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8/21/94

AGREEMENT
BETWEEN THE
JOHANNESBURG-LEWISTON AREA SCHOOLS
AND
NORTHERN MICHIGAN EDUCATION ASSOCIATION

Johannesburg-Lewiston Area Schools

SCHOOL YEARS 1991 - 1994

TABLE OF CONTENTS

Article	Page	Title
1	1	Recognition
2	2	Teacher Rights
3	3	Board Rights
4	3	Teaching Hours
5	5	Professional Compensation
6	6	Teaching Conditions
7	7	Assignments and Transfers
8	10	Illness or Disability
9	10	Leaves of Absence
10	13	Evaluation of Professional Personnel
11	14	Protection of Teachers
12	15	Negotiation Procedures
13	16	Professional Grievance Negotiation Procedure
14	17	Discipline Policy
15	18	Professional Dues or Fees and Payroll Deductions
16	20	Professional Behavior
17	21	Reduction and Recall Procedure
18	23	Miscellaneous Provisions
19	25	Due Process
20	26	Site-Based Decision Making and School Improvement Planning
21	27	Duration of Agreement
	28	Schedule "A" (1991-92)
	29	Schedule "A" (1992-93)
	29	Schedule "A" (1993-94)
	29	Schedule "B"
	33	School Calendar

This Agreement entered into this April 13, 1992, by and between the Board of Education of the Johannesburg-Lewiston Area School District, Johannesburg, Michigan; hereinafter called the "Board"; and the Northern Michigan Education Association, MEA/NEA, hereinafter called the "Association."

WITNESSETH:

WHEREAS the Board and the Association recognize and declare a quality education for the children of the Johannesburg-Lewiston Area Schools is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

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

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

ARTICLE I
Recognition

A. The Board hereby recognizes the Association as the exclusive and sole bargaining representative for all full-time and part-time certificated teachers whether under contract, or on leave; excluding: Superintendent, Principals, Supervisory and Executive Personnel, substitute teachers, and all non-professional employees. The term "teacher", when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the bargaining or negotiation unit as defined, and references to male teachers shall include female 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 any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

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

teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II
Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher as defined in Article I employed by the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color 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 or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the Michigan Employment Relations Commission, or a mediator from such public agency or an arbitrator appointed pursuant to the provisions of this Agreement from the American Arbitrators Association.

C. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings except when school classes are in session, with permission from the administration. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises. A bulletin board shall be made available to the Association in each school.

D. The Board agrees to furnish to the Association in response to written requests from time to time all available information concerning the financial resources of the District, allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers, together with information which may be necessary for the Association to process any grievance or complaint.

E. The provisions of the Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or 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.

ARTICLE III Board Rights

"The Board on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself 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 school system and its properties and facilities, and the contractual activities of its employees;
2. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment or their dismissal or demotion; and to promote, and transfer all such employees;
3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board after consultation with appropriate teaching and other professional staff members;
4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature, after consultation with appropriate teaching and other professional staff members;
5. To determine class schedules, the hours of instruction and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only to the specific and express terms of this Agreement with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States."

ARTICLE IV Teaching Hours

A. Teachers are required to be in school 15 minutes prior to the beginning of the school day, and remain after school 15 minutes, except before holidays, at which time they may leave after the buses. At no time shall the school day exceed 7 1/2 hours. Extra-curricular responsibilities are excluded from the above time schedule.

B. If, at any time during the life of this Agreement, it becomes lawful to count as days of pupil instruction, days when pupil instruction is not provided due to conditions not within the control of school authorities (Act of God days) such as due to severe storms, fires, epidemics or health conditions as defined by the city, county, or state health authorities, it is agreed that the following school closing provision shall become immediately effective:

When an Act of God or an employer directive forces the closing of school or other facility of the employer, bargaining unit members shall be excused from reporting to duty without loss of pay. Days lost due to school closing under the foregoing circumstances shall not be rescheduled.

To the extent that any other provision of the collective bargaining agreement, such as the school closing provision, school calendar or the like shall be inconsistent with the foregoing, such provisions shall be null and void as to the extent of the inconsistency.

If the above does not apply and the Board decides to make up Act of God days, they will be made up by following the schedule established in the calendar. Such days will be added to the calendar before the start of the school year through the normal negotiating procedures. If such days are made up, they will not exceed 3 1/2 clock hours in length and the teachers will receive \$45 for each day made up.

C. Lunch periods will be scheduled by the administration. Each teacher is entitled to, and will be provided, at least a 30 minute, duty free, uninterrupted lunch period.

D. All teachers shall be entitled to one preparation and conference period per day, a minimum of 45 minutes while school is in session or the equivalent of one regular high school class period, whichever is greater. Teachers shall remain in the building during that period. Assignment to a supervised study period shall be considered a teaching period for purposes of this Article. In the elementary section this will be provided, in part by recess, and in part during music, art, physical education, and/or other so-called enrichment programs conducted by other teachers.

E. Class sponsors and coaches shall chaperon their respective events. No teachers shall be required to work at ball games or chaperon spectator buses.

F. No teacher shall be required to take an extracurricular activity. But those that do contract for same must be present at every practice, rehearsal, or event unless each student has been responsibly discharged from the teacher's care.

G. Teachers are obligated to attend teachers meetings, usually after school, one day per week as called by the building principal, such

meetings to last no longer than one hour and called 48 hours in advance. Short emergency meetings may be called without the advance notice but teachers with prior commitments will be excused.

H. It is the intent of both parties that the minutes between classes when students are passing are not "free" time.

I. Teachers are required to attend one open house per year to be scheduled by the administration. The open house is not to last longer than three hours nor after 9:00 p.m.

J. Grade 7-12 teachers may be called to serve two after-school detention periods per year if desired by the principal. The teacher shall be paid at the rate set in Schedule "B", paragraph IV.

