

6/30/88

**MASTER AGREEMENT**  
**BETWEEN THE**  
**CORUNNA BOARD OF EDUCATION**  
**AND THE**  
**SHIAWASSEE**  
**COUNTY EDUCATION**  
**ASSOCIATION**  
**1985 - 1988**

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*Corunna Public Schools*





ARTICLE I

RECOGNITION

A. The board hereby recognizes the Shiawassee County Education Association, hereinafter referred to as the 'Association' in this Master Agreement, as the sole and exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure and probation, classroom teachers, full-time substitute teachers, reading teachers, and teachers of the homebound or hospitalized, but excluding the Superintendent, Assistant Superintendent, Principals, Administrative Assistants, Director of Community Education and the Director of Secondary Instruction. All professional personnel serving as classroom teachers for any part of their regular assignments, excepting the above mentioned exclusions, must be considered 'teachers' 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 masculine gender shall include feminine.

B. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws.

ARTICLE II

FINANCIAL RESPONSIBILITIES AND PAYROLL DEDUCTIONS

A. Teachers may sign and deliver to the board or its agent an assignment authorizing deductions for professional dues, political action contributions (M.E.A.-N.E.A.-P.A.C.), insurance, annuities and teacher credit union, upon such conditions as the teacher and Board of Education shall

establish, within sixty (60) days after the beginning of his employment. It is expressly understood that deductions for professional dues will be governed by paragraph B, Article II, during the term of this contract.

B. This agreement recognizes the obligation incumbent upon bargaining unit members to contribute to the Association dues or service fees as established by the Association, and that such a contribution represents the unit member's obligation to pay his/her fair share for the services by the Association. Thus, any teacher who is not a member of the Association in good standing, or who does not make application for membership within ten (10) days from the date of commencement of teaching duties, shall, as a condition of employment, pay as a service fee to the Association an amount equivalent to the dues uniformly required to be paid by members of the Association-M.E.A.-N.E.A., provided, however, that the teacher may authorize payroll deduction for such fee in the same manner as provided in the preceding article.

C. In the event that a teacher shall not pay such service fee directly to the Association or authorize payment through payroll deduction as provided in the preceding article, the Association, by virtue of this agreement, shall be entitled to pursue legal remedies in court against those teachers who are in non-compliance with regards to the dues and/or service fee provision of this contract, and such teachers' membership contract with the Association.

D. The board agrees to deduct from the salaries of teachers dues for the Shiawassee County Education Association, the Michigan Education and the National Education Associations, or a non-member's service fee when voluntarily authorized in writing to the Board of Education and the Association

by each teacher desirous of having such dues deducted.

E. Regular dues or the non-member's service fee for any or all of the above stated organizations shall be deducted together, as one deduction, in ten (10) equal monthly installments.

FORM

F. On this \_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, I, \_\_\_\_\_, hereby authorize the Board of Education to deduct the following sums in ten (10) equal installments as dues for the following organizations, from the second bi-weekly paycheck of my employment as specified in the Master Agreement.

\$\_\_\_\_\_ Shiawassee County Education Association

\$\_\_\_\_\_ Michigan Education Association

\$\_\_\_\_\_ National Education Association

or

\$\_\_\_\_\_ Non-member's Service Fee

I further understand that, in the event of a dispute over payments of the above specified amounts, I must seek my remedy from the Michigan Education Association. Further, it is my express understanding that this authorization for dues deduction shall be revocable only if I expressly so state in writing, a copy of which must be placed on file with the Superintendent and a copy with the Treasurer of the Association.

Filed with the Board of Education \_\_\_\_\_ on the \_\_\_\_\_, day of \_\_\_\_\_, 19\_\_\_\_.

G. Authorizations for deductions filed with the Superintendent on or before the tenth day following the first day of school each year shall become effective with the first scheduled deduction of the coming school

year. Authorization for deductions filed after the aforementioned date shall be deducted from the first bi-weekly paycheck of the second semester.

H. Dues authorization, once filed with the Superintendent, shall continue in effect until a revocation form, in writing and signed by the teacher, is filed with the Superintendent and the Treasurer of the Association. It is expressly understood that the Superintendent and the Board need only honor one authorization form per year per teacher.

I. The Association shall, on or before the first day of each school year, give written notification to the Superintendent of the amount of its dues and those of the M.E.A. and N.E.A., and the amount of the non-member's service fee, which are to be deducted in the coming school year under such authorizations. The amounts of deductions, as per said written notification, shall not be subject to change during the entire school year. It is expressly understood that the Board is not required to deduct any assessment under the terms of this article.

J. For the purpose of this article, the term 'school year' shall include the period beginning with the first teacher working day of school in the fall to the last teacher working day of school in the spring.

K. Dues deductions shall be transmitted by the Superintendent to the Association Treasurer within five (5) days after such deductions are made. The Association shall be responsible for disbursements of M.E.A. and N.E.A. dues paid to it to the treasurers of those organizations.

L. All refunds claimed for deductions under such dues authorizations shall lie solely with the Association. The Association agrees to reimburse any teacher for the amount of any deduction deducted by the Board and paid to the Association, which deduction is by error in excess of the proper

deduction, and agrees to hold the Board harmless from all claims of excessive deductions.

M. Any dispute between the Association and the Board which may arise as to whether or not an employee properly executed or properly revoked an authorization card pursuant to this article shall be reviewed with the employee by a representative of the Board. Until the matter is disposed of, no further deductions shall be made. The Board assumes no liability for the authenticity, execution or revocation of the authorization form.

N. The Association will save the Board harmless from any and all costs, including witnesses and attorney fees or other incidental cost of prosecution or defense, or any liability resulting from the prosecution or defense of any action claimed or otherwise, to which the Board of Education may be liable by virtue of enforcing the provisions of this article.

### ARTICLE III

#### TEACHER RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other lawful concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with



respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any lawful activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board.

C. The Association and its members shall have the right to use a classroom at all reasonable hours for meetings, provided there is no conflict with regular school programs or extra-curricular activities. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association, either on or off school premises. Bulletin boards in the teachers' lounges shall be made available to the Association and its' members.

D. The Board agrees to make available for inspection to the Association all available information concerning: 1) annual financial reports and audits; 2) the financial resources of the district; 3) register of certificated personnel; 4) approved budget; 5) minutes of all board meetings; 6) treasurer's reports; 7) names and addresses of all teachers; and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

## ARTICLE IV

### MANAGEMENT RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, the Board, on its own behalf and on behalf of the electors of the district, retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and/or the United States, including, but without limiting, the generality of the foregoing: The management and control of school properties, facilities, grades and courses of instruction, athletic and recreational programs, methods of instruction, materials used for instruction, and selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel.

