

8/31/96

CONTRACTUAL AGREEMENT

between the

Mason-Lake ISD Board of Education

and the

Mason County ISD Education Association
(Mason-Lake Education Association)

Effective: September 1, 1992 - August 31, 1996

Mason-Lake Intermediate School District

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ARTICLE 1

RECOGNITION

A. The Board hereby recognizes the Mason-Lake Education Association as the exclusive bargaining representative, as defined in Act 336, Public Acts of 1947, as amended for all certified personnel, whether full-time, part-time, under contract, excluding Principals, Superintendent, Director of Special Education, Building Coordinator, other supervisory and executive personnel as determined by the act, office personnel and clerical employees. In the event a dispute occurs relative to a newly created position, the parties shall refer the matter to the appropriate MERC procedures.

The term Teacher, when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining unit defined above and reference to male teachers will include reference to all teachers.

B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent individual teachers from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment provided that the Association has been given the opportunity to be present at such adjustment.

ARTICLE 2

PROFESSIONAL COMPENSATION

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached and incorporated into this Agreement. Such salary schedule shall remain in effect during the term of this Agreement.

The salaries of all personnel will be paid bi-weekly every other Friday for twenty-six (26) pays beginning Friday, September 11, 1992.

B. Since the Board and the Association support the principle of continuing training of teachers; the Board will pay 50% of tuition cost for on and/or off campus graduate work. In order to qualify for reimbursement, the course work must be closely related to the teacher's work and/or leading to an advanced degree in his/her field.

Guidelines for Class Approvals:

a) If an advanced degree is in the employee's own field, all courses required will be automatically approved. Employees must submit a written copy of their approved program.

b) If an advanced degree is closely related to the person's field, or may be useful to the District in the future, all required courses may be approved after discussion with the Employee's immediate Administrative Assistant/Superintendent. This also requires submission of a written program plan.

c) Courses outside of a program or required in a non-approved degree program may be approved if they directly relate to and will benefit the employee in his/her present position. These must be discussed with the Employee's immediate Administrative Assistant/Superintendent.

d) If an advanced degree is unrelated to the employee's present position, required courses will not be approved; unless a specific course is determined to be related to the employee's position. Each course for which the employee wishes reimbursement must be discussed with the Employee's immediate Administrative Assistant/Superintendent and he will make a decision on approval or disapproval.

All courses which are in question must be discussed with the Employee's immediate Administrative Assistant/Superintendent. If the course is not clearly approved by the above guidelines, the employee must present justification for the class. Final approval must be granted by the Administrative Assistant/Superintendent on all courses which are not clearly defined by these guidelines.

C. The Board shall reimburse members for fifty (50) percent of the cost of licensure or renewals as required for employment.

D. The Board shall pay 100% per bargaining unit member per year for the costs of joining professional organizations and subscribing to professional journals with the advanced

approval of the Administrative Assistant/Superintendent.

E. Mileage reimbursement shall be at the IRS rate.

Bargaining unit members shall receive expense checks:

a) No later than 12 o'clock noon the Friday following board meetings held on the first Tuesday of the month; or

b) No later than 12 o'clock noon on the 15th of the month when board meetings are held later than the first Tuesday of the month.

ARTICLE 3

PAYROLL DEDUCTIONS

A. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an authorization for deduction of dues and assessments for the Association including the MEA and NEA. Such authorization shall continue in effect from year to year unless revoked in writing by the teacher between June 1st and September 1st of each year. Pursuant to such authorization, the Board shall deduct one-tenth (1/10) of such dues, and assessments from the second paycheck of the month beginning in September and ending in June of each year. Any teacher who shall not perform services for any entire month of the school year will have his dues reduced by one-tenth (1/10) of the yearly dues for the month he did not work, except where failure to perform services during any month was the result of the teacher taking any paid leave of absence or sick leave provided in this Agreement. Dues money deducted by the Board will be promptly transmitted to the Association.

The Association agrees to indemnify and save the Board, and including each individual school board member, harmless against any and all claims, demands, costs, suits, or other forms of liability including back pay and all court or administrative agency costs that may arise out of or by reason of action by the Board for the purpose of complying with Articles 3 and 4 of this Agreement.

B. Upon written authorization from the teacher, the Board will make up to five deductions for said teacher to:

Annuities

Credit Union

Saving Bonds

Charitable Donations

MEA Programs

ARTICLE 4

AGENCY SHOP

A. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from commencement of teaching duties, shall, as a condition of employment, pay a Service Fee to the Association. That fee is to be determined by the Mason-Lake Education Association on an annual basis, provided however, that the teacher may authorize payroll deduction for such fee in the manner as provided in Article 3, Section A. 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 Article 3, the Board shall, at the request of the Association, terminate the employment of such teacher. The parties expressly recognize that failure of any teacher to comply with the provisions of this Article is just and reasonable cause for discharge from employment.

B. The procedure in all cases of discharge for violation of this Article shall be as follows:

- 1) The Association shall notify the teacher of non-compliance by certified mail, return receipt requested. Said notice shall detail the non-compliance and shall provide ten (10) days for compliance, and shall further advise the recipient that a request for discharge may be filed with the

Board in the event compliance is not effected.

2) If the teacher fails to comply within the ten days, the Association may file charges in writing, with the Board, and shall request termination of the teacher's employment. A copy of the notice of non-compliance and proof of service shall be attached to said charges.

3) The Board, only upon receipt of said charges and request for termination, shall conduct a due process hearing on said charges and to the extent that said teacher is protected, under the provisions of the Michigan Tenure of Teacher's Act, all proceedings shall be in accordance with said Act. In the event of compliance at any time prior to discharge, charges may be withdrawn. The Association in the processing of charges agrees not to discriminate between various persons who may have refused to pay the Professional Dues and/or Service Fee.

C. With respect to all sums deducted by the Board pursuant to authorization of the employee, whether for Professional Dues or Service Fee, the Board agrees promptly to remit said sums to the Association.

D. In the event a teacher challenges the amount of the service charge established by the Association, the Service Charge may continue to be payroll deducted from the teacher. The fee shall be determined by the Mason-Lake Education Association on an annual basis.

No teacher will be discharged pursuant to Article 4(B) during the appeals process.

ARTICLE 5

PROFESSIONAL POLICIES

A) Full-time teachers' normal work day shall be seven and one-half (7 $\frac{1}{2}$) hours per day to include a duty free lunch period.

Full-time Center Program teachers normal work day shall be six and one-half (6 $\frac{1}{2}$) hours per day including a non-duty free lunch period. Center-based teachers individually may elect by the end of the first week of school starting and ending times annually and will provide such information in writing to their administrative supervisor. Options for schedules will be either 8:30 A.M. to 3:00 P.M. or 9:00 A.M. to 3:30 P.M.

