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8/31/88

Salary Schedule  
1993/94-1994/95

PROFESSIONAL  
**AGREEMENT**

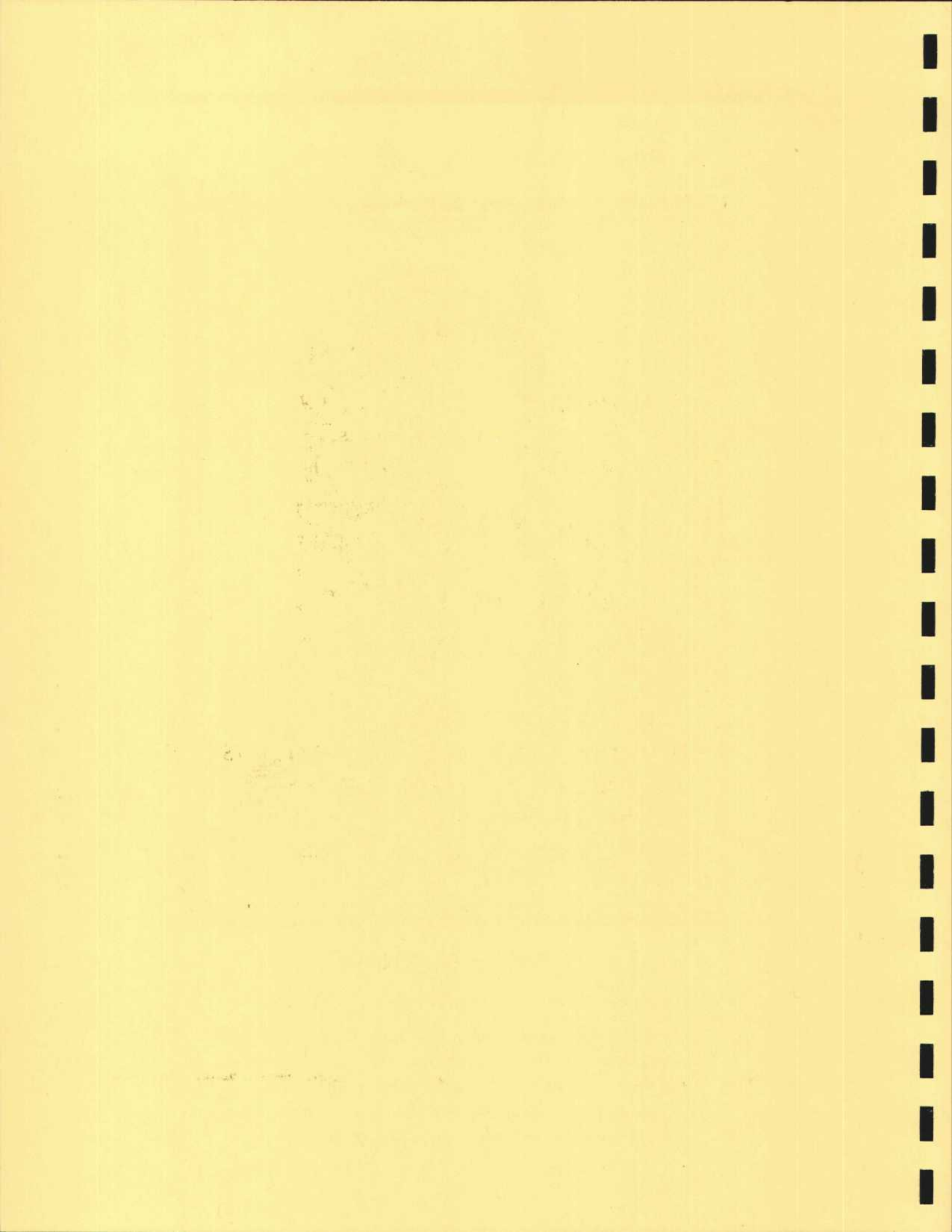
Michigan State University  
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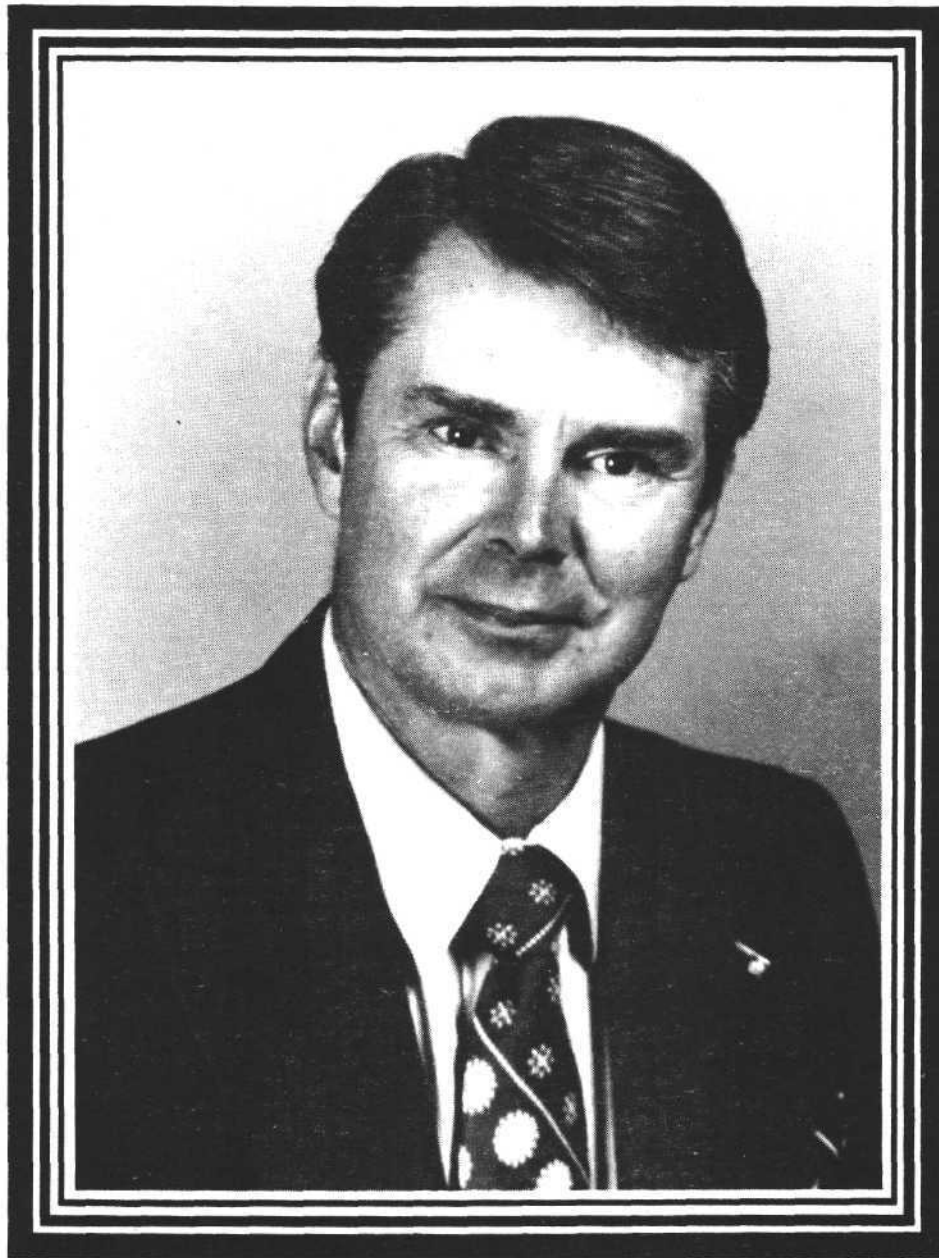
BETWEEN THE  
BOARD OF EDUCATION OF THE SCHOOL DISTRICT  
OF THE CITY OF LINCOLN PARK  
AND THE  
WAYNE COUNTY - M.E.A./N.E.A.

**1982 - 1988**

Lincoln Park Public School



# In Memoriam



**Geoffrey R. Smith**

**June 4, 1928 - March 17, 1984**

**Geoffrey Smith was an educator's educator; he was respected and loved by his professional colleagues, by those in various levels of Administration and by other school personnel. In addition to that esteem, the students of Lincoln Park High School had a special affection for him. It was a combined feeling of appreciation and admiration reserved for the very best.**

**Geoff was the best.**

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This agreement entered into this 1st day of July, 1982, by and between the Board of Education of the School District of the City of Lincoln Park, Michigan hereinafter called the "Board", an affiliate of the Michigan Association of School Boards and the National Association of School Boards and the Wayne County-MEA/NEA, a voluntary association, hereinafter called the "Union", affiliated with the Michigan Education Association, hereinafter called "MEA", and the National Education Association, hereinafter called the "NEA". The term "Local Association" when used hereinafter in the Agreement, shall refer to the Lincoln Park Education Association. The signatories shall be the sole parties to this Agreement.

WITNESSETH:

WHEREAS the Board and the Union recognize and declare that providing a quality education for the children of Lincoln Park is their mutual aim and that the character of such education depends to a significant extent upon the quality and morale of the teaching sevice, and

WHEREAS the Board is charged by law with certain responsibilities it must assume and discharge and which may not be delegated or abrogated, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the sole and exclusive bargaining representative of its teaching personnel with respect to rates of pay, wages, hours of employment, or other terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings, and in consideration of the following mutual covenants, it is hereby agreed as follows:

## ARTICLE I

### Recognition

A. The Board hereby recognizes the Union as the exclusive and sole bargaining representative for all certificated personnel whether under contract, employed, or to be employed by the Board, including social workers, school nurses, homebound diagnosticians, contractual substitute teachers, teachers who have substituted sixty (60) consecutive days in the same position, librarians, and all other contractual personnel, but excluding Superintendent, Deputy Superintendent, Assistant Superintendents, Principals, Assistant Principals, Business Manager, Director of Community Services, Director of Vocational Education and Driver Training, Director of Attendance and Census, Athletic Director, Head Teachers and Director of Special Education. The term "teacher", when used hereinafter in this Agreement shall refer to all professional employees represented by the Union in the bargaining or negotiating unit as above defined, including those on leave, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with or recognize any teachers' organization other than the Union for the duration of this Agreement.

## ARTICLE II

### Union and Teacher Rights

A. The Board hereby agrees that every employee of the Board covered by this Agreement shall have the right freely to organize, join and support the Union for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act 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 Union, his participation in any activities of the Union 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. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

C. The Union and its representatives shall have the exclusive right among teachers to use school buildings at all reasonable hours for meetings, provided that when special custodial service is required, the Board may make a reasonable charge therefor.

D. Duly authorized representatives of the Union and their respective affiliates shall be permitted to transact official Union business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. A total of five (5) academic hours per day or their equivalent will be allocated to teachers (not less than two (2) designated by the Local Association to engage in Union business, without loss of compensation. The parties will cooperate in the scheduling of release time for such teachers. Any teacher so designated will not lose his normal preparation period.

E. The Union shall have the exclusive right among teachers to use school facilities and equipment for non-instructional purposes, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audiovisual equipment at reasonable times, subject to such reasonable regulations as may be established by the Board. The Union shall pay for the reasonable cost of all materials, supplies, wages of specialized personnel, and damage incident to such use.



F. The Union and/or the Board shall have the exclusive right to post notices on school bulletin boards, at least one (1) of which shall be provided in each school building. Such bulletin boards shall not normally be located in areas accessible to children or the public. Only the above parties may use the district mail service and teacher mail boxes for communication to teachers. The Board shall enforce this section immediately upon notice of any violation.

G. The Board agrees to furnish to the Union in response to reasonable requests from time to time all available information concerning the financial resources of the district, budgetary requirements and allocations which have passed the Board discussion stage, register of certified personnel, names, addresses and telephone numbers of all teachers, except where the teacher specifies in writing that this information is not to be released, and such other information as will assist the Union in developing informed and constructive programs on behalf of the teachers, together with non-privileged information, in response to reasonable requests, which may be necessary for the Union to process any grievance and which is readily available to the Board.

H. The Board, or its representatives shall consult with the Union on any new or modified tax programs, construction programs, or major revisions of educational policy which are under consideration and the Union shall be given opportunity to advise the Board in closed meeting with respect to said matters prior to their adoption and/or general publication.

I. 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. The private and personal life of any teacher is not within the appropriate concern or attention of the Board except where teaching performance or professional standards are involved and except where it may be detrimental to the welfare of the students.

J. The provisions of this Agreement shall be applied without regard to race, creed, color, religion, national origin, age, sex, or marital status.

K. Consistent with the Code of Ethics of the Education Profession, membership in the Union shall be open to all teachers regardless of race, creed, color, religion, national origin, age, sex, or marital status.

L. A teacher engaged during the day in negotiating in behalf of the Union with any representative of the Board, or any parties necessary to any professional grievance procedure, including arbitration, where such meetings are scheduled by mutual agreement during the normal teaching day, shall be released from regular duties without loss of salary or other benefits.

M. A bank of twenty-five (25) days shall be created to be used by Local Association-appointed representatives to attend seminars, meetings, conferences, or other Union-designated functions. If additional days are needed, the Local Association may purchase up to ten (10) additional days at the substitute teacher rate.