ARTICLE V Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedules shall remain in effect for the duration of this Agreement.

B. Compensation for extra duties and teaching assignments are covered in Salary Schedule "B" of this Contract.

C. Teachers to be employed in the system shall receive one year of credit for each full year of certified teaching experience up to six (6) years credit and placed on the appropriate step in the salary schedule. Credits beyond six (6) years may be given at the Board's discretion.

D. Teachers earning approved college credits prior to any semester shall be compensated and/or placed in the appropriate category for the coming semester provided that the teacher has notified the superintendent in writing 20 teaching days into the semester of completed hours (or degrees) and furnishes an official transcript within 90 days after the beginning of the semester. Pay does not begin until after receipt of the transcript. Pay will be retroactive to the beginning of the current semester.

E. The following holidays shall be observed and school closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, Christmas Day, and Good Friday.

F. When teachers are authorized to travel in their private vehicles, excluding paragraphs G & H, for the school; they shall be compensated at the rate of twenty-five (25) cents per mile.

G. Any teacher whose daily schedule requires them to be in both buildings shall be compensated at the rate of \$1,000 per school year for mileage and time of travel that is incurred due to multi-building assignment. This amount is to be paid semiannually at the end of the 2nd and 4th marking periods. This compensation will be paid in full unless

the teacher is unable to perform their contractual obligation, and qualifies for teacher's LTD.

H. Teachers who, because of scheduling, are required to be in both buildings not on a daily basis, shall be compensated at a pro-rated rate as stipulated in Section G of this Article.

I. All summer school assignments shall be filled consistent with the vacancy filling provisions of Article VII except the three week posting requirement will be waived after summer school begins. Assignments that do not require certification shall be made on the basis of seniority and experience. Summer school assignments include all assignments listed in Schedule B and compensation of such assignments shall be at no less than the teacher's hourly or daily rate as calculated by using the salary of the bargaining unit member provided for in this Agreement, the number of bargaining unit member workdays and the normal workday as provided for in this Agreement.

ARTICLE VI Teaching Conditions

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

A. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The Board and the Association will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes to implement all joint decisions thereon made by its representative and the Association. The Board agrees to keep the schools reasonably and properly equipped and maintained.

B. Under no conditions shall a teacher be required to drive a school bus as a part of his regular assignment.

C. The Board shall make available in each school adequate rest room and lavatory facilities exclusively for teacher use and at least one room appropriately furnished, which shall be reserved for use as a teacher preparation and conference room.

D. Telephone facilities shall be made available to teachers in the teachers' preparation and conference room for their reasonable use, during conference periods. Personal long distance calls must be paid for by the user.

E. Adequate parking facilities shall be made available and maintained.

F. 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.

G. All teachers shall have either a desk with a lockable drawer space and key, or a room key.

H. Returning teachers shall not be required to report more than 1 day prior to the beginning of classes in the fall, and new teachers not more than 2 days prior to beginning of classes in the fall.

I. By April 1 of each year, the teachers will receive their tentative class lists and class sizes for the following year. By April 15, each teacher shall submit to the administration, in writing, proposed requisitions for teaching materials, equipment, and supplies for the following year. By May 15, the administration shall advise the teacher, in writing, of the items scheduled to be purchased.

J. A Curriculum Committee will be established each year for the purpose of reviewing and making recommendations to the Board regarding curriculum matters.

The committee will consist of: two elementary teachers, two middle school teachers, and two high school teachers, two principals and one board member, to be chosen mutually by the Board and Association. The Board and Association may each select one parent in the J-L School District. The high school principal and Association will select one junior and one senior student.

The committee will meet once a month (or twice a month if agreed upon by a majority of the committee) during non-instructional hours. Bargaining unit members will receive the hourly substitution pay.

K. Supervision of students in all areas is the teacher's responsibility during the entire school day. Teachers will cooperate in good housekeeping practices in the halls, respective classrooms, and their lounge.

ARTICLE VII Assignments and Transfers

A. All assignment and transfer requests by the professional staff should be submitted, in writing, and decided prior to the beginning of the regular recruitment season in the spring. Assignments and transfers at other times will be considered when vacancies occur during the school year.

B. An involuntary transfer will be made only in case of emergency or to prevent undue disruption of the instructional program. The superintendent shall notify the affected teacher and the Association of the reasons for such transfer. If the teacher objects to such transfer for the reasons given, the dispute may be resolved through the professional grievance procedure.

C. Any teacher who is assigned or transferred to an administrative or executive position and shall later 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 status. Said teacher will receive one year teaching experience for each year spent in the school district in the administrative or executive position.

D. Teachers shall not be assigned or transferred outside the scope of their teaching certificates and their major or minor field of study, or area of certification, except temporarily and for good cause; and the Association shall be so notified in each instance, along with a written statement of reasons for such assignment or transfer. Temporary shall be defined for purposes of this Article as not to extend beyond the current semester.

E. All teachers shall be given written notice of their teaching assignment for the forth coming year no later than May 30, and their schedule no later than August 15. Minor changes in such assignments or schedules may be made up to the beginning of the school year. Assignments are to be made for sound educational reasons and not to unduly disrupt the staff.

F. The Board declares its support of a policy of filling vacancies, including vacancies in supervisory positions, from within its own teaching staff. Whenever a vacancy arises, the superintendent shall promptly notify the Association and post notice of same on a bulletin board in each school building for no less than three weeks before the position is filled. Vacancies shall be filled on the basis of the experience, competency and qualifications of the applicant, length of service in the district, and other relevant factors.

1. Whenever vacancies occur during the normal summer months when regular school is not in session, the following procedure, in addition to the procedures heretofore outlined, shall be followed:
 - a. Teachers with specific interests in possible vacancies will notify the superintendent of their interest, in writing, during the last regular week of school and shall include a summer address.
 - b. Should a vacancy occur, the teachers who have expressed an interest in said position or a similar position shall be contacted by the superintendent and notified of the vacancy.

