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1991-93

MASTER AGREEMENT

BETWEEN THE

IRON MOUNTAIN BOARD OF EDUCATION

AND THE

UPPER PENINSULA EDUCATION ASSOCIATION

- MICHIGAN EDUCATION ASSOCIATION

(U.P.E.A. - M.E.A.)

Iron Mountain Public Schools

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MASTER AGREEMENT

This agreement entered into this 27th day of August, 1991 by and between the School District of Iron Mountain, the City of Iron Mountain, Michigan, hereinafter called the "Board" and the Upper Peninsula Education Association and the Michigan Education Association, a Michigan Corporation, hereinafter called the "Association". Contract shall be dated from July 1, 1991 and expires June 30, 1993.

ARTICLE 1 RECOGNITION

1. The Board hereby recognizes the Upper Peninsula Education Association (U.P.E.A.) and the Michigan Education Association (M.E.A.), hereinafter referred to as the Association, as the exclusive and sole bargaining representative for all certified teachers employed by the Board of Education; excluding: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Business Manager, Community School Director, supervisors within the meaning of the Public Employment Relations Act, Chapter I Administrative Staff, teacher aides, substitute teachers, Athletic Director if not a teacher; and all other non-teaching employees.

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

ARTICLE 2 ASSOCIATION RIGHTS

A. 1. Nothing in this contract shall supersede the legal authority or responsibilities of the Board of Education as defined by State law and the School code or the provisions of the tenure laws and its optional provisions adopted by the Board of Education on August 29, 1964. This includes provisions of school law as defined in Chapter IV, 75-95 for school districts of the third class or the provisions of Public Act 379.

2. Nothing in the Statement of Policies and Practices of the Iron Mountain Schools revised November 29, 1974 shall supersede any of the terms of agreements made in this contract.

3. After reviewing with the local Association, the Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations (including county allocation board budgets), census and membership data, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the school district, together with information which may be necessary for the Association to process any grievance or complaint.

4. The Board shall advise the Association on any new or modified fiscal, budgetary or tax programs, construction programs, performance contracting or major revisions of educational policy, which are proposed or under consideration, and the Association shall be given opportunity to advise the Board with respect to said matters prior to their adoption and/or general publication.

RIGHTS OF THE BOARD

B. The Board on its own behalf and behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws as amended and the Constitution of the State of Michigan, and of the United States, including but without limiting the generality of the foregoing, the right:

1. To the exclusive management and administrative control of the school system and its properties and facilities.

2. To hire all employees and, subject to the provisions of the law, to determine their qualifications or their dismissal subject to provisions of tenure law and to promote and/or transfer all such employees.

3. To establish grades and courses of instruction, including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

4. To approve the means and methods of instruction, the selection of textbooks and other teaching materials and the use of teaching aids of every kind and nature.

5. The Board and Association recognize that the Board under law, has the final responsibility for establishing policies for the district.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policy, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this agreement and then only to the extent such specific and expressed terms hereof are in accordance with the Constitution and laws as amended of the State of Michigan, and the Constitution and laws of the United States.

ACADEMIC FREEDOM

C. Both the employer and Association recognizing the importance of seeking to inspire students to develop respect for truth, a recognition of individual freedom, social responsibility and the democratic tradition and an appreciation of individual personality are pledged to work together to create and preserve an atmosphere to achieve these ends, and which is free from unreasonable artificial restraint and in which academic freedom for teacher

and student is guaranteed. No special limitation shall be placed upon the study and investigation of facts and ideas concerning man, human society, the physical and biological world or other branches of learning within the curriculum guidelines approved pursuant to this agreement. If the teacher anticipates information presented may be controversial, the teacher should notify their principal prior to the instructional lesson. Teachers shall have the primary responsibility to choose appropriate materials and methodology to achieve the educational goals and objectives of the school district. All instructional materials, methods, lesson plans or other creative copyrightable work written, composed, created, or devised by a bargaining unit member during his or her employment, shall remain the property of such member.

1. The teacher must exercise responsibility and prudence, and must realize that teaching in an elementary or a secondary school places special responsibility upon the teacher to carefully consider the maturity level of the student and the special circumstances that surround the teacher/learning relationship.

2. It is agreed by the parties that the evaluation of student performance is the responsibility of the professional staff within the bargaining unit unless the law expressly requires otherwise. No change in any grade or test score assigned a student may be made by the employer or its administration without the prior consent of the bargaining unit member who assigned the grade or score.

ARTICLE 3

PAYROLL DEDUCTIONS FOR PROFESSIONAL DUES

1. Teachers may during the first six weeks after the opening of school, sign and deliver to the Board, an assignment authorizing deduction of membership dues and assessments of the Association (including the National Education Association and the Michigan Education Association). Such authorization shall continue in effect unless subsequent to June 1st and prior to September 15th of any year, such authorization is formally revoked by the teacher in writing and copies thereof are delivered to the Association and the Board.

2. The deduction of membership dues shall be made from one regular pay check each month, for ten (10) months. beginning in September and ending in June of each year, and the Board agrees promptly to remit to the respective Association all monies so deducted, accompanied by a list of teacher's from whom the deductions have been made. This list shall be provided by the Association.

3. Any teacher who is not a member of the Association in good standing or who does not make application for membership within sixty days from the commencement of teaching duties, shall pay as a fee to the Association, an amount equal to the membership dues payable to the Association, the NEA and MEA, provided however, that the teacher may authorize payroll deduction for said fee in the same manner as provided in Paragraph I of this article. In the event that a teacher does not remit the above mentioned fee within sixty days of the commencement of school then upon notification by the Association the Board shall deduct said fee from the teacher's salary as provided for in

Paragraph I above and shall remit said fee to the Association treasurer as it is deducted.

The following statement will be included in every teachers tenure or probationary contract: I, the undersigned teacher, authorize the payroll deduction as provided in Article 3, Paragraph 3 of the Master Agreement.

ARTICLE 4 TEACHING CONDITIONS

1. Grading periods in the Iron Mountain Public Schools shall be standardized to 9-10 weeks each semester. Official grades and reports to parents shall be issued at the end of the first marking period (10 weeks), at the end of the first semester (19 weeks), at the end of the third marking period (9 weeks - second semester) and at the end of the school year (10 weeks). A system has been devised for reporting to parents at mid-marking periods or at any other time deemed necessary regarding unsatisfactory pupil accomplishment. The provisions for doing this shall be worked out mutually between the teacher and the administrative staff. It shall be the duty and responsibility of teachers to maintain contact with parents whenever deemed necessary for the mutual understanding of problems relating to pupil achievement.