With the approval of the employee's supervisor, full-time teachers may elect to work a non-duty free lunch period and six and one-half (6 $\frac{1}{2}$) hours per day.

B) Teaching Loads

Certified personnel shall follow the guidelines as set forth by the State of Michigan for each area under the present Special Education Act in force.

C) Student Teacher Assignment

Assignment of student teachers shall be made after consulting with the classroom teacher. The Board will make a reasonable effort when placing student teachers to consider individual teaching philosophies.

D) Substitutes

Teachers who do not report for work may make a recommendation to the Administration regarding whether or not a substitute teacher shall be called in to replace that teacher for the period of absence.

E) All bargaining unit members will be given written notice of their assignment for the forthcoming school year no later than July 1st. Such notice shall include work location, schedule, and a list of probable clients where applicable.

If any changes are effectuated after July 1st, affected personnel will be notified accordingly.

F) The Employee's Supervisor shall notify affected personnel and the Association of requested deviations made pursuant to the Special Education Code.

G) Flexible Scheduling

If in the opinion of the employee and the employee's supervisor, it would be beneficial to Intermediate School District programs and services to deviate from the agreed upon Calendar (Schedule B), a flexible scheduling plan may be mutually discussed by both parties. With mutual consent, said plan will be instituted. Such arrangements shall be done prior to implementation.

H) Compensatory Time

When in the judgment of the Administration, it is warranted, compensatory time may be granted. Compensatory time requires prior administrative approval.

ARTICLE 6

INDIVIDUAL RIGHTS

- A. No non-probationary teacher shall be disciplined, non-renewed, or discharged without just cause.
- B. It is expressly understood that the non-renewal and imposition of a third year of probation on probationary teachers is not subject to the arbitration provision outlined in this Agreement.
- C. The parties recognize that the general working conditions for teachers shall conform to the requirements of Public Act 451 (Special Education Code).
- D. In the event that the Mason-Lake ISD shall be annexed, consolidated, or otherwise reorganized with one or more other Intermediate Districts, the Board shall take such reasonable steps to assure the continued employment of its employees where possible.

ARTICLE 7

MANAGEMENT RIGHTS CLAUSE

The Board, on its own behalf and on the 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 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 executive management and administrative control of the Mason-Lake Intermediate School District and its properties and facilities, and the professional and occupational activities of its employees;
2. To hire all employees and subject to the provisions of law, to determine their qualifications and the condition for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees; unless otherwise specifically provided for in this Agreement.
3. To establish courses of instruction, including special programs, as deemed necessary by the Board.
4. To decide upon the selection of teaching materials, and the use of teaching aides of every kind and nature. The Board will consult with teachers in the affected area with respect to these matters.
5. To determine class schedules, duties, and respon-

sibilities of Intermediate employees, as subject to the Contract.

The exercise of the foregoing power, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE 8

ASSOCIATION RIGHTS

A. The Association and its representatives shall have the exclusive right to use school buildings at all reasonable hours for meetings, provided that when special custodial services are required, the Board may make a reasonable charge therefore. No charge shall be made for the use of school rooms before the commencement of the school day or until 6:00 p.m.

B. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times provided that this shall not interfere with or interrupt normal school operations.

C. The Association shall be the only organization having the exclusive right to use school facilities and equipment, including typewriters, mimeographing machines, and audio-visual equipment at reasonable times when such equipment is not otherwise in use.

D. The Association shall have the exclusive right to post notices of activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in the staff lounge. The Association may use the district mail service and teacher mail boxes for communication to teachers.

E. The Board agrees to make available to the Association in response to reasonable requests all available information as required under the Freedom of Information Act together with information which may be necessary for the Association to process any grievance or complaint or bargain a successor Agreement.

F. The Rights granted herein to the Association shall not be granted or extended to any competing labor organization.

G. The Board shall place on the agenda of each regular Board meeting any matters brought to its attention by the Association as long as those matters are made known to the Superintendent's office forty-eight (48) hours prior to said regular meeting.

ARTICLE 9

GRIEVANCE PROCEDURE

A grievance shall be an alleged violation, misapplication, or misinterpretation of the expressed terms of this Agreement and shall be resolved through the procedures set forth herein. The term "days" as used herein shall mean days in which students are in attendance in the center-based programs.

For any matter for which the Michigan Teacher Tenure Act provides a remedy, the teacher may within thirty (30) days elect a remedy as provided either under the Act or file a grievance within the timelines provided in the grievance procedure.

Where a grievance is filed and the teacher subsequently requests due process under the Act, the grievance shall be withdrawn.

Written grievance 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 synopsis of the facts giving rise to the alleged violation;
4. It shall cite the section or subsection of the Agreement alleged to have been violated;
5. It shall contain the date of the alleged violation;
6. It shall specify the relief requested;
7. When it becomes necessary to write a grievance, it must be presented in writing.

The grievant shall have the right to have a representative of his choice to be present at any level of the Grievance Procedure. The Association also reserves the right to have a representative present at all proceedings beyond Level One.

Level One:

A grievant believing himself wronged by alleged violation of the expressed provisions of this Agreement shall within ten (10) days of its alleged occurrence orally discuss the grievance with the Superintendent in an attempt to resolve same. The ten (10) days may be extended by mutual agreement of the Board Grievance Committee and the Association Grievance Committee. If no resolution is obtained within three (3) days of the discussion, the grievant shall reduce the grievance to writing and proceed within eight (8) days of said discussion to Level Two.

Level Two:

A copy of the written grievance as specified in Level One shall be filed with the Superintendent or his designee agent and with the Association Grievance Committee. Within five (5) days of the receipt of the grievance, the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of same in a permanent file in his office and transmitting a copy to the Association Grievance Committee.

If no decision is rendered within five (5) days, or the decision is unsatisfactory to the grievant or the Association the grievant may appeal same to the Board of Education within

ten (10) days by filing a written grievance along with the decision of the Superintendent with the President of the Board of Education. Copies of the grievance will also be transmitted to the Superintendent and Association Grievance Committee.

Level Three:

Upon proper applications 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, which shall not be later than fifteen (15) days after filing of the written grievance with the Board. Within fifteen (15) days from the hearing of the grievance, the Board shall render its decision in writing.

The Board may 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 fifteen (15) days after the initial hearing.

A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the Association Grievance Committee, and the grievant.

If the grievant and the Association are not satisfied with the disposition of the grievance by the Board or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration before an impartial arbitrator by serving express written intent to arbitrate to the Board within fifteen (15) working days of

the date the disposition of the Board or date the Board disposition is due.