N. The Board shall place on the Agenda of each regular Board Meeting for consideration under "New Business" any matters brought to its attention by the Union, so long as those matters are made known to the Superintendent's office by the Wednesday preceding said regular meeting and so long as the Union has pursued the matter through the proper lines of responsibility designated in the organizational chart.

## ARTICLE III

### Professional Dues or Fees and Payroll Deductions

A. Any teacher who is a member of the Union, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues in the Union, including the Local Association, NEA and the MEA. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of any year. Pursuant to such authorization, the Board shall deduct one-tenth (1/10) of such dues from the second regular salary check of the teacher each month for ten (10) months, beginning in September and ending in June of each year.

B. Any teacher who is not a member of the Union in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall, as a condition of employment, pay as a Representation Benefit Fee to the Union an amount equal to the Professional Dues of the Union, including the dues of the Union, Local Association, MEA and NEA, provided, however, that the teacher may authorize payroll deduction for such fee in the same manner as provided in the preceding article. In the event that a teacher shall not pay such Representation Benefit Fee directly to the Union or authorize payment through payroll deductions, as provided in the preceding article, the Board shall cause the termination of employment of such teacher at the end of the semester. The parties expressly recognize that the failure of any teacher to comply with the provisions of this article is just and reasonable cause for discharge from employment, since the establishment of said Representation Benefit Fee is herewith deemed to be the sum required to insure that non-members pay their proportionate share of the costs of obtaining and administering the benefits to be received hereunder.

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

1. The Union 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, the Union may file charges in writing, with the Board, and shall 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, only upon receipt of said charges and request for termination, shall conduct a hearing on said charges, and to the extent that said teacher is protected by the

provisions of the Michigan Tenure of Teachers 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 Union, in the processing of charges, agrees not to discriminate between various persons who may have refused to pay the Professional Dues and/or Representation Benefits Fee.

D. If at the end of the semester the teacher, or teachers, receiving the termination notice shall then be engaged in pursuing any legal remedies contesting the discharge under this provision before the Michigan Tenure Commission or a court of competent jurisdiction, such teacher's services shall not be terminated until such time as such teacher, or teachers, have ceased to pursue the legal remedies available to them by not making a timely appeal of any decision rendered in said matter by the Michigan Tenure Commission or a court of competent jurisdiction.

E. The Union agrees that it will pay for all legal fees that have to be expended as the result of a filing of charges and request for termination, including proceedings before the Board, the Michigan Tenure Commission, or a court of competent jurisdiction.

F. The Board agrees to remit promptly to the respective Union all moneys so deducted, accompanied by a list of teachers from whom the deductions have been made.

G. The Board shall also make payroll deductions upon written authorization from teachers for annuities, credit union, savings bonds, insurance or any other present plans or any other programs jointly approved by the Union and the Board.

H. Nothing contained in the Article shall preclude a teacher from paying the entire annual Union dues or financial responsibility fee in cash within thirty (30) days following the commencement of the school year.

## ARTICLE IV

### Teaching Hours

A. High school hours shall be 8:00 a.m. until 2:53 p.m. The teachers' normal teaching hours in the secondary schools shall require that teachers report to their classrooms ten (10) minutes prior to the starting time of their respective school day and remain in their classrooms five (5) minutes after the end of their respective school day. Changes in present starting or dismissal times may be varied by up to fifteen (15) minutes. The length of such school day shall not be increased during the term of this agreement. Nothing in this section shall be construed to preclude teachers from reporting in earlier or remaining later to carry out professional responsibilities.

In the event it becomes necessary to curtail the secondary program:

- (1) Present starting and dismissal times may be varied by up to thirty-five (35) minutes;
- (2) The length of the school day shall not exceed seven (7) hours, not including the ten (10) minute early reporting time and the five (5) minutes teachers are required to remain after normal dismissal time;
- (3) Total pupil-teacher contact time shall not be increased over the 1969-70 level.

B. Teachers' normal teaching hours in the elementary schools shall be as follows:

- (1) Teachers shall not be required to report to their classrooms earlier than 8:50 a.m. and will not be required to assume responsibility for children until that time.
  - a. School starts at 9:00 a.m.
- (2) All lunch dismissals will be completed by 11:35 a.m.
  - a. Teachers will report after lunch no later than 12:25 p.m. and will not be required to assume responsibility for children until that time.
  - b. School will begin at 12:30 p.m.
- (3) All end-of-the-day dismissals must be completed by 3:15 p.m.
- (4) Teachers will not be required to remain in their classrooms later than 3:20 p.m.
- (5) Hours of kindergarten teachers shall be fixed by the principal in consultation with the teachers at the

beginning of each semester, but shall in no event be longer than the foregoing.

- (6) It is understood that if it is necessary to reduce the elementary lunch time, the end of the day dismissal shall be scheduled a corresponding amount of time earlier so as not to increased pupil contact time and the teacher workday.

C. The Board recognizes the principles of a standard work week as set out in this Agreement and will set work schedules and make professional assignments which can reasonably be completed within such standard work week. Subject to the provisions of Article XXII, the Board will not require teachers to work in excess of such standard work week within or outside of any school building.

D. All teachers shall be entitled to a duty-free uninterrupted lunch period. In no event shall secondary teachers be allowed less than the time allotted students at the secondary level. Such teachers' lunch period shall not be reduced for the duration of this agreement.

E. The above items in Article IV are the approved work schedule. Teachers are encouraged in cases of emergency such as extreme weather conditions to deviate from the schedule.

F. No teacher shall be required to remain after the regular school day or return for an evening meeting without his consent without being compensated at the regular agreed-upon hourly rate, hereinafter defined, unless specified elsewhere in this agreement.

## ARTICLE V

### Special Student Program

A. The parties recognize that children having physical, mental and emotional problems may require specialized classroom experiences and that their presence in regular classrooms may interfere with the normal instructional program and place extraordinary demands upon the teacher. Students with such a history who have been evaluated by the Special Services Department will be evenly distributed as far as possible among the experienced teachers of the affected grade in each building. Newly hired, inexperienced teachers shall not be assigned such students without valid and demonstrable reason. A teacher requesting the transfer of a student whom he believes has a physical, mental or emotional problem, previously unidentified, will first refer the student to the Special Services Department for evaluation. In the event the request for transfer is denied, the teacher shall have the right to have a conference with the principal, counselor, and/or appropriate Special Services personnel. Special attention will be given to reducing class size where such students are placed in a regular classroom.

B. Specialized classrooms will be established for the teaching of emotionally disturbed children, and appropriately trained personnel will be sought to teach such classes, within the limitations of available personnel, facilities and funds. The Special Services Department will consult with the Local Association as to the establishment of such a program.

C. Students from special education classes shall be integrated into regular classrooms whenever this would be educationally beneficial for such students and is in accordance with sound educational practices. The teacher's class load will be considered in placing such students.

## ARTICLE VI

### Teaching Conditions

A. The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both the Union 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 toward insuring that the energy of the teacher is primarily utilized to this end.

B-1. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be reasonable and should not exceed the following maxima, within the limitations of available personnel, facilities and funds: (1) for the high school - thirty (30) to thirty-five (35) students per academic class; (2) for the junior high school and elementary schools - twenty-five (25) to thirty (30) students per academic class; (3) for other specialized classes - that recommended by the State of Michigan. Experimental class situations may exceed the above limitations by mutual agreement of the parties. In no event shall the number of students in a class exceed the number of student stations available. Any class loads not herein described shall be regulated in accordance with sound educational practice. Where maximum standards within a particular building and grade level must be exceeded, students will be equally distributed among the teachers assigned to that grade level. Should split classes become necessary, "Starting with the 1984-85 assignments, if there are no volunteers, they will be rotated on a yearly basis by reverse District seniority within the area of specialization." The students assigned to such classes shall be determined by the building administrator and the teacher of the split class.

B-2. There is hereby established a class size committee which will be composed of two (2) members appointed by the Local Association and two (2) members appointed by the Superintendent. It shall be the function of the committee to review and recommend possible solutions for any class size situation which exceeds the guidelines established by Article VI, B and Article V, A. The committee's recommendations shall be submitted to both the Superintendent and the Union. If the committee's recommendation is not acceptable to the Superintendent, he shall treat the class size problem as a grievance and shall within five (5) working school days of the receipt of the recommendation forward the grievance to the School Board for their consideration. At the same time, a copy of his disposition shall be sent to the Union. Upon receipt of the disposition by the parties, the grievance shall be processed as provided in Article XXVI, Sec. C and may be further processed under the provisions of Article XXVI, Sec. D & E.



The parties agree that the committee shall function through the end of the 1976-77 school year. At that time, this provision may be reopened by either party for negotiations. During such negotiations, alleged violations of Article V, Sec. A and Article VI, Sec. B shall be processed through the usual grievance procedure. If neither party requests that negotiations be reopened, the committee shall continue for the duration of the Agreement.

C. 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 parties agree: (a) that the Board may continue to utilize its administrative means, including the involvement of teachers, to study the tools set forth above; (b) that in the event the Union desires to review the improvement of such tools with the Board, upon mutual consent the parties shall confer upon such materials, and (c) that if the Board decides to conduct an extensive study in connection with such tools it shall request the Union to participate in such study. Nothing herein is intended to preclude the individual teacher from communicating or offering suggestions for improvement of such tools to his supervisor. The Board will continue to keep the schools reasonably and properly equipped and maintained.

D. The Board and the Union mutually recognize the importance of continuous use of adequate teaching reference material in maintaining a high level of professional performance. In furtherance of that recognition, the Board shall provide a teacher reference library, or reference shelves in faculty lounges, in each school and include therein all texts which are reasonably requested by the teachers of that school, subject to budgetary limitations.

E. The Board agrees to make available adequate typing facilities in each school and, where possible, adequate duplicating, stencil and mimeograph facilities to aid teachers in the preparation of instructional material.

F. The Board shall provide:

- (1) A separate desk for each teacher with lockable drawer space if the teacher requests.
- (2) Lockable space or lockers sufficient for the needs of all its teachers to store their outer clothing while in school.
- (3) Adequate chalkboard space in every classroom.
- (4) Guides, if available and requested, for each teacher's use, of all texts used in each of the courses he is to teach.
- (5) Dictionary, encyclopedias, atlas and/or almanac in each

classroom where requested and appropriate.

- (6) Audio-visual curtains in each classroom and shall make available audio-visual equipment for use in classroom, subject to budgetary limitations.
- (7) Adequate storage space in each classroom for instructional materials.
- (8) Adequate attendance books, paper, pencils, chalk, erasers, and other such materials required in daily teaching responsibility.
- (9) Gym uniforms and tank suits for physical education teachers, smocks for art and home economics teachers, laboratory coats for laboratory science teachers, shop coats for vocational and industrial education teachers, upon request, for use at appropriate times.
- (10) Machine scoring, if available, of standardized tests at all levels.

G. The Board recognizes that certain benefits are gained in relieving teachers of menial tasks and will take any steps available to relieve teachers of such tasks.

H. The Board shall make available in each school, lunchroom and lounge facilities exclusively for teacher use where space permits. Further, teacher lavatory facilities will be modernized as soon as possible.

I. Adequate telephone facilities shall be maintained for teachers for their reasonable use.

J. In schools where continuous cafeteria service for teachers is not available, a vending machine for beverages shall be installed at the request of the Local Association, providing such installation shall be made only if consistent with security of school premises. The proceeds of any vending machine utilized by teachers shall be used as agreed upon by the faculty of the school.

K. All reasonable efforts will be made to keep all parking areas free of mud, snow and debris, and identified for teacher use. Teachers will be consulted as to location of any new parking areas.

L. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health or safety.

M. The normal daily teaching load in the senior high school will be five (5) assigned periods and one (1) duty-free preparation period.

N. All supplemental teaching equipment and teaching aids shall be made available at all reasonable times.

O. (1) All elementary teachers shall have at least sixty (60) minutes per week duty-free preparation scheduled in blocks of not less than twenty (20) minutes duration.

(2) All elementary teachers shall receive preparation time from 2:15 p.m. to 3:15 p.m. on Fridays when school is scheduled, unless additional special class time is scheduled over the current one-half (1/2) hour of Physical Education. If special class time is scheduled beyond the current one-half (1/2) hour, the Friday preparation time will be reduced an equal amount of time and the student day will be extended up to the maximum of sixty (60) minutes to 3:15 p.m. on Friday. Any special class time scheduled beyond ninety (90) minutes shall be considered part of the teacher guaranteed preparation time.

Example: Current Schedule

A. Friday students released at 2:15 p.m.

B. Teacher receives one half (1/2) hour preparation during Physical Education.

C. If Physical Education is extended to one (1) hour per week, then the Friday student release is changed to 2:45 p.m.

D. Teacher receives one (1) hour of preparation during the time Physical Education is scheduled and one half (1/2) hour on Friday.

(3) Recess shall be no more than fifteen (15) minutes in the morning and fifteen (15) minutes in the afternoon. On the day that students have Physical Education, only one (1) recess period shall be allowed during that day. Recess shall be scheduled in the opposite A.M. or P.M. part of the day from Physical Education class.

(4) The recess supervision ratio shall be one (1) teacher for three (3) classes or four (4) classes.