2. Dates for Parent/Teacher Conferences shall be scheduled for an evening of the week following the end of the first and third marking period. The length of the scheduled conferences shall be equal to a half day of teaching for the elementary. The junior high and high school conferences are scheduled the week following the 1st and 3rd term progress reports.

3. The only excuse for a teacher not participating in a scheduled Parent/Teacher Conference shall be illness, death in family, or any such obviously excusable reason.

4. Orientation for teachers who are new in the Iron Mountain School System shall be held prior to the opening of school in the fall.

5. Dismissal time on Friday shall be made uniform for all teachers unless a class with students in attendance prohibits this.

6. The Board will maintain a reasonable pupil-teacher ratio in classrooms as recommended by North Central Association. Where class overloads are indicated, the affected teachers may request a meeting of a committee of the Board, Superintendent, Principals and representatives of the Association to review the situation and seek possible remedies.

The Board will make every effort to equalize class size in the elementary schools before the beginning of each school year. During the school year incoming elementary students will be placed in the class with the least number of students. After consulting with the Association, the Board has the right to make exceptions in cases calling for individual consideration of educational and/or personal needs.

7. Field trips - request should be made to building principal two weeks in advance:

a. Local trips which shall be paid for by the Board are subject to review by the Superintendent before final permission is granted.

b. Out of town trips, the cost of which shall be shared by the Board, must be approved with the presentation of a plan for financing any trip.

c. If any class is required by the school curriculum as approved by the curriculum coordinators and building principals to have a field trip, the Board shall provide the transportation.

8. The Board shall make every reasonable effort to provide additional typing and duplicating services for teachers.

9. JUNIOR HIGH SCHEDULE	SENIOR HIGH SCHEDULE
8:00 - 8:45 1st period	8:00 - 8:45 1st period
8:50 - 9:35 2nd period	8:50 - 9:35 2nd period
9:40 -10:25 3rd period	9:40 -10:25 3rd period
10:30 -11:15 4th period	10:30 -11:00 Homeroom/ study
11:20 -12:05 5th period	11:05 -11:50 4th period
12:10 -12:40 lunch	11:55 -12:40 5th period
12:45 - 1:30 6th period	12:45 - 1:30 6th period
1:35 - 2:20 7th period	1:35 - 2:20 7th period
2:25 - 3:10 8th period	2:25 - 3:10 8th period

Each junior high school teacher will have 5 classes, 1 study period and 2 conference periods. Every effort will be made to schedule junior high teachers with a conference period either 5th or 6th period so that they may have the full 45 minutes for lunch. In a situation where this is not possible, the teacher will be consulted to work out the best possible schedule and the teacher may elect to use either conference period for a lunch period. If a teacher has a 1st or 8th period conference period and does not have a 5th or 6th period conference period, they may come to school late or leave school early.

Each senior high school teacher will have 5 classes (for the purpose of teacher assignments, study hall is defined as a class), a Homeroom/Study period, one lunch period and two conference periods.

With the exceptions listed above for junior high school teachers, teachers would not have to report until 8:00 a.m. and would not have to stay past 3:10 p.m.

The 10:30 to 11:00 Homeroom/Study period in the high school would be used for such purposes as announcements, voting, class and/or club meetings, pep assemblies, clearing names from the missing persons or unexcused lists, pictures, weekly reading period, etc. The above schedules are seen by the I.M.E.A. to be advantageous only if the full 45 minutes allotted to each period can be used by the teacher and classroom interruptions eliminated as much as possible. The I.M.E.A. expects agreement from the administration and the Board of Education that classroom interruptions will be limited to agreed

upon calendar items or extreme emergency situations as a condition for the above class schedules.

Each student will be required to take 5 classes, not including study halls.

10. Teachers will not be assigned noon duty.

11. Elementary teachers shall have a reduction in nonteaching duties that shall include the elimination of the following:

- a) recess duty
- b) bus duty
- c) money collecting

The administration will schedule prep time for the kindergarten and prep kindergarten teacher. This agreement will not result in the hiring of additional special teachers.

12. The elementary lunch period will be shortened from 55 to 45 minutes. The 45 minutes shall be a full 45 minutes and shall be duty free.

13. STUDENT DISCIPLINE - A teacher may exclude a pupil from class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. The student shall be sent to the principal's office. In such cases, the teacher will furnish the principal, as promptly as his/her teaching obligations will allow, full particulars of the incident.

Teachers shall not be responsible for enforcement of discipline for school wide rules and regulations but shall assist in the policing of these rules and regulations. The Board and the Association agree the enforcement of these rules and regulations fall within the realm of the building administration.

Teachers shall be responsible for creating and maintaining conditions conducive to learning and discipline in their classrooms. Furthermore, the employer recognizes its responsibilities to give all reasonable support and assistance to teachers in maintaining control and discipline.

The District and the Association recognize the need to have reasonable rules established for student conduct. The District shall publish and distribute to students and staff a copy of all rules of student conduct established by the District or jointly with the Board, Administration, and staff in pursuit of the School Improvement process including alternatives to corporal punishment, that are in effect at that time.

The Board will reimburse teachers for any loss, damage, or destruction of clothing or personal property of the teacher not covered by the employee's personal insurance coverage resulting from disciplining a student within the legal parameters of corporal punishment statutes, while on duty in the school or on the school premises.

14. If any teacher is directed to assist handicapped students in the performance of their regular duties, special training and assistance relevant to the student's needs will be arranged for by the District.

ARTICLE 5
REDUCTIONS IN PERSONNEL, SENIORITY AND RECALL

1. Teachers shall not be discharged or laid off pursuant to a necessary reduction in personnel unless there is a substantial decrease in the number of students enrolled in the school district or there is a substantial decrease in the revenues of the school district.

2. Before the Board makes any reduction in personnel, it will first consult with the Association regarding the effects of such reduction.

3. In the event that a reduction of staff is deemed necessary, leaves of absence without pay will automatically be granted to any and all teachers affected by this reduction. During said leave of absence, such teacher shall receive no insurance benefits at Board expense, but may elect to continue insurance benefits by paying the premiums at the payroll office. Also, the teacher's seniority shall remain unbroken despite such leave, and his accumulated sick leave shall not be cancelled but shall remain credited to him.