No individual can submit a grievance to arbitration. No grievance may be submitted to arbitration without the approval of the Association.

If the parties cannot agree as to the arbitrator within ten (10) days from the notification date that arbitration will be pursued he shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding, any facts not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

The fees and expenses of the arbitrator shall be shared equally by the parties.

The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship of any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder shall be processed through the grievance procedure until resolved.

ARTICLE 10

LAYOFF AND RECALL

A. It is hereby specifically recognized that it is within the sole discretion of the Board to effectuate necessary reductions in personnel. In the event of economic cuts, declining student enrollment, declining funding, impacting Federal or State Law rule changes or interpretations, or other conditions necessitating a reduction in personnel, the Board of Education may implement staff reductions upon sixty (60) calendar days written notice to the affected employees.

The sixty (60) calendar day notice shall not apply to teachers working in the summer on extended school year programs. Regarding the summer school program only, the Board will provide at least ten (10) calendar days notice of layoff to teachers working in the summer on extended school year programs; however, in no event will a teacher be laid off from a summer program after August 1st.

B. Seniority shall be defined as the length of continuous full-time equated service to the Mason-Lake ISD Board. Credit given for outside teaching experience in other districts shall not be considered for the purpose of accumulating seniority, but shall serve to reduce the probationary period in accordance with the provisions of the Tenure Act. Approved Leaves of Absence shall not be construed as interrupting the employee's continuous years of service nor shall seniority accrue on such leaves. The Board shall pre-

pare a seniority list as applied to the Association by classification and submit a copy of the same to the Association no later than October 15th of each school year. Teachers promoted to positions outside the bargaining unit shall have the accumulated seniority frozen. Upon return to the bargaining unit, such teachers shall be credited with years of administrative service in addition to teaching services. Only the years of service accumulated in the bargaining unit may be used by an administrator in bumping into the bargaining unit.

Employees in positions not subject to the provisions of the Tenure Act shall serve a probationary period paralleling that under the Act.

C. Senioreed teachers whose positions have been eliminated shall have the right to be transferred by the Board to the position held by the least senioreed person working within their classification contingent upon certification.

Should there be no less senioreed teacher within the affected teacher's classification, the teacher, if certified, shall have the right to be transferred by the Board to a position in another classification held by the teacher with the least seniority.

D. Changes in certification while on layoff shall not effect the teacher's status while on layoff. For the purpose of re-certification, lay-off status begins with receipt of the lay-off notice. Laid off teachers who complete their contractual year shall not lose their fringe benefits or

salary over the summer months.

Teachers in the continuing employment or on lay-off by the Board shall be responsible for notifying the Board not later than April 1st each year of any changes in certification.

E. Teachers shall be recalled to vacancies to which they are classified and certified in inverse order of layoff. No new teachers shall be hired by the Board while there remains teachers in positions reduced in hours by layoff or teachers laid off who are eligible for recall.

It is expressly understood that no vacancies as determined by the Board shall be posted while there are teachers in positions which have been reduced or eliminated through staffing reductions.

F. The Board shall give written notice of recall by sending certified letters to said teacher at his last known address. It shall be the responsibility of each teacher to notify the Board of any changes in address. Following receipt of written notice, the employee shall have ten (10) calendar days to accept or reject recall. Where not prohibited by the Tenure Act, teachers shall only be eligible for recall for a period of three (3) years.

Teachers may refuse recall to a position which is not at least equal in hours to the position held prior to layoff and remain eligible for recall. Such rights to refuse shall not extend the recall eligibility period of three (3) years provided above where not prohibited by the Tenure Act.

Utilization of teachers in the capacity of substitutes shall

not constitute a recall for the purposes of this Agreement.

G. (1) For purposes of this Agreement, the term "certificated" shall be defined to include: teaching certificates, written approvals and licenses issued by the State of Michigan which are necessary to perform a specific assignment. The term "certificated" shall also include position specifications issued by Federal or State Governments in connection with receipt of full categorical, membership or grant funding for a particular program operated by the Board.

G. (2) The term "classification," for purposes of this Agreement, shall be defined by reference to the seniority list developed by the parties.

ARTICLE 11

JOB POSTING PROCEDURE

1. When a full-year vacancy occurs it shall be posted on the Association bulletin board for ten (10) work days. A job description and certification requirements shall be part of the posting.
2. Application shall be made to the designated administrator during the posting period in writing.
3. Seniority will be considered when filling the position.
4. When a vacancy occurs during the summer a posting notice will be mailed to all bargaining unit members. An employee's claim that the notice was not received shall not be the basis for a grievance.

ARTICLE 12

TEACHER EVALUATION

1. Any formal monitoring or observation of the work of a teacher shall be conducted with the full knowledge of the teacher.
2. Each teacher, upon his employment or at the beginning of the school year, whichever is later, shall be appraised of the specific criteria on which he will be evaluated. The criteria shall be limited to the following areas:
 - a) Knowledge of subject matter
 - b) Efficacy of teaching methods
 - c) Appropriate and effective classroom control and discipline
 - d) Ability to establish rapport and a positive working relationship with students, Administrators, other teachers, and parents
 - e) Mental and physical ability to perform teaching responsibilities
3. Evaluations shall be conducted by the Employee's Supervisor.
4. All evaluations shall be reduced to writing and a copy given to the teacher within ten (10) days of the evaluation. If the teacher disagrees with the evaluation, he may submit a written response which shall be attached to the file copy of the evaluation in question. If an Administrator believes a teacher is doing unacceptable work, the reasons therefore

shall be written along with direction in which areas the teacher is to improve. Continuing deficiencies will be noted.

5. Following each formal evaluation, which shall include a conference with the evaluator, the teacher shall sign and be given a copy of the evaluation report prepared by the evaluator. In no case shall the teacher's signature be construed to mean that he necessarily agrees with the contents of the evaluation. A teacher may submit a self-evaluation if he so desires. All written evaluations are to be placed in the teacher's personnel file.

6. Probationary teachers shall be evaluated at least twice during the school year. These evaluations shall occur before January 1st and April 15th. Tenure teachers shall be evaluated at least once each school year.

7. No later than April 15th of each probationary year, the final written evaluation report, including the recommendation as to whether the teacher should be advanced to tenure status, offered additional probationary status, or denied a contract for the ensuing year, will be furnished by the administration to the Superintendent covering each probationary teacher. Teachers hired at mid-year shall receive a final written evaluation report not later than sixty (60) days prior to their anniversary date. A copy shall be furnished to the teacher. The report shall not contain any information not previously made known to and discussed with the probationary teacher. In the event a teacher is not

continued in employment, the Board will advise the teacher of the specific reasons therefore in writing with a copy sent to the Association.