(5) Although recess is not to be considered part of the guaranteed preparation time, it will not be permitted to interfere with the scheduling of special classes.

(6) Any time during which classes are receiving instructions from various teaching specialists will be considered part of the guaranteed preparation time. In the event of scheduling difficulties, a ten percent (10%) variant on preparation time will be permitted.

P. (1) Teachers of music, physical education, art, and remedial reading, librarians, social workers, speech therapists, and other special education teachers shall be provided with relief time to the same extent as other teachers at their level and total

teaching, preparation, clean-up and travel time shall not exceed that of other teachers at that level.

(2) All teachers of music, physical education and art will be provided with adequate and properly maintained equipment and necessary supplies.

Q. The Board agrees to make every reasonable effort to maintain an adequate list of substitute teachers, including substitutes with some experience or training in the specialty fields such as music, art, library, etc. Teachers shall be informed of a telephone number they may call to report unavailability for work. Such unavailability should be reported before 7:00 a.m., except in case of emergency. A twenty-four (24) hour answering service shall be provided for this purpose. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher. After a teacher has reported unavailability, leave day(s) will be deducted.

R. Pay days shall be as specified in Schedule D. Pay checks will be distributed to teachers promptly.

S. Every school shall be provided with the services of a school nurse to the extent consistent with budgetary limitations and the availability of personnel.

T. Report card marks of a teacher will not be changed by any other person except in unusual cases where the teacher has not acted in accordance with professional standards.

U. Security of school money shall be considered the Board's responsibility and no teacher shall be required to keep any school funds in his desk, on his person, or in his possession. Arrangements shall be made in each school whereby such moneys shall be turned over daily to a special place for safeguarding.

V. Classroom interruptions will be discouraged and minimized except in case of emergency or when no other reasonable alternative is available.

W. Teachers who move from room to room will be provided with a desk and storage space. Room changes for these teachers shall be held to a minimum.

X. An organizational chart shall be posted in each school showing the lines of responsibility of each teacher and administrator in each school on a regular or part-time basis. All parties shall be expected to respect and conform to such organizational lines or responsibility in their dealings with each other.

Y. Availability of official information.

(1) Official circulars affecting teachers shall be posted on school bulletin boards for the inspection of teachers.

(2) Specific information concerning the rotation of assignments and service within the school district will be made available by the principal upon the request of a teacher.

(3) A copy of current teaching and non-teaching assignments shall be given to the Union Building Representative who may post the same.

2. The number of lesson preparations at the secondary level shall not exceed two (2) except with the consent of the teacher concerned or by request of the teacher or unless there are insufficient teachers so consenting or requesting more than two (2) lesson preparations. Secondary level teachers will not be assigned to split sections without prior consultation with the teacher and the Union.

AA. If possible, the Superintendent shall announce emergency school closings at least one (1) hour before the earliest teacher reporting time. This should be made to at least four (4) mutually agreed upon radio stations.

BB. The Board will reimburse teachers for any unusual damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises.

CC. Elementary library facilities will be kept open for use by pupils and teachers. Continued attempts will be made by the Board and the Local Association to obtain volunteers to assist in the operation of these libraries.

## ARTICLE VII

### Professional Qualifications and Assignments

A. No new teacher shall be employed by the Board for a regular teaching assignment who does not have a bachelor's degree from an accredited college or university, and provisional, permanent or continuing certificate.

B. The employment of new teachers with special certificates is to be permitted only in case of absolute necessity or where the teacher has outstanding credentials, and the Union shall be so notified in each instance. The Board will use its best efforts to fill such positions without delay with a teacher holding a permanent, continuing or provisional certificate.

C. (a) Teachers in grade level 8-12 shall meet, within one (1) calendar year after assignment, the minimum standards of the North Central Association in those subjects to which they are assigned. A teacher upon written special request, with documentation showing the teacher is progressing in his/her coursework toward meeting North Central standards in the subject he/she is assigned, may receive an additional calendar year to meet the minimum standards.

(b) Teachers currently (1984-85 school year) teaching grade eight (8) who do not meet the standards of the North Central Association, shall not be subject to Section C (a) above, for those assignments they held in the 1984-85 school year.

Teachers falling under Section C (a) above, who do not meet in one (1) calendar year, or with an extension, two (2) calendar years, the requirements of the North Central Association, shall be considered displaced (Reduction in Personnel) and shall follow procedures outlined in Article X.

D. Physical Education teachers of Grades 7-12 are required to hold and maintain a valid water safety instructor certificate or a senior lifesaving certificate. The Board shall provide the courses necessary to qualify.

E. Teachers shall not be assigned outside the scope of their teaching certificates and their major or minor field of study, except with the voluntary written consent of the teachers, and without prior notification being given to the Union, or unless otherwise specified in this Agreement.

F. No later than sixty (60) days before the end of the term, programming preference sheets shall be distributed to all teachers and these shall be returned no later than thirty (30) days before the end of the term. These preference sheets shall be used as guidelines in assigning classes on the secondary level.

G. All teachers shall be given written notice of their subjects and/or grades to be taught for the forthcoming year no later than ten (10) days before the close of any semester. In the event that changes in such programs are proposed, all teachers affected shall be notified promptly and consulted. In no event will changes in teachers' programs be made later than the fifteenth (15th) day of August preceding the commencement of the school year, unless an emergency situation requires same, and the Union shall be so notified in each instance. Preference in assigning of classes and rooms in elementary schools shall be on the basis of district seniority, vacancy and organizational pattern. At the secondary level, assigning of rooms shall be on the basis of district seniority, vacancy and organizational pattern.

H. No later than the end of the next to the last school day of the term, teachers should receive their building programs for the following term, including the periods and room where their teaching assignments occur.

I. The Board will arrange for orientation of new teachers at all levels.

## ARTICLE VIII

### Promotions

A. The Board shall be responsible for the selection of the Superintendent of Schools and all other members of the central office staff. All other positions in the school system carrying contractual compensation in lieu of the regular teaching contract and providing such position is one of an administrative and/or executive nature shall be considered as a promotional position within the meaning of this Article. This section shall apply to high school department heads, summer school and night school directors and counselors.

B. The Board of Education shall declare a position vacant and the Superintendent shall post a notice of the vacancy in the Office of the Superintendent and additional postings, accompanied by a job description, shall be made available to each school office where there may be eligible candidates. Any qualified candidate may apply at the Office of the Superintendent on the proper application form. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least seven (7) days. Temporary appointments shall not extend beyond the current school year. During the summer, available positions shall be the subject of notice mailed to teachers' homes.

C. The Superintendent shall make the recommendation for a specific promotion to the Board of Education in open session after having sought the help and advice of an Evaluation Committee of five (5) people, three (3) selected by him and two (2) selected by him from a panel of seven (7) named teachers provided by the Union. Any committee may function if at least four (4) of its members are present to evaluate candidates.

D. The Superintendent shall consider the committee's opinions and evaluations in arriving at his decision in making his recommendation to the Board.

E. The Evaluation Committee shall make an objective evaluation of all qualified candidates and shall include the following criteria in reaching their final evaluations: academic background; personality; health; character; total teaching and administrative experience; length of service in Lincoln Park; ability to relate with children, the public and his peers; a demonstrated willingness toward community service, and an interview, if the committee deems necessary, of all interested candidates by said committee. However, preference shall be given to candidates from within the local system, providing qualifications are essentially equal.

F. In case there is no applicant for a vacancy, the Superintendent may recommend to the Board a person to fill the



vacancy, provided the individual appointed meets the qualifications as posted and consents to the appointment.

G. The Evaluation Committee shall recommend the top ththree (3) candidates, where possible. If the Superintendent or the Board cannot recommend or appoint one (1) of the top three (3) candidates recommended by the Evaluation Committee for the position, the position shall automatically be reposted and the promotional precedures repeated.

H. Ground rules for the functioning of the Evaluation Committee shall be established, printed and distributed to committee members by the Superintendent or his designate.

I. Central office promotional positions will be subject only to paragraph B of this Article.

J. Promotional appointments will be made by the Board after the Superintendent's recommendation.

## ARTICLE IX

### Extra-Compensatory Positions

A. All positions in the school system which carry compensation in addition to the regular teacher contractual salary and providing that such positions are not promotional as defined above shall be considered as extra-compensatory jobs. These positions are listed in Schedule B. Positions currently filled shall be continued from year to year by Board resolution unless: the job holder submits a letter of resignation; the Superintendent does not recommend continuation for the following year; the job holder dies or retires. Should any of the above occur, the vacancy shall be filled in accordance with paragraphs B, C, D, E, F, G and H of Article VIII, except that the Evaluation Committee will consider the number and nature of other extra-compensatory positions held by the applicant in making its recommendation. In the event of a reduction in needed personnel, such reduction shall be by seniority within the affected program.

B. If a vacancy exists in an extra-compensatory position, and there is no qualified applicant from within the district, the Board may appoint someone from outside the district to fill the vacancy. However, such appointment will be for that position only the holder will not accumulate seniority for any purpose other than the position to which he was appointed.

ARTICLE X

TRANSFERS

A. DEFINITION OF TRANSFER:

"Transfer" shall mean relocation of teaching personnel to another building and/or a change in assignment, affecting a change in immediate supervision or grade level.

B. ADMINISTRATIVE TRANSFER:

It shall be the responsibility of the Superintendent, where possible, to effect transfers in full cooperation with all parties affected. Reason for the transfer shall be made known to the employee, if requested. No transfer will be made arbitrarily.

C. VOLUNTARY TRANSFERS:

Teachers desiring transfers to positions which may become vacant, must comply with the following. Requests will be honored on a seniority basis.

(1) A written request for transfer must be submitted on forms made available by the Personnel Department.

(2) Request forms must be submitted to the Personnel Office by May 1st of the school year preceeding the school year for which the transfer is requested.

(3) Such request must be made annually.

(4) A teacher is limited to one (1) voluntary transfer per school year.

D. NON-VOLUNTARY TRANSFERS DUE TO REDUCTION IN PERSONNEL

(1) Bumping shall be allowed only in cases where positions have been eliminated through a reduction in staff in a building or department. It is understood that if a teacher's former position or a substantially equivalent position is available, said teacher must claim that position. Substantially equivalent is defined as:

Secondary-Grades 8-12, the majority of assignments are in the same department.

Elementary Level of Specialization Kindergarten, Grades 1-3, Grades 4-6, Grade 7. One year of successful teaching at that level.

(a) Secondary Bumping Procedure. When it becomes necessary to reduce a secondary position, the teacher with the lowest seniority in the area or Department will be considered displaced. That teacher must first bump in his major; if there is no position available in his major, he must bump in his minor. If there is no position available in his minor, he may then bump in other areas covered by his certificate, the teacher with the least seniority in his area (7 and 8), unless this would cause a more senior teacher to be laid off. If there is still no position available, and the teacher bumped from a secondary position has an elementary certificate, that teacher will follow step (b).

(b) Elementary Bumping Procedure. When it becomes necessary to decrease a position(s) in an elementary building(s), the teacher with the lowest seniority in his/her current area of specialization where the reduction is occurring has the following options:

1. Bump in the area of specialization that he/she possesses, the lowest seniored teacher in the building, or
2. Bump the lowest seniored teacher in in the building, or
3. Bump the lowest seniored elementary teacher in the district in his/her current area of specialization.
4. If option 1, 2 and 3 are not available the teacher(s) must bump the elementary teacher with the lowest district seniority.
5. If option 1, 2, 3 and 4 are not available, the teacher(s) must bump the lowest seniored teacher in the district covered by their certificate.
6. If option 1, 2, 3, 4 and 5 are not available, the teacher(s) shall be laid off.

(2) The teacher bumped must be the one with the least district seniority in the area, department, or building. Those affected by the original bump may follow the same procedure to secure a new position.

(3) In elementary specialty teaching areas, such as Art, Music, Remedial Reading, etc., will be subject to district seniority in their respective teaching areas of specialization.

E. PROMOTIONS

Any teacher who shall be promoted to a supervisory or executive position and shall later return to a teacher status, shall be entitled to retain such rights as he may have had under the Agreement prior to such promotion to supervisory or executive status.

F. FILLING OF AVAILABLE POSITIONS

Vacancies that occur in the teaching staff shall be offered to groups of teachers in the following order:

1st - Displaced teachers (Not if the effect of the offer is to permit a less senior person on lay off or leave to claim a job over a more senior person on lay off.)

2nd - Currently employed staff who may request a transfer. (Not if the effect of the offer is to permit a less senior person on lay off or leave to claim a job over a more senior person on lay off.)

3rd - Teachers on lay off.

4th - People from outside the District.

Any vacancies in the teaching staff that occur will provide for the employment of the most senior teacher on lay off status whenever possible.

DISPLACED TEACHERS: A displaced teacher is a teacher who, because of reduction in personnel, does not presently have an assignment substantially equivalent to any assignment he may have had prior to any reduction since the Spring of 1980.

A displaced teacher shall have the option of reclaiming a substantially equivalent job when it becomes available, but shall have no right to take said job until the beginning of the following semester. Management may make said transfer before the next semester if it deems appropriate.