4. If a reduction of staff is necessitated in accordance with the above provisions, a reduction of personnel will be made according to the following:

a. Seniority for the purpose of this reduction shall be defined as non-terminated years of employment in the school district. Leaves of absence shall not be considered terminations. Seniority shall be defined as total years of service to the Iron Mountain School District in positions that require teacher certification and represented by this Master Agreement.

b. A seniority list of all teachers shall be prepared by the Board and verified by the Association.

c. Teachers on probation or annual contract will be released prior to teachers on tenure or continuing contract.

d. The order of reduction and recall will be according to academic needs, certification and seniority.

5. The Board and the Association will confer prior to making transfers and assignments regarding the reduction and recall of the professional staff.

6. By May 15th of each year, any teacher on lay off status will correspond, in writing, to the Board indicating the following: 1) current mailing address; 2) availability and desire to return to work if a position exists for which he/she is qualified and certified. Failure to comply shall terminate the Board's obligation toward further employment.

7. If a position exists within the school district for which the released teacher is qualified and certified, the teacher shall be notified by certified mail. Within ten (10) days of the receipt of a written offer to return to employment, the teacher shall accept the position by replying in writing, or it shall be determined that he has declined the position.

8. The Board agrees to abide by the provisions of the Teacher Tenure Act in notifying affected teachers.

9. Recalls will be in inverse order of lay offs.

10. By October 1st of each year a current seniority list shall be made available. It shall be posted for a thirty day period. Any errors which may exist must be corrected within the thirty day posting period. After thirty days, the list shall be final and not subject to change. This seniority list shall be used for the purpose of lay off and recall.

11. Within sixty (60) days following opening of the school year, the Board shall provide without expense to the bargaining unit member a complete copy of the Master Agreement and his/her individual contract.

ARTICLE 6 ENERGY CRISIS STATEMENT

1. The Board shall not respond to the energy crisis in such a way as to affect the hours, salaries, or terms and conditions of employment of teachers, unless such a response is required by law, or is necessary to insure the health and safety of students and teachers, or is agreed to by the Association.

2. Should the Board and the Association disagree as to the requirements of the law, the Board shall not take action until it has first received a decision from the appropriate agency or court to the effect that such action is required by law.

3. In any event, before taking any action, the Board shall negotiate in good faith with the Association with regard to the impact such action will have on the hours, salaries or terms and conditions of employment of teachers.

ARTICLE 7 VACANCIES, PROMOTIONS, ASSIGNMENTS, RETIREMENTS

VACANCY DEFINED: When a teacher leaves a position for any reason that position shall be deemed vacant and posted unless that position is eliminated.

1. Any vacant teaching positions and/or administrative positions shall be posted for a period of five (5) working days unless a shorter period of time is necessary and agreed upon by the President of the Local U.P.E.A.-M.E.A. or a representative of the negotiation committee. Posting shall include a description of qualifications and all established standards.

2. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary school grades after May 1 will be notified and consulted by their principals as soon as practicable. Such changes will be voluntary to the extent possible. The duties shall be specified within the range of duties in the areas to be taught.

3. The employment of teachers with special certificates is to be

permitted only in cases of absolute necessity or where the teacher has outstanding credentials.

ARTICLE 8
ILLNESS, BEREAVEMENT, AND DISABILITY LEAVES

1. Sick Leave: One day per month, the (10) days per school year, shall be granted to each employee for illness, clinical examination, or death in the immediate family with no deduction of pay. Immediate family shall include spouse, parents, parents of spouse, children, grandchildren, brother, and sister of employee or spouse, or for any person that the employee is the legal guardian.

2. Unused sick leave days are allowed to accumulate without limit beginning with the accumulated balance remaining under the 1966 previous plan as of June 15, 1966. The Board of Education reserves the right to determine whether the absence for illness was bonafide and at its discretion, may require a doctor's statement.

3. Any teacher whose sick leave bank is less than five (5) days at the beginning of a semester: will be granted, in advance, the number of days necessary to total five (5). The status of the accumulative sick leave bank shall be stated on each individual teacher's contract.

4. In any school year month, with the exception of August and June, a teacher must work a minimum of five (5) days to earn a sick leave day for that month.

5. In the event that an employee suffers an absence due to an injury or an illness arising out of and in the course of his/her employment the Board shall continue the employee's fringe benefits for a full twelve (12) month period, and shall pay to the teacher the difference between his/her salary and the benefits received under the Workers' Disability Compensation Act for the duration of existing sick leave for such absence. A deduction of a portion of a sick leave day shall be made for the salary differential paid.

Time lost due to the specific diseases of mumps, measles, scarlet fever, and chicken pox will not be deducted from sick leave.

6. The Association and Board jointly recognize that alcoholism and drug abuse are illnesses and shall be treated as such. Sick leave may be used for treatment of alcoholism and drug abuse if the employee participates in a recognized and accepted rehabilitation program.

7. In the event of a death of any person as much time as necessary may be taken. This time will be deducted from sick leave or business days at the teacher's choice.

However, in the event of the death of a spouse or child, five (5) day bereavement period shall be granted and shall not be deducted from the sick leave or business day.

8. A sick leave bank shall be established by the District with the

following provisions:

a. A total of thirty (30) non-accumulative days shall comprise the sick leave bank. The days in the bank shall never exceed thirty (30). The bank will be at the thirty (30) day level only when none have been borrowed or all borrowed days have been paid back.

b. A teacher may borrow from the bank provided he/she has a specific need, due to extended illness, for more days than said teacher has accumulated. A bargaining unit member must have at least ten (10) years of service in the District to qualify.

c. All sick leave bank days that are borrowed by the affected teacher shall be paid back to the District at the rate of 5 days per contract year from their normal accumulation.

d. The teacher who desires to use the sick leave bank must make formal application through the Association.

e. If the teacher terminates employment with the District, all sick leave bank days borrowed must be paid back at that teacher's current daily rate of pay per day borrowed. If said teacher's death is the cause of termination, then the District shall be reimbursed at the current substitute teacher daily rate per day borrowed.

f. It is the responsibility of the local Association to reimburse the District in the event that the Board cannot collect the reimbursement from the affected teacher.

g. If a teacher is indebted to the school district for unearned sick leave at the time he/she terminates his/her employment, the district shall have the right to deduct the value of same from the final payment due to said teacher.

ARTICLE 9 **PERSONAL DAY**

1. Three days per year, with a maximum accumulation to five, shall be provided each regular teacher, under contract. These leave days are intended to provide the teacher with an opportunity to conduct personal business. A statement of purpose, in advance, to the Principal is desired; however, the teacher does have the right to keep his/her reasons confidential.

Specific stipulations:

a. Request for personal day(s) during deer hunting season shall be granted in the order they were requested until such time substitutes can not be secured.

b. Personal days may not be used to begin early or extend a vacation period without the approval of the Superintendent.

c. Personal day utilization shall be granted in full or half (1/2) day units if substitutes are available.

2. For all other absences not covered by sick leave or personal leave except when on school business authorized by the Board of Education or Superintendent, pay shall be deducted at the rate of 1/183rd of the teacher's annual salary exclusive of extra curricular pay received for individual teaching assignment for each day of absence. Exceptions may be granted only by action of the Board of Education.

3. The Association shall be granted a "bank" of six days per year for the purpose of releasing its representatives from regular duty, to participate in area, state, or regional meetings of the Michigan Education Association or National Education Association. The time must be drawn from the "bank" in blocks of half or full days. The staff member must notify his building principal at least one week in advance. The Association will assume expense of substitute salary.

4. No teacher shall be gone from the teaching classroom situation in front of students for aggregate accumulation of more than five days per year taken from bank or personal days, barring illness or injury.

5. Unused days that may accumulate over the allowable amount will automatically be converted to sick leave.

ARTICLE 10 LEAVES OF ABSENCE

1. Leave of absence for a period of not to exceed one year, may be granted by the Board of Education for the purpose of further study.

2. Leave of absence for extended illness or recuperation may be requested from the Board of Education.

3. Requests for extended vacations, trips abroad, conventions pertaining to business other than the teacher profession, etc., will not be granted between the opening date of school and ending date of school as contracted. Unusual circumstances will be considered specifically by the Board of Education.

4. Upon request, a one (1) year multi-purpose leave shall be granted to any teacher who has eight (8) years of service in the District. This leave shall not terminate less than one (1) year and cannot be extended beyond one (1) year.

5. A teacher on any of the above leaves of absence shall not accrue experience or seniority for salary schedule purposes or any other purposes, and shall not receive any benefits from the Board while on said leave.

6. A teacher on leave of absence must, by April 1 of the leave year, notify in writing the superintendent of schools as to his/her intention of returning to employment for the next academic year. Said teacher may request, prior to April 1, an extension of notification until May 1. Failure to comply with the terms of this Agreement shall negate the Board's obligation to re-employ.

7. Maternity/Paternity Leave: An employee shall be entitled to an unpaid leave for the purpose of child care, on the following basis:

a. The employee must request, in writing, a leave of absence at least thirty (30) days prior to the expected date for such leave.

b. The initial leave period may be for the duration of the semester when the leave was granted plus two consecutive semesters.

c. The teacher will be given the same, like or similar position upon returning from leave based on seniority in the system and the reduction of staff provision.

d. Any teacher adopting a child and wishing to utilize these provisions shall give notice as soon as possible as to when such leave is desired.

e. For seniority and salary schedule purposes, the teacher shall be given credit for the full semester during which time said leave begins but shall not be given credit for any additional leave granted by the Board.

f. Retain unused sick leave accumulation as held at the start of the leave of absence. (Unless all of the sick leave is used during the maternity leave).

8. Leaves of Absence with pay not chargeable against the teacher's allowances shall be granted for the following reason:

a. Absence when a teacher is called for jury service or as a witness or subpoenaed in any case connected with the teacher's employment with the District. The teacher shall receive the difference between his/her regular salary and the salary received for this service. If a teacher is a plaintiff or defendant in any court case this provision shall not apply.

ARTICLE 11

PROFESSIONAL IMPROVEMENT, BEHAVIOR AND MAINTENANCE OF STANDARDS

Conference and Workshops: It has been and shall be the policy of the Board of Education to encourage attendance of teachers at workshops and conferences which will improve their educational effectiveness in their teaching assignments.

1. Local Conferences and Workshops:

a. Applications for local conferences shall be submitted to the Superintendent with cost estimates included before final approval is granted.

b. For the purpose of securing substitute teachers in advance, conference requests shall be submitted to the building principal in addition to the Superintendent's office.

c. A local conference shall be defined as within 100 miles.

d. Car allowance will be allowed for one car when five (5) teachers or less attend the same workshop or conference. Transportation shall be pooled wherever possible.

e. Car allowance shall be allowed at the rate of 22 cents per mile, state highway mileage to be used. If flight is more expedient, the actual plane fare shall be reimbursed in full.

2. The terms and conditions of employment covered by this contract shall remain in effect for the life of this contract or until altered by mutual agreement. The Board and the Association hereby established a Committee consisting of the Negotiating team from each group and also shall include the Superintendent. The purpose of this committee shall be to discuss items of mutual concern relating to the educational process in the district and to allow for the free passage of ideas and information. This committee shall meet on the third Thursday of the month at 7:30 p.m. in the Board Room as often as it is mutually agreeable.

3. Upon request of either party, negotiations may begin on a new Master Agreement prior to the expiration of the present contract.

4. Teachers will comply with rules, regulations and reasonable requests for time in addition to the regular specified school day as adopted by the board or its representatives which are not inconsistent with the Provisions of the Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety. All staff members will devote additional time for the purpose of curriculum study, preparation of NCA evaluations, development of performance objectives, study of student records, assistance to students in areas of subject matter, and supervision of extra curricular functions, as reasonably requested.

5. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performances, or other violations of discipline by a teacher reflect adversely upon the teaching profession and creates undesirable conditions in the school building. Alleged breaches of discipline of the Code of Ethics of the Education Profession shall be promptly reported to the offending teacher and to the Association. The Association will use its best efforts to correct breaches of professional behavior of any teacher and in appropriate cases, may institute proceedings against the offending teacher.

6. At the time a teacher is being reprimanded, warned, or disciplined for any infraction of rules or delinquency in professional performance, the teacher may request to have a representative of the Association present. When a request for such representation is made, no action shall be taken with respect to the teacher until such represent of the Association is present. All materials, relative to the paragraph, distributed by the Association shall be presented to the Board and Administration before distribution.

No employee shall be disciplined (including warnings, reprimands, suspensions, reductions in rank or occupational advantage, discharges, or other actions of a disciplinary nature) without just cause. Any such disciplinary action of any nature shall not be administered to an employee without complete compliance with all terms and conditions of due process.

An employee will have the right to review the contents of all records excluding initial references, of the district pertaining to said employee originating after initial employment and to have a representative of the Association accompany him/her in such review.

If the employee signs material to be placed in his/her file, such signature shall be understood to indicate awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.

The Board agrees that all employment records including medical, counseling, psychological records, evaluations and any other records shall not be released to third parties absent the written consent of the teacher or pursuant to a lawfully issued order or subpoena. The board further agrees that at the request of the teacher, all hearings regarding dismissal, suspension, allegations, evaluations, or discipline conducted by the board be held in closed session.

7. Any teacher who is to be relieved of extracurricular activities will be informed sixty (60) days prior to the closing date of school. Any teacher who resigns an extra curricular activity will inform the Board sixty (60) days prior to the opening date of school.

8. All school activities outside the regular school day which requires supervision will be supervised by teachers.

Teachers shall have the option to volunteer for supervising such activities. In the event there are not sufficient volunteers, an administrator shall assign teachers for supervision of activities up to a maximum of two (2) events per year.

Track meets shall not be an obligation under this agreement, but teachers could voluntarily agree to cover track meets.

9. The Board will make every reasonable effort to hire substitutes once a teacher has reported unavailability. A teacher shall report unavailability to the building principal at least one hour before the teacher is scheduled for work. In the event a special teacher is unavailable and a special substitute is also unavailable, the Board will make every reasonable effort to hire a regular substitute teacher. Special teachers will have available to substitute teachers a lesson plan which will describe in detail the work to be carried on in special situations (individualized instruction). If this cannot be written in advance of absence of a special teacher, it shall be dictated in detail to a building secretary or substitute teacher.

10. The Board shall develop a uniform teacher evaluation form. After the teacher has signed his completed evaluation by the administrator, the teacher has the right to attach whatever explanatory statements he deems necessary and appropriate.

ARTICLE 12
PROBLEM SOLVING PROCEDURE

- PURPOSE:** This procedure is designated to provide machinery for the resolution of administrator/teacher problems. This process may be initiated by an administrator anytime he feels that a problem merits its use.
- STEP 1.** An administrator will request, in writing, a conference with the teacher. Written records of the problem must accompany the request for conference. Teacher or Association representative or both must reply within five (5) working days.
- STEP 2.** An administrator may request, in writing, a conference with the teacher representative or representatives of the local chapter of the M.E.A. if problem remains unsolved.
- STEP 3.** An administrator may request, in writing, a conference between all parties in Step II plus the Superintendent of Schools. If the problem remains unsolved:
- STEP 4.** An administrator may request, in writing, a conference between all parties in Step III plus a representative of the Board of Education, or the entire Board.
- STEP 5.** If Steps I through IV do not achieve the desired results, then dismissal procedure as prescribed by the tenure law will be invoked.

ARTICLE 13
PROFESSIONAL COMPENSATION

1. **Individual Contracts:** The Board shall issue an individual Probationary or Tenure Annual Contract, depending upon the teacher's status, indicating salary, academic duties, extra curricular activities, and the number of accumulative sick days and business days a teacher has earned.
2. Teachers teaching on a part time basis will be paid one sixth (1/6) of his base (experience level) B.A. or M.A. salary per hour taught.
3. Any teacher who assumes extra class or classes shall be paid one sixth (1/6) of his base (experience level) B.A. or M.A. salary per extra class taught.
4. The teacher shall be paid every other Friday starting with the first Friday after the opening of school. A teacher may elect to be paid according to the following options:
 - a. 21 pay periods divided equally.
 - b. 26 pay periods divided equally with the five checks due for the summer paid on the Friday closest to the ending date of school.
 - c. 26 pay periods equally divided and paid each two weeks of the entire year.

Each regular payroll will be in the amount of 1/21st or 1/26th of the persons salary. Final payment shall be made to each teacher no later than the last day of school if such day is a regular pay period, but no later than the next pay period after the close of school.

Selection of an option is final and may not be changed for the ensuing school year.

5. Pre-season pay will be paid on the last payday of August.

6. 1/4 of the difference between the B.A. and M.A. salary will be given for each 8 hour block of credit upon acceptance in a college or university in a program leading to an approved M.A. degree within the prescribed limits.

7. The Board will pay for no graduate hours above the Masters Degree unless such hours are by college catalog number at the graduate level.

8. In recognition of service to the School District of the City of Iron Mountain, a teacher will be paid upon retirement, \$35.00 per year for each year of service in the Iron Mountain School District. To qualify, a teacher must have a minimum of ten (10) years of service in the Iron Mountain School District. All years of service will be paid including the first ten (10) qualifying years. This payment will be made upon showing proof that the retiree is receiving retirement benefits under the Michigan School Employee Retirement System. If death occurs between the time of leaving the service of the Iron Mountain School District and receiving retirement benefits, the payment will be made to the surviving spouse or designated beneficiary. If death occurs during the service to the district, accrued retirement benefits shall be paid to the surviving spouse or designated beneficiary.

This payment for part time teachers shall be prorated (i.e. a half time (1/2) teacher would receive \$17.50 per year if all other qualifications are met).

9. Retirement Incentive Plan for Full-Time Teachers

Terms of the early retirement incentive plan are:

- 1) must have a minimum of ten (10) years of service with the Iron Mountain Public Schools.
- 2) an association member seeking early retirement must make application by April 1 of the year of retirement.
- 3) the teacher seeking early retirement must qualify and make application for retirement under the Michigan Public School Employees Retirement System (MPSERS).
- 4) the teacher will forfeit any and all recall rights and all accumulated seniority.
- 5) the retirement incentive benefit will be paid to the retiree or the surviving designated beneficiary in case of the retiree's death.
- 6) the plan will be activated by the Board only when activation would save enough money to cover all costs to the district.

Incentive Retirement Payout Plan:
First Year: \$4500
Second Year: 4000
Third Year: 3500

Must be MPSERS Eligible to age 59.

10. Adjustments to teachers salaries will be made up to the second payday in September and the first payday in February.

11. Teachers required, in the course of their work, to drive personal automobiles shall receive 22 cents per mile.

12. If a teacher elects to substitute during their conference periods he/she shall be paid \$8.50 per hour or may elect to bank such time as compensatory time.

13. Substitute Teachers: Definition - an individual who meets the minimum standards of substitute certification and is hired by this school district to fill the absence of a regularly contracted teacher on a per day basis and who is not affected in any way by the terms of this Agreement.

14. Upon retirement, a teacher with at least ten (10) years of service to the District will be paid \$25 for each unused sick day in the teachers sick leave accumulation to a maximum of 100 days. All days over the 100 day maximum shall also be reimbursed at the rate of \$10 per day.

ARTICLE 14 INSURANCE

1. Health/Medical

a. The Board shall provide payment of premiums for MESSA Super Care I health/medical program which shall provide not less than the booklet levels specified in addendum #1 (Super Care I Certificate Booklet).

b. The Board shall provide not more than the following amounts in the respective rate categories toward said health/medical program for the 1991-92 school year.

1. Single \$158.40
2. Employee & spouse or employee and child \$353.93
3. Family \$393.13

c. Any teacher who is not receiving Board paid health/medical insurance premium shall be entitled to a Board paid premium of \$2.36 monthly toward the MESSA group basic term life insurance policy of \$5,000.

d. Should the teacher elect to take a lesser health/medical plan, the difference will not be applicable to other types of insurance or other options.

e. All benefits and coverage shall be subject to and conditional upon proper application by the employee and the subsequent acceptance of the application to the carrier.

f. Change in family status shall be reported by the employee within thirty (30) days of such a change. The employee shall be responsible for any over payment of premiums made by the Board in his or her behalf for failure to comply with this procedure.

g. Employees who have Board provided insurance premiums are responsible to contact the insuring carrier within thirty (30) days of termination for conversion provisions available upon termination.

h. Open enrollment for application for benefits shall be the month of September of each year.

i. Continuation of MESSA Benefits - Death of a Member - In the event of the death of a bargaining unit member, the employer shall continue payments of the applicable contributions for MESSA for the bargaining unit member's eligible dependents for a period of 12 months to begin on the first of the month following the date of the member's death.

j. The Board shall pay the deductible to each employee at the start of each school year by separate check.

2. Dental

a. The Board shall provide the premium payment of \$40.19 per month per employee toward SET Ultra-Dent incentive 80-80-80, \$1,500.00 orthodontic rider. Premium payments shall be made monthly for the 1991-92 school year.

b. All benefits and coverage shall be subject to and conditioned upon proper application by the employee and the subsequent acceptance of the application by the carrier. All benefits and coverage shall be subject to and conditioned by the terms and provisions of the policy, rules, and regulations of the carrier.

c. Open enrollment for application for benefits shall be the month of September of each year.

3. Vision

a. The Board shall provide the premium payment of \$16.21 per month per employee for Vision Plan VSP-3. Premium payments shall be made monthly commencing for the 1991-92 school year.

b. All benefits and coverage shall be subject to and conditioned upon proper application by the employee and the subsequent acceptance of the application by the carrier. All benefits and coverage shall be subject to and conditioned by the terms and provisions of the policy, rules and regulations of the carrier. Open enrollment for application of benefits shall be the month of September each year.

4. The District shall pay for all of the above fringe benefits in the second year of the contract at the rates established by the carrier for 1992-93 (through 8/31/93). In the second year of the master agreement, the district may request the association to consider a MESSA PAK containing not less than the components of benefits as stated above.

ARTICLE 15
GRIEVANCE PROCEDURE

A. Definition:

1. A "grievance" is a claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretation or inequitable application of established policy, or the terms of this Agreement.

2. The term "teacher" as defined in Section I, Page I, may include any individual or group of teachers who are certified and who are members of the teaching faculty.

3. A "party of interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

4. The term "days" when used in this section shall, except where otherwise indicated, mean working school days.

B. Purpose:

The primary purpose of the procedure set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential nothing herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter with any appropriate member of the administration.

C. Structure:

In regard to the structure of the grievance committee or its procedure within its own group, this shall be the prerogative of the Association and aggrieved teacher. The aggrieved teacher may choose to be represented in a grievance if they so desire. The grievance shall be originated by the teacher and/or Association.

D. Procedure:

1. Nothing in the grievance procedure shall require the Board of Education to abrogate any of its legal duties, responsibilities or procedures nor abrogate the legal rights of any teacher as defined under school laws, the right of appeal or the right of arbitration as defined in Act No. 379, the 1965 amendment to the Hutchinson Act. If the Association is not satisfied with the disposition of the grievance by the Board, the grievance may be submitted to arbitration before an impartial arbitrator. The fees and expenses of the arbitrator shall be shared equally by the parties.

2. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. In the administration of the grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.

3. Should any grievance arise, the same shall be brought to Step I of the Grievance Procedure by the affected teacher and/or Association within 60 school days of occurrence.

STEP I. By conference between the aggrieved teacher(s) Association representative, or both and his principal. If not resolved then,

STEP II. By conference between the teacher(s) Association representative, the principal and the Superintendent or his designee*.

STEP III. By conference between the Board of Education and such Association representatives as designated by the Association. The Board will be notified of the intent to invoke Step III and the meeting shall occur within ten (10) school days.

STEP IV. In the event the grievance is not settled through Step III, it shall be referred to an impartial arbitrator agreeable to both parties for binding settlement. If no agreement can be reached as to the selection of an arbitrator, the issue shall be referred to the American Arbitration Board for binding settlement.

In each step of this process the grievance must be reduced to writing.

*Steps I and II shall be completed within five (5) school days. If not settled through Step II, effect Step III.

ARTICLE 16 NEGOTIATING PROCEDURES

1. While no final agreement shall be executed without ratification by the Association, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

2. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures.

3. In the event that the Board of Educations studies and implements a school improvement plan, no part of such plan will be implemented if it violates, contradicts, or is inconsistent with the terms and provisions of this collective bargaining agreement.

4. The Board will not implement a telecommunication plan nor require any teacher to serve on any telecommunication planning committee without first negotiating with the Association the terms and conditions of employment related to the implementation and operation of the plan.

ARTICLE 17
NO STRIKE CLAUSE

1. The Association and the Board recognize that the cessation or interruption of professional services by teachers is contrary to law and public policy. The Board and the Association agree, in keeping with the high standards of the teaching profession, that all differences between them shall be resolved by the orderly procedures provided herein, without interruption of the school program. Accordingly, the Association and the teachers agree that they will not authorize, instigate, participate in, encourage, or support any cessation or interruption of professional services (i.e., the concerted failure to report for duty or willful absence of a teacher from his position, or stoppage of work, or abstinence, in whole or in part, by any teacher or group of teachers) and pledge themselves to the purpose of insuring continuation of the educational program. Accordingly, the Board agrees to see that there will be no lock-out initiated against teachers.

ARTICLE 18
COMMUNICABLE DISEASES

Attendance or non attendance of students with acute infectious communicable diseases shall be determined by rules or regulations promulgated by the Michigan Department of Health and/or the Michigan Department of Education.

In the event that a child with communicable diseases is allowed by policy or law to attend school, all employees potentially having contact with the student shall be notified in advance of the child's placement and/or return to school unless notification is illegal or legally determined to violate the student's right of privacy.

Inservice instruction in hygienic practices and management to members coming into contact with students having such communicable diseases shall be available upon written request from the employee.

IRON MOUNTAIN PUBLIC SCHOOLS
School Calendar
1991-92

		<u>Days</u>
Monday, August 26	School starts--students at 10:00 a.m.	5
Monday, September 2	Labor Day--no school	20
October		23
Friday, November 1	End of 1st marking period	18.5*
Friday, November 15	School closed - deer day	
November 28, 29	School closed - Thanksgiving	
Friday, December 20	Last day of school before X-mas break	15
Monday, January 6	Resume school	20
Friday, January 17	End of 1st semester	
Friday, February 7	No school--three day weekend	19
Friday, March 13	No school--three day weekend	21.5*
Friday, March 20	End of 3rd marking period	
April 17	Good Friday--begin Easter break	16
Monday, April 27	Resume school	
Monday, May 25	Memorial Day--no school	20
Wednesday, June 3	Last student day	5
Thursday, June 5	Last day of school	
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*--parent/teacher conference

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IRON MOUNTAIN PUBLIC SCHOOLS
School Calendar
1992-93

		<u>Days</u>
Monday, August 31	School starts with students	1
Monday, September 7	No school--Labor Day	21
Tuesday, September 8	Resume school	22
Friday, October 30	End of 1st marking period	18.5*
Monday, November 16	School closed - deer day	
November 26, 27	School closed - Thanksgiving	
Monday, November 30	School resumes	
Friday, December 22	Last day of school before X-mas break	16
Monday, January 4	Resume school	20
Friday, January 15	End of 1st semester	
Friday, February 19	School closed--3 day weekend	20
Monday, February 22	School resumes	
Friday, March 19	End of 3rd marking period	23.5*
Friday, April 9	Good Friday--begin Easter break	16
Monday, April 19	Resume school	
Monday, May 31	Memorial Day--no school	20
Thursday, June 3	Last student day	
Friday, June 4	Teacher work day	4
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*--parent/teacher conference

IRON MOUNTAIN
1991-92
EXTRA CURRICULAR ACTIVITIES

1991-92 Base Salary - \$20,805

Art Club	1.51% of base	\$314
Business Club	1.51% of base	\$314
Future Homemakers	1.51% of base	\$314
Future Teachers	1.51% of base	\$314
Future Nurses	1.51% of base	\$314
Science Club	1.51% of base	\$314
Library Club	1.51% of base	\$314
Student Council	1.95% of base	\$406
Tri -Hi - Y	1.95% of base	\$406
Hi - Y	1.95% of base	\$406
Key Club	1.60% of base	\$333
Senior Class Advisor	3.46% of base	\$720
Junior Class Advisor	3.46% of base	\$720
Sophomore Class Advisor	1.51% of base	\$314
Freshman Class Advisor	1.51% of base	\$314
Debate	3.23% of base	\$672
Forensics	3.23% of base	\$672
Dramatics	3.46% of base	\$720
Newspaper & Literary Publication	3.63% of base	\$755
National Honor	1.74% of base	\$362
Spanish Club	1.51% of base	\$314
French Club	1.51% of base	\$314
Varsity Club	1.51% of base	\$314
Hi-Q	2.18% of base	\$454
Industrial Arts Club	1.51% of base	\$314
School Camp	2.76% of base	\$574

**IRON MOUNTAIN
1992-93
EXTRA CURRICULAR ACTIVITIES**

1992-93 Base Salary - \$22,592

Art Club	1.51% of base	\$341
Business Club	1.51% of base	\$341
Future Homemakers	1.51% of base	\$341
Future Teachers	1.51% of base	\$341
Future Nurses	1.51% of base	\$341
Science Club	1.51% of base	\$341
Library Club	1.51% of base	\$341
Student Council	1.95% of base	\$441
Tri -Hi - Y	1.95% of base	\$441
Hi - Y	1.95% of base	\$441
Key Club	1.60% of base	\$361
Senior Class Advisor	3.46% of base	\$782
Junior Class Advisor	3.46% of base	\$782
Sophomore Class Advisor	1.51% of base	\$341
Freshman Class Advisor	1.51% of base	\$341
Debate	3.23% of base	\$730
Forensics	3.23% of base	\$730
Dramatics	3.46% of base	\$782
Newspaper & Literary Publication	3.63% of base	\$820
National Honor	1.74% of base	\$393
Spanish Club	1.51% of base	\$341
French Club	1.51% of base	\$341
Varsity Club	1.51% of base	\$341
Hi-Q	2.18% of base	\$493
Industrial Arts Club	1.51% of base	\$341
School Camp	2.76% of base	\$624

**IRON MOUNTAIN
1991-92
ATHLETIC SALARY SCHEDULE**

1991-92 BASE SALARY . . . \$20,805

Varsity Football	18.90% of base	\$ 3,932
Assistant Varsity Football	16.28% of base	3,387
J.V. Football	14.54% of base	3,025
Assistant J.V. Football	13.37% of base	2,782
Freshmen Football	13.96% of base	2,904
Assistant Freshmen Football	12.79% of base	2,661
Above includes 3 week pre-school coaching		
Varsity Basketball	18.90% of base	3,932
J.V. Basketball	14.54% of base	3,025
Freshmen Basketball	13.96% of base	2,904
Above includes 1 week holiday coaching		
Jr. High Basketball - 7th	3.49% of base	726
Jr. High Basketball - 8th	3.49% of base	726
8th - girls basketball	3.49% of base	726
7th - girls basketball	3.49% of base	726
Wrestling	16.28% of base	3,387
Assistant Wrestling	14.54% of base	3,025
Above includes 1 week holiday coaching		
Boy's Tennis	3.78% of base	786
Girl's Tennis	3.78% of base	786
Boy's Golf	3.78% of base	786
Girl's Golf	3.78% of base	786
Boy's Track	9.30% of base	1,935
Girl's Track	9.30% of base	1,935
Assistant Boy's Track	5.53% of base	1,151
Assistant Girl's Track	5.53% of base	1,151
Skiing	3.20% of base	666
Cheerleading	2.91% of base	605
Girl's Varsity Basketball	18.90% of base	3,932
Girl's J.V. Basketball	14.54% of base	3,025
Girl's Volleyball	15.00% of base	3,121
Girl's Assistant Volleyball	10.74% of base	2,234

Ticket & Scoring Personnel \$15.00 per night

**IRON MOUNTAIN
1992-93
ATHLETIC SALARY SCHEDULE**

1992-93 BASE SALARY . . . \$22,592

Varsity Football	18.90% of base	\$ 4,270
Assistant Varsity Football	16.28% of base	3,678
J.V. Football	14.54% of base	3,285
Assistant J.V. Football	13.37% of base	3,021
Freshmen Football	13.96% of base	3,154
Assistant Freshmen Football	12.79% of base	2,890
Above includes 3 week pre-school coaching		
Varsity Basketball	18.90% of base	4,270
J.V. Basketball	14.54% of base	3,285
Freshmen Basketball	13.96% of base	3,154
Above includes 1 week holiday coaching		
Jr. High Basketball - 7th	3.49% of base	788
Jr. High Basketball - 8th	3.49% of base	788
8th - girls basketball	3.49% of base	788
7th - girls basketball	3.49% of base	788
Wrestling	16.28% of base	3,678
Assistant Wrestling	14.54% of base	3,285
Above includes 1 week holiday coaching		
Boy's Tennis	3.78% of base	854
Girl's Tennis	3.78% of base	854
Boy's Golf	3.78% of base	854
Girl's Golf	3.78% of base	854
Boy's Track	9.30% of base	2,101
Girl's Track	9.30% of base	2,101
Assistant Boy's Track	5.53% of base	1,249
Assistant Girl's Track	5.53% of base	1,249
Skiing	3.20% of base	723
Cheerleading	2.91% of base	657
Girl's Varsity Basketball	18.90% of base	4,270
Girl's J.V. Basketball	14.54% of base	3,285
Girl's Volleyball	15.00% of base	3,389
Girl's Assistant Volleyball	10.74% of base	2,426

Ticket & Scoring Personnel \$15.00 per night

IRON MOUNTAIN EA

1991-92 First Semester

	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>	<u>MA+24</u>
0	20,499	20,828	21,157	21,486	21,815	22,005	22,195	22,385
1	21,322	21,719	22,115	22,509	22,905	23,152	23,393	23,639
2	22,175	22,645	23,115	23,583	24,054	24,356	24,656	24,961
3	23,061	23,609	24,158	24,705	25,254	25,621	25,989	26,361
4	23,982	24,617	25,251	25,884	26,517	26,954	27,393	27,838
5	24,941	25,668	26,393	27,119	27,844	28,357	28,874	29,395
6	25,941	26,766	27,588	28,411	29,234	29,827	30,431	31,043
7	26,977	27,908	28,837	29,769	30,698	31,381	32,072	32,779
8	28,057	29,102	30,144	31,189	32,234	33,012	33,807	34,617
9	29,179	30,346	31,512	32,679	33,845	34,726	35,633	36,554
10		30,769	32,358	33,949	35,538	36,534	37,553	38,601

\$900 shall be paid to anyone beyond the above salary schedule.

\$450 longevity bonus upon attainment of 15 years experience.

\$650 longevity bonus upon attainment of 25 years experience.*

Driver Education rate - \$10.00 per hour.

The Board of Education shall pay 5% of the teachers' salary to the Mich. Teachers Ret. Fund.

*Denotes fifteen year longevity amount plus \$200.

IRON MOUNTAIN EA

1991-92 Second Semester

	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>	<u>MA+24</u>
0	21,114	21,453	21,792	22,131	22,469	22,665	22,861	23,057
1	21,962	22,371	22,778	23,184	23,592	23,847	24,095	24,348
2	22,840	23,324	23,808	24,290	24,776	25,087	25,396	25,710
3	23,753	24,317	24,883	25,446	26,012	26,390	26,769	27,152
4	24,701	25,356	26,009	26,661	27,313	27,763	28,215	28,673
5	25,689	26,438	27,185	27,933	28,679	29,208	29,740	30,227
6	26,719	27,569	28,416	29,263	30,111	30,722	31,344	31,974
7	27,786	28,745	29,702	30,662	31,619	32,322	33,034	33,762
8	28,899	29,975	31,048	32,125	33,201	34,002	34,821	35,656
9	30,054	31,256	32,457	33,659	34,860	35,768	36,702	37,651
10		31,692	33,329	34,967	36,604	37,630	38,680	39,759

\$900 shall be paid to anyone beyond the above salary schedule.

\$450 longevity bonus upon attainment of 15 years experience.

\$650 longevity bonus upon attainment of 25 years experience.*

Driver Education rate - \$10.00 per hour.

The Board of Education shall pay 5% of the teachers' salary to the Mich. Teachers Ret. Fund.

*Denotes fifteen year longevity amount plus \$200.

IRON MOUNTAIN EA

1992-93

	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>	<u>MA+24</u>
0	22,592	22,955	23,317	23,680	24,042	24,252	24,461	24,671
1	23,499	23,937	24,372	24,807	25,243	25,516	25,782	26,052
2	24,439	24,957	25,475	25,990	26,510	26,843	27,174	27,510
3	25,416	26,019	26,625	27,227	27,833	28,237	28,643	29,053
4	26,430	27,131	27,830	28,527	29,225	29,706	30,190	30,680
5	27,487	28,289	29,088	29,888	30,687	31,253	31,822	32,396
6	28,589	29,499	30,405	31,311	32,219	32,873	33,538	34,212
7	29,731	30,757	31,781	32,808	33,832	34,585	35,346	36,125
8	30,922	32,073	33,221	34,374	35,525	36,382	37,258	38,152
9	32,158	33,444	34,729	36,015	37,300	38,272	39,271	40,287
10		33,910	35,662	37,415	39,166	40,264	41,388	42,542

\$900 shall be paid to anyone beyond the above salary schedule.

\$450 longevity bonus upon attainment of 15 years experience.

\$650 longevity bonus upon attainment of 25 years experience.*

Driver Education rate - \$10.00 per hour.

The Board of Education shall pay 5% of the teachers' salary to the Mich. Teachers Ret. Fund.

*Denotes fifteen year longevity amount plus \$200.

MASTER TEACHING CONTRACT
IRON MOUNTAIN CITY SCHOOLS

The ratification of the Agreement with full endorsement of both parties, is hereby concluded on August 23, 1991.

Board of Education

U.P.E.A.-I.M.E.A.

President

Secretary

100

100

100