8. Prior to November 1st of each contract year, the Association may submit written recommendations for change in the evaluation document to the superintendent.

ARTICLE 13

LEAVES

A) Sick Leave

1. Sick leave will be granted for personal illness or disability (including disabilities related to pregnancy, miscarriage, abortion, or childbirth in compliance with state or federal codes) or for illness or disability in the immediate family. The immediate family consists of husband or wife, son or daughter, mother, father, father-in-law, mother-in-law, brother, sister, or grandparent. The total maximum number of days granted for immediate family illness shall not exceed five (5) days per year. The Superintendent may grant an additional ten (10) days at his discretion for this purpose. Any additional leave for illness of immediate family must be with permission of the Board and Superintendent.

2. Each employee will be allowed one day sick leave per month for each month or fraction thereof worked each year with pay, up to a maximum of ten (10) days.

The employees of the summer component of the two hundred thirty (230) day program(s) will be awarded one (1) sick leave day per month or major fraction thereof worked each year with pay for the months of July and August.

Total maximum accumulation for a two hundred thirty (230) day employee will be twelve (12) days per year. The allowance of succeeding years accumulate to a maximum of one

hundred thirty-five (135) days.

3. An employee who works only a part of the year by virtue of late entrance into the service of the Board, shall be granted a total sick leave allowance for that year equal to one day per month for each month worked up to a maximum of ten (10) days.

4. Employees on sick leave will be paid for holidays when the sick leave extends over the holiday period. An employee who has exhausted his accumulated sick leave may borrow up to his annual maximum number of days of additional sick leave against future sick leave, with the understanding the deductions for the additional days will be made from the last check of the school year should the teacher discontinue teaching in the system. The borrowing of such days requires administrative approval. Any grievance filed regarding the denial of such request will not be processed beyond Step 2 of the Grievance Procedure in Article 9.

5. The employee must assume the responsibility of notifying the schools involved and/or the Intermediate Office when he expects to be absent. This information must be given to the Intermediate Office prior to 8:00 a.m. or one hour prior to the start of the school day.

6. Each employee new to the school system may be required to submit to a complete physical examination by the physician designated by the Board of Education. The Board shall pay the cost of this examination and the contract shall be withheld until the examination along with a simple statement

indicating that the employee is physically fit to carry on his duties without endangering the health of the students, fellow workers, or his own health. In case the employee's record shows reoccurring illness which appears to be the result of chronic illness the Board may require the employee to visit his doctor at stated intervals.

7. In the event that an employee uses no sick days (either for personal or family illness) during their normal work year, that employee shall be awarded two (2) bonus days. Use of these bonus days shall not be restricted; however, prior administrative approval will be required.

In the event that the bonus days are not retained in a successor agreement, the Employer will honor the accrued days in any subsequent agreement.

B) Child Birth-Child Care Leave

Teachers who become pregnant will notify the Superintendent in writing no later than thirty (30) days prior to the anticipated date of desired delivery.

1. Teachers desiring to utilize their accumulated sick leave shall teach until physically unable to do so and return to her assignment as soon as physically able to do so, both as determined by the teacher's physician. All fringe benefits shall continue in effect. If a teacher has exhausted all of her accumulated sick leave prior to recovery from such disability, the teacher shall be placed on an unpaid personal illness leave.

2. Teachers desiring to take a leave of absence without pay

will be granted up to two (2) semesters. Seniority accumulated will not be lost nor will pay be reduced from previous level. The teacher and her physician shall determine the beginning date of the leave. Upon written request from said teacher's physician an extension of leave may be granted to a maximum of two (2) years.

3. A one or two semester unpaid child care leave may be granted to any teacher, provided that they give sixty (60) days notice of their intent to take such a leave. This leave can also be applied to an adoption adjustment period. And the Administration in this case may waive the sixty (60) days notification period.

C) Personal Leaves

Two (2) days (one day for teachers hired for the second semester) per year may be used for personal business upon prior approval of the employee's supervisor. Reasons for the request will be required and held in confidentiality.

Personal days not used by June 30 of each contract year will be added to the individual's sick leave accumulation.

D) Jury Duty Leave

A teacher summoned for jury duty shall receive the difference between what he receives from the court in mileage and fees from what he would otherwise have earned at his regular rate for each day that he serves as a juror. This section shall also be applicable to an employee who loses time because he was called to jury duty and then released when not chosen.

E) Bereavement and Funeral Leave

Bereavement and funeral leave may be granted for death of a close friend or relative. Additional time may be granted at the discretion of the Superintendent.

F) Sabbatical Leave

Continuing tenure employees and four years certified personnel after seven consecutive years of employment with the Mason-Lake Intermediate School District shall be eligible for leave of absence in accordance with Section 380.1235 of the School Code of 1976.

Requests for sabbaticals shall be made in writing prior to March 1st preceding the school year when the sabbatical is requested.

1. Sabbatical leave may be given to the above employees by the Board for:

- a) Continued study in the teacher's major or minor or present teaching responsibilities;
- b) Travel relevant to the teacher's major or minor or to the teacher's teaching responsibilities.

2. A teacher shall be allowed credit toward retirement for time spent on sabbatical leave under regulations established by the Michigan Public School Employees' Retirement Board.

3. Upon return from sabbatical leave, a teacher shall be restored to the teacher's position held prior to sabbatical leave or to a position of like nature, seniority, and pay.

4. All such leaves of absence are without pay and without sick leave accumulation and without Board paid insurance pay-

ments. However, sick leave and seniority previously accumulated will not be lost. Persons on sabbatical leave may continue their insurance protection during their sabbatical by forwarding the required monthly payment to the Board prior to the date due.

5. Teachers on leave who wish to return to employment must notify the Superintendent in writing by March 1st of the preceding school year.

G) Teachers who wish to request a half-time assignment will notify the Superintendent in writing no later than sixty (60) days prior to the anticipated date of desired leave. After consideration of the circumstances, the Superintendent may grant such a request at his discretion. The denial of leaves under this section shall not be subject to the grievance procedure. The Association shall be provided a copy of the Agreement in such instances.

H) Upon severance of employment (except for discharge) with the Board and provided the teacher has been employed a minimum of ten (10) years, a teacher shall be paid \$50.00 per day for unused earned sick leave days up to a maximum of 50 days.

I) A teacher may make application for a leave of absence for special circumstances which are not expressly permitted elsewhere in this Agreement. The granting of such leave is subject to the approval of the Superintendent and the Association President. If approved, the conditions attended to such leave will be set forth in a memorandum of

understanding and signed by the Superintendent, Association President, and the teacher requesting the leave. The granting of such leaves shall be non-precedent setting. The denial of the leave shall not be subject to the grievance procedure.