FROM SPRING 1980 TO JUNE 1982

For grades 7-12, substantially equivalent is defined as having the majority of assignments in the same department.

For grades K-6, substantially equivalent is defined as one of the following as declared by the teacher upon notification of the displacement: (1) level of specialization worked in at the time of displacement, (2) building, (3) both.

DISPLACEMENTS AFTER JUNE 1982

For grades 8-12, substantially equivalent is defined as having the majority of assignments in the same department.

For grades K-7, substantially equivalent is defined as one of the following as declared by the teacher upon notification of the displacement: (1) level of specialization worked in at the time of displacement, (2) building, (3) both.

Beginning with the 1985-86 school year, it is the responsibility of the displaced teacher to file a claim for reinstatement rights with the Personnel Director on a form made available by the Personnel Director within fifteen (15) work days following the displacement.

Should a teacher be displaced more than once, he/she will be allowed the option of reclaiming a substantially equivalent position for each displacement.

If a teacher passes on the option for reinstatement, that teacher shall hold no further claim to a substantially equivalent position for that displacement.

Once a teacher has been reinstated to a substantially equivalent position, he/she shall have no further claim for that displacement or to any other displacement.

## 2. VOLUNTARY TRANSFER

Follow procedure as outlined in Section C, above.

## 3. TEACHER ON LAYOFF

Follow procedure as outlined in Article XX, Section F.



#### 4. OUTSIDE THE DISTRICT

In the event that no requests for transfer are on file for a given position, the Personnel Director will post the position in the buildings and the Board of Education Office for a period of five (5) working days, and additional postings, though not required, may be sent to teachers' homes. If no applications are submitted by teachers employed in the District within seven (7) working days, the position may be filled from applicants outside the District. In no instance shall the qualification for a position be reduced or altered for an outside applicant.

Regardless of anything in this Article to the contrary, special education positions, state and federal program positions and coordinator positions shall be open on an equal basis to currently employed teachers and to teachers on leave or lay off status.

## ARTICLE XI

### Illness, Disability or Personal Business

A. All teachers absent from duty due to sickness, injury, or personal business (not to include vacations or other recreation time) shall be allowed full pay for a total of twelve (12) days per school year. Any teacher who uses six (6) days or less in one (1) year will receive a bonus of two (2) days that will be added to his leave bank for the following year(s). Teachers who leave the District before the school year ends will reimburse the Board for all leave days used and compensated for in excess of prior years' accumulation and current year's accumulation, earned at a rate of 1.2 days for each month worked.

B. Each teacher shall be entitled to unlimited accumulation for the unused portion of each year's leave which shall be available in future years.

C. Leave days will not be deducted for days the teachers are not required to report.

D. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law shall receive from the Board the difference between the amount received through Workmen's Compensation and 80% of his regular pay during the period he is receiving such compensation, but not to exceed one (1) year. Leave days will not be deducted for the period the teacher is receiving Workmen's Compensation. Fringe benefits will be continued by the Board for the period it is paying such differential.

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

(1) A maximum of five (5) days for a death in the employee's or spouse's immediate family. Immediate family shall include: father, mother, child, husband, wife, grandfather, grandmother, brother, sister, or legal guardian.

(2) Court appearance as a plaintiff or a defendant, if exonerated, or as a witness under subpoena in any case connected with the teacher's employment or the school, or whenever a teacher is subpoenaed as a non-defendant witness to attend any proceeding.

(3) Time necessary to take the selective service physical examination.

(4) In the event of the death of a staff member, a representative number of colleagues who wish to attend the funeral service shall be permitted to do so with no reduction from leave days. To the extent substitutes are not available, the remainder of the school staff shall cooperate to take care of the professional responsibilities of the

absent teachers.

F. A teacher absent from work because of mumps, scarlet fever, measles or chickenpox shall suffer no diminution of compensation and shall not be charged with loss of personal leave, provided proof of current immunization is furnished, where applicable.

G. A teacher called for jury duty shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation providing the teacher attempts to be relieved of such duty. No leave days will be deducted for the period the teacher is on jury duty.

## ARTICLE XII

### Professional Growth Days

In the belief that attendance at conferences, workshops, conventions, and visitation to other systems or schools is desirable to maintain and improve professional competence and proficiency, and enhance the educational program of the school district, teachers shall be encouraged to participate in such meetings. Teachers will request permission to attend the aforementioned functions as early as possible. Authorization to attend is subject to availability of budgetary funds and will be recommended to the Superintendent by the Principal based upon the recommendation of an appropriate teachers' committee appointed by the Principal. Attendance shall not be limited to meetings only in Michigan.

## ARTICLE XIII

### Sabbatical Leave

A. Teachers who have been employed in the Lincoln Park Public Schools for at least seven (7) years may be granted a sabbatical leave for one (1) year to study. With Board approval, sabbatical leave may be granted for travel directly connected with the teacher's major field of study. During said sabbatical leave, the teacher shall be considered to be in the employ of the Board and shall be paid one-half (1/2) his annual salary, and all other supplemental benefits that are made available to all other contractual personnel.

B. A teacher, upon returning from a sabbatical leave, shall be restored to his former position or to a position of like nature and status, and shall be placed at the same position on the salary schedule as if he had taught in the district during such period.

C. The deadline for making application for sabbatical leave shall be sixty (60) days prior to the beginning of the next semester. Sabbatical leave may be granted for at least one (1) school semester or for no more than one (1) year for study. The applicant must furnish one (1) written report per semester to the Board of his progress while on sabbatical leave. All applications shall be filed with the Superintendent of Schools within the provisions set forth in this article and final determination of granting of the sabbatical leave shall rest solely with the Board of Education.

D. The Board may grant short-term sabbatical leaves to teachers who have their provisional or permanent certifications and for programs to consist of, but not limited to, the following: (1) Institutes whose duration is less than a semester; (2) Workshop program with-in or outside the school district duration of which extends beyond the normal conference length; (3) Extended study of, and visitation to, another district; (4) Independent research.

E. Application and selection for the short-term sabbatical will follow the procedure previously set forth in the article.

F. Before beginning the sabbatical leave, the teacher shall enter into contract to return to active service in the Lincoln Park School System for a period of at least one (1) year after the expiration of such leave. A teacher who does not fulfill this agreement shall repay to the Board within two (2) years the amount received by him during the sabbatical leave. This rule does not apply in cases where the person becomes incapacitated, or in cases wherein the rule is waived by the Board.

## ARTICLE XIV

### Unpaid Leaves of Absence

A. Unless the teacher's departure would be severely detrimental to the district, a leave of absence of at least one (1) year but not more than two (2) years shall be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other states, territories, or countries, foreign or military teaching programs; the Peace Corps, Teacher's Corps, or Job Corps as full-time participant in such program; or a cultural travel or work program related to his professional responsibilities; provide said teacher states his intention to return to the school system. 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, unless such leave shall have been granted for the purpose of a cultural travel or work program.

B. Unless the teacher's departure would be severely detrimental to the district, a leave of absence of up to two (2) years shall be granted to any teacher, upon application, for the purpose of engaging in study at an accredited college or university related to his professional responsibilities, provided said teacher states his intention to return to the school system. 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.

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

D. A leave of absence of up to two (2) years shall be granted to any teacher, upon application, for the purpose of serving as an officer of the Association or on its staff. Upon return from such leave such teachers shall be placed at the same position on the salary schedule as they would have been had they taught in the system during such period.

E. The Board shall grant a leave of absence without pay for a maximum of four (4) years to any teacher to serve in a public office. If it does not disrupt the school operations, a leave may be granted without pay for a reasonable period of time to campaign for public office.

F. A leave of absence of up to one (1) year will be granted, subject to proper documentation, to any teacher for the purpose of providing for the care of a member of the employee's or spouse's immediate family or anyone who resides in the household of the employee. The leave shall be extended for a period of up

to one (1) additional year upon request of the teacher. Such teacher shall be given experience credit for the time taught prior to the leave on a prorated basis to the next highest half (1/2) year.

G. A teacher who is unable to teach because of a personal illness or disability shall, upon written request, be granted a leave of absence without pay for the duration of such illness or disability up to five (5) years. A teacher on leave of absence for sickness shall be given experience credit for the time taught prior to the leave on a prorated basis to the next highest half (1/2) year. Such teacher has option of exhausting his leave day bank prior to such leave. If such teacher does not exhaust all leave days prior to the leave of absence, the remaining leave days will be credited to his leave day bank upon his return from leave.

H. A leave may be granted to any teacher for a personal reason at the discretion of the Board. Said teacher shall be given experience credit for the time taught prior to the leave on a prorated basis to the next highest half (1/2) year.

I. Upon return from any of the foregoing leaves, a teacher shall be assigned to the same position, if available, or to a substantially equivalent position.

J. All teachers returning from a leave of absence shall retain the leave days accrued during their previous employment.

K. Any teacher hired to fill an opening left by a teacher on leave of absence will be offered a contract of employment, provided that:

(1) The teacher on leave requests a leave for a specific length of time, which will terminate at a regular semester break. Any leave of absence less than a semester in duration may be filled by a substitute on a temporary basis for the remainder of the semester.

(2) The contract offered the replacement teacher be for the identical length of time and that the replacement teacher be advised that he/she has not claim to that position or any other position and will be placed on layoff status.

L. A teacher cannot take consecutive unpaid leaves of absence except under extraordinary circumstances as determined by the Board of Education.

ARTICLE XV

Academic Freedom

A. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights and to instill appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere in which academic freedom for teacher and student is encouraged.

B. Freedom of individual expression will be encouraged and fair procedures will be developed to safeguard the legitimate interest of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.



## ARTICLE XVI

### Teacher Evaluation

A. Probationary teachers shall be evaluated at least three (3) times during the school year.

1. For purposes of evaluation each probationary teacher shall be observed for a minimum of thirty (30) consecutive minutes in person per evaluation by the teacher's building principal, assistant principal, department head, or other full-time administrator assigned by the Superintendent. All monitoring or observation of the performance of a teacher shall be conducted openly and with full knowledge of the teacher.

2. Two copies of the written evaluation shall be submitted to the teacher at the time of such personal interview or within ten (10) days thereafter; one (1) to be signed and returned to the administration, the other to be retained by the teacher. In the event that the teacher feels his evaluation was incomplete or unjust, he may put his objections in writing and have them attached to the evaluation report to be placed in his personnel file, and another evaluation will be conducted if requested by the teacher.

3. A copy of the final written evaluation report will be furnished to the probationary 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 therefor. The teacher shall have the right to process a grievance through the procedure as provided in this Agreement.

4. A "teaching coach" shall be assigned to every probationary teacher upon entrance of the teacher into the system. The "teaching coach", insofar as possible, shall be a tenure teacher with a minimum of five (5) years teaching experience and shall be engaged in teaching within the same grade, building or discipline as the probationary teacher. It shall be the duty of the teaching coach to assist and counsel the probationary teacher in acclimating to the teaching profession and the school system. The teaching coach shall not be involved in the evaluation of the probationary teacher.

B. Each Tenure Teacher shall be evaluated at least once yearly. The "Teacher Evaluation Committee" composed of representatives of the Board and the Union shall continue to meet not less than four (4) times per year for the life of this agreement. Their purpose for meeting shall be to monitor the process, identify and refine the strengths and weaknesses of the process, and evaluate the procedure with the view of improving the process. The instruments, guidelines and procedures, for the evaluation

process shall be those established by the "Teacher Evaluation Committee".

1. It shall be a major administrative responsibility to assist teachers to become oriented to the District and improve instruction through direct observation, if so required, of the teachers work and providing written summaries of those observations together with any recommendations the administrator may have for the teacher.

2. The administrator shall prepare and submit a written report and recommendations to the teacher within ten (10) days of the observation or conference.

3. The administrator shall hold a post-observation conference with the teacher for the purpose of clarifying the written report and recommendations.

4. If an administrator believes a teacher is doing unacceptable work, the reasons shall be set forth in specific terms as shall an identification of specific ways in which the teacher is to improve, and of assistance to be given by the administration and other staff members.

5. All administrators involved in observation shall be fully and properly trained in the techniques and criteria to be used in the observation process.

6. In the case of tenure teachers, all written evaluations may be returned to the teacher per the teacher's request. Less than acceptable evaluation shall be retained by the immediate administrator until such time as improvement takes place.

## ARTICLE XVII

### Professional Behavior and Teacher Protection

A. Teachers are expected to comply with reasonable rules, regulations, and directions from time to time adopted by the Board or its representatives, which are not inconsistent with the provisions of this Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety or well being.

B. The Board recognizes that the Code of Ethics of the Education Profession is considered by the Union and its membership to define acceptable criteria of their professional behavior. The Union shall accept responsibility to deal with ethical problems in accordance with the terms of such Code of Ethics of the Education Profession.

C. The Union recognizes that abuses of leaves, chronic tardiness or absence, willful deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building. The Board, in recognition of the concept of progressive correction, shall notify the teacher and the Union in writing of alleged delinquencies, indicate expected correction, and indicate a reasonable period for correction. The Union will use its best efforts to correct breaches of professional behavior by any teacher.