- c. The teachers so notified shall have the responsibility of contacting the superintendent indicating their interest in said position within three days of receiving such notification.

Special talents or expertise needed for the implementation of a new program, but not found on the school district staff, should be sought through retraining of existing staff wherever possible or practical.

G. Teacher Qualifications:

Elementary School

1. Elementary grades K-6 when housed in self-contained classrooms will be taught by elementary certified teachers. The middle school endorsement for secondary certificates is not adequate preparation to teach elementary self-contained classrooms.

Middle School

1. Teachers for the middle school grades (6-7-8) will hold elementary K-8 certificates or secondary certificates with middle school endorsements. In either case, if possible, teachers in the middle school will only teach in their major/minor fields, except for exploratory subjects and/or other enrichment areas such as art, physical education, etc.
2. If a teacher is assigned to teach in the middle school in a subject that is out of his/her teaching major/minor, although within certification, the teacher may be required to work up to one year under the guidance of the principal with the assistance of a teacher appointed by the principal. Reassignment in the subject area in question is contingent upon the principal's satisfactory evaluation as provided for in the master agreement.
3. All middle school teachers assigned to areas other than Language Arts, Math, Science and Social Studies, will be assigned according to their certification, training (college transcripts) and/or qualifications due to experience, such as but not limited to teaching, business, or professional, and approved by the superintendent.

High School

1. Secondary teachers (9-12) will be assigned only to areas for which they are certified.
2. If a teacher is assigned to teach in their minor area and they have not taught in that area in the past five (5) years, the principal may assign, after consultation with the Association, a peer coach to assist the teacher. The teacher may also request such assistance.

ARTICLE VIII
Illness or Disability

A. All teachers absent from duty on account of loss of health or any other approved reason shall be allowed full pay for a total of twelve (12) days a year from commencement of the school year. If a teacher resigns for reasons other than medical health, pay received for leave taken in excess of 1 1/3 days per teaching month shall be reimbursed to the Board. Any leave injury covered under Workmen's Compensation must be paid by Workmen's Compensation. In such case the Board agrees to make up the difference in pay and to deduct a proportionate part of sick leave assuring the employee of no decrease from payroll to payroll.

B. All teachers shall be entitled to an accumulation of up to one hundred (100) days for the unused portion of each year's sick leave which shall be available in future years, in addition to the twelve (12) days granted for the current year.

C. A record shall be set up for each employee by the Board on which there shall be a continuing accounting of sick leave credit.

D. At the beginning of each year, a report shall be made to each teacher and to the Association, indicating the amount of sick leave to his credit.

E. Holidays or Act of God days occurring during illness or personal leave shall not be considered deductible from the employee's sick leave or personal leave accumulation.

F. When the teacher's sick leave limit has been completely used, the income insurance company will be notified so that long term disability payments to the teacher can begin according to the terms of the contract with said company.

G. The Board of Education reserves the right to request a physician's examination of any employee whose illness pattern may be a cause for concern, at the Board's expense, including travel expenses. The physician shall be mutually agreed upon by both the teacher and the Board.

ARTICLE IX
Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article VIII shall upon recovery be allowed to return during that school year.

1. Teachers will be placed on unpaid personal illness leave when requested in writing to the Board.
2. Teachers upon returning from personal illness leave may be required to show evidence of ability to resume job responsibility. Physician's slip will be acquired from personal physician.

B. All teachers shall be allowed two (2) personal days per year, with an unlimited accumulation. Said personal days may be taken 1/2 day at a time. No explanation for these days is necessary. A request must be made in writing to the administration for each personal day prior to the date desired except in case of emergency. Personal days are not to be used as vacation days, but instead to accomplish activities that cannot be conveniently done at another time.

C. Leaves of absence with pay chargeable against the teacher's sick leave allowance shall be granted for the following reasons:

1. For an illness or medical needs of the teacher's spouse, children, parents, and parents of spouse.
2. A maximum of two (2) days, per occurrence, per school year for attendance at the funeral of a person whose relationship to the teacher warrants such attendance.

D. Leaves of absence with pay not chargeable against the teacher's sick leave allowance shall be granted for the following reasons:

1. A maximum of five days, per occurrence, per school year will be allowed for a death of the teacher's spouse, children, parents, spouse's parents, brothers, sisters, grandchildren, and grandparents. The first three days allowed shall not be charged against the teacher's allowance; two days shall be charged against the teacher's sick leave allowance.
2. Absence when a teacher is called for jury duty. The total teacher remuneration from the teaching contract and the jury duty shall not exceed the daily rate of the teacher's pay as determined by the formula found elsewhere in this Contract.
3. Court appearance as a witness in any case connected with the teacher's employment or the school or whenever the teacher is subpoenaed to attend any proceeding. The teacher shall not receive pay if he is guilty when charged.
4. Board approved visitation at other schools or for attending Board approved educational conferences or conventions.
5. Time necessary to take the selective service physical examination.

E. Leaves of absence without pay may be granted upon written application and permission of the Board for a period of not more than one year with the exception of military leave for the following purposes but may be extended at the Board's discretion:

1. Study related to the teacher's license field.
2. Study to meet eligibility requirements for a license other than that held by the teacher.

3. Study, research or special teaching assignment involving probable advantage to the school system.
4. Teachers on military leave.
5. Medical reasons, both personal and family.
6. Personal

F. Upon a 30 day written request to the Board, a maternity leave or child care leave shall be granted without pay for a period of up to one year and additional time may be granted upon written request to the Board of Education. A teacher may request in writing to the Board to be reinstated prior to the end of the leave, subject to the approval of the Board. When returning from leave the teacher will be assured his/her original position if it still exists. If the original position does not exist, the teacher will be placed in a position for which the teacher is qualified and certified. The teacher shall notify the Board and Administration in writing, as soon as possible, but not later than 60 days prior to the intended date of return.