A teacher who fails to return from an approved leave under this provision on the date specified will not have any further re-employment rights.

This provision will cease to be binding on the Board effective August 31, 1996.

The position of a teacher on an approved leave of absence under Article 13 or 14 will not constitute a vacancy for purposes of this Agreement.

ARTICLE 14

Sick Leave Bank

A. The Board and the Association agree to maintain the Sick Leave Bank to be operated in accordance with the provision of this Article. One (1) day contributions will be made by teachers with matching contributions by the Board. A balance of one hundred eighty-three (183) days shall be maintained in the Bank.

In the event that the total accumulation in the Sick Leave Bank falls below one hundred eighty-three (183) days, all teachers and the Board shall make matching contributions to reestablish and maintain a balance of one hundred eighty-three (183) days or more.

In the event the total accumulation in the Sick Leave Bank exceeds the one hundred eighty-three (183) day maximum, teachers and the Board shall not continue their contributions as provided for in the first paragraph of this Article.

B. Restrictions relative to the usage of Sick Leave Bank days are as follows:

- 1) The first thirty (30) calendar days of illness or disability will not be covered by the Sick Leave Bank, but must be covered by the Employee's own accumulated sick leave or be an absence without pay.
- 2) A Sick Leave Bank Advisory Committee will be established composed of two (2) members appointed

by the bargaining unit and one (1) administrator appointed by the Superintendent. The Committee will review all requests and make a recommendation to the Superintendent for final determination. The final determination by the Superintendent will be subject to Article 9, Grievance Procedure, excluding Arbitration.

- 3) Access to the Sick Leave Bank days may only be utilized by contributing bargaining unit members.
- 4) Personal sick leave accumulation must be exhausted prior to requesting Sick Leave Bank days.
- 5) A physician's statement will be required. The Employer reserves the right to require a statement from an Employer-appointed physician.
- 6) The maximum of sixty (60) days draw per year from the Sick Leave Bank will be afforded bargaining unit members.
- 7) Upon the ninety-first (91) day of an employee's illness or disability access to the Sick Leave Bank will be terminated and employees shall apply for benefits afforded under Article 21, Insurance Protection.
- 8) Bargaining unit members owing the bank shall repay the Sick Leave Bank at a rate of one (1) extra day per year in addition to the required annual contribution. At the end of that school year, they will also contribute one-half of their unused

sick days remaining from that year only.

In the event the employee severs employment, the Board reserves the right to deduct any amounts owed from the employee's final payroll check(s), and withhold payments under Article 13(H).

- 9) Requests for Sick Leave Bank days must be made in writing to the Superintendent with a copy to the Association President.
- 10) The disability period shall be the length of the normal employment period.

C. Records relative to the Sick Leave Bank will be maintained at the Intermediate School District Business Office and will be made available for examination by the Association.

D. In the event of the Sick Leave Bank not being retained in a successor agreement, accumulated days in the Sick Leave Bank will be returned to contributing employees on a prorata basis.

ARTICLE 15

CONFERENCES

A. Certified personnel will be allowed to attend conferences each school year if approved by the employee's supervisor. However, no one will be allowed to miss more than six (6) school days under this Article.

Subject to budgetary limits, state conventions will be paid at actual cost and national conventions will be funded up to a maximum of \$800.00. In the event an employee is required to attend a conference by an administrator, those days will not count toward the six-day maximum or the financial allotment.

The travel to approved elective conferences shall be paid at the mileage reimbursement rate contained in Article 2, Section E.

B. Time is to be allowed for Association officers to attend MEA conferences and workshops up to four (4) days for Association business each school year upon prior notification to the Superintendent.

ARTICLE 16

CALENDAR

A. The employment calendar for the school years 1992-1993, 1993-1994, 1994-1995, and 1995-1996 are contained in Schedule B attached to and incorporated into this Agreement.

B. Per diem shall be defined as the teacher's annual salary, divided by 183.

C. When school at the Mason-Lake Intermediate School District Developmental Center is closed because of conditions not within the control of school authorities such as severe weather, fires, epidemics, or health conditions as defined by health authorities, all teachers assigned to a teaching station at the Developmental Center shall not report for work and shall be paid; however, lost days shall be made up at no added salary cost to the District. Specific make up days, if warranted, will be established by the District in consultation with the affected Developmental Center staff member(s).

Itinerant staff will report to any work stations they are scheduled to serve if classes are being held. If classes are cancelled at an itinerant's work station due to conditions not within the control of school authorities, itinerant staff are not to report to the work station and shall be paid; however, lost days shall be made up at no added salary cost to the District. Lost work days may

accumulate in half or full day units. Specific make-up days, if warranted, will be established by the District in consultation with the affected itinerant staff member(s).

D. In the instance of a closure as addressed in Section (C) of Article 16, teachers will be released with pay for the first closure each year and will not be required to make up that day. Subsequent closure days will be made up at no added salary cost to the District.

In the event the legislature or Department of Education requires all such closure days be made up, all closure days will be made up at no added salary cost to the District.

ARTICLE 17

NEGOTIATIONS

In negotiations no control shall be exercised by either party over the selection of the negotiating or bargaining representative of the other party.

It is recognized that no final agreement between the parties may be executed without ratification of the majority of the Board and the majority of the voting membership of the Association. The parties mutually agree that the representatives selected by each shall be clothed with power and authority to make proposals, consider proposals and to enter into concessions, in the course of negotiations or bargaining, subject to agreement upon all proposals and counter-proposals, considered in the entire package, submitted for approval and further subject to said ratification by the voting membership of the Association and the Board of Education.

The Association shall request an opening of the contract no later than May 1st of the year when this contract expires. In the event ambiguous language, intent, and/or circumstances not addressed in this contract arise, the Administration and Education Association leadership (President, Vice-President, and Chief negotiator) may mutually agree to discuss the issue(s). Should an acceptable resolution be agreed upon, a letter of understanding shall be written and signed by the involved parties. Said letter shall then be presented to the Board and the Education Association membership within ten (10) school days of signing for ratification.

ARTICLE 18

NO STRIKE CLAUSE

A. The Association and the Board subscribe to the principle that differences which arise during the life of this Agreement shall be resolved by peaceful and appropriate means without interruption of the school program, and that a grievance procedure ending in binding arbitration is contained in this Agreement for this purpose. The Association, therefore, agrees that its officers, representatives, and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, nor shall any employee take part in any strike, slowdown, or stoppage of work, boycott, picketing, or other interruption of activities in the school system during the life of this Agreement.

The above shall be in compliance with the most recent decisions relative to school strike legislation by the State of Michigan.

B. No Association member will be required to cross any picket line in the neighboring local districts. However, the employees will be required to report to work within the normal working hours.