D. In cases where personal and educational problems of a teacher are involved, the parties recognize that it is beneficial for the principal and the teacher to exchange their respective views frankly on the subject. When such action is serious enough to be recorded in the form of a written report or when he is being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance, a teacher shall be entitled to have present a representative of the Union. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Union is present.

E. The Board reserves the right under the statutes and laws of the State of Michigan, including the Michigan Tenure Act, to discipline, reprimand in writing and discharge employees for just and reasonable cause. Any discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluations of teacher performance asserted by the Board or representatives thereof shall be subject to the professional grievance procedures hereinafter set forth. All information forming the basis for disciplinary action will be made available to the teacher and the Union, unless the teacher specifically requests in writing that such information not be given to the Union.

F. Each teacher shall have the right, upon request, to review the contents of his own personnel file as maintained by the Personnel Department, in the presence of a representative of the Administration, except pre-employment reference information supplied by former employers or other sources. A representative of the Union may be requested to accompany the teacher in such review.

G. Each teacher's personnel file shall contain the following minimum items of information: (1) TB report and required medical information, (2) All teacher evaluation reports, (3) Copies of annual contracts, (4) Teacher certificate, (5) Letters of commendation, (6) A transcript of academic record, (7) Tenure recommendation, (8) Record of voluntary extracurricular activities.

H. Each teacher shall be notified of any addition to his file, other than additions he has requested, and shall have an opportunity to object in writing to any addition and have such objection attached thereto. No item shall be removed from a teacher's personnel file without the teacher's consent.

I. Any complaint directed toward a teacher shall be promptly called to the teacher's attention.

J. In all cases, the relationship between the administration and the staff will be conducted at a professional level.

## ARTICLE XVIII

### Teacher - Teacher Aide Relationship

The parties recognize the importance of the relationship between a teacher and a teacher aide and the impact that relationship has on the educational process. To insure the best educational environment, the parties agree that the teacher aide shall work under the direct supervision of the teacher, both of whom shall be under the supervision of the building principal.

## ARTICLE XIX

### Student Discipline and Board Responsibility

A. The Board recognizes its responsibility to continue to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will continue to take steps to relieve the teacher of responsibilities with respect to such pupil.

B. It shall be the responsibility of the Board or its representatives to see that any teacher recognizing discipline problems developing within the classroom will, upon request, receive assistance in developing techniques and materials to improve the situation. A teacher may use such force as is necessary to protect himself from attack or to prevent injury to another student.

C. A teacher may remove a pupil from any class when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. Such removals shall last only until necessary assistance is made available to the teacher, and/or it appears that the pupil can re-enter the room without causing further disruption. Further, evidence from the teacher should be provided the administration relative to his or her effort to modify the anti-social behavior of the student. Such evidence could include, but is not limited to, parental contacts, anecdotal records, consultations with the building principal or counselors, extra help, etc.

D. When a teacher has one (1) or more pupils in class who constitute serious behavioral problems appropriate recognition shall be given by way of reduced class size.

E. Any case of assault upon a teacher shall be promptly reported to the principal. No attempt will be made to discourage or coerce any teacher from making such a report. 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, provided, however, that the Board shall not be obligated to provide legal representation in any litigation resulting from such assault.

F. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense, if the Board determines

that such teacher has not acted beyond the scope of his authority as an agent of the Board.

G. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher, unless a judgment is entered against said teacher with respect to such incident.

ARTICLE XX

REDUCTION IN PERSONNEL AND  
ANNEXATIONS AND CONSOLIDATIONS OF DISTRICTS

A. To the full extent permitted by law, this Agreement shall be binding upon the Board and its successors' personnel and upon any school district into which or with which this district shall be merged or combined.

B. In the event that this district shall be combined with one or more districts, the Board will use its best efforts to assure the continued recognition of the Union and the continued employment of its members in such consolidated district.

C. Should changes in student population or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board will retain, as nearly as possible, those teachers having the most seniority in the district. The Board will further use their best efforts to assist all teachers so terminated to secure employment in adjacent school districts. Nothing herein shall relieve the Board from fulfilling the terms of any contract with a teacher.

D. Before the Board makes any necessary reduction in personnel and/or major programs, it will first discuss with the Union the effects of such reduction, and give the Union the opportunity to make recommendations relative to such reduction. This will include, but not be limited to, such problems as the criteria used for the determination as to who will be discarded or laid off (if such criteria are other than those in Section C. above) and the re-employment rights of such persons.

E. No teacher will be laid off unless he has been informed of such termination of employment at least sixty (60) days before the end of the school year. Laid off teachers shall inform the Personnel Director and the Union of their desire to return to the District. The Personnel Director will offer available openings to the qualified person with the longest seniority on the list of teachers awaiting reinstatement to active service.

F. A teacher's name will be placed on a list according to seniority. As teaching positions become available for which he is qualified, the Personnel Office will use the following procedures to notify the teacher of the available position.

(1) Telephone contact. Teachers who have been contacted by phone shall have 48 hours in which to accept or reject the position offered. (If not able to reach, then)

(2) Registered letter to the last known mailing address, with copies sent to the Union. (If not able to reach within ten (10) working days from the date the letter was sent, then)



(3) Position is considered refused.

If a position is refused for any reason, the position will be offered to the next qualified teacher on the seniority list.

A teacher who refuses a position for which he is qualified, has waived his right to all positions for that school year. Starting with the 1985-86 school year, teachers will be allowed three (3) refusals. A fourth (4th) refusal of any full time position offered for which he is qualified, will terminate his seniority and employment status with the school district. If the teacher is currently under a teaching contract from another school district, he/she may refuse and remain on the layoff list.

G. A laid off teacher will resume his seniority and accumulated leave days acquired prior to lay off upon assignment to a contractual position.

H. It is the responsibility of the laid off teacher to keep the Personnel Office notified of his/her current address and telephone number.

I. A laid off teacher, upon written application, will be given preference in the hiring of substitute teachers in the District, based upon his previous seniority.

J. Whenever a vacancy in the bargaining unit is posted, the office of the Union shall be notified. An interview will be granted, if requested, to any laid off certified teacher from any district where WC-MEA/NEA is the bargaining agent.

## ARTICLE XXI

### Continuity of Operations

A. During the term of this Agreement, the Union will not authorize, sanction, condone, or acquiesce in any strike as defined in Michigan Public Act 336 of 1947, as amended by Michigan Public Act 379 of 1965. Such proscribed action shall also be deemed to include slow-downs, stoppages sit-ins, interference of any kind whatsoever with operation at any of the facilities of the Lincoln Park School District, and picketing or demonstration during normal teaching or working hours. It is further provided that if a Union authorized strike is called because the members of a sister local association have been discharged and/or replaced, the Union guarantee of no strike shall not be effective; the school district shall not be required to pay such striking members and the school district does not waive its rights or obligations granted by State Statute.

B. As soon as the Union learns of any violation of this Agreement, the Union will post notices immediately at any or all schools affected, advising that such action is unlawful, in violation of this Agreement, and unauthorized by the Union, and the Union shall advise such teachers to return forthwith to their regular duties. The Union shall further take any and all other action reasonably within its power to bring the activity to an end. If the Union takes the foregoing steps and has not acted in violation of its obligations under this Article, it shall not be liable in any way for such activities.

C. The Board shall have the right to discipline, including discharge, any teacher for taking part in violation of this provision. Prior to taking such action, the Board shall notify the Union of its intentions and may also consult with the Union in connection therewith.

D. The Board also agrees that it will not knowingly during the period of this Agreement, directly or indirectly, engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relation Act.

ARTICLE XXII  
School Calendar

The attached school calendars (Schedule C) shall become part of this Agreement.

## ARTICLE XXIII

### Professional Compensation

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

B. All teachers shall be given full credit on the salary schedule set forth in Schedule A for full years of outside teaching experience in any public school district in the State of Michigan or in any other state of the Union.

C. The salary schedule is based upon a normal daily teaching load, as heretofore defined, in accordance with the attached school calendar, during normal teaching hours. Extracurricular work is normally voluntary, but it is recognized that the profession of teaching normally requires additional responsibilities of the teacher beyond the teaching hours which cannot be subject to additional compensation. The Board and the Union encourage such additional voluntary duties and teachers are expected to continue to carry out such professional responsibilities. For extra work of a professional nature which is not voluntary and for certain specified duties, the teacher shall be entitled to appropriate additional professional compensation, at an established professional hourly rate or at the specified rates provided in Schedule B as applicable. The professional hourly rate shall be the teacher's annual salary divided by One Thousand (1000). The teacher shall be paid such established hourly rate or specified rate, as applicable, in addition to his base salary, for all time spent before and after the regular school day in such activities as parent-teacher conferences, PTA meetings, supervision of extracurricular activities of students, teacher meetings after established school hours of any day or on Saturdays, Sundays or holidays, and attendance at any educational or civic functions, but only where participation is not voluntary but required, or where extra compensation is otherwise prescribed herein, provided, however, that a teacher may be required to attend the following activities without extra compensation: Up to two (2) after-hour functions annually assigned by the Administration, such as open houses, PTA meetings, dances and concerts, faculty meetings not to exceed one (1) a week to be held on Tuesdays. Faculty meetings will not exceed twenty (20) per year except in those years when North Central preparation is necessary. Such meetings shall not exceed one (1) hour past pupil dismissal time. Agendas should consist of administrative, supervisory and curricular items. It is not the intention of this provision that such meetings are required to be called each week by the administration and they shall be called only when necessary to carry out school functions.

All elementary teachers of vocal music, instrumental music and physical education may be required to present no more than

two (2) programs per building per school year. Such teachers shall be exempt from attending building staff meetings and all other afterschool functions as outlined in the master agreement, except that they will be required to attend at least five (5) system-wide meetings per their subject area as directed by the administration. In no case will a teacher be required to make more than six (6) presentations per school year.

C. Teachers instructing classes in elementary or secondary before or after the normal student day will be paid according to the Adult Education rate as shown in Schedule B.

D. Increments become effective September 1 of each year and advancement under the salary schedule shall be automatic as of September 1 or February 15 following completing of required academic or professional courses. (See graduate hour provisions).

F. Compensation for extension of normal employment will be prorated on the basis of the current contract to the teacher. Such earnings shall be paid at the next regularly scheduled pay period following completion of the work and will not be allocated through the ordinary contracts signed by the teachers.

G. A teacher who is not employed the full school year will receive a proportion of his annual salary. Such proportion will be determined by comparing the days the employee actually worked (including used, earned leave days) to the total working days in the school year.

## ARTICLE XXIV

### INSURANCE PROTECTION

The Board agrees to furnish all teachers the following insurance protection for the duration of this contract.

A. For the 1985-86 through the 1987-88 school years, the Board shall provide group life insurance protection in the amount of \$40,000, that will be paid to the teacher's designated beneficiary, effective July 1, 1985. The insurance protection will pay double the specified amount in the event of accidental death.

B. The Board shall provide Blue Cross/Blue Shield MVF-2 (Master Medical Option IV) health care protection with \$1.00 deductible Prescription Drug Rider, Voluntary Sterilization Rider, and FAE-RC Rider, or its MEA insurance protection equivalent, at the teacher's option, for each member of the bargaining unit and his/her eligible dependents.

C. The Board shall provide a dental insurance program MESSA Delta Dental Plan of Michigan, Plan E with Orthodontic Rider 04 or a dental insurance plan equivalent thereto for each member of the bargaining unit and his/her eligible dependents.

D. The Board shall provide a vision care plan, MESSA Intermediate Plan or vision insurance plan equivalent thereto, for each member of the bargaining unit and his/her eligible dependents.

E. Teachers who have health insurance protection through their spouse's employer, at the teacher's option, may apply the equivalent of an individual teacher's premium for the coverage provided in sections B hereof toward other M.E.A. insurance and protection plans.

F. In the event that a tenure teacher, absent because of illness or injury has exhausted his accrued leave days, the above mentioned benefits shall continue through August 31 next.

G. Every teacher shall have the option to participate in other M.E.A. insurance programs, with payroll deduction privileges.

H. The Board will continue to pay premiums on the insurance provided herein during negotiations for a new Agreement, even though this Agreement may have expired. No premiums are to be paid after Labor Day if teachers are engaged in a work stoppage.

I. The Board agrees that it will secure liability insurance, if such insurance is available, to protect teachers who by the nature of their jobs are required to deal with students outside their classrooms (i.e., transporting special education students).

J. The Employer shall provide the aforementioned insurance protection beginning with the first day of employment or immediately upon return from any leave. Termination of the protection shall be subject to the following guidelines:

(1) Upon being granted a leave of absence other than medical or sabbatical, employee benefits shall continue for not less than thirty (30) days.

(2) Upon the death of an employee, insurance benefits shall continue for the surviving spouse or dependent family for a period of not less than ninety (90) days, providing such coverage is available from the insurance carrier.

(3) Upon resignation, termination of insurance benefits shall be effective at the end of the benefit period in which the resignation is tendered unless the resignation comes at the end of the school year, in which case the termination shall be effective September 1, of that year.

K. Teachers on leaves of absence shall be permitted to pay regular contributions to all plans requiring such contributions. The Employer agrees to recommend to the Public School Employees Retirement System that the time spent on leave of absence pursuant to this section be granted as service credit for retirement purposes.