G. The teacher may use all or any portion of his/her leave to recover from his/her own illness or disability, which shall include, in part, all disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom shall be treated on the same terms and conditions as are applied to other temporary disabilities, including, but not limited to, these terms and conditions involving commencement and duration of leave, accrual of seniority, reinstatement, continuance within insurance programs, etc.

H. A military leave of absence shall be granted to any teacher who shall be inducted for military duty in any branch of the armed forces of the United States. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as he would have been had he taught in the District during such period. Leave and benefits accrued shall not extend beyond one inducted period. Upon return from such leave, a teacher shall be assigned to the same position or substantially equivalent position, even if such return necessitates a reduction of staff. Such service time shall not count toward tenure.

I. The question of employing a substitute or replacement for an absent employee has no relation to deductions made under this policy.

J. Deductions from salary made under this policy shall coincide with the number of scheduled school days for that school year, at the rate of 1/181.5 days.

K. Upon application, teachers who have been employed for seven (7) consecutive years in the Johannesburg-Lewiston School District shall be granted a Sabbatical Leave without pay for professional improvement of up to one (1) year. It is agreed that professional improvement for purposes of this Article includes, but is not limited to, attendance at a

post-secondary educational institution, independent research and study, and travel.

Application for Sabbatical Leave shall be submitted no less than 60 days prior to commencement of said leave.

Upon return from Sabbatical, the teacher shall be restored to the same position or substantially equivalent position, even if such return necessitates a necessary reduction of staff. Seniority shall accrue during the period of the Sabbatical Leave.

L. The employer shall provide to the Association ten (10) days per school year of released time for the handling of Association business as deemed appropriate by the Association president. When such days are taken, the Association shall reimburse the daily substitute rate to the school district.

ARTICLE X

Evaluation of Professional Personnel

The parties to this Agreement recognize the importance and value of a procedure for evaluating the performance of the professional personnel employed by the District. Therefore, to this end, the following procedures have been agreed to in an effort to improve the performance of the professional staff.

A. At least twice each school year, each teacher will be observed by his principal. The teacher will be notified as to the time and date of his first observation. After the first observation, the teacher will not be notified in advance.

B. The evaluation of teachers shall consist of the following:

1. An objective account of classroom activities and environment, and teacher performance and contribution to the total school atmosphere, as viewed by the evaluator.
2. A listing of the evaluator's criteria used in evaluating the teacher's performance.
3. Written subjective statements, by the evaluator, concerning #1 above, using the criteria listed.
4. Written subjective statements, by the teacher, concerning items #1, #2, #3, above.
5. In addition, the following will be included: a. comments on the strengths of the teacher; b. recognition of the progress he has made since the previous evaluation; c. statement of areas requiring assistance; d. specific suggestions or measures he can take to improve his performance in areas where difficulties have been indicated and can be enhanced.

C. The evaluator will present a copy of the evaluation to the teacher at least one day prior to the post-evaluation conference. At this post-conference there will be free and open discussion of the visitation and evaluation report between the evaluator and teacher. After discussion, the teacher will be asked to sign the written observation and will receive a copy of said observation. A copy will also go into the teacher's personnel file.

D. Each teacher shall have the right upon request to review the contents of his own personnel file. No material may be placed therein without allowing the teacher an opportunity to file a response thereto, and said response shall become a part of said file.

E. A teacher shall be entitled to have present a representative of the Association when he is being reprimanded, warned, or disciplined for any gross infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

F. No later than April 15 of each probationary year the final written evaluation report will be furnished to the superintendent covering each probationary teacher. A copy shall be furnished to the teacher. If the report contains any information not previously made known to and discussed with the probationary teacher, the teacher shall have an opportunity to submit additional information to the superintendent. In the event a probationary teacher is not continued in employment, the Board will advise the teacher of the reasons therefore in writing and provide for a hearing where requested.

G. All evaluation, monitoring, or observations of a professional shall be conducted openly and with the full knowledge of the professional personnel. The use of eavesdropping, closed circuit television, public address or audio systems, and similar surveillance devices shall be strictly prohibited.

ARTICLE XI Protection of Teachers

A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears to a teacher that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil, upon recommendation of school diagnostician.

B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities, if not covered by the Association's insurance, provided the teacher has attempted to follow Board policy.

C. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher providing gross negligence cannot be proven against the teacher.

D. Any complaint made against a teacher or person for whom the teacher is administratively responsible by any parent, student, or other person will be promptly called to the attention of the teacher. Complaints shall not be incorporated into the teacher's evaluation unless the teacher has been informed of the complaint.

E. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, unless gross negligence can be proven against the teacher.

ARTICLE XII Negotiation Procedures

A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiation between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selection of representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. At least sixty days prior to the 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.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within the School District. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and by the membership of the Association voting, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining subject only to such ultimate ratification.

D. If the parties fail to reach an agreement in any such negotiation, within sixty days prior to the beginning of the school year,

the mediation machinery of the State Labor Mediation Board may be invoked by either party.

ARTICLE XIII
Professional Grievance Negotiation Procedure

A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may within 60 work days of occurrence file a written grievance with the Board or its representative. The Board hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within five (5) work days of receipt of the grievance the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. If the meeting is with the school principal and the parties cannot agree, the grievance shall be dated and promptly transmitted, by the Association, to the superintendent or his/her designee who shall have ten (10) work days thereafter to approve or disapprove it. If the grievance shall be denied by the superintendent, either upon review of the action of the school principal, or in the first instance, the grievance shall be dated and immediately transmitted, by the Association, to the Secretary of the Board, with a statement of reasons why it is being disapproved.

C. Within 25 work days from receipt of the grievance the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of 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 30 days after its submission to the Board.

D. Within 20 work days, if the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration hearing. 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.

E. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost.

F. The costs of any arbitration under this Article shall be shared equally by both parties involved, the Board and the Association.

G. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to the principal for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure.

H. If the grievance is not filed within the time line, the grievance is considered waived. If determination is not made within the allotted time periods listed above, the solution sought is granted. Work days are defined as week days excluding Saturdays, Sundays, and holidays.

ARTICLE XIV Discipline Policy

A. Under Michigan Law the teacher is considered to stand IN LOCO PARENTIS, with respect to his pupils while they are under his charge. The teacher thus, IN LOCO PARENTIS, may punish a pupil for acts that are detrimental to the good order and best interests of the school. The punishment administered must not be cruel or excessive and must be proportioned to the gravity of the offense, the apparent motive and disposition of the offender, and to the size, sex, and physical strength of the pupil and must not be such as to cause lasting pain or injury. The teacher may not act wantonly or from passion or malice.

B. The administration and teachers are responsible for the maintenance of proper discipline in the school.

C. The administration should, therefore, inform the teachers that corporal punishment may be used, within the legal limits outlined above, in those emergency cases which, in the judgment of the teacher, require such immediate action for the preservation of proper order in the class or school, or for the protection of the pupils, teachers or school in general.

D. Teachers will receive full support of the principal and the central administration in any action taken by them pertaining to discipline provided they act within the above defined limits. This support shall include defense of the teacher's action by the principal against complaints of parents as well as by the central administration in the event that a criminal complaint is made or civil court action is instituted for damages.

E. It is essential that a clear understanding should exist between the administration and the teachers concerning the above policy. The administration should, therefore, discuss this important matter with the teachers frequently enough to insure that all are well informed on this phase of the disciplinary problem. The administration should be informed

promptly by a teacher when incidents occur which require the use of corporal punishment and as soon after the incident as possible will submit a written report to the principal. This will permit the administration to be of greatest assistance in working with parents and the teacher for a full understanding and solution of the problem.

F. It is understood that only when there is good rapport between student and teacher is the best learning atmosphere present and that because disciplinary measures often destroy rapport, the teacher as a trained educator and professional will take the lead in re-establishing the good relationship.

1. If a teacher must send a student from the room, the student will be sent to the principal's office. The principal will merely provide a place for the student to sit until the next class period. It will be up to the teacher to take necessary steps to discipline and to re-establish the good relationship.
2. Only when the problem cannot be solved by the teacher will the principal step in. At such time the principal will attempt to create the atmosphere where teacher and student can resume talking. The principal will continue to be a disinterested third party acting only as a catalyst in the re-establishing of a relationship between teacher and student.
3. Only after 1. and 2. have been exhausted and it is clearly shown that the student will not cooperate, will the principal enter the case as disciplinarian.

ARTICLE XV

Professional Dues or Fees and Payroll Deductions

A. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues of the Association (including the National Education and the Michigan Education Association, if requested). Such sum shall be deducted as authorized by the Association and approved by the administration.

B. With respect to all sums deducted by the Board pursuant to authorization of the employee, for membership dues, the Board agrees to remit the monies to the Association Treasurer. The Association agrees to advise the Board of all members of the Association in good standing and to furnish any other information needed by the Board to fulfill the provisions of this Article.

C. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, savings bonds, and all MESSA/MESFA offerings.

D. Membership in the Association is not compulsory. Teachers have the right to join, not join, maintain, or terminate their membership in

the Association as they see fit. Neither party shall exert or put pressure on or discriminate against a teacher as regards to such matters. All full-time teachers in the bargaining unit shall, on or before the thirtieth (30) day following: The beginning of the school year, beginning of their employment, or the execution of the Collective Bargaining Agreement whichever is later, as a condition of employment or of continued employment either:

1. Become members of the Association; or
2. Pay to the Association an amount of money which the Association certifies in writing as a cost (hereinafter referred to as "fees") equal to the negotiation and administration of this Agreement. Such cost amount shall be verified and submitted in writing to the Board on or before September 15 of each year, and notice of this fee shall be presented in writing by the Association to all teachers.
3. Full-time teachers hired during the school year shall be required as a condition of employment, to render (through direct payment or deduction authorization) only a pro rata amount of the fees. Such pro raturum shall be based on a maximum of ten (10) months (school year) and/or the number of months remaining in the school year. (Within a month, it is the majority of days left that shall govern.)
4. Temporary (except as qualified under paragraph 5 of this section), part-time, or specially-certified teachers shall not be required to join the Association or pay a service fee thereto.
5. DEFINITION OF A SUBSTITUTE TEACHER. A substitute teacher shall be defined as a temporary per diem employee who is substituting for a regular bargaining unit member during the member's short term absence.

E. In the event a teacher shall not pay the required amount as scheduled, the Board and the Association shall proceed as follows:

1. The Association shall notify the teacher of noncompliance therewith by certified mail, return receipt requested. Said notice shall detail the noncompliance and shall provide ten (10) days for compliance and shall further advise such teacher that a request for discharge may be filed with the Board in the event that compliance is not effected.
2. If the teacher fails to comply, the Association may file charges, in writing, with the Board and may request termination of the teacher's employment. A copy of the notice of noncompliance and proof of service shall be attached to said charges.

3. The Board, upon receipt of said charge and request for termination, shall conduct a hearing thereon. To the extent said teacher is protected by the provisions of the Michigan Teacher Tenure 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 or among various persons who may have refused to pay the fees.
4. The employment of any teacher whose employment may be terminated due to his nonconformity to this Section shall be continued in normal function until the end of the year following the time when there is a final decision by an agency or court of competent jurisdiction (which has not been appealed by the teacher) upholding such termination of employment.

If any court of competent jurisdiction or administrative agency holds that an "agency shop" clause is invalid, illegal, or unconstitutional, or that it violates any Federal or State Law, or that it is in conflict with any Federal or State Law and/or regulation, or if the Legislature enacts a law forbidding the "agency shop" clause, or any part thereof (which this Article does not conform to or with), this Article shall be null and void, and the Association shall reimburse all teachers who have been required to pay either dues, fees or service charge; provided such teacher must request the Association for reimbursement within thirty (30) days of such court, agency, or legislative decision or action.

In the event the Board or administration, acting on the request of the Association, discharges or attempts to discharge an employee for failure to comply with these provisions, the Association shall assume all costs, indemnify and save harmless the Board, each individual Board member, and all administrators against any and all claims, demands, suits, expenses or other forms of liability, including back pay or unemployment benefits, of whatsoever kind and nature that shall arise out of action taken by the Board or administration for the purpose of complying with the provisions of this Agreement.

ARTICLE XVI Professional Behavior

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

ARTICLE XVII
Reduction and Recall Procedure

I. Seniority

A. New employees hired into the unit shall be considered as probationary employees as prescribed by the Tenure Act.

B. Seniority within the school system shall be determined by using the following criteria applied in the exact order listed below until a seniority ranking has been established among teachers.

1. Professional qualifications and certification as approved by the Department of Education of the State of Michigan, and meeting the minimum accreditation standards as determined by the University of Michigan.
2. Years of employment during the last continuous service in the Johannesburg-Lewiston Area Schools.
3. Years of employment during the last continuous service in the Johannesburg-Lewiston Area Schools in grades K-6, 6-8, and in subject matter taught in grades 9-12.
4. Total experience in subject or grade levels in K-12 in the last ten (10) years.

C. Continuous service in the School District shall begin with the last date of hire and continue until termination of employment. Transfers, promotions, demotions, leaves of absence, and/or staff reductions (unless a teacher fails to comply with the recall procedure as stated elsewhere in this Agreement) shall not constitute an interruption in continuous service. Leaves of absence will not count as years of employment. Credit given for outside teaching experience in school 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.

D. All teachers shall have seniority from the last date of hire.

II. Layoff Procedure

A. Necessary reduction of personnel--LAYOFF. 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 State of Michigan, and in accordance with this realization understand that in some instances it may be economically necessary to reduce the educational program, curriculum, and staff 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 after consultation with the Executive Board of the Association.

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. First Year Probationary Teachers--First according to seniority as long as there are fully certified and qualified teachers to fill the position vacated.

Second Year Probationary Teachers--According to seniority as long as there are fully certified and qualified teachers to fill the position vacated.

Third Year Probationary Teachers--According to seniority as long as there are fully certified and qualified teachers to fill the position vacated.

- b. In the event tenured teachers must be laid off, layoff will be on the basis of seniority as established hereinbefore. It is expressly understood that the Association shall be notified and shall have a right to review the layoff list prior to notification of the individuals to be laid off. In the event of a dispute concerning the layoff list, the Association shall have the right to file a written grievance thereon within not more than three (3) week days after the termination of the meeting requesting review of the list.

- c. Upon request by the Board, the Association, in cooperation with the Administration, shall create the list of names for the purpose of lay-off. This list will be accompanied by a written statement of rationale as to the interpretation of the Master Agreement. The statement will be signed by two administrators and two Association officers. The written statement will be provided to the Superintendent of Schools not more than five weekdays after the request for such a statement, and shall be given due consideration by the Board.

B. The Board will retain a qualified and certified teacher where no other teachers within the system are qualified to perform the services of that teacher.

C. Teachers who are laid off during a contract year shall be considered as having completed the contract year for purposes 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.

III. Recall

A. Seniority teachers shall be recalled to employment in inverse order of layoff for positions opening as determined by the programs offered by the Board, for which they are certified and qualified.

B. In the event of a recall, all teachers who are on layoff and are fully certified and qualified shall be simultaneously sent a certified letter, to the teachers last known address, informing them of a position opening and the teacher with the highest seniority, who responds, will be placed in the position open. Teachers being recalled will be given ten (10) days from the date of the receipt of the certified letter of recall to indicate their acceptance or rejection of re-employment. Failure to respond within the ten (10) day period will end the employee's seniority rights. The letter of recall will contain a reminder of this 10 day limit.

C. Any teacher on permanent tenure whose services are terminated because of necessary reduction in personnel shall be appointed to the first vacancy in the School District for which he is certified and qualified.

D. No new teachers shall be hired in a subject area before teachers who are laid off from that subject area or before teachers who are laid off from other subject areas who may be qualified and certified, are recalled or decline the opening.

IV. Miscellaneous

A. Any full time, tenured teacher laid off pursuant to this Article shall continue to receive insurance protection, as outlined in this Agreement, for a period of one calendar year from the date of layoff or until similar benefits are available to the teacher from another employer; whichever comes first. Any part time, tenured teachers laid off will be given the same benefits as above only pro-rated to amount of time worked. (i.e. A teacher who is working one-half time, then is fully laid off would continue to receive insurance protection, as outlined in this Agreement for a period of 6 calendar months from the date of lay-off or until similar benefits are available to the teacher from another employer; whichever comes first.)

ARTICLE XVIII Miscellaneous Provisions

A. The Board agrees at all times to maintain an adequate list of substitute teachers providing they are available. The principal shall be notified in advance of the teacher unavailability by 7:00 a.m. on the day the teacher will be unavailable. On the first working day following his absence, each teacher shall be required to give his principal a written, signed statement indicating the reason for his absence. Failure to comply with a written statement can result in the withholding of pay for such leave days.

B. The Association shall deal with ethical problems arising under the CODE OF ETHICS OF THE EDUCATION PROFESSION (available in the superintendent's office) in accordance with the terms thereof and the Board recognizes the CODE OF ETHICS OF THE EDUCATION PROFESSION is considered by the Association and its membership to define acceptable criteria of professional behavior.

C. This Agreement shall supersede any rules, regulations, or practices and policies of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

D. Copies of this Agreement shall be printed within twenty (20) days after ratification at the expense of the Board and the Association and presented to all teachers now employed or hereafter employed by the Board.

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

F. The Board and the Association agree that the total number of contracted days shall not exceed 181 1/2 days. These days shall consist of 180 instruction days, and one and one-half (1 1/2) record days.

G. A staff member shall formally retire from active service in the Johannesburg-Lewiston Area Schools at the conclusion of the fiscal year in which he or she reaches the age of seventy (70).

H. Each school will schedule a fall parent-teacher conference during fifth, sixth, and seventh periods and for 2.5 hours in the evening on the same day. The evening conferences shall be in lieu of an open house as per ARTICLE IV, I. of the 1990-91 Contract. A second parent-teacher conference shall be scheduled in the spring during fifth, sixth and seventh periods, and for 2.5 hours in the evening on the same day.

Teachers shall receive an equal amount of release time to compensate for 2.5 hours spent in evening parent-teacher conferences. During release time teachers will not be required to be in attendance at school.

No more than 3 teachers may participate in release time on any given day. A request must be made in writing to the Superintendent for each use of release time at least one week in advance of the date requested. The Administration may, with written agreement of the Association or teacher, use the same process for other after school activities.

I. The senior class sponsor will be required to accompany the seniors on their class trip.

J. The President of the Association shall be furnished with a copy of the approved minutes of each regular or special meeting of the Board of Education.

K. A copy of the agenda of each regular or special meeting of the Board of Education shall be sent to the President of the Association prior to said meeting.

L. Teachers will prepare lesson plans, but turning them in will not be required.

M. All individual teacher contracts shall be made expressly subject to the terms and conditions of this Agreement.

N. When schools must be closed for an extended period of time due to a lack of energy or energy directives from the State or Federal governments, the Board and Association will mutually agree through the negotiation process how the lost days will be made up to a maximum of 180 days of instruction less any Act of God days. Other energy related situations may be negotiated. Act of God days, as covered in Article IV, B, are not subject to this provision.

O. It is agreed that if a bargaining unit member is unable to perform their assigned work load (i.e. sick leave or leaves) for a ten (10) week marking period or more, a replacement must be acquired within the 10 week period, and he/she will receive full contractual compensation and benefits. When a teacher is hired under this provision he/she will not be covered under Article XVII, excepting Section IV, if such employment lasts less than 19 weeks.

P. In the event that this district shall be annexed, consolidated, or otherwise reorganized with one or more district in whole or in part, the Board will use every reasonable effort possible to assure the continued employment of the members of the Association.

Q. The Board agrees that before Two-Way Interactive Television (T.W.I.T) or Remote Instructional Delivery (R.I.D.) or other modes of telecommunications instruction, are implemented in the school district, they will negotiate language covering the wages, hours, terms and conditions of employment of bargaining unit members concerning the district's (T.W.I.T.), (R.I.D.), or other telecommunications instruction.

ARTICLE XIX Due Process

A. No teacher shall be disciplined (including reprimanded, reduced in rank or compensation, discharged or deprived of any professional advantage), without just cause. Any such discipline, including adverse evaluation of teacher performance asserted by the Board or representative thereof, shall be subject to the professional grievance procedure hereinafter set forth. All information forming the basis for disciplinary action will be made available to the teacher and the Association.

ARTICLE XX

Site-Based Decision Making and School Improvement Planning

The provisions contained in this section shall apply to all school improvement plans (SIP), including those provided in Public Act 197 of 1989, Section 15.1919 (919b) MSA, amended 3/9/90, and in Public Act 25 of 1990 (MCL 380.1277).

In the event that any provision(s) of SIP or application thereof violates or contradicts the collective bargaining agreement in the areas of wages, hours, and terms and conditions of employment of teachers, said changes must be mutually agreed to by the Board and Association, in writing, prior to being adopted and/or implemented.

Participation or non-participation on school improvement and district wide planning teams shall be voluntary and shall not be used as a criterion for evaluation or discipline.

Site-Based Decision (SBD) making is the process by which the teachers at the work site jointly make decisions affecting their working conditions. Decisions made by SBD committees shall not violate the Agreement.

ARTICLE XX
Duration of Agreement

A. The noneconomic and the economic portion of this Agreement as set forth in Schedules "A" and "B" shall be effective August 22, 1991, and continue in effect until August 21, 1994.

JOHANNESBURG-LEWISTON
BOARD OF EDUCATION

Sherry S. Huff
Walter Townsend
Harvey J. Shepherd
Donald H. Harcourt
Rebecca Shilling
Patricia M. Johnston
James May
Dennis H. Hunter

NORTHERN MICHIGAN EDUCATION
ASSOCIATION/MEA/NEA

Nancy V. Bennett
President
Dave Boyman
NMEA Staff
Karen M. Ferguson
Steven C. Russell
T. A. De Luca
Kevin D. Kennedy

AGREEMENT

The undersigned hereby agree that as of August 1, 1981 the position of counselor is to be included within the bargaining unit referred to as defined on page 1, Article I A of the Master Agreement between the Johannesburg-Lewiston Education Association and the Johannesburg-Lewiston Area School District. (Provided no future ruling by the tenure commission requires an administrator's contract for the counselors position.)

The Salary Schedule A for 1991-92 shall be increased by 4% with an 11th step added. The Salary Schedule A for 1992-93 shall be increased by 4%. The Salary Schedule A for 1993-94 shall be increased by 4%.

JOHANNESBURG-LEWISTON AREA SCHOOLS
1991-92
SCHEDULE A

STEPS	BA	BA+20	BA+30 MA	MA+15	MA+30 SPEC
1	\$23,820	\$24,656	\$25,494	\$26,378	\$27,432
2	25,068	25,956	26,841	27,776	28,887
3	26,315	27,253	28,190	29,169	30,336
4	27,569	28,552	29,536	30,566	31,788
5	28,819	29,851	30,882	31,961	33,240
6	30,068	31,150	32,229	33,364	34,700
7	31,316	32,446	33,574	34,760	36,150
8	32,568	33,745	34,919	36,158	37,603
9	33,817	35,043	36,268	37,553	39,056
10	35,067	36,343	37,616	38,951	40,509
11	36,317	37,643	38,964	40,349	41,962

LONGEVITY

Longevity pay shall commence the year following the teacher's service on the eleventh step of Salary Schedule "A." The annual rate of longevity pay shall be based upon the teacher's Schedule "A" salary, according to the following schedule:

- 4 percent commencing at 12 years
- 5 percent commencing at 16 years
- 6 percent commencing at 21 years

Salary Schedule "A" Clarification

The following is an understanding between the Board of Education and the Association concerning the placement of teachers on the salary schedule. This agreement applies only to teachers already employed by the district during the 1985-86 school year.

It is herein agreed that the dropping of the "0" step will not enable teachers to move the equivalent of two steps on the 1985-86 contract. Example: A teacher on step numbered 3 during the 1985-86 contract year would move to step numbered 4 for the 1986-87 contract year.

JOHANNESBURG-LEWISTON AREA SCHOOLS
1992-1993
SCHEDULE A

STEP	BA	BA+20	BA+30 MA	MA+15	MA+30 SPEC
1	\$24,773	\$25,643	\$26,513	\$27,433	\$28,529
2	26,071	26,995	27,915	28,887	30,043
3	27,368	28,343	29,318	30,336	31,549
4	28,672	29,694	30,717	31,788	33,059
5	29,972	31,045	32,117	33,240	34,570
6	31,271	32,396	33,518	34,699	36,088
7	32,569	33,744	34,917	36,150	37,596
8	33,870	35,095	36,316	37,604	39,107
9	35,169	36,445	37,719	39,055	40,618
10	36,469	37,797	39,120	40,509	42,129
11	37,769	39,149	40,522	41,963	43,640

JOHANNESBURG-LEWISTON AREA SCHOOLS
1993-1994
SCHEDULE A

STEP	BA	BA+20	BA+30 MA	MA+15	MA+30 SPEC
1	\$25,764	\$26,668	\$27,574	\$28,530	\$29,671
2	27,114	28,074	29,032	30,043	31,244
3	28,462	29,477	30,491	31,549	32,811
4	29,819	30,882	31,946	33,060	34,381
5	31,171	32,287	33,402	34,569	35,953
6	32,522	33,692	34,858	36,087	37,531
7	33,872	35,094	36,314	37,596	39,100
8	35,225	36,498	37,768	39,108	40,672
9	36,576	37,902	39,227	40,618	42,243
10	37,928	39,308	40,685	42,130	43,815
11	39,280	40,714	42,143	43,641	45,386

SCHEDULE B

I. Salaries under this part will be determined by using a percent of the step of the BA Salary Schedule column which reflects the number of years experience the teacher has in the specific duty at Johannesburg-Lewiston through the seventh (7) step. Annual assignments of Schedule "B" activities are at the sole discretion of the Board.

ACTIVITY	PERCENT	GROUP
Head Football	11.5	A
Assistant Football	8	A
JV Football	8	A
Assistant JV Football	4.5	B

Head Basketball	11.5	A
JV Basketball	8	A
Freshmen Basketball	6.5	B
Middle School Basketball	4.5 (per team)	B
Varsity Volleyball	10	A
JV Volleyball	7	A
Track	7	A
Head Baseball	7	A
Head Softball	7	A
JV Baseball	4	A
JV Softball	4	A
Middle School Track	3	B
Cheerleading Coordinator (of at least 3 people)	2 (Not administrative in nature)	
Cheerleading	2 (per squad)	
Clubs (minimum 9 meetings)	3	
Other Clubs	1.2	
Yearbook	6	
Band	6.5	
Plays (minimum 2 productions)	5	
Elementary Programs	2	
Senior Sponsor	6	A
Junior Sponsor	3.5	A
Sophomore Sponsor	3	A
Freshmen Sponsor	2	A
All Other Sponsors	2	A
Camp Ocqueoc or other Middle School camp	3	
Knowledge Bowl - Team A	4	
Knowledge Bowl - Team B	4	
O.M. Coach	3 (per team)	

A - Specific duties where all years of experience are counted.

B - Years of experience will count only when advancing one step.

Note - All years of experience will count when moving down to any other position within that sport.

Athletic Director	
High School	10
Middle School	2
Playground and/or recess	\$15.00/hour
Driver Education	\$15.00/hour
Adult Education Classes	\$15.00/hour

JOHANNESBURG-LEWISTON AREA SCHOOLS

1992-93 CALENDAR

Monday	August 31, 1992	Teacher's 1/2 Record Day (12:00 noon)
Tuesday	September 1	First Day of Instruction (Full Day)
Monday	September 7	No School - Labor Day
Thursday	November 26	No School - Thanksgiving
Friday	November 27	No School - Thanksgiving
Tuesday	December 22	Last Day Before Christmas Break
Monday	January 4, 1993	School Resumes (Full Day)
Friday	January 20	End of First Semester Student 1/2 Day (AM) Teacher 1/2 Record Day (PM)
Friday	February 12	No School - Mid-winter Break
Monday	February 15	No School - Mid-winter Break (Possible snow day make-up)
Friday	March 26	Last Day Before Spring Break
Monday	April 5	School Resumes (Full Day)
Friday	April 9	No School - Easter Break
Monday	May 31	No School - Memorial Day
Tuesday	June 8	End of Second Semester Student 1/2 Day (AM) Teacher 1/2 Record Day (PM)

180 Instruction Days

181 1/2 Teacher Days

Make-up days will be 3 1/2 clock hours in length (in the morning).