B. Pursuant to Act 379 of the Public Acts of 1965, the exercise of these powers, rights, authority, duties and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and express terms of this Agreement.

## ARTICLE V

### PROFESSIONAL QUALIFICATIONS/PROFESSIONAL COMPENSATION

A. Teachers who are employed by the Corunna Public Schools shall have a minimum of a bachelor's degree from an accredited college or university and a provisional or continuing certificate.

The employment of teachers without degree and/or certification is to be permitted only in cases of absolute necessity when no qualified applicants, as determined by the Board of Education, are available. The

Association shall be notified in each instance.

The employment of certified and non-certified teachers shall be governed by the Administrative Rules Governing the Certification of Michigan Teachers.

B. The salaries of teachers covered by the Agreement are set forth in Schedule A, which is attached to and incorporated in this agreement. Such salary schedule shall remain in effect for three (3) years.

C. Teachers shall receive their paycheck every other Friday. At the beginning of the school year, a teacher shall elect in writing to receive his/her salary on a twenty-one (21) or twenty-six (26) pay basis. A teacher requesting his/her pay on the twenty-six (26) pay basis may secure a lump sum payment of the remaining salary at the close of the school year, provided written notice is given to the Superintendent's office prior to the second Monday in May of the current school year. Teachers shall be encouraged by the S.C.E.A. not to request a lump sum payment.

## ARTICLE VI

### TEACHING HOURS

A. Teachers shall report to their assigned building no later than thirty (30) minutes before the first class period begins, and to their teaching stations no less than fifteen (15) minutes before the class period begins. Teachers shall remain at their assigned buildings at least thirty (30) minutes after the bell sounds dismissing students from school, and at least fifteen (15) minutes in their classroom immediately after the bell sounds dismissing students from school. Teachers shall be excused from the fifteen (15) and thirty (30) minute rules after school (as stated above) on

those days preceding a day when students will not be in school. Other exceptions to these regulations shall be only with permission of the building principal. Meetings called by the principal or the administration after school shall also excuse a teacher from the fifteen (15) and thirty (30) minute rule.

All teachers are expected to fulfill professional responsibilities before leaving the school building at the end of each school day. This shall include, but not be limited to, conferences with students, the building administration and scheduled conferences with parents.

B. The Board recognizes teaching as a professional calling and shall not impose unreasonable demands upon a teacher's time, but shall agree that the work week for our teaching staff shall be maintained at a professional level and shall be consistent with the work schedule of a profession.

C. The length of the school day shall be as follows for the 1984-85 school year:

Corunna High School.....	8:00 a.m. to 2:30 p.m.
Corunna Middle School.....	8:00 a.m. to 2:20 p.m.
Elsa Meyer Elementary School.....	9:15 a.m. to 3:30 p.m.
Louise Peacock Elementary School.....	9:15 a.m. to 3:30 p.m.
Nellie Reed Elementary School.....	9:15 a.m. to 3:30 p.m.
Shiawassee Street Elementary School...	9:15 a.m. to 3:30 p.m.

Every effort will be made to arrange transportation to expedite these time schedules.

D. The above times can be changed after consultation between both parties.

E. In no event shall the Board increase the number of hours of duty time for teachers in the secondary school over seven (7) hours and forty (40) minutes per day. This will include at least one (1) instructional planning period.

F. The length of the school year shall be governed by the school calendar, which shall be attached to and incorporated into this agreement as Schedule B.

## ARTICLE VII

### TEACHING LOADS AND ASSIGNMENTS

#### A. Class Size

1. In grades K-2 every effort will be made to enroll no more than twenty-eight (28) students in each classroom and in grades 3-5 no more than thirty (30) students in each classroom, within the financial and facility structure of the school district.
2. Special education students who are mainstreamed into general education classrooms for more than one-half (1/2) of their daily academic schedule, as shown on State Department of Education report form DS-4061 (Worksheet b-1) shall be counted in the total class load to which they are mainstreamed.
3. In grades 6-12 University of Michigan accreditation regulations will be followed in respect to teacher class loads, and every effort will be made to enroll no more than 170 students per teacher, per day, except in the areas of Music, Physical Education, Typing and Exploratory classes, within the financial and facility structure of the school district.
4. The Board will continue its policy to distribute students as evenly as possible by grade level within each individual elementary building.

B. All teachers, except substitute teachers, shall be assigned within the scope of their teaching certificates. Senior high school teachers shall be assigned within their major or minor fields of study, unless

otherwise agreed to by the individual.

C. Teachers in the senior high school will teach five (5) periods per day. Teachers in the middle school will teach six (6) periods per day. Both middle school and high school teachers will have at least one (1) instructional planning period per day.

D. Teachers may be assigned an extra class load for a semester or year during their regular planning period with the consent of the teacher, and will be reimbursed at the rate of one-sixth of their regular base salary for said assignment.

E. Teachers who are affected by a change in grade assignments in the elementary school grades, and by changes in subject assignments in the secondary school grades will be notified and consulted by their principals concerning tentative assignment no later than June 20th of the preceding year. Effort will be made to avoid reassigning teachers to different grade levels and subject fields after June 20th. Teachers to be affected by reassignment after June 20th shall be made aware of such changes in writing as soon as possible.

## ARTICLE VIII

### TEACHING CONDITIONS

A. The representatives of the Board and the Association shall confer from time to time for the purpose of selecting educational materials and textbooks. The Board shall undertake as soon as practicable to implement all joint decisions thereon made by its representatives and the Association.

B. The Board agrees to provide teachers with a duty-free lunch period. For the 1984-85 school year the length of the lunch period for the elementary teachers shall be forty-five (45) minutes. Secondary teachers shall receive a duty-free lunch period equal to that of the students. In addition, elementary teachers may use for instructional preparation time all time which their classes are receiving instruction from library, vocal music, physical education and/or substitutes. One (1) fifteen (15) minute break period in lieu of one recess duty per day will be provided each elementary teacher.

C. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher, or the lack thereof, shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

D. The provisions of this agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, marital status or membership in or association with the activities of any employee 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, color or national origin, and to seek to achieve full equality of educational opportunity to all pupils.

E. Teacher Aides will be hired by the Board of Education for each elementary school in a ratio of one (1) hour per seventy-five (75) students. The Teacher Aides will be subject to assignment by the building principal after conferring with the teaching staff.

ARTICLE IX

VACANCIES AND PROMOTIONS

A. A vacancy shall be defined for the purpose of this agreement as any classes scheduled for an assignment or assignments which are vacant after all appropriate adjustments within the bargaining unit (including those members on lay-off) have been made by the administration. These adjustments shall include involuntary transfers and reassignments to accommodate the recall of laid-off teachers. In the event there are no teachers on lay-off, any new positions created by the Board or those positions vacated for any reason will be posted in accordance with Section B of this article.

B. Any teacher may apply for vacancies in any professional position which may occur in the school district. All professional vacancies will be posted by the Board in the teachers' lounge and general office of each building in the district at least ten (10) days prior to filling positions. A copy of each notice of vacancies will be mailed to the local Association president at the time the postings are made. The Board will notify teachers who have been officially laid off at least ten (10) days prior to filling professional vacancies.

C. The Board declares its support of its present policy of promotion from within its own teaching staff, including promotions to supervisory and executive levels, when, in its sole judgement, it believes such candidate to be the best available for the position.

D. All applications for filling such vacancies must be submitted to the Superintendent or Assistant Superintendent of Schools.



E. Bargaining unit members who wish to indicate to the administration their preference for voluntary changes in teaching assignments shall so indicate, in writing, to the Superintendent of Schools, no later than the last teacher work day of each school year.

## ARTICLE X

### TRANSFERS

A. Unrequested transfers of teachers are to be minimized. Teachers may request a transfer by submitting a request to the Superintendent of Schools by letter. In the event it becomes necessary to transfer staff, qualified volunteers will be given first consideration when a vacancy exists.

B. Any teacher who shall be transferred to a supervisory or executive position and shall return to a teacher status shall be entitled to retain such rights as he may have had under this agreement prior to such transfer to supervisory or executive position.

## ARTICLE XI

### LEAVE PAY

A. All salaried teaching personnel shall be allowed sick leave privileges listed hereafter:

1. Sick leave of one (1) day per month, effective on the last day of each month, accumulative to 10, 11 or 12 days per year, depending on the contractual service year of the employee.
2. Credit at the end of the service year with the unused portion of sick leave allowance accumulative to a total of ninety (90) days.

3. Absence from duty, at the discretion of the Superintendent, may be granted after application has been made for the following reason:

Illness in the immediate family

Such absence, when granted, will be deducted from accumulated sick leave. Immediate family shall be interpreted as: Father; Mother; Husband; Wife; Child; Brother; Sister; Grandparents; and Father- or Mother-in-Law.

4. Absence from duty for up to three (3) days with full pay shall be granted after notification has been made in case of death of a Father, Mother, Husband, Wife, Child, Sister, Brother, Grandparents, Father-in-Law, Mother-in-Law, Grandchild, Brother-in-Law or Sister-in-Law. Additional days may be granted at the discretion of the Superintendent of Schools. Such additional days will be deducted from accumulated sick leave.
5. A one (1) day funeral leave will be granted after notification has been made in the case of death of a member of the extended family or a close friend. This day will be deducted from either the teacher's personal leave days or the accumulated sick leave, at the teacher's option.
6. Any full time teacher regularly employed by the Board of Education shall be granted one (1) day of leave per year, accumulative to three (3) days, for personal leave. Personal leave shall not be used to extend school vacation days. A teacher shall request personal leave from the building principal at least twenty-four (24) hours in advance. Unused personal leave days in excess of two (2) days shall accumulate as sick leave days.
7. Miscellaneous provisions:
  - a) The Board of Education reserves the right to require a doctor's certificate or other evidence of illness.
  - b) The Superintendent shall certify the legitimacy of a claim for compensation for absence.

- c) Before the employee may return to work from the leave of absence, he or she may be required to present to the Board a physician's statement confirming his or her physical ability to perform all regular and normal duties and functions of his or her position.

B. Pursuant to Section 572 of the School Code of 1955, teachers who have been employed for seven (7) years may be granted a sabbatical leave for one (1) year. During said sabbatical leave, the teacher shall be considered to be in the employ of the Board without compensation.

A teacher, upon return from a sabbatical leave, shall be restored to his former position, or to a position for which he is qualified in seniority and status. Any period spent on sabbatical leave shall be treated as teaching service for the purpose of applying the salary schedule set forth in Schedule A of this agreement.

C. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States.

Teachers on military and sabbatical leave shall be given the benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school system.

D. Child Care Leave:

Employees may request a leave of absence for child care reasons and be granted such leave under the following conditions:

1. The employee must request, in writing, a leave of absence at least thirty (30) days prior to the expected date for such leave, and must notify the Board, in writing, at least thirty (30) days before her anticipated date of return. Such leave may begin with less than the thirty (30) days notice, provided the employee's physician provides such request in writing.

2. That no salary or fringe benefits, including, but not limited to, sick leave, hospitalization, disability insurance, etc., be paid or accrued during the leave period.
3. That upon return to work the employee shall be assigned to any position for which she is certified and/or qualified.
4. An extension of leave for one (1) year following delivery for the purpose of child care shall be granted under the conditions outlined above. The teacher who applies for a child care leave in a first semester shall be granted said leave for the remainder of the school year or until the end of the first semester of the following school year. If said leave becomes effective during the second semester of the school year, such leave shall consist of the remainder of the school year, and may, at the teacher's request, be extended through the next full school year. In no event will a teacher on child care leave resume employment other than at the beginning of the school year or at the beginning of the second semester.
5. An extension of leave time for the purpose of child care beyond the limitations in No. 4 above, and up to five (5) years, may be granted under the following conditions:
  - a) The employee shall request, in writing to the Superintendent, this extension of leave time, stating the number of school years to be absent.
  - b) The employee shall present a written letter of intent to return to work to the Superintendent of Schools before June 1st prior to the school year of return.
  - c) The employee shall be assigned to the first vacant position for which she is certified.
  - d) Any extension of child care leave beyond the first year as outlined in #4, above, shall not accrue seniority credit.
6. Failure to return to work as set forth herein, or failure to follow the above requirements and responsibilities shall mean that her employment shall be terminated.

E. Official Leave

Upon written application to the Superintendent at least sixty (60) days prior to the expected date for such leave, a teacher shall be granted a leave of absence up to two (2) years to assume a State or National office in the Michigan Education Association or the National Education Association. No salary or fringe benefits, including, but not limited to, sick leave, hospitalization, disability insurance, etc., shall be paid or accrued during the leave period. Upon return to work, the teacher shall be assigned to any position for which he is certified and/or qualified. The teacher granted such leave shall notify the Board of his intent to return to work in the Corunna schools no later than March 15th preceding the school year of return.

F. Association Days

At the beginning of each school year the Association shall be credited with ten (10) days, with pay, to be used by teachers who are officers or agents of the Association. Such uses will be at the discretion of the Association. Unused days will not accumulate for use in succeeding years. The Association agrees to notify the building principal no less than forty-eight (48) hours in advance of taking such leave. The Association agrees to reimburse the Board the cost for substitute teachers needed for teachers using Association days.

Five (5) additional days may be used by the Association under the above conditions, except that a full day's pay for each teacher absent for each day will be reimbursed to the Board by the Association.

All reimbursements will be made to the Board before June 30th of the year during which the Association days were used.

G. General Purpose Leave:

A general purpose leave may be granted for a period of up to one (1) year, subject to the recommendation of the Superintendent and approval of the Board. Such leave shall expire at the beginning of the following school year. The granting or non-granting of such leave on a request-by-request basis will not be construed to constitute past practice.

Teachers returning from a general purpose leave shall be placed in a teaching position for which they are certified. Upon written application to the Superintendent, an extension of the general purpose leave may be granted by the Board of Education. No salary increment or fringe benefits, including, but not limited to, sick leave, hospitalization, disability insurance, dental insurance, life insurance, etc., be provided or accrued during the leave period. The employee will accrue seniority during the general purpose leave.

H. Professional Development Days:

One (1) conference per year for each secondary department or elementary grade level will be granted upon request and under the following conditions:

1. The request must be in writing to the teacher's immediate supervisor at least ten (10) days in advance of the absence.
2. The cost of the substitute will be paid by the Board.
3. Conference expenses for actual cost of transportation, meals (limit of \$15.00 per day), lodging and registration will be paid by the Board. The total expenses to be paid by the Board shall not exceed \$125.00 per conference. A detailed expense sheet must be submitted to the Superintendent within seven (7) days of the absence.

4. The teacher will provide a report if requested by the administration.
5. The representative may be expected to share his or her experience with other groups.
6. Additional conferences may be granted, at the discretion of the Superintendent, to those teachers who choose to pay for their own conference expenses.
7. Any conference funded by an outside source will not be included in the above limitation.

## ARTICLE XII

### TEACHER EVALUATION

A. Each teacher shall have the right, upon request, to review the contents of his own personnel file. A representative of the Association, upon request, may accompany the teacher in such review.

B. All evaluations of the work performance of a teacher shall be conducted by the teacher's building principal, assistant principal or other full-time administrator assigned by the Superintendent. All evaluations shall continue to be conducted openly and with full knowledge of the teacher.

C. If a written evaluation is to be placed in the teacher's personnel file, at least two (2) written copies of the evaluation shall be submitted to the teacher within ten (10) days after the observation. At least one (1) copy shall be signed by the teacher and the observer, to be placed in the personnel file. One (1) copy may be retained by the teacher.

D. Either party shall at all times be entitled to have present a representative of the Association or administrative staff when a teacher is

being reprimanded or disciplined for an infraction of discipline or delinquency in professional performance, when that infraction shall become a part of that teacher's personnel file.

E. No teacher shall be disciplined (including warnings, reprimands, suspensions, reductions in rank or professional advantage, discharges or other actions of a disciplinary nature) without just cause.

F. If a teacher objects to an evaluation or feels it is incomplete as conducted according to Section B, or objects to a reprimand as conducted in Section D, he may put his objections in writing and have them attached to the evaluation or reprimand that is to be put in his personnel file.

#### ARTICLE XIII

##### PROTECTION OF TEACHERS

A. The Board continues to recognize its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.

The teachers recognize their responsibility to continue to give reasonable support and assistance to all administrative policies and decisions made within their scope of authority.

B. Any case of assault upon a teacher in performance of duty shall be reported to the administration. The Board will provide legal counsel, upon request, to advise the teacher of his rights and obligations with respect to such assault, and shall render all reasonable assistance.



C. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher if proof of inability to perform professional services from a qualified physician is presented to the administration.

D. Serious parental complaints directed toward a teacher shall be called to the teacher's attention.

#### ARTICLE XIV

##### GRIEVANCE PROCEDURE

A. A grievance shall be an alleged violation of the expressed terms of this contract. The following matters shall not be the basis of any grievance filed under the procedure outlined in this article.

1. The termination of services of or failure to re-employ any probationary teacher.
2. The placing of a non-tenure teacher on a third year of probation.
3. The termination of services of or failure to re-employ any teacher to a position on the extra-curricular schedule.

It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion).

B. The Association shall designate two (2) representatives per building to handle grievances when requested by the grievant. The Board hereby designates the principal of each building to act as its representative at Level One as hereinafter described, and the Superintendent or his designated representative to act at Level Two as hereinafter described.

C. The term 'days' as used herein shall mean days in which school is in session.

D. Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant or grievants.
2. It shall be specific.
3. It shall contain a synopsis of the facts giving rise to the alleged violation.
4. It shall cite the section or sub-section of this contract alleged to have been violated.
5. It shall contain the date of the alleged violation.
6. It shall specify the relief requested.

Paragraph E:

Level One - A teacher and/or the Association, believing himself or herself wronged by an alleged violation of the express provisions of this contract, shall, within ten (10) days of its alleged occurrence, orally resolve same. If no resolution is obtained within three (3) days of the discussion, the teacher shall reduce the grievance to writing and proceed within ten (10) days of said discussion to Level Two.

Level Two - A copy of the written grievance shall be filed with the Superintendent or his designated agent as specified in Level One, with the endorsement thereon of the approval or disapproval of the Association. Within ten (10) days of receipt of the grievance, the Superintendent or his designated agent shall arrange a meeting with the grievant and/or the designated Association representative at the option of the grievant, to discuss the grievance. Within ten (10) days of the discussion, the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of the same to the grievant, the Association Secretary,

the building principal in which the grievance arose, and place a copy of same in a permanent file in his office.

If no decision is rendered within ten (10) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant may appeal same to the Board of Education by filing a written grievance, along with the decision of the Superintendent, with the officer of the Board in charge of drawing up the agenda for the Board's meeting not less than five (5) days prior to the next regularly scheduled board meeting.

Level Three - Upon proper application as specified in Level Two, the Board shall allow the teacher or his Association representative an opportunity to be heard at the meeting for which the grievance was scheduled. Within five (5) days from the hearing of the grievance, the Board shall render its decision in writing. The Board may hold future hearings therein, may designate one or more of its members to hold future hearings therein, or otherwise investigate the grievance, provided, however, that in no event except with express written consent of the Association, shall final determination of the grievance be made by the Board more than ten (10) days after the initial hearing.

A copy of the written decision of the Board shall be forwarded within ten (10) days to the Superintendent for permanent filing, the building principal for the building in which the grievance arose, the grievant and the secretary of the Association.

Level Four - Individual teachers shall not have the right to process a grievance at Level Four.

1. If the Association is not satisfied with the disposition of the grievance at Level Three, it may, within ten (10) days after the decision of the Board, in writing, request the appointment of an arbitrator to hear the grievance. If the parties cannot agree upon an arbitrator, he shall be selected by the American Arbitration Association in accordance with its rules, except each party shall have the right to preemptorily strike not more than three (3) from the list of arbitrators.
2. Neither party may raise a new defense or ground at Level Four not previously raised or disclosed at other written levels. Each party shall submit to the other party not less than three (3) days prior to the hearing a pre-hearing statement alleging facts, grounds and defenses which will be proven at the hearing and hold a conference at that time in an attempt to settle the grievance.
3. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board and the Association; subject to the right of the Board or the Association to judicial review, any lawful decision of the arbitrator shall be forthwith placed into effect.
4. Powers of the arbitrator are subject to the following limitations:
  - a) He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this agreement.
  - b) He shall have no power to establish salary scales or to change any salary.
  - c) He shall have no power to change any policy or regulation of the Board not covered by the contract specifically.
  - d) He shall have no power to decide any question which, under this agreement, is within the responsibility of management to decide. In rendering decisions, an arbitrator shall give due regard to the responsibility of management and shall so construe the Agreement that there will be no interferences with such responsibilities.
  - e) He shall have no power to interpret state or federal law.

- f) He shall not hear any grievance previously barred from the scope of the grievance procedure.
  - g) He shall have no power to decide any question which, under this agreement, is within the responsibility of the Board to decide. In rendering decisions, the arbitrator shall give due regard to the responsibility of the Board and shall so construe the agreement in that there will be no interference with such responsibilities except as they may be specifically conditioned by this agreement.
5. After a case on which the arbitrator is powered to rule hereunder has been referred to him, it may not be withdrawn by either party, except by mutual consent.
  6. If either party disputes the arbitrability of any grievance under the terms of this agreement, the dispute will be settled in arbitration.
  7. No more than one (1) grievance may be considered by the arbitrator at the same time, except upon expressed written mutual consent, and then only if they are of similar nature.
  8. The cost of the arbitrator shall be borne by the party which loses, except in the case of a split decision, when it shall be borne equally by the parties. Each party shall assume its own cost for representation, including any expense of witnesses.

F. Where no wage or fringe benefit loss has been caused by the action of the Board complained of, the Board shall be under no obligation to make monetary adjustment and the arbitrator shall have no power to order one.

G. Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or non-occurrence of the event upon which the grievance is based. In no event, however, shall the settlement be earlier than thirty (30) days prior to the date on which the grievance is filed initially.

ARTICLE XV

CURRICULUM STUDY PROVISION

A. Departments representing the middle school and high school program shall be organized as follows:

Math; Science; Social Studies; Language Arts; Special Education; Fine Arts; Library; Guidance; Physical Education; Technical-Industrial Education-Homemaking-Agriculture; Business Education; Academically Interested and Talented.

Each of the above departments shall meet at least once during the months of September, October, January, February, March and May.

In addition, the Math, Science, Social Studies and Language Arts departments, involving the middle school teachers only, shall meet at least once during the months of October, January, March and May.

B. Departments representing the elementary school programs shall be organized as follows:

Math; Science; Social Studies; Language Arts; Reading;  
Child Development

Each chairperson of the above elementary departments shall also serve as a grade level chairperson, each representing a different grade level K-5. The elementary grade level meetings shall meet at least once during the months of October, January, February and May.

The elementary departments shall meet at least once during the months of September and March.

C. Elementary and secondary department meetings shall be held jointly at least once during the months of November and April. At the November

meetings the middle school and high school department heads shall serve as chairpersons. At the April meetings the elementary department chairpersons and six (6) secondary department chairpersons (Business Education; Technical-Industrial Education-Homemaking-Agriculture; Special Education; Fine Arts; Physical Education and Library) shall serve as chairpersons. At both of the above joint meetings the elementary Child Development department shall meet with the Guidance department.

D. All teachers are required to attend all department and grade level meetings unless excused in advance by the building principal. All athletic and other practices shall be pre-empted by these meetings.

E. Each department head and grade level chairperson shall prepare a written agenda at least four (4) days prior to each scheduled department and grade level meeting. At each of these meetings an appointed recorder will take detailed minutes. It will be the responsibility of each department head and grade level chairperson to see that copies of the agenda are distributed to his or her department or grade level teachers, and the chairperson of the K-12 Council, no less than four (4) days prior to each meeting. It shall also be the responsibility of each department or grade level chairperson to provide copies of the minutes of each meeting they chair to his or her department or grade level teachers and all K-12 Council members within one (1) week from the date of each meeting. The recorder for each meeting shall indicate in the minutes who is present and not present at each meeting.

F. The Curriculum Council shall be organized as follows:

1. A K-12 Council comprised of 11 secondary department heads, 6 grade-level chairpersons, building principals, and 1 central office representative.

2. A K-5 Council comprised of 6 grade-level chairpersons, elementary building principals and 1 central office representative.
3. A 6-12 Council comprised of 11 department chairpersons, secondary building principals and 1 central office representative.

The K-12 Council shall meet at least once during the months of November and March. The K-5 and 6-12 Councils shall meet at least once during the months of October, January and May. The chairpersons for all council meetings shall be the Superintendent or his designee. The councils shall serve in an advisory capacity, through the administration, to the Board of Education, for the purpose of recommending course and textbook changes, adoption of innovative practices and purchases of such materials as the changes will require.

G. It shall be the duty of each department or grade level committee to establish or review and revise a statement of classroom objectives. This statement shall include the basic concepts and skills to be taught in each grade level or subject area. The duties of the department or grade level chairperson shall be as follows:

1. To lead the department in establishing and revising the aforementioned statement of objectives and to pursue its implementation.
2. To act as liaison between members of his department and administration in the selection and purchase of textbooks and teaching materials.
3. To act as coordinator of all resources available to his department.
4. To represent his department on the district Curriculum Council.
5. To work with his department supervisors and district Curriculum Council in changing course offerings as needed.



6. To keep abreast of recent developments in subject matter and teaching methods in his area, and encourage their use in the classroom.
7. To act as liaison between his colleagues and the administration regarding any other departmental concerns.
8. Duties will not be supervisory and will not include evaluation of his colleagues.

H. All department and grade level chairpersons shall be appointed by the Superintendent or his designee. If the first teacher in each department or grade level appointed to assume the position of department head or grade level chairperson refuses that position, the position will then be filled through a general election by the teachers within each department or grade level. In the event the election is unsuccessful in determining the department head or grade level chairman, the tenured teacher in that department or grade level who has the highest seniority in the school district will be required to fill the vacancy for a period not to exceed one (1) year. If elections are unsuccessful in succeeding years, the next lowest seniority teacher would fill that vacancy. In the event a department or grade level chairperson does not fulfill chairperson responsibilities as outlined in Article XV, Section G, they may be removed from that position by the Superintendent of Schools or by petition to the Superintendent of Schools signed by a simple majority of the department members.

I. The pay for department heads and grade level chairpersons shall be in accordance with Schedule A of the 1984-85 Master Agreement. A maximum total of 227 paid Council, Department and Grade Level meetings will be held during each school year. If the need for any of the above meetings does not exist, as determined by the department heads or grade level chairpersons, the meeting may be cancelled with no less than four (4) days notice

to the teachers within that department and the chairperson of the K-12 Council. Department heads and grade level chairpersons shall receive no pay for meetings which are cancelled.

## ARTICLE XVI

### MISCELLANEOUS PROVISIONS

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they must call one (1) hour before the start of work to report unavailability for work. Once a teacher has reported unavailability it shall be the responsibility of the administration to arrange for a substitute teacher. In the event that teachers are requested by the administration to substitute during their planning period, the teacher will be compensated at the maximum rate of pay of the driver education/adult education teachers per class period or equivalent thereof. Elementary teachers who forfeit their library, vocal music or physical education released time due to the unavailability of a substitute teacher will be compensated proportionally at the above rate.

B. 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 of professional behavior. The Board reserves the right to take such action as permitted by law in accordance with Board policy when the action of the Association is deemed insufficient in the case of a severe breach of the Code of Ethics.

C. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. This shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher 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.

D. Copies of this agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

E. If any provisions of the agreement or any applications 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.

F. 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 and upon mutual agreement of both parties. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

G. At least sixty (60) days prior to expiration of this agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

ARTICLE XVII

FRINGE BENEFITS

A. Pursuant to authority as set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish all teachers who are eligible the following insurance protection, and shall make payment of premiums for each employee, provided they have made proper application, to provide insurance protection for the full twelve-month period commencing September 1st and ending August 31st.

B. Health Insurance

The Board shall provide without cost to the employee a choice of the following:

1. MESSA Super Med I with MESSA-Care Rider or MESSA Super Med II with MESSA-Care Rider protection for self, spouse and eligible dependents. If MESSA Super Med I with MESSA-Care rider or MESSA Super Med II with MESSA-Care rider is selected, and the cost of the monthly premium exceeds that of the Blue Cross/Blue Shield coverage as described in Section 2 below, then the teacher shall pay the additional cost.
2. Blue Cross/Blue Shield MVF-1 Plan, Master Medical option 4, which shall include the following riders: IMB-OB; ML; DCCR; D-45 NM; PDP, no co-pay; VST; FAE; Reciprocity; PAP; PPN; OP and OPPC.
3. Options: Employees not participating in the health care protection provided above in Section 1 or Section 2 shall receive \$25.00 per month to apply toward the MESSA/MEFSA options; Board approved annuities; and life insurance.

C. Long-term Disability:

The Board shall provide for each employee long-term disability insurance. Benefits shall begin after a 90 calendar day waiting period. The benefits shall be paid at 66 2/3% of salary, up to a monthly maximum of

\$2,000.00. The L.T.D. policy shall be in accordance with the following additional specifications:

1. "Re-hab" clause: If a disabled employee can perform rehabilitative employment, then for a period of up to two (2) years only 50% of his/her salary will be offset from his/her disability benefit.
2. No pre-existing conditions or eligibility waiting period.
3. Maternity: Included.
4. Recurrent disability: There shall be no additional waiting period for recurrent disability within six (6) months of return to work.
5. Two (2) year own occupation clause: Included.
6. Alcoholism/drug waiver: Included.
7. Mental/nervous waiver: Included.
8. Social Security freeze: Future increases in Social Security benefits will not be subtracted from the L.T.D. benefit.
9. Survivor benefits to employee's beneficiary for a period not to exceed six (6) months.

D. Dental:

The Board shall provide without cost to all teachers Delta Dental Plan A (75/50) with Orthodontic Rider 06 with internal and external coordination of benefits.

E. Life Insurance:

Effective July 1, 1985 through June 30, 1987 the Board shall provide without cost to each employee a \$20,000. term life insurance program that will be paid to the employee's designated beneficiary. In the event of accidental death and dismemberment, the insurance will pay double the specified amount.

Effective July 1, 1987, the Board shall provide without cost to each employee a \$30,000. term life insurance program that will be paid to the employee's designated beneficiary. In the event of accidental death and dismemberment, the insurance will pay double the specified amount.

F. In the event that an employee is absent because of illness or disability as certified by a licensed physician, and has exhausted sick leave accrual, the above mentioned fringe benefits shall continue throughout the balance of the school year.

#### ARTICLE XVIII

#### STAFF REDUCTION

##### A. Seniority:

New teachers hired into the Corunna Public Schools shall be considered as probationary employees as prescribed by the Tenure Act.

B. Leaves of absence granted pursuant to this contract shall not constitute an interruption in continuous service to the Corunna Public Schools district. Credit given for outside teaching experience in school districts shall not be considered for the purpose of accumulating years of service, but shall serve to reduce the probationary period in accordance with the provisions of the Tenure Act.

C. Seniority within the school system shall be determined by using the following criteria:

1. Professional certification as approved by the Michigan State Department of Education.
2. Number of consecutive contractual years and/or partial years of service in the Corunna Public Schools.
3. Number of years of service in Michigan public schools.

4. If the above three (3) provisions are exhausted, the administration shall determine the order of lay-off.

D. Any teacher who is granted tenure shall have seniority from the last date of hire. Probationary teachers shall not have seniority.

E. The Board of Education shall prepare a seniority list by classification in accordance with the above on or before March 15th of each year.

F. Lay-off:

Necessary reduction of personnel. The parties hereto, realizing that education, curriculum and staff to a large degree depend upon the economic facilities available to the Board of Education as provided by the public and the State of Michigan, and in accordance with this realization understand that, in some instances, it may be economically necessary to reduce the educational program, and curriculum, and shall, when funds are not available, hereby agree as follows:

1. It is hereby specifically recognized that it is within the 'sole discretion' of the Board of Education to reduce the educational program and curriculum.
2. In order to promote an orderly reduction in personnel when the educational program and curriculum is curtailed, the following procedure will be used:
  - a) Probationary teachers will be laid off first where any teacher who has acquired seniority and whose position has been curtailed is certified and qualified to perform the services of the probationary teacher.
  - b) In the event seniority teachers must be laid off, lay-off will be on the basis of seniority as established hereinbefore within classification. The Association shall have the right to review the lay-off list prior to notification of the individuals to be laid off. In the event of a dispute concerning the lay-off list, the Association shall have the right to file a written grievance thereon within not more than seventy-two (72) hours after the termination of the meeting requesting review of the list.

- c) Teachers who are laid off during a contract year shall be considered as having completed the contract year for purpose of placement on the salary schedule if employed for more than one-half of the school year, otherwise such teachers shall remain on the same salary step.

G. Recall:

Seniority teachers shall be recalled to employment in inverse order of lay-off for new positions opened as determined by the program as offered by the Board, for which they are certified and qualified.

H. Employees who are notified by certified mail of recall and fail to respond within five (5) days, or who fail to report for duty within fifteen (15) days of recall notice, shall be considered as resigned.

I. It shall be the responsibility of the teacher to inform the Board, in writing, of his current address.

ARTICLE XIX

JOB SHARING

A. A maximum of ten (10) full-time positions for the purpose of job sharing may be made available:

1. at the discretion of the Board;
2. upon recommendation of the Superintendent;
3. within the allocated staff positions for the current school year.



B. For the purpose of this agreement, job sharing shall mean the occupation of a single staff position by two (2) individuals, with each assignment being at least half-time. In order for a shared position to be approved, the two (2) individuals must complete an application for such on a form mutually agreed upon by the Board and the Association, or agree to such a position subject to the conditions of this Article.

C. The Board may approve shared positions to a maximum of ten (10) for the current school year, dependent upon the following:

1. The teacher parties not filing for unemployment benefits while employed in a shared position of a voluntary nature.
2. When a shared position is terminated, each partner will return to the same status he/she had prior to the shared position. Return to full employment from a leave or from shared-time assignment will be only in accordance with the terms of this agreement.
3. The ability of the district to create a shared position without re-scheduling a large number of students. In lower elementary positions or in self-contained classrooms, shared-time positions may be approved if it can be accommodated without substantial disruption of classes.
4. The teacher partners having attained tenure.
5. An agreement by the teacher partners that joint planning will be undertaken whenever they have joint responsibility for the same students. In order to accommodate this requirement, individual arrangements will be made with the administration prior to implementation.
6. The Board and the Association shall work closely together on the implementation and evaluation of the shared-time program.
7. It is expressly understood that a voluntary pairing shall not occur, if such pairing results in the lay-off or involuntary transfer of a full-time teacher in order to create shared-time positions.

8. Job sharing assignments shall terminate at the end of each school year.

D. Shared-time positions will be compensated as follows:

1. Teaching salary will be pro-rated to reflect the fraction of the position shared. The experience and educational step for the teacher will be the same as he/she would be entitled to if employed on a full-time basis. This step will determine the base salary from which the salary fraction will be computed.
2. Full seniority and rights attendant thereto will accrue to a person in a shared-time position.
3. Fringe benefits, including sick and personal leave, will be pro-rated on an individual basis. Pro-rating shall be based on a fraction of the time worked.

E. Prior to the end of the school year an evaluation of the job sharing will be conducted.

SALARY SCHEDULE

SCHEDULE A

Experienced teachers hired may be placed on schedule, but in no event are they to be awarded more than ten (10) years experience.

Military Leave

A maximum of not to exceed three (3) years of military service shall be awarded as teaching experience, provided a minimum of one (1) full year of teaching in an accredited school, college or university preceded such military service.

When considering fractional parts of a year in the determination of allowable experience, one-half (1/2) or more of one (1) given year taught will be counted as one (1) year.

In addition to the scheduled salary will be the following extra pay to compensate for extra time after school hours, over and above the additional assignments and the responsibilities which all teachers normally have. Percentages will be based on the individual teacher's base salary.

FALL SPORTSSPRING SPORTS

1. Head Football Coach	11%	1. Head Baseball Coach	8%
2. Ass't. Football Coach	7%	2. Ass't. Baseball Coach	5%
3. Head Golf Coach	6%	3. Head Track Coach - Boys	8%
4. Girls Varsity Basketball Coach	10%	4. Head Track Coach - Girls	8%
5. Ass't. Girls Basketball Coach	6%	5. Ass't. Track Coach	5%
6. Head Cross Country Coach	5%	6. Head Softball Coach	8%
7. M. S. Interscholastic Football Coach	5%	7. Ass't. Softball Coach	5%
8. M. S. Intramural Football Coach	3%	8. Tennis Coach - Boys	7%
9. M.S. Assistant Football Coach	4%	9. Middle School Track Coach	5%
10. M.S. Girls Basketball Coach	5%	10. Middle School Softball Coach	3%
11. Tennis Coach - Girls	7%		
12. Head Swimming Coach - Girls	9%		

WINTER SPORTSOTHER ASSIGNMENTS

1. Head Boys Varsity Basketball Coach	10%	1. Head Band Director	12%
2. Ass't. Boys Basketball Coach	6%	2. Middle School Band Department	8%
3. Head Wrestling Coach	9%	3. Elem. Vocal Music Department	3%
4. Ass't. Wrestling Coach	6%	4. Secondary Vocal Music Director	4%
5. Head Swimming Coach - Boys	9%	5. Varsity Cheerleading Coach	4%
6. Ass't. Swimming Coach - Boys	5%	6. J.V. Cheerleading Coach	2%
7. Head Volleyball Coach	7%	7. Frosh Cheerleading Coach	2%
8. J.V. Volleyball Coach	4%	8. M.S. Cheerleading Department	4%
9. Middle School Volleyball Coach	3%	9. Forensics Coach	1%
10. M.S. Boys Basketball (intramural & interscholastic)	6%	10. High School Annual	4%
11. Middle School Swimming Coach	5%	11. Middle School Annual	2.5%
12. Middle School Boys Basketball (intramural only)	3%	12. Girls Swim Show	1%
13. Middle School Wrestling Coach	5%	13. Department Heads and Grade Level Chairpersons. Payment will be made at the end of the school year in June. The maximum number of paid meetings will be as described in Article XV. A pro-rated payment deduction will be made for meetings not attended, unless the absence was excused in advance by the building principal	2.5%

In numbers 2, 3 and 8 under "other assignments" above, the percentage applies to the entire department and not the individual teachers within that department. The total percentage named and allowed may be applied to one staff member or may be divided between staff members within that department at the discretion of the administration.

One (1) conference/clinic per year will be provided to each sport on the schedule above, at the discretion of the Athletic Director, at a cost not to exceed \$75.00 per conference/clinic.

For special teachers working on a summer contractual basis, pay will be pro-rated according to the number of days worked. Teachers contracted to teach beyond 185 contract days in 1984-85 shall not be under contract for more than 240 days per year.

1985-88 SALARY SCHEDULES

<u>STEPS</u>	<u>1985-86</u>		<u>STEPS</u>	<u>1986-87</u>	
	<u>B.A.</u>	<u>M.A.</u>		<u>B.A.</u>	<u>M.A.</u>
1	\$15,981.	\$16,843.	1	\$16,855.	\$17,765.
2	16,743.	17,754.	2	17,659.	18,725.
3	17,547.	18,713.	3	18,507.	19,737.
4	18,378.	19,720.	4	19,384.	20,799.
5	19,257.	20,792.	5	20,311.	21,930.
6	20,168.	21,909.	6	21,271.	23,108.
7	21,143.	23,092.	7	22,300.	24,356.
8	22,150.	24,339.	8	23,362.	25,670.
9	23,204.	25,649.	9	24,474.	27,052.
10	24,306.	27,038.	10	25,636.	28,518.
11	25,473.	28,494.	11	26,867.	30,053.
12	28,494.	30,045.	12	30,053.	31,689.

<u>STEPS</u>	<u>1987-88</u>	
	<u>B.A.</u>	<u>M.A.</u>
1	\$17,704.	\$18,660.
2	18,548.	19,668.
3	19,439.	20,731.
4	20,360.	21,847.
5	21,334.	23,034.
6	22,342.	24,272.
7	23,423.	25,582.
8	24,538.	26,963.
9	25,707.	28,415.
10	26,927.	29,954.
11	28,220.	31,566.
12	31,566.	33,284.

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Pursuant to Public Act 244 of 1974, the Board shall pay on behalf of each teacher the employee's contribution to the Michigan Public School Employees Retirement System.

CORUNNA PUBLIC SCHOOLS

1985-86 SCHOOL CALENDAR

August 26, 1985 -- Monday	Teacher orientation meetings
August 27, 1985 -- Tuesday	Full day session for student registration, grades K-12, and classes
September 2, 1985 -- Monday	Labor Day recess
October 17, 1985 -- Thursday	Parent-teacher conferences, grades K-12
November 28 & 29, 1985 -- Thursday and Friday	Thanksgiving recess
December 21, 1985 thru January 5, 1986 -- Saturday thru Sunday	Christmas recess
January 17, 1986 -- Friday	First semester ends - teacher record day
January 20, 1986 -- Monday	Second semester begins
March 22, 1986 thru March 31, 1986 -- Saturday thru Monday	Spring recess (March 31, 1986 optional snow day make up)
May 26, 1986 -- Monday	Memorial Day recess
June 1, 1986 -- Sunday	Commencement
June 4, 1986 -- Wednesday	School closes for students
June 6, 1986 -- Friday	School closes for teachers

CORUNNA PUBLIC SCHOOLS

1986-87 SCHOOL CALENDAR

August 25, 1986 -- Monday	Teacher orientation meetings
August 26, 1986 -- Tuesday	Full day session for student registration, grades K-12, and classes
September 1, 1986 -- Monday	Labor Day recess
October 16, 1986 -- Thursday	Parent-teacher conferences, grades K-12
November 27 & 28, 1986 -- Thursday and Friday	Thanksgiving recess
December 20, 1986 thru January 4, 1987 -- Saturday thru Sunday	Christmas recess
January 16, 1987 -- Friday	First semester ends - teacher record day
January 19, 1987 -- Monday	Second semester begins
April 11, 1987 thru April 20, 1987 -- Saturday thru Monday	Spring recess (April 20, 1987 optional snow day make up)
May 25, 1987 -- Monday	Memorial Day recess
June 1, 1987 -- Sunday	Commencement
June 3, 1987 -- Wednesday	School closes for students
June 5, 1987 -- Friday	School closes for teachers



CORUNNA PUBLIC SCHOOLS

1987-88 SCHOOL CALENDAR

August 31, 1987 -- Monday	Teacher orientation meetings
September 1, 1987 -- Tuesday	Full day session for student registration, grades K-12, and classes
September 7, 1987 -- Monday	Labor Day recess
October 22, 1987 -- Thursday	Parent-teacher conferences, grades K-12
November 26 & 27, 1987 -- Thursday and Friday	Thanksgiving recess
December 24, 1987 thru January 3, 1988 -- Thursday thru Sunday	Christmas recess
January 22, 1988 -- Friday	First semester ends - teacher record day
January 25, 1988 -- Monday	Second semester begins
April 2, 1988 thru April 11, 1988 -- Saturday thru Monday	Spring recess (April 11, 1988 optional snow day make up)
May 30, 1988 -- Monday	Memorial Day recess
June 3, 1988 -- Friday	School closes for students
June 5, 1988 -- Sunday	Commencement
June 7, 1988 -- Tuesday	School closes for teachers

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Each of the foregoing calendars calls for 180 instruction days and 5 non-instruction days, for a total of 185 contract days.

These calendars will guarantee that students have 180 days of instruction. Any days missed due to circumstances beyond the control of school authorities will be made up in accordance with the negotiated calendar.

Days of missed instruction will be made up first using the last Monday of spring break (in those years possible). In the event more days need to be made up, they will be added following the last scheduled student's day,

and prior to the 2 teacher work days at the end of each year. In case the State of Michigan repeals the law requiring the make up of days or hours lost, all calendars will revert to their original form as in past practices.

Should a teacher collect unemployment benefits for days missed because of the conditions listed above, the amount received will be deducted from their annual contractual salary.

ARTICLE XX

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1985, and shall continue in effect for three (3) years, until the 30th day of June, 1988. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

CORUNNA BOARD OF EDUCATION

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Secretary

SHIAWASSEE COUNTY EDUCATION ASSOCIATION

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Secretary

(OFFICIAL COPY)