## ARTICLE XXV

### Student Teaching Assignments

In order to provide for the best student teaching experience, acceptance of a student teacher shall be voluntary on the part of the supervising teacher and shall be based on the following guidelines:

(1) Supervising teachers will have tenure and a permanent or continuing certificate.

(2) Availability of student teachers will be announced in advance, to the extent possible. Said information shall be given to the Union.

(3) Supervising teachers will be selected on a rotating basis, starting with the most senior within grade level requested by the University and/or student teacher. The Union shall be informed of the placement of all student teachers.



## ARTICLE XXVI

### Professional Study Committees

A. Joint Professional study committees may be established as required and by mutual consent, to be composed of members selected by the Board and the Local Association. In the event the Local Association declines to participate in the study, the Board retains the right to establish a committee for such study.

B. The purpose of such committees shall be to investigate areas and topics relating to the improvement of education in Lincoln Park, and recommendations made by such committees shall be considered by the Board in making its policy decisions in such matters. The curriculum director will meet with representatives of the Local Association, at their request. Such meetings will not exceed one (1) per month without mutual consent and will be held at times mutually agreeable to the parties.

C. A committee, composed equally of members appointed by the Superintendent and by the Union, will be established to review the programs and resources of the school district for the purpose of making recommendations for reinstatement of programs throughout all levels of the School District. The Union recognizes that the Board of Education has the final authority and will make the final decision regarding implementation of the committee's recommendations.

D. The parties agree that the Board may continue to utilize its administrative means, including the involvement of teachers, to study the areas and topics set forth above.

E. The clerical expense of such committees shall be borne by the Board.

F. There is hereby established a committee to examine the enrichment needs of K-8 students. Further, such committee shall consist of three (3) representatives of the Local Association, one (1) member of the Administration, one (1) member of the Board of Education and one (1) member of the community appointed by the Board.

The committee shall be responsible for the establishment of priorities and will present its recommendation to the Board of Education.

## ARTICLE XXVII

### Professional Grievance Procedure

A. Any teacher or the Union, believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may file a written grievance with the designated representative of the Employer. Any teacher or the Union having such a grievance shall bring the matter to the attention of said designated representative not later than twenty (20) working school days after the existence of the alleged grievance is, or reasonably should have been, known. 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. It is understood that only the Union may forward a grievance to the Superintendent's level or beyond.

B. Within five (5) working days of receipt of the grievance the designated representative of the Board shall meet with the teacher(s) or the Union in an effort to resolve the grievance. If the meeting is with the school principal and the parties cannot agree, the grievance shall, within five (5) working school days, be transmitted by the Union to the Superintendent who shall have five (5) working school days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent, he shall have ten (10) working school days from receipt 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 may within five (5) working school days be transmitted by the Union to the Secretary of the Board. The Superintendent shall, within the same period, transmit to the Secretary of the Board, a statement of reasons why it is being disapproved.

C. Within fifteen (15) days from receipt of the grievance, the Board shall pass upon the grievance. The Board shall meet with the Union in an effort to resolve the grievance, may hold a hearing thereon, may designate one (1) 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 Union, shall final determination of the grievance be made by the Board more than twenty (20) days after its submission to the Board.

D. If the decision of the Board is not satisfactory to the Union and if the Union indicates its dissatisfaction with the Board's decision, in writing, within fifteen (15) days of said decision, the grievance may be submitted to arbitration before the American Arbitration Association in accord with its rules which shall otherwise 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. The cost of any arbitration under this Article shall be shared equally by the Board and the Union.

F. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this Article first to be presented to a department head, assistant principal, or other school employee, for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedures 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.

## ARTICLE XXVIII

### Negotiation Procedure

A. It is contemplated that the matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time-to-time during the period of this Agreement upon consent of both parties. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters. The duties of any teacher or the responsibilities of any position in the bargaining unit will not be altered or increased without prior negotiation with the Union.

B. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Union for the life of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.

C. Representatives of the Board and representatives of the Union will meet within seven (7) days after the request of either party for the purpose of reviewing the administration of the contract, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.

All meetings between the parties will be scheduled to take place as promptly as possible at times when the teachers involved are free from assigned instructional responsibilities, unless otherwise mutually agreed.

Should such a meeting result in a mutually acceptable amendment of the Agreement then the amendment shall be subject to ratification by the Board and the Union; provided, that the representatives of the Union shall be empowered to effect temporary accommodations to resolve special problems.

D. Between March 1st and March 15th of the year of expiration of the Agreement, the parties shall initiate negotiation for the purpose of entering into a successor Agreement.

E. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations. It is recognized that no final agreement between the parties may be executed without ratification by the Board and the Union. After ratification by both parties, their representatives shall attach their signatures to the final Agreement as quickly as possible.

F. There shall be three (3) signed copies for purposes of record, one (1) retained by the Board, one (1) by the Union, and one (1) by the Superintendent.

G. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission, or take any other lawful measures it may deem appropriate.

ARTICLE XXIX

Rights of the Board

Subject to the provisions of this Agreement and except as expressly provided otherwise by the terms of this Agreement, the Board and the Superintendent of Schools reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to control, supervise and manage the Lincoln Park School District and its professional staff, to determine and administer educational policy, to operate the schools and to direct the professional staff, and otherwise retain all rights, authority and discretion which are exclusively vested in the Board or in the Superintendent under governing law, ordinances, rules and regulations as set forth in the Constitution and laws of the State of Michigan and of the United States.

ARTICLE XXX

Retirement

The retirement age for all teachers shall be compulsory at the end of the fiscal year in which they become 70; however, this does not preclude a teacher over 70 from making application for substitute teaching in the District.

## ARTICLE XXXI

### Counselors

A. Requirements for counselors shall not be made retroactive to initial employment as a counselor. After a counselor is contracted for, the requirements shall not be increased, unless specifically required for North Central accreditation. Further, a counselor shall be given a reasonable period of time to meet such requirements.

Counselors who are hired shall meet North Central requirements and have at least one (1) year of successful work with adolescents.

B. Any time spent in counseling before regular school starts in the Fall and after school is out in the Spring shall be considered a part of the counseling program and not as an extra-compensatory position.

C. There shall be at least one (1) full-time clerk for each group of counselors in the high school, within the limitation of available funds.

D. Counselors shall be free from;

(1) Serving as a substitute teacher.

(2) Administering discipline.

(3) Clerical duties, to the fullest extent possible.

E. A joint study will be made by the Board and the Association regarding the feasibility of relieving counselors of attendance record-keeping.

F. Counselors will be provided relief and preparation time equal to other teachers at their level.



ARTICLE XXXII

In-Service Professional Education

A. In recognition of the rapidly expanding fields of knowledge in the social and scientific fields, the parties hereby agree to establish an In-Service Education Committee composed of three (3) persons appointed by the Board and three (3) persons appointed by the Local Association.

B. The Committee shall organize itself and assume responsibility for the planning and conducting of the In-Service education of all professional teaching personnel.

## ARTICLE XXXIII

### Seniority

A. Seniority is defined as contractual service in Lincoln Park, full or part-time, beginning with the date of hire or most recent date of re-hire, as established by the date of Board approval, excluding periods in which a teacher is on lay off status or on official leaves of absence, other than sabbatical or military leave. Any time so excluded will commence with the effective date of the leave, as determined by the official minutes of Board meetings, and will terminate on the date of reassignment to a teaching position, which may be determined either by Board resolution or written Administrative decision. If no record exists of Board approval dates, the actual date of beginning employment and commencing or terminating leaves will be used.

B. In the event that two (2) or more teachers have identical seniority, preference will be given to the teacher with:

(1) The earliest date on the individual teaching contract with the Board at the time of hire or most recent date of rehire. This date will be adjusted for any excluded periods as described in Paragraph A.

(2) The earliest application for employment, as adjusted for any excluded periods as described in paragraph A, if the contract dates of Section 1, as adjusted are identical.

C. If seniority cannot be determined using the above criteria, such teacher's seniority will be determined jointly by the Board and the Union. If no mutual agreement can be made, the matter will be referred to an arbitrator for his determination, according to the rules of the American Arbitration Association.

D. The Personnel Director shall prepare a list of all teachers actively employed, on leave or on lay off, indicating the seniority of all. Such list shall be revised annually, or more often if necessary. Sufficient copies of said list shall be furnished the Union to permit posting in each school building.

E. Teachers who have substituted sixty (60) consecutive days in the same teaching position shall be placed on a separate seniority list on the sixtieth day of said employment. Said seniority shall determine which they are certified after all laid off teachers are employed or have been offered the position.

ARTICLE XXXIV

Duration and Effect of Agreement

A. Any individual contract between the Board and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement. Any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.

B. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

C. If any provision of this Agreement or any application of this 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.

D. Copies of this Agreement titled, "Professional Agreement Between the Board of Education of the School District of the City of Lincoln Park and the Wayne County - MEA/NEA, M.E.A. - N.E.A.," shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and presented to all teachers now employed or hereafter employed by the Board.

This Agreement shall be effective as of July 1, 1982 and shall continue in effect until the 31st day of August, 1988. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives the day and year first above written.

BOARD OF EDUCATION OF THE  
SCHOOL DISTRICT OF THE  
CITY OF LINCOLN PARK.

By

Ella M. Karwowski  
President

By

Edna E. Shevock  
Secretary

WAYNE COUNTY - MEA/NEA

By

Elaine Miller  
President

By

Mary Christine Towers  
Secretary-Treasurer

## SALARY SCHEDULE

1. The 1982-83 Salary Schedule will remain the same as the 1981-82 Salary Schedule.
2. The 1983-84 Salary Schedule will be determined by increasing each step of the 1982-83 Salary Schedule by 3%.
3. The 1984-85 Salary Schedule will be determined by increasing each step of the 1983-84 Salary Schedule by 4%.
4. The 1985-86 Salary Schedule will be determined by increasing each step of the 1984-85 Salary Schedule by a percentage determined by adding 5% to a Cost of Living Adjustment (COLA). Said COLA will be a percentage increase equal to the percentage increase in the Consumer Price Index for the Detroit Metropolitan area for the period from July 1, 1984 to June 30, 1985 (July to July), except that said COLA percentage amount of increase will be limited to not more than 1.75.
5. The 1986-87 Salary Schedule will be determined by increasing each step of the 1985-86 Salary Schedule by a percentage determined by adding 5% to a Cost of Living Adjustment (COLA). Said COLA will be a percentage increase equal to the percentage increase in the Consumer Price Index for the Detroit Metropolitan area for the period from July 1, 1985 to June 30, 1986 (July to July), except that said COLA percentage amount of increase will be limited to not more than 2.75.
6. The 1987-88 Salary Schedule will be determined by increasing each step of the 1986-87 Salary Schedule by 3.5%. Each step will then be increased by a Cost of Living Adjustment (COLA). Said COLA will be a percentage increase equal to the percentage increase in the Consumer Price Index for the Detroit Metropolitan area for the period from July 1, 1986 to June 30, 1987 (July to July), except that said COLA percentage amount of increase will be limited to not more than four (4). (The method used in the 1987-88 school year is the normal method for calculating improvement factor COLA increases.)

The Board of Education will provide teachers with a Salary Schedule based on the above.

All Extra Compensatory positions of Schedule B will be increased in the manner detailed above for each year covered by this contract, except for the split class amounts, which will be increased in the manner detailed above for 1982-83, 1983-84, 1984-85. For 1985-86, split class amounts will be \$1,000. 1986-87 and 1987-88 amounts will be increased from a base of \$1,000 in the same manner outlined in 5 and 6 above.