ARTICLE 19

SEVERABILITY

If any provisions of the Agreement or any application of the Agreement to an employee shall be found contrary to law, then such provision or application shall be deemed null and void, but all other provisions or application shall continue in full force and effect; furthermore, the provisions of such law shall supersede, to the extent of the conflict, the provisions of this Agreement and govern the relations of the practice hereunder.

ARTICLE 20

ENTIRE AGREEMENT

This Agreement represents the entire agreement between the parties and supersedes prior practices or understandings. It can only be amended by written consent by the District and the Association.

ARTICLE 21

INSURANCE PROTECTION

The Board's obligation under this Article is to provide the appropriate insurance premiums for eligible teachers. It is expressly understood that all coverages provided herein are specifically subject in all respects to the rules and regulations of the various insurance underwriters and/or insurance administrators.

1. The Board shall make payment of insurance premiums for all persons who complete their contractual obligation to assure insurance coverage for a full twelve (12) month period commencing September 1st and ending August 31st.

The open enrollment shall be jointly established by the Board, the Association, and the appropriate underwriting company representative including opportunities for summer pre-enrollment and fall enrollment.

2. The Board will be responsible for providing insurance information including applications, claim materials, and enrollment meetings.

3. In the event that an employee is disabled through injury or illness covered by Workman's Compensation, sick leave shall not be reduced and all fringe benefits shall continue for the duration of this disability up to twelve (12) months.

4. In the event of the death of a teacher or exhaustion of accumulated sick leave, the employee and family benefits mentioned in this Article shall continue uninterrupted for

the duration of the teacher's individual contract.

The Board agrees to pay the full monthly premiums for each eligible employee for one of the following insurance benefit plans:

PLAN A For employees not enrolled in health insurance with the district through a spouse or not enrolled elsewhere

Health	Super Care 1
Delta Dental	80/80/80: \$1,300
Negotiated Life	\$25,000 AD&D
Vision	VSP-3
Long-Term Disability	66 2/3%
	\$2,500 Maximum
	90 Calendar Days - Modified Fill
	Freeze on Offset
	Alcoholism/Drug - same as any other illness
	Mental/Nervous - same as any other illness
	COLA
	Education Supplement Benefit
	3 Year Own Occupation
	Primary Social Security
Dependent Life	\$10,000/\$5,000 (spouse/child)

PLAN B For employees enrolled in health insurance
under a spouse's plan with the District or
otherwise enrolled elsewhere

Delta Dental	80/80/80: \$1,300
Negotiated Life	\$25,000 AD&D
Vision	VSP-3
Long Term Disability	66 2/3% same as above
Dependent Life	\$10,000/\$5,000 (spouse/child)

Employees electing PLAN B shall also receive \$150.00 per month toward the purchase of MESSA options or an employer approved tax deferred/tax shelter annuity.

Should a husband and wife both be employed by the District, within the bargaining unit, one will be eligible for PLAN A and the other will be eligible for PLAN B.

For those employees enrolling in PLAN A, the District agrees to pay up to \$50.00 per individual and up to \$100.00 per family to reimburse employees for qualified miscellaneous major medical deductible expenditures not paid by MESSA due to the deductible structure in the Supercare 1 health plan.

Part-time employees will receive a pro-rata portion of all the mentioned premiums subsidies. Such subsidies may be applied to those programs approved by the Board and the insurance carriers and/or insurance administrator company.

ARTICLE 22

COMPENSATION

I. Salary

Salaries shall be included in Schedule A at the end of this Contract.

Commencing July 1, 1992, each teacher (employed full time for the entire year) commencing his/her second year at the top of a salary schedule column (excluding Ed.S. and MA + 40) will receive \$700.00 paid off-schedule in addition to his/her regular pay. Teachers employed less than full time or for less than a full year shall receive a prorated portion of the \$700.00. This off-schedule stipend applies for the duration of this contract at which time this provision shall cease to be binding upon the parties unless the parties mutually agree to continue this stipend in successor agreements. The \$700.00 stipend shall not be paid to a teacher eligible for longevity pay under Section 2.

II. Longevity

A. Longevity payments shall be made to bargaining unit personnel under the terms and conditions specified below. The designated payment per year in addition to the employee's salary shall be made providing the following conditions have been met:

- 1) After the completion of 15 years of

service	\$1,000.00
After the completion of 20 years of	
service	\$1,500.00
After the completion of 25 years of	
service	\$2,000.00

2) The employee shall have completed at least five (5) semester hours of graduate university credit appropriate to the employee's assignment or equivalent professional growth experience (including State Board of Education Continuing Education Units) between the tenth (10) and fifteenth (15) years of service. Such credit must have prior approval by the employee's supervisor.

Years of service for purposes of longevity pay shall be defined as the years of continuous service to the Mason-Lake ISD as a regular employee within the bargaining unit from the employees last date of hire. Service credit will accrue during paid and unpaid leaves but will not accrue during periods of layoff.

Longevity pay will be distributed in the first paycheck in October in one lump sum unless the teacher elects in writing one of the following options by September 15 each year:

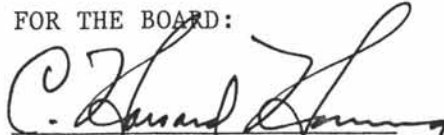
1. Beginning with the first payday in October, have the longevity pay issued in equal amounts over the remaining pay periods in the fiscal year.

2. Issued in one lump sum on another designated payday during the fiscal year subsequent to the first payday in October.

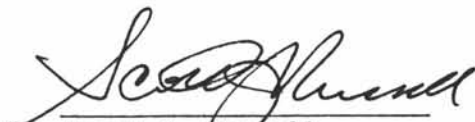
ARTICLE 23
DURATION OF AGREEMENT

This Agreement between the Board of Education of the
Mason-Lake Intermediate School District and the Mason-Lake
Education Association will be in effect beginning September
1st, 1992, and ending August 31st, 1996.

FOR THE BOARD:

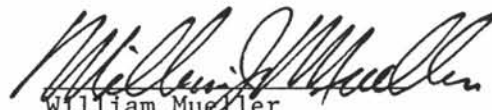

C. Howard Hornung
President

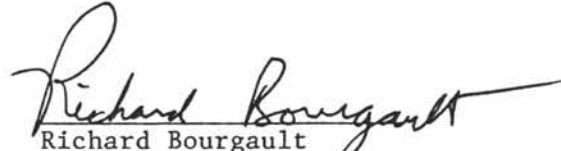

Gilbert Larsen
Board Committee Chairperson


Scott J. Russell
Superintendent

FOR THE ASSOCIATION:


Mary Ann Malecki
President


William Mugler
Vice President


Richard Bourgault
Immediate Past President

ARTICLE 24

SPECIAL PROVISIONS

1. \$20.00 per hour beyond the MA will be paid as a permanent part of the teacher's contract. Must be approved by the Superintendent.
2. Experience credit for service outside the Mason-Lake Intermediate School District may be granted at the discretion of the Superintendent up to the maximum level, in accordance with degree and hours attained. In no case, may the allowance exceed the number of years of actual experience.
3. In the event that in any given year the revenue to the Mason-Lake Intermediate School District is reduced by eight percent (8%) or more than that received in the prior year, the Board of Education may terminate the balance of this Agreement by serving written notice to the Association. In the event that such notice is served, the parties shall forthwith commence negotiations concerning wages, hours, terms and conditions of employment.
4. All BA and MA hours must be approved by the employee's immediate supervisor in order to qualify for lateral advancement on the Salary Schedule. Such courses completed prior to September 1, 1982, shall count toward lateral advancement.

Courses not subject to tuition reimbursement under Article 2, (B) will be considered for lateral advancement where they are directly related to special education

instruction of students or are part of an approved special education program, or appropriate to related field.

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT

SCHEDULE A

1992-1993 SALARY SCHEDULE

Step	1.00	1.04	1.07	1.11	1.14
	Bachelor's	Bachelor's & 18 Sem Hrs	Master's or Bachelors & 40 Sem Hrs	Master's & 20 Sem Hrs	EdS or Masters & 40 Sem Hr
1	\$ 23,659.	\$ 24,605.	\$ 25,315.	\$ 26,261.	\$ 26,971.
2	25,150.	26,155.	26,910.	27,915.	28,670.
3	26,640.	27,705.	28,505.	29,570.	30,369.
4	28,131.	29,255.	30,099.	31,224.	32,068.
5	29,621.	30,805.	31,694.	32,879.	33,768.
6	31,112.	32,356.	33,289.	34,533.	35,467.
7	32,602.	33,906.	34,884.	36,188.	37,166.
8	34,093..	35,456.	36,479.	37,842.	38,865.
9	35,583.	37,006.	38,074.	39,496.	40,564.
10	37,074.	38,556.	39,668.	41,151.	42,263.
11	38,564.	40,106.	41,263.	42,805.	43,962.
(1.63 Index)					
12	39,264.	40,806.	42,858.	44,460.	45,662.
13	39,264.	40,806.	44,453.	46,114.	47,361.
(1.756 Index)					
14	39,264.	40,806.	45,153.	46,814.	49,060.
15	39,264.	40,806.	45,153.	46,814.	50,759.
(1.882 Index)					

5.25% increase on 1991-1992 base salary

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT

SCHEDULE A

1993-1994 SALARY SCHEDULE

Step	1.00	1.04	1.07	1.11	1.14
	Bachelor's	Bachelor's & 18 Sem Hrs	Master's or Bachelor's & 40 Sem Hrs	Master's & 20 Sem Hrs	EdS or Master's & 40 Sem Hrs
1	\$ 24,605.	\$ 25,589.	\$ 26,327.	\$ 27,312.	\$ 28,050.
2	26,155.	27,201.	27,986.	29,033.	29,817.
3	27,705.	28,813.	29,644.	30,753.	31,584.
4	29,255.	30,425.	31,303.	32,474.	33,351.
5	30,806.	32,037.	32,962.	34,194.	35,119.
6	32,356.	33,650.	34,620.	35,915.	36,886.
7	33,906.	35,262.	36,279.	37,635.	38,653.
8	35,456.	36,874.	37,938.	39,356.	40,420.
9	37,006.	38,486.	39,596.	41,077.	42,187.
10	38,557.	40,098.	41,255.	42,797.	43,954.
11	40,107.	41,710.	42,914.	44,518.	45,721.
	[1.63 Index]				
12	40,807.	42,410.	44,572.	46,238.	47,489.
13	40,807.	42,410.	46,231.	47,959.	49,256.
	[1.756 Index]				
14	40,807.	42,410.	46,931.	48,659.	51,023.
15	40,807.	42,410.	46,931.	48,659.	52,790.
	[1.882 Index]				

4% increase on 1992-1993 base salary

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT

SCHEDULE A

1994-1995 SALARY SCHEDULE

	1.00	1.04	1.07	1.11	1.14
Step	Bachelor's	Bachelor's & 18 Sem Hrs	Master's or Bachelor's & 40 Sem Hrs	Master's & 20 Sem Hrs	EdS or Master's & 40 Sem Hrs
1	\$ 25,651.	\$ 26,677.	\$ 27,447.	\$ 28,473.	\$ 29,242.
2	27,267.	28,358.	29,176.	30,267.	31,084.
3	28,883.	30,038.	30,905.	32,061.	32,927.
4	30,499.	31,719.	32,634.	33,854.	34,769.
5	32,115.	33,400.	34,363.	35,648.	36,611.
6	33,731.	35,081.	36,092.	37,442.	38,453.
7	35,347.	36,761.	37,821.	39,236.	40,296.
8	36,963.	38,442.	39,551.	41,029.	42,138.
9	38,579.	40,123.	41,280.	42,823.	43,980.
10	40,195.	41,803.	43,009.	44,617.	45,823.
11	41,811.	43,484.	44,738.	46,411.	47,665.
	[1.63 Index]				
12	42,511.	44,184.	46,467.	48,204.	49,507.
13	42,511.	44,184.	48,196.	49,998.	51,349.
	[1.756 Index]				
14	42,511.	44,184.	48,896.	50,698.	53,192.
15	42,511.	44,184.	48,896.	50,698.	55,034.
	[1.882 Index]				

4.25% increase on 1993-1994 base salary

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT

SCHEDULE A

1995-1996 SALARY SCHEDULE

Step	1.00	1.04	1.07	1.11	1.14
	Bachelor's	Bachelor's & 18 Sem Hrs	Master's or Bachelor's & 40 Sem Hrs	Master's & 20 Sem Hrs	EdS or Master's & 40 Sem Hrs
1	\$ 26,869.	\$ 27,944.	\$ 28,750.	\$ 29,825.	\$ 30,631.
2	28,562.	29,704.	30,561.	31,704.	32,561.
3	30,255.	31,465.	32,373.	33,583.	34,490.
4	31,947.	33,225.	34,184.	35,462.	36,420.
5	33,640.	34,986.	35,995.	37,341.	38,350.
6	35,333.	36,746.	37,806.	39,220.	40,280.
7	37,026.	38,506.	39,618.	41,098.	42,209.
8	38,719.	40,267.	41,429.	42,977.	44,139.
9	40,411.	42,027.	43,240.	44,856.	46,069.
10	42,104.	43,788.	45,051.	46,735.	47,998.
11	43,797.	45,548.	46,863.	48,614.	49,928.
	[1.63 Index]				
12	44,497.	46,248.	48,674.	50,493.	51,858.
13	44,497.	46,248.	50,485.	52,372.	53,788.
	[1.756 Index]				
14	44,497.	46,248.	51,185.	53,072.	55,717.
15	44,497.	46,248.	51,185.	53,072.	57,647.
	[1.882 Index]				

4.75% increase on 1994-1995 base salary

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT
1992-1993 SCHOOL CALENDAR

Month	Reg Sch Yr Student Days	Reg Sch Yr Emp. Days	SMI/SXI Student Days	SMI/SXI Emp. Days	PPI a.m.	PPI p.m.
July.....			22	22		
July 1/Start of SMI/SXI Summer Programs						
July 3/July 4th Recess						
August.....		1	19	20		
Aug 27/End of SMI/SXI Summer Programs						
Aug 31/Employees Report To Work						
September.....	20	21	20	21	16	17
Sep 1/Employees Report To Work						
Sep 2/First Day For Students						
Sep 7/Labor Day Recess						
October.....	22	22	22	22	17	18
November.....	19	19	19	19	16	14
Nov 26 & 27/Thanksgiving Recess						
December.....	16	16	16	16	13	13
Dec 23/Christmas Recess At End Of Day						
January.....	20	20	20	20	16	16
Jan 4/School Resumes						
February.....	20	20	20	20	16	16
March.....	20	20	20	20	16	16
Mar 26/Spring Recess At End Of Day						
April.....	19	19	19	19	16	15
Apr 5/School Resumes						
Apr 9/Good Friday Recess						
May.....	20	20	20	20	16	16
May 31/Memorial Day Recess						
June.....	5	5	14	14	4	4
June 7/Last Day For Students/Employees						
June 8/SMI/SXI Summer Program Begins						
June 18/Last Day For SMI/SXI Program						
TOTALS	181	183	231	233	146	145
Inservice Day To Be Scheduled	- 1		-1			
TOTAL DAYS	180	183	230	233		

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT
1993-1994 SCHOOL CALENDAR

Month	Reg Sch Yr Student Days	Reg Sch Yr Emp. Days	SMI/SXI Student Days	SMI/SXI Emp. Days	PPI a.m. p.m	
July.....			21	21		
July 1/Start of SMI/SXI Summer Programs						
July 5/July 4th Recess						
August.....		2	19	21		
Aug 26/End of SMI/SXI Summer Programs						
Aug 30 & 31/Employees Report To Work						
September.....	21	21	21	21	17	18
Sep 1/First Day For Students						
Sep 6/Labor Day Recess						
October.....	21	21	21	21	16	17
November.....	20	20	20	20	17	15
Nov 25 & 26/Thanksgiving Recess						
December.....	15	15	15	15	16	16
Dec 21/Christmas Recess At End Of Day						
January.....	21	21	21	21	17	16
Jan 3/School Resumes						
February.....	20	20	20	20	16	16
March.....	19	19	19	19	15	16
Mar 25/Spring Recess At End Of Day						
April.....	20	20	20	20	16	16
Apr 4/School Resumes						
May.....	21	21	21	21	17	17
May 30/Memorial Day Recess						
June.....	3	3	13	13	2	3
June 3/Last Day For Students/Employees						
June 6/SMI/SXI Summer Program Begins						
June 17/Last Day For SMI/SXI Program						
TOTALS	181	183	231	233	149	150
Inservice Day To Be Scheduled	- 1		- 1			
TOTAL DAYS	180	183	230	233		

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT
1994-1995 SCHOOL CALENDAR

Month	Reg Sch Yr Student Days	Reg Sch Yr Emp. Days	SMI/SXI Student Days	SMI/SXI Emp. Days	PPI a.m. p.m.	
July.....			19	19		
July 5/Start of SMI/SXI Summer Programs						
August.....	1	3	20	22	1	1
Aug 25/End of SMI/SXI Summer Programs						
Aug 29 & 30/Employees Report To Work						
Aug 31/First Day For Students						
September.....	21	21	21	21	16	17
Sep 5/Labor Day Recess						
October.....	21	21	21	21	17	16
November.....	20	20	20	20	17	16
Nov 24 & 25/Thanksgiving Recess						
December.....	14	14	14	14	11	11
Dec 20/Christmas Recess At End Of Day						
January.....	21	21	21	21	18	17
Jan 3/School Resumes						
February.....	19	19	19	19	16	15
Feb 17/No School						
March.....	23	23	23	23	18	19
Mar 31/Spring Recess At End Of Day						
April.....	14	14	14	14	12	11
Apr 10/School Resumes						
Apr 14/Good Friday Recess						
May.....	22	22	22	22	18	18
May 29/Memorial Day Recess						
June.....	5	5	17	17	4	4
June 7/Last Day For Students/Employees						
June 8/SMI/SXI Summer Program Begins						
June 23/Last Day For SMI/SXI Program						
TOTALS	181	183	231	233	148	145
Inservice Day To Be Scheduled	- 1		- 1			
TOTAL DAYS	180	183	230	233		

MASON-LAKE INTERMEDIATE SCHOOL DISTRICT
1995-1996 SCHOOL CALENDAR

Month	Reg Sch Yr Student Days	Reg Sch Yr Emp. Days	SMI/SXI Student Days	SMI/SXI Emp. Days	PPI a.m. p.m.	
July.....			19	19		
July 5/Start of SMI/SXI Summer Programs						
August.....	2	4	20	22	2	2
Aug 24/End of SMI/SXI Summer Programs						
Aug 28 & 29/Employees Report To Work						
Aug 30/First Day For Students						
September.....	20	20	20	20	15	17
Sep 4/Labor Day Recess						
October.....	22	22	22	22	18	17
November.....	20	20	20	20	17	16
Nov 23 & 24/Thanksgiving Recess						
December.....	13	13	13	13	10	10
Dec 19/Christmas Recess At End Of Day						
January.....	21	21	21	21	17	17
Jan 3/School Resumes						
February.....	21	21	21	21	17	17
March.....	21	21	21	21	16	17
Mar 29/Spring Recess At End Of Day						
April.....	17	17	17	17	14	13
Apr 8/School Resumes						
May.....	22	22	22	22	17	19
May 27/Memorial Day Recess						
June.....	2	2	15	15	2	1
June 4/Last Day For Students/Employees						
June 5/SMI/SXI Summer Program Begins						
June 21/Last Day For SMI/SXI Program						
TOTALS	181	183	231	233	145	146
Inservice Day To Be Scheduled	- 1		- 1			
TOTAL DAYS	180	183	230	233		