the Board. The term "instructor," when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male instructors shall include female instructors.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this agreement.

C. Instructors may sign and deliver to the Board an assignment authorizing deduction of United Profession membership dues (Faculty Association, M. E. A., and N. E. A.) under conditions mutually agreeable to the executive committee of the Association and the Business Manager of the College. Deductions for Community Chest, Credit Union, tax sheltered annuities, savings bonds, voluntary insurance premiums, and any other deductions mutually agreed upon shall also be authorized. Automatic deductions will be made for Social Security, withholding, retirement, and other deductions required by law.

D. Nothing contained herein shall be construed to deny or restrict to any instructor rights he may have under the Michigan General School Laws or applicable civil service laws and regulations.

E. This Agreement shall pertain only to matters directly related to salary, supplemental benefits, and working conditions as provided in Sec. 11, Act 336, P. A. of 1947, as amended. The Association recognizes the responsibility and authority of the faculty, the administration and Board of Trustees, with due or full authority resting in the Board under the laws and regulations of the State, in curriculum and all other matters related to the operation and governance of the College. Nothing in this Agreement should be deemed to limit the Board in any way in the exercise of regular and customary functions of management directly or through the administration unless otherwise expressly provided herein, and all rights are reserved including, but not limited to, the making of rules and regulations, direction of the faculty, the right to control curriculum and the right to suspend or discharge employees for cause, and with proper procedure, and to regulate hours and work schedules subject to the terms and conditions of this Agreement. Nothing in this Agreement shall relieve or prevent an individual faculty member, whether a member of the Association or not, from performing his professional duties or from exercising his independent judgment as a member of the faculty or of his department or division.

F. The Board specifically recognizes the rights of itself and its employees appropriately to invoke the assistance of the State Labor Mediation Board or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement.

ARTICLE II

Teachers' Rights and Responsibilities

A. Pursuant to Act 336 of the Public Acts of 1947, as amended, the Board hereby agrees that eligible employees 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. As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any instructor in the enjoyment of any right conferred by Act 336 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any instructor with respect to any term or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Association and its members shall have the right to use College facilities at all reasonable hours for meetings. Faculty bulletin boards and other established media of faculty communication shall be made available to the Association for meeting announcements.

C. The Board agrees to furnish the Association in response to reasonable requests from time to time, all available information concerning the financial resources of the district, tentative budgetary requirements and allocations, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive negotiable proposals.

D. The rights of the instructor to deal with controversial subjects in his area of competence within the classroom under the protection of the College and the responsibility of the instructor to protect his own and the institution's

integrity in these matters as outlined in the "Code of Ethics of the Education Profession" and Section 2740 of the Personnel Policies are confirmed and accepted.

ARTICLE III

Contracts and Compensation

A. Annual Contracts

1. New faculty members will be employed on annual contracts during the first three years of their employment.
2. Annual contracts will be renewed if both the instructor and the College desire such renewal and indicate their desire and intent by March 15 preceding the termination of the contract. No cause need be cited for the decision of either party to renew or terminate an annual contract.
3. Part-time employees may be reemployed on a semester or an annual basis as long as it is in the best interest of the College.

B. Continuing Contracts

1. Any professional employee who has served on a regular, full-time basis continuously for three full academic years and who meets Board requirements and is recommended by the President will be reemployed under ^a continuing contract at such salary as the salary schedule may provide.
2. An instructor who is unable to meet all requirements for a continuing contract may, at the option of the President, be reemployed on annual contracts for a total period not to exceed five years.

3. Members of the faculty wishing to be released from continuing contracts shall give notice of resignation not later than one semester in advance of the effective date.

C. The salaries of instructors covered by this Agreement are set forth in Appendix A, which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the term agreed upon. Negotiations of a new salary schedule shall begin upon written notice by either party to the other party on or before the first of February each year.

D. The salary schedule is based upon a normal forty-week academic year. For extra work the instructor shall be entitled to appropriate additional professional compensation as provided in the salary schedule and in the personnel policies.

E. The following legal holidays shall be observed and all classes closed: New Year's Day, Memorial Day, the Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

F. An instructor shall be released from regular duties without loss of salary at least one day each semester for the purpose of participating in area or regional meetings of the Michigan Association of Higher Education, the Michigan Association of Community and Junior Colleges, ^{and} /other appropriate professional meetings or inter-institutional visitations.

ARTICLE IV

Professional Work Loads

A. Instructors are expected to engage in such classroom instruction, institutional and departmental committee work and activity advisement as may be reasonable and necessary. Instructional assignments may be at any time of the College day, but following an evening assignment no instructor shall be assigned a class before 10:00 a. m. without his permission.

B. Each instructor shall have the eleven, twelve, or one o'clock hour free for lunch each day.

ARTICLE V

Teaching Loads and Assignments

A. Regular college teaching load is considered to be no more than 16 semester contact hours per week during the/subject to the provisions of Section E and J. 2 of this Article. Assigned loads in secondary vocational classes shall conform to standards approved by the State Office of Vocational Education and customary high school practice.

B. An instructor on a 10-month contract is expected to teach two regular semesters at normal teaching loads.

C. An instructor on a full basic annual contract is expected to teach two regular semesters plus the summer session at normal teaching loads.

D. Instructors teaching only English composition will be considered as having a full load with 12 contact hours. This extra time allowance is made to enable English composition instructors to have individual conferences with students and to have adequate time for the grading of papers.

E. Because assignments vary from one semester to another, being slightly more or less than the regular load, the following "carryover" pro-

cedure shall apply in calculating overload: A one-hour flexibility will be maintained throughout the year. An instructor assigned 17 hours the first semester will not be paid overload until the second semester. If his assignment is 16 hours or more the second semester he will be paid for the extra hour plus any overload assigned the second semester. If, however, his assignment is 15 hours or less the second semester he will not receive pay for the extra hour taught during the first semester.

F. No teaching load shall exceed 20 hours per semester or 36 hours for a full year without permission of the instructor.

G. Compensation for overloads will be paid at 1/50th of the instructor's basic annual salary for each credit hour of overload above regular teaching loads as defined in F. Overloads will be avoided whenever possible. Fractions less than one hour will not be paid unless accumulated to a total of one hour overload for the year. Fractions of hours over one hour (such as 1.2) will be paid.

H. Overload assignments will not be included in the regular faculty contracts but will be authorized on supplementary contracts clearly stating the amount of overload and compensation therefor.

I. President of Faculty Association. The responsibility of the President of the Faculty Association shall be taken into consideration in the assignment of his class and activity loads.

J. Summer Session

1. Summer Pay. Summer pay has been established at one-sixth the ten-month (two semester) pay of the instructor.
2. Teaching Loads. A full-time instructor is expected to teach six credit hours in the summer and perform individual or committee work that does not interfere with the instructional

program. A seven-credit hour schedule is not considered as an overload, if the class load average is 15 students or fewer, but no committee work will be assigned. Non-teaching assignments are based on a 35-hour work week for a full schedule.

3. Summer Assignments. Assignments will be made, whenever possible, to instructors requesting summer appointments. Instructors in the summer session shall be assigned within their own division except on a supplemental basis. Assignments shall be arranged on a rotating basis on a schedule developed by mutual agreement under the chairmanship of the division chairman. Provided: That instructors in the age range of 60-65 shall have priority for assignments within their divisions. Final determination will be made by the Vice President for Academic Affairs and the Director of the Summer Session upon the recommendation of the Department and Divisional Chairmen.
4. Summer Contracts. Summer teaching contracts are issued 30 days prior to the date of the summer session registration. At an instructor's request, a tentative assignment may be made, to be confirmed if the class develops. If a class for which a firm contract has been made does not materialize the College will provide another assignment. Accepting a non-teaching assignment, however, is at the option of the instructor.

ARTICLE VI

Teaching Conditions

The parties recognize that the availability of optimum school facilities for both student and instructor is desirable to insure the high quality of education that is the goal of both instructor and Board. It is also acknowledged that the primary duty and responsibility of the instructor is to teach and that the organization of the College and the College day should be directed at insuring that the energy of the instructor is primarily utilized to this end.

A. Because the student-instructor ratio is an important aspect of an effective educational program, standards for class size shall be established by the vice-president for instruction, upon consultation with the instructor, on the basis of fairness and equity consistent with maintaining the quality of instruction at a Community College level.

B. The Board shall make available adequate lunchroom, restroom, and lavatory facilities exclusively for instructor use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge.

C. Telephone facilities shall be made available to instructors for their reasonable use.

D. Adequate parking facilities shall be made available without cost to the instructor on the new campus.

E. All tuition charges will be waived for full-time faculty members taking courses for credit at Jackson Community College.

F. The provisions of this Agreement and the salaries and conditions of employment shall be applied without regard to race, creed, religion, color,

national origin, sex, or marital status or membership in or association with the activities of any employee professional organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, age, color, or national origin and to seek to achieve equality of educational opportunity for all students.

ARTICLE VII

Vacancies and Promotions

A. In filling vacancies in professional positions, the administration shall give consideration to the qualifications of present employees who desire to change their assignments. Lists of existing vacancies shall be circulated in advance of filling the position.

B. Appointments shall be made in the best interests of the College, in terms of the job descriptions for each position, considering both the proven competence of present employees and the desirability of the introduction of new viewpoints and personalities. On the other hand, applying for another position, either within the College or elsewhere, is recognized as a professional right and shall not affect adversely an employee's status in his present position.

C. The Board shall have the final authority in all appointments.

D. Employee applica^{nts}~~ions~~ shall be informed of action on vacancies in advance of public notice.

ARTICLE VIII

Transfers

A. Any instructor who shall be transferred to a supervisory or executive position and shall later return to an instructor's status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.

ARTICLE IX

Leaves of AbsenceA. Leaves of Absence - Short Term - Paid

1. Personal Illness. Leaves for personal illness are covered by the insurance and disability provisions. All employees absent because of illness will cause the fact to be reported to the Registrar or their supervisor in advance of their next ^{assigned} / obligation. The College reserves the right to require a medical examiner's report on causes of frequent or extended absences for health reasons. (Inability to perform required services satisfactorily may be a reason for retirement or termination of contract.)

2. Bereavement and Family Illness. Leave not to exceed three days may be allowed for such occasions, in the immediate family. Bereavement leave may be followed by personal affairs leave if the employee is required to attend to business matters following the death of a near relative, provided arrangements are made by telephone if not anticipated at the beginning of the bereavement leave.

3. Personal Affairs. Reasonable leave may be permitted for matters which cannot be cared for in free time and which would result in legal, business, or family disadvantage if not covered at the appropriate time. Such leaves should be arranged in advance and provision made for handling responsibilities in the employee's absence. The administration has the authority to grant reasonable leave to the faculty for personal business.

4. College Assignments. Absence from campus as a representative of the College shall be regarded as an extension of duty, when arranged in advance. Staff members on such trips are covered by the College travel insurance policy.

B. Sabbatical Leave

The Board of Trustees of the Jackson Community College will consider applications and grant sabbatical leaves of absence for full-time faculty members ~~and administrators~~ in accordance with the following specific provisions:

1. Eligibility - Faculty members ~~and administrators~~ who have served the College continuously for ten years are eligible for a sabbatical leave; however, seniority in service shall be given prior consideration in the granting of all such leaves.

2. Duration - The sabbatical leave shall be no longer than a period of two semesters; it may, at the option of the applying faculty member be one semester in length.
3. Remuneration - The salary for the sabbatical leave will be half pay for two semesters or full pay for one semester, dependent upon the option taken in 2.

4. Conditions

- a. No more than five per cent of the faculty shall be on a sabbatical at the same time.
- b. All such leaves will always be conditioned by departmental arrangements which will preclude any loss of efficiency in the department or any substantial deviation from the announced program of the College.
- c. Furthermore, all sabbatical leaves shall be limited to purposes that clearly promise reciprocal advantage to the College through the enhancement of personal competence by study, research, writing or cognate pursuits.
- d. No leaves whatsoever shall be granted for the taking of employment for pecuniary advantage elsewhere, academic or otherwise.
- e. An instructor who receives a sabbatical leave shall return to the College for a period of two years or refund, on a prorated basis, the salary received during the leave period.
- f. Leaves shall be requested at least one semester before the effective date.
- g. No leaves will begin before Semester 1, 1967-68.

C. Non-paid Leaves

1. Military. Instructors on continuing contract who are called to active military duty will be granted leaves for such period. Instructors on annual contract will be granted a leave not exceeding one year and will be given re-employment preference if their absence for such cause exceeds a year.
2. Maternity. Women instructors may be granted maternity leave of not to exceed one year. In so far as possible such leave should not interrupt a college term.
3. Professional Travel, Schooling, or Exchange Teaching. Instructors on continuing contract may apply for leave without pay not to exceed one year for such purposes and will be granted the leave if replacement can be obtained. In general, such leaves will not be granted instructors on annual contract.
4. Political Activity. The Board shall grant a leave of absence without pay, upon application, to any instructor to campaign for, or serve in, a political office. Such leave shall be requested 30 days in advance of the date it is to begin. Leave shall begin with the start of active campaigning and shall be terminated at the end of the week following an unsuccessful election. Leave for office holding may be extended no more than two years following a successful election. Instructors on continuing contract who resign to hold either an elective or an appointive office will be given reemployment preference upon completion of their terms.

Campaigning for or the holding of local offices which carry minimum reimbursement and do not entail interference with normal college obliga-

tions shall not require a leave, but instructors not on leave shall be particularly careful to observe the Code of Ethics in connection with political involvement and shall "refrain from exploiting the institutional privileges of their professional positions to promote political candidates or partisan activities."

D. Continuation of Benefits While on Leave

Experience credit will be continued and arrangements can be made for insurance on an individual basis while on military leave and during leave periods for professional travel, schooling or exchange teaching.

ARTICLE X

Retirement

A. All contracts with professional employees shall be terminated at the end of the fiscal year (June 30) in which the employee becomes 65 years of age. This shall not preclude the employment of persons over 65 years of age for limited periods on a part-time or supplementary basis.

B. Retiring professional staff members who have served ten or more years in the College may be considered for emeritus appointment upon recommendation of the faculty and administration. Such appointments carry entitlement to all courtesies and services available to the active staff, but no remuneration.

ARTICLE XI

Insurance

The Board agrees to provide for the duration of this contract all insurance and other staff benefits set forth in the Board Manual as of the date of this contract.

ARTICLE XII

Evaluation of Instructors

A. All monitoring or observation of the work performance of an instructor shall be conducted openly and with full knowledge of the instructor. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

B. Each instructor shall have the right upon request to review the contents of his own personnel file. A representative of the Association may be requested to accompany the instructor in such review.

C. When the President or his representative arranges an interview with an employee which may result in his discharge, suspension, or probation, both the President and the employee shall have the right to request a representative of the Association or another party present at the interview. The employee shall have the right to have written evidence in rebuttal placed in his record. He shall be given a written statement of the reasons for the proposed action along with a suggested program of correction of his deficiencies. If during the probationary period the instructor has not made reasonable progress he shall be given notice of termination of his services at least 60 days before the end of the semester.

D. No instructor/^{on continuing contract} shall be placed on probation, dismissed, publicly reprimanded or otherwise disciplined without just cause/^{and proper procedure.} Such action shall be subject to the professional grievance procedures as described in this contract.

ARTICLE XIII

Negotiations Procedures

A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement upon mutual consent of the parties. In the event that the parties mutually consent to negotiate, they will undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters. Such negotiations shall not be subject to arbitration.

B. In the event the salary schedule is reopened for negotiation by either party, as provided in Article III of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised salary schedule. At least 120 days before the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement covering salaries, terms and conditions of employment of instructors employed by the Board or to be employed by the Board.

C. Neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside of the College district. It is recognized that no final contract between the parties may be executed without ratification by a majority of the Board of Trustees and by a majority of the membership of the Association, but the parties mutually pledge that representatives

selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations, subject only to such ultimate ratification.

ARTICLE XIV

Professional Grievance Procedure

A. Any instructor, group of instructors or the Association believing that there has been a violation misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board of Trustees, or any provision of this Agreement or any existing rule, order or regulation of the Board of Trustees, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to salaries, terms or conditions of employment, or of procedures in disciplining or dismissing an instructor, may file a written grievance.

B. Administrators, including divisional and departmental chairman and vice chairman, shall be considered supervisory personnel for the purpose of grievance procedures. The "aggrieved person" is the person or persons making the claim. The term "instructor" includes any individual or group who is a member of the bargaining unit covered by this contract. The term "days" shall mean calendar days.

C. Nothing contained herein shall be construed to prevent any individual instructor from presenting a grievance and having a grievance adjusted without intervention of the Association. Nothing herein shall preclude intervention of the Association, through its own grievance committee, at any level of the

grievance procedure at the request of the aggrieved party. Any grievance shall be presented within 30 days of the alleged offense or offenses.

D. In the event a grievance is filed the following procedure shall be used:

1. The aggrieved party shall present the grievance to his divisional chairman. In the event that the grievance cannot be settled at this level it will be submitted by the aggrieved party, in writing, to the appropriate dean within ten days. The divisional chairman shall immediately send, in writing, an explanation of his ruling. (In case the Association feels it is the aggrieved party the grievance shall be taken directly to the Vice President of Academic Affairs.)

2. The Dean, or in his absence the Vice President for Academic Affairs, shall review the grievance and arrive at a decision within ten (10) days. In the event that the grievance cannot be settled, it shall be referred to the President with the Dean's or Vice President's written explanation.

3. The President shall have fifteen days (15) to review the grievance and arrive at a decision. The President shall report his decision in writing within the above period to the aggrieved party and to the Association if it has entered the proceedings.

4. The aggrieved party may, if dissatisfied with the President's decision, request a formal hearing before the Board of Trustees, which shall be held within thirty (30) days of the request.

E. Miscellaneous

1. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process.

The time limits, however, may be extended by mutual consent.

2. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

3. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

4. It is agreed that the aggrieved party, the grievance committee of the Association, or both, will be furnished any information in the possession of the Board of Trustees or Administration necessary for the processing of any grievance or complaint.

5. The aggrieved person shall at all levels of the procedure have the right to counsel.

6. A grievance may be withdrawn at any level. However, if in the judgment of the Association, grievance affects the welfare of the faculty, the grievance may be continued to be processed as a grievance of the Association.

F. Mediation

If the Board of Trustees decides against the claimant, the matter shall become subject to negotiation as required by Section 15 of Act 336 of P.A. 1947, as amended. If such negotiations fail to produce agree-

ment, either the Board of Trustees, the aggrieved party, or the Association may request mediation by the State Labor Mediation Board as provided in Sec. 7 of the Act cited.

G. Arbitration

In lieu of appeal to the Labor Mediation Board, the parties may, by mutual agreement, submit the dispute to voluntary arbitration, as provided in Sec. 9d of Act 176 of P. A. 1939, as amended. Except as provided by law, neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed in prior hearings. If any instructor for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall be found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

H. The costs of any arbitration shall be paid for equally by the parties.

ARTICLE XV

Professional Study Committee

The Faculty Association offers to make available its committee structure and personnel to the College for any professional studies desired.

ARTICLE XVI

Miscellaneous Provisions

A. As far as possible, a list of adequately trained substitute teachers will be made available for instruction for prolonged absence on the part of an instructor.

B. For short-term absence the instructor or department head may make arrangement for the make-up work for the classes missed.

C. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria for professional behavior. However, action by the Association on unethical conduct of any of its members or other faculty members shall not prevent action by the Administration or Board on the same offense. (See code in Appendix C.)

D. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any constitutional or by-law provisions of the Association heretofore in effect. All future instructor contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

E. Copies of this Agreement shall be incorporated in the Faculty Manual and be presented to all instructors now employed or hereafter employed by the Board.

F. If any provision of this Agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

G. This Agreement shall not be effective until approved as to form by counsel for the Association and for the Board.

H. Articles not incorporated in this contract but covered under the personnel policies as approved by the Board and Association shall be binding on both parties except in any cases that may be in direct conflict with this contract. Any changes in Board personnel policies that might be damaging to the interests of the Association shall be subject to the grievance procedure.

ARTICLE XX

Duration of Agreement

This Agreement shall be effective as of _____
and shall continue in effect through the 30th day of June 1969

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF TRUSTEES

By _____
Chairman

By _____
Secretary

FACULTY ASSOCIATION

By _____
President

By _____
Secretary

Approved as to form by
Michigan Education
Association

Counsel