SCHEDULE A  
 LINCOLN PARK PUBLIC SCHOOLS  
 SALARY SCHEDULE  
 1982-83

EXPER	BA	BA+15	BA+30	MASTERS	MA+15	MA+30	SPEC' ST	MA+45	MA+60	DOCTOR
0	16,199	17,000	17,408	17,960	18,817	19,676	20,807	21,665	22,720	23,772
1/2	16,570	17,375	17,778	18,444	19,121	19,980	21,410	22,270	23,324	24,376
1	16,951	17,758	18,565	18,935	19,796	20,654	22,018	22,877	23,931	24,985
1 1/2	17,348	18,153	18,956	19,558	20,418	21,278	22,910	23,771	24,823	25,876
2	17,758	18,565	19,367	20,203	21,051	21,912	23,819	24,676	25,730	26,782
2 1/2	18,169	18,979	19,781	20,698	21,546	22,406	24,432	25,290	26,344	27,395
3	18,585	19,390	20,195	21,187	22,038	22,899	25,041	25,900	26,955	28,006
3 1/2	19,018	19,817	20,625	21,683	22,531	23,390	25,651	26,512	27,563	28,618
4	19,450	20,253	21,057	22,182	23,036	23,895	26,269	27,129	28,134	29,236
4 1/2	19,892	20,698	21,503	22,670	23,518	24,376	26,890	27,749	28,802	29,857
5	20,344	21,149	21,952	23,191	24,039	24,900	27,511	28,372	29,425	30,481
5 1/2	20,794	21,602	22,407	23,704	24,556	25,415	28,136	28,995	30,046	31,100
6	21,239	22,043	22,850	24,217	25,069	25,926	28,763	29,623	30,678	31,729
6 1/2	21,832	22,637	23,442	24,981	25,832	26,690	29,089	30,283	31,334	32,390
7	22,438	23,244	24,045	25,736	26,595	27,453	30,077	30,936	31,989	33,044
7 1/2	23,269	24,079	24,880	26,773	27,632	28,487	30,757	31,617	32,671	33,724
8	24,105	24,911	25,719	27,820	28,679	29,538	31,452	32,312	33,366	34,420
8 1/2	25,135	26,020	26,894	29,002	29,863	30,803	32,441	33,373	34,427	35,480
9	26,452	27,348	28,159	31,115	31,874	32,626	33,500	34,493	35,548	36,599

SCHEDULE A  
 LINCOLN PARK PUBLIC SCHOOLS  
 SALARY SCHEDULE  
 1983-84

EXPER	BA	BA+15	BA+30	MASTERS	MA+15	MA+30	SPEC' ST	MA+45	MA+60	DOCTOR
0	16,685	17,510	17,930	18,499	19,382	20,266	21,431	22,315	23,402	24,485
1/2	17,067	17,896	18,311	18,997	19,695	20,579	22,052	22,938	24,024	25,107
1	17,460	18,291	19,122	19,503	20,390	21,274	22,679	23,563	24,649	25,735
1 1/2	17,868	18,698	19,525	20,145	21,031	21,916	23,597	24,484	25,568	26,652
2	18,291	19,122	19,948	20,809	21,683	22,569	24,534	25,416	26,502	27,585
2 1/2	18,714	19,548	20,374	21,319	22,192	23,078	25,165	26,049	27,134	28,217
3	19,143	19,972	20,801	21,823	22,699	23,586	25,792	26,677	27,764	28,846
3 1/2	19,589	20,412	21,244	22,333	23,207	24,092	26,421	27,307	28,390	29,477
4	20,034	20,861	21,689	22,847	23,727	24,612	27,057	27,943	28,978	30,113
4 1/2	20,489	21,319	22,148	23,350	24,224	25,107	27,697	28,581	29,666	30,753
5	20,954	21,783	22,611	23,887	24,760	25,647	28,336	29,223	30,308	31,395
5 1/2	21,418	22,250	23,079	24,415	25,293	26,177	28,980	29,865	30,947	32,033
6	21,876	22,704	23,536	24,944	25,821	26,704	29,626	30,512	31,598	32,681
6 1/2	22,487	23,316	24,145	25,730	26,607	27,491	29,962	31,191	32,274	33,362
7	23,111	23,941	24,766	26,508	27,393	28,277	30,979	31,864	32,949	34,035
7 1/2	23,967	24,801	25,626	27,576	28,461	29,342	31,680	32,566	33,651	34,736
8	24,828	25,658	26,491	28,655	29,539	30,424	32,396	33,281	34,367	35,453
8 1/2	25,889	26,801	27,701	29,872	30,759	31,727	33,414	34,374	35,460	36,544
9	27,246	28,168	29,004	32,048	32,830	33,605	34,505	35,528	36,614	37,697

SCHEDULE A  
 LINCOLN PARK PUBLIC SCHOOLS  
 SALARY SCHEDULE  
 1984-85

EXPER	BA	BA+15	BA+30	MASTERS	MA+15	MA+30	SPEC' ST	MA+45	MA+60	DOCTOR
0	17,352	18,210	18,647	19,239	20,157	21,077	22,288	23,208	24,338	25,465
1/2	17,750	18,612	19,044	19,757	20,482	21,403	22,934	23,856	24,985	26,112
1	18,158	19,022	19,887	20,283	21,205	22,125	23,586	24,506	25,635	26,764
1 1/2	18,583	19,445	20,306	20,951	21,872	22,793	24,541	25,463	26,590	27,718
2	19,022	19,887	20,746	21,641	22,550	23,472	25,515	26,433	27,562	28,689
2 1/2	19,463	20,330	21,189	22,172	23,080	24,001	26,172	27,091	28,220	29,346
3	19,908	20,771	21,633	22,696	23,607	24,529	26,824	27,744	28,874	30,000
3 1/2	20,372	21,228	22,094	23,227	24,135	25,055	27,477	28,400	29,525	30,656
4	20,835	21,695	22,556	23,761	24,676	25,596	28,139	29,061	30,137	31,318
4 1/2	21,308	22,172	23,034	24,284	25,192	26,112	28,805	29,725	30,853	31,983
5	21,792	22,655	23,515	24,842	25,751	26,673	29,470	30,392	31,520	32,651
5 1/2	22,275	23,140	24,002	25,392	26,304	27,225	30,139	31,059	32,185	33,314
6	22,751	23,612	24,477	25,941	26,854	27,772	30,811	31,732	32,862	33,988
6 1/2	23,386	24,249	25,111	26,760	27,671	28,590	31,160	32,439	33,565	34,696
7	24,036	24,899	25,757	27,568	28,489	29,408	32,218	33,139	34,267	35,397
7 1/2	24,926	25,793	26,651	28,679	29,599	30,515	32,947	33,868	34,997	36,125
8	25,821	26,685	27,550	29,801	30,721	31,641	33,691	34,613	35,742	36,871
8 1/2	26,925	27,873	28,809	31,067	31,989	32,996	34,751	35,749	36,878	38,006
9	28,335	29,295	30,164	33,330	34,143	34,949	35,885	36,949	38,079	39,205

SCHEDULE A  
 LINCOLN PARK PUBLIC SCHOOLS  
 SALARY SCHEDULE  
 1985-86

EXPER	BA	BA+15	BA+30	MASTERS	MA+15	MA+30	SPEC' ST	MA+45	MA+60	DOCTOR
0	18,524	19,440	19,906	20,537	21,517	22,500	23,793	24,774	25,980	27,183
1/2	18,948	19,868	20,329	21,091	21,865	22,847	24,482	25,466	26,671	27,874
1	19,384	20,306	21,229	21,652	22,637	23,618	25,178	26,160	27,365	28,570
1 1/2	19,838	20,758	21,676	22,365	23,348	24,332	26,198	27,182	28,385	29,589
2	20,306	21,229	22,146	23,102	24,072	25,057	27,237	28,217	29,422	30,625
2 1/2	20,776	21,703	22,620	23,668	24,638	25,621	27,938	28,919	30,125	31,326
3	21,252	22,173	23,093	24,227	25,201	26,185	28,635	29,617	30,823	32,025
3 1/2	21,747	22,661	23,585	24,795	25,764	26,747	29,332	30,317	31,518	32,725
4	22,241	23,159	24,079	25,365	26,342	27,324	30,039	31,022	32,171	33,432
4 1/2	22,747	23,668	24,589	25,923	26,893	27,874	30,749	31,731	32,935	34,142
5	23,263	24,184	25,102	26,519	27,489	28,473	31,459	32,444	33,648	34,855
5 1/2	23,778	24,702	25,623	27,106	28,080	29,062	32,174	33,156	34,358	35,563
6	24,287	25,206	26,129	27,692	28,667	29,647	32,891	33,874	35,080	36,282
6 1/2	24,965	25,886	26,806	28,566	29,539	30,520	33,263	34,629	35,831	37,038
7	25,658	26,580	27,496	29,429	30,412	31,393	34,393	35,376	36,580	37,786
7 1/2	26,608	27,534	28,450	30,615	31,597	32,575	35,171	36,154	37,359	38,564
8	27,564	28,486	29,410	31,812	32,795	33,777	35,966	36,949	38,154	39,359
8 1/2	28,742	29,754	30,753	33,164	34,149	35,223	37,096	38,162	39,367	40,572
9	30,248	31,273	32,200	35,580	36,448	37,308	38,307	39,443	40,649	41,851



## SCHEDULE A

### Graduate Hour Provisions

A. All semester hours earned (graduate and undergraduate) after provisional certification may be counted for the BA + 15 column.

B. All semester hours beyond the BA + 15 compensation column must be graduate hours towards an advanced degree taken at a degree granting university. The recipient must be working on an advanced degree and be so recognized by the university. Upon filing for compensation under one of the advanced pay columns, the teacher will supply both an official transcript and, if necessary, a letter from the university stating that he/she is a graduate student in good standing on an advanced degree program.

Such notification must be made by filling out the necessary form on or before the 4th Friday of each semester to make advancement effective for that semester.

C. Any hours both earned and reported before September 1, 1969 (i.e. hours presently being paid for) shall be counted in the appropriate column even though they do not meet the specifications outlined in B above.

8/31/95

LINCOLN PARK PUBLIC SCHOOLS  
 SCHEDULE A  
 SALARY SCHEDULE  
 1993-94

MEA-NEA (Teachers)

EXPER	BA	BA+15	BA+30	MASTERS	MA+15	MA+30	SPEC' ST	MA+45	MA+60	DOCTOR
0	\$31,525	\$33,802	\$33,878	\$34,951	\$36,517	\$38,087	\$40,154	\$41,721	\$43,650	\$45,572
1/2	\$32,248	\$33,813	\$34,598	\$35,895	\$37,130	\$38,701	\$41,314	\$42,885	\$44,810	\$46,732
1	\$32,989	\$34,558	\$36,130	\$36,848	\$38,422	\$39,990	\$42,482	\$44,052	\$45,978	\$47,904
1 1/2	\$33,761	\$35,328	\$36,891	\$38,063	\$39,634	\$41,204	\$44,187	\$45,761	\$47,684	\$49,606
2	\$34,558	\$36,130	\$37,689	\$39,319	\$40,867	\$42,441	\$45,924	\$47,490	\$49,417	\$51,340
2 1/2	\$35,359	\$36,935	\$38,495	\$40,280	\$41,830	\$43,402	\$47,103	\$48,671	\$50,596	\$52,517
3	\$36,167	\$37,733	\$39,302	\$41,231	\$42,786	\$44,360	\$48,274	\$49,844	\$50,771	\$53,691
3 1/2	\$37,010	\$38,564	\$40,139	\$42,198	\$43,746	\$45,316	\$49,447	\$51,021	\$52,940	\$54,870
4	\$37,850	\$39,414	\$40,979	\$43,167	\$44,728	\$46,298	\$50,637	\$52,209	\$54,044	\$56,059
4 1/2	\$38,712	\$40,280	\$41,847	\$44,118	\$45,668	\$47,234	\$51,829	\$53,339	\$55,322	\$57,252
5	\$39,591	\$41,157	\$42,721	\$45,133	\$46,052	\$48,255	\$53,026	\$54,598	\$56,552	\$58,454
5 1/2	\$40,467	\$42,039	\$43,606	\$46,128	\$47,686	\$49,256	\$54,230	\$55,797	\$57,717	\$59,646
6	\$41,332	\$42,897	\$44,468	\$47,129	\$48,686	\$50,251	\$55,435	\$57,006	\$58,935	\$60,854
6 1/2	\$42,486	\$44,053	\$45,621	\$48,615	\$50,169	\$51,737	\$56,121	\$58,303	\$60,224	\$62,155
7	\$43,665	\$45,234	\$46,794	\$50,085	\$51,654	\$53,222	\$58,017	\$59,587	\$61,510	\$63,439
7 1/2	\$45,284	\$46,859	\$48,419	\$52,103	\$53,673	\$55,234	\$59,384	\$60,955	\$62,880	\$64,304
8	\$46,911	\$48,479	\$50,853	\$54,141	\$55,709	\$57,279	\$60,776	\$62,350	\$64,274	\$66,199
8 1/2	\$48,914	\$50,638	\$52,337	\$56,440	\$58,014	\$59,730	\$62,725	\$64,427	\$66,354	\$68,279
9	\$51,478	\$53,221	\$54,800	\$60,553	\$61,727	\$62,891	\$64,246	\$65,785	\$67,418	\$69,047

Lincoln Park Public Schools

SCHEDULE A  
SALARY SCHEDULE  
1994-95

EXPER	BA	BA+15	BA+30	MASTERS	MA+15	MA+30	SPEC' ST	MA+45	MA+60	DOCTOR
0	\$33,417	\$35,830	\$35,911	\$37,048	\$38,708	\$40,372	\$42,563	\$44,224	\$46,269	\$48,306
1/2	\$34,183	\$35,842	\$36,674	\$38,049	\$39,358	\$41,023	\$43,793	\$45,458	\$47,499	\$49,536
1	\$34,968	\$36,631	\$38,298	\$39,059	\$40,727	\$42,389	\$45,031	\$46,695	\$48,737	\$50,778
1/2	\$35,787	\$37,448	\$39,104	\$40,347	\$42,021	\$43,676	\$46,838	\$48,507	\$50,545	\$52,582
2	\$36,631	\$38,298	\$39,950	\$41,678	\$43,319	\$44,987	\$48,679	\$50,339	\$52,382	\$54,420
1/2	\$37,481	\$39,151	\$40,805	\$42,697	\$44,340	\$46,006	\$49,929	\$51,591	\$53,632	\$55,668
3	\$38,337	\$39,997	\$41,660	\$43,705	\$45,353	\$47,022	\$51,170	\$52,835	\$53,817	\$56,912
1/2	\$39,231	\$40,878	\$42,547	\$44,730	\$46,371	\$48,035	\$52,414	\$54,082	\$56,116	\$58,162
4	\$40,121	\$41,779	\$43,438	\$45,757	\$47,412	\$49,076	\$53,675	\$55,342	\$57,287	\$59,423
1/2	\$41,035	\$42,697	\$44,358	\$46,765	\$48,408	\$50,068	\$54,939	\$56,539	\$58,641	\$60,687
5	\$41,966	\$43,626	\$45,284	\$47,841	\$48,815	\$51,150	\$56,208	\$57,874	\$59,945	\$61,961
1/2	\$52,895	\$44,561	\$46,222	\$48,896	\$50,547	\$52,211	\$57,484	\$59,145	\$61,180	\$63,225
6	\$43,812	\$45,471	\$47,136	\$49,957	\$51,607	\$53,266	\$58,761	\$60,426	\$62,471	\$64,505
1/2	\$45,035	\$46,696	\$48,358	\$51,532	\$53,179	\$54,481	\$59,488	\$61,801	\$63,837	\$65,884
7	\$46,285	\$47,948	\$49,602	\$53,090	\$54,753	\$56,415	\$61,498	\$63,162	\$65,201	\$67,245
1/2	\$48,001	\$49,671	\$51,324	\$55,229	\$56,893	\$58,548	\$62,947	\$64,612	\$66,653	\$68,692
8	\$49,726	\$51,388	\$53,904	\$57,389	\$59,052	\$60,716	\$64,423	\$66,091	\$68,130	\$70,171
1/2	\$51,849	\$53,676	\$55,477	\$59,826	\$61,495	\$63,314	\$66,489	\$68,293	\$70,335	\$72,376
9	\$54,567	\$56,414	\$58,088	\$64,186	\$65,431	\$66,664	\$68,101	\$69,732	\$71,463	\$73,190

LINCOLN PARK PUBLIC SCHOOLS  
EXTRA COMPENSATORY POSITIONS

SCHEDULE B

1982-83

Summer School	\$10.85 per hour
Adult Education	\$10.85 per hour
Driver Training	\$10.85 per hour
Printing	\$10.85 per hour

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LINCOLN PARK HIGH SCHOOL

COACHES - BOYS

Baseball - Varsity Coach	\$1,671.00 per year
Junior Varsity Baseball	\$1,268.00 per year
Ninth Grade Baseball	\$1,075.00 per year
Eighth Grade Baseball	\$1,075.00 per year
Basketball - Varsity Coach	\$1,671.00 per year
Junior Varsity Basketball	\$1,268.00 per year
Ninth Grade Basketball	\$1,075.00 per year
Eighth Grade Basketball	\$1,075.00 per year
Cross Country - Varsity Coach	\$1,124.00 per year
Football - Varsity Coach	\$1,733.00 per year
Football - Varsity Assistant Coach	\$1,268.00 per year
Junior Varsity Football	\$1,268.00 per year
Ninth Grade Football	\$1,075.00 per year
Eighth Grade Football	\$1,075.00 per year
Golf - Varsity Coach	\$1,268.00 per year
Swimming - Varsity Coach	\$1,504.00 per year
Swimming- Varsity Assistant Coach	\$1,268.00 per year

Tennis - Varsity Coach	\$1,340.00 per year
Track - Varsity Coach	\$1,611.00 per year
Track - Varsity Assistant Coach	\$1,268.00 per year
Wrestling - Varsity Coach	\$1,611.00 per year
Ninth Grade Wrestling	\$1,075.00 per year
Eighth Grade Wrestling	\$1,075.00 per year
Eighth Grade Track	\$1,075.00 per year

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LINCOLN PARK HIGH SCHOOL

COACHES - GIRLS

Basketball - Varsity Coach	\$1,671.00 per year
Junior Varsity Basketball	\$1,268.00 per year
Eighth Grade Basketball	\$1,075.00 per year
Softball - Varsity Coach	\$1,671.00 per year
Junior Varsity Softball	\$1,268.00 per year
Eighth Grade Softball	\$1,075.00 per year
Tennis - Varsity	\$1,340.00 per year
Track - Varsity	\$1,611.00 per year
Volleyball - Varsity	\$1,611.00 per year
Junior Varsity Volleyball	\$1,268.00 per year
Ninth Grade Volleyball	\$1,075.00 per year
Eighth Grade Volleyball	\$1,075.00 per year
Swimming - Varsity	\$1,504.00 per year
Eighth Grade Track	\$1,075.00 per year

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MISSCELLANEOUS

Cheerleader Sponsor	\$729.00 per year
National Honor Society Sponsor	\$199.00 per year
Drama Coach (10 days release from regular assignment for performance)	\$906.00 per year
Band Director	\$1,092.00 per year
Vocal Director	\$906.00 per year
Senior Class Sponsor	\$598.00 per year
Coordinator of Student Activities	\$894.00 per year
Elementary two building teachers (in lieu of mileage)	\$397.00 per year
Elementary Split Classes	\$729.00 per year
Safety Patrol Sponsor	\$166.00 per year
Service Squad Sponsor	\$166.00 per year
Mileage	\$.22 per mile

LINCOLN PARK PUBLIC SCHOOLS  
 EXTRA COMPENSATORY POSITIONS  
 SCHEDULE B  
 1983-84

Summer School	\$11.18 per hour
Adult Education	\$11.18
Driver Training	\$11.18
Printing	\$11.18

LINCOLN PARK HIGH SCHOOL

COACHES - BOYS

Baseball - Varsity Coach	\$1,721.13 per year
Junior Varsity Baseball	\$1,306.04
Ninth Grade Baseball	\$1,107.25
Eighth Grade Baseball	\$1,107.25
Basketball - Varsity Coach	\$1,721.13
Junior Varsity Basketball	\$1,306.04
Ninth Grade Basketball	\$1,107.25
Eighth Grade Basketball	\$1,107.25
Cross Country - Varsity Coach	\$1,157.72
Football - Varsity Coach	\$1,784.99
Football - Varsity Assistant Coach	\$1,306.04
Junior Varsity Football	\$1,306.04
Ninth Grade Football	\$1,107.25
Eighth Grade Football	\$1,107.25
Golf - Varsity Coach	\$1,306.04
Swimming - Varsity Coach	\$1,549.12
Swimming- Varsity Assistant Coach	\$1,306.04

Tennis - Varsity Coach	\$1,380.20
Track - Varsity Coach	\$1,659.33
Track - Varsity Assistant Coach	\$1,306.04
Wrestling - Varsity Coach	\$1,659.33
Ninth Grade Wrestling	\$1,107.25
Eighth Grade Wrestling	\$1,107.25
Eighth Grade Track	\$1,107.25

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LINCOLN PARK HIGH SCHOOL

COACHES - GIRLS

Basketball - Varsity Coach	\$1,721.13
Junior Varsity Basketball	\$1,306.04
Eighth Grade Basketball	\$1,107.25
Softball - Varsity Coach	\$1,721.13
Junior Varsity Softball	\$1,306.04
Eighth Grade Softball	\$1,107.25
Tennis - Varsity	\$1,380.20
Track - Varsity	\$1,659.33
Volleyball - Varsity	\$1,659.33
Junior Varsity Volleyball	\$1,306.04
Ninth Grade Volleyball	\$1,107.25
Eighth Grade Volleyball	\$1,107.25
Swimming - Varsity	\$1,549.12
Eighth Grade Track	\$1,107.25

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MISSCELLANEOUS

Cheerleader Sponsor	\$750.87
National Honor Society Sponsor	\$204.97
Drama Coach (10 days release from regular assignment perform.)	\$933.18
Band Director	\$1,124.76
Vocal Director	\$933.18
Senior Class Sponsor	\$615.94
Coordinator of Student Activities	\$920.82
Elementary two building teachers (in lieu of mileage)	\$408.91
Elementary Split Classes	\$750.87
Safety Patrol Sponsor	\$170.98
Service Squad Sponsor	\$170.98
Mileage	\$.22 per mile

LINCOLN PARK PUBLIC SCHOOLS  
EXTRA COMPENSATORY POSITIONS

SCHEDULE B

1984-85

Summer School	\$11.62 per hour
Adult Education	\$11.62
Driver Training	\$11.62
Printing	\$11.62

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LINCOLN PARK HIGH SCHOOL

COACHES - BOYS

Baseball - Varsity Coach	\$1,789.98 per year
Junior Varsity Baseball	\$1,358.28
Ninth Grade Baseball	\$1,151.54
Eighth Grade Baseball	\$1,151.54
Basketball - Varsity Coach	\$1,789.98
Junior Varsity Basketball	\$1,358.28
Ninth Grade Basketball	\$1,151.54
Eighth Grade Basketball	\$1,151.54
Cross Country - Varsity Coach	\$1,204.03
Football - Varsity Coach	\$1,856.39
Football - Varsity Assistant Coach	\$1,358.28
Junior Varsity Football	\$1,358.28
Ninth Grade Football	\$1,151.54
Eighth Grade Football	\$1,151.54
Golf - Varsity Coach	\$1,358.28
Swimming - Varsity Coach	\$1,611.08
Swimming- Varsity Assistant Coach	\$1,358.28

Tennis - Varsity Coach	\$1,435.41
Track - Varsity Coach	\$1,725.70
Track - Varsity Assistant Coach	\$1,358.28
Wrestling - Varsity Coach	\$1,725.70
Ninth Grade Wrestling	\$1,151.54
Eighth Grade Wrestling	\$1,151.54
Eighth Grade Track	\$1,151.54

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LINCOLN PARK HIGH SCHOOL

COACHES - GIRLS

Basketball - Varsity Coach	\$1,789.98
Junior Varsity Basketball	\$1,358.28
Eighth Grade Basketball	\$1,151.54
Softball - Varsity Coach	\$1,789.98
Junior Varsity Softball	\$1,358.28
Eighth Grade Softball	\$1,151.54
Tennis - Varsity	\$1,435.41
Track - Varsity	\$1,725.70
Volleyball - Varsity	\$1,725.70
Junior Varsity Volleyball	\$1,358.28
Ninth Grade Volleyball	\$1,151.54
Eighth Grade Volleyball	\$1,151.54
Swimming - Varsity	\$1,611.08
Eighth Grade Track	\$1,151.54

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MISSCELLANEOUS

Cheerleader Sponsor	\$780.90
National Honor Society Sponsor	\$213.17
Drama Coach (10 days release from regular assignment perform.)	\$970.51
Band Director	\$1,169.75
Vocal Director	\$970.51
Senior Class Sponsor	\$640.58
Coordinator of Student Activities	\$957.65
Elementary two building teachers (in lieu of mileage)	\$425.27
Elementary Split Classes	\$780.90
Safety Patrol Sponsor	\$177.82
Service Squad Sponsor	\$177.82
Mileage	\$.22 per mile

LINCOLN PARK PUBLIC SCHOOLS  
EXTRA COMPENSATORY POSITIONS

SCHEDULE B

1985-86

Summer School	\$12.41 per hour
Adult Education	\$12.41
Driver Training	\$12.41
Printing	\$12.41

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LINCOLN PARK HIGH SCHOOL

COACHES - BOYS

Baseball - Varsity Coach	\$1,910.80 per year
Junior Varsity Baseball	\$1,449.97
Ninth Grade Baseball	\$1,229.27
Eighth Grade Baseball	\$1,229.27
Basketball - Varsity Coach	\$1,910.80
Junior Varsity Basketball	\$1,449.97
Ninth Grade Basketball	\$1,229.27
Eighth Grade Basketball	\$1,229.27
Cross Country - Varsity Coach	\$1,285.30
Football - Varsity Coach	\$1,981.70
Football - Varsity Assistant Coach	\$1,449.97
Junior Varsity Football	\$1,449.97
Ninth Grade Football	\$1,229.27
Eighth Grade Football	\$1,229.27
Golf - Varsity Coach	\$1,449.97
Swimming - Varsity Coach	\$1,719.83
Swimming- Varsity Assistant Coach	\$1,449.97

Tennis - Varsity Coach	\$1,532.30
Track - Varsity Coach	\$1,842.19
Track - Varsity Assistant Coach	\$1,449.97
Wrestling - Varsity Coach	\$1,842.19
Ninth Grade Wrestling	\$1,229.27
Eighth Grade Wrestling	\$1,229.27
Eighth Grade Track	\$1,229.27

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LINCOLN PARK HIGH SCHOOL  
COACHES - GIRLS

Basketball - Varsity Coach	\$1,910.80
Junior Varsity Basketball	\$1,449.97
Eighth Grade Basketball	\$1,229.27
Softball - Varsity Coach	\$1,910.80
Junior Varsity Softball	\$1,449.97
Eighth Grade Softball	\$1,229.27
Tennis - Varsity	\$1,532.30
Track - Varsity	\$1,842.19
Volleyball - Varsity	\$1,842.19
Junior Varsity Volleyball	\$1,449.97
Ninth Grade Volleyball	\$1,229.27
Eighth Grade Volleyball	\$1,229.27
Swimming - Varsity	\$1,719.83
Eighth Grade Track	\$1,229.27

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MISSCELLANEOUS

Cheerleader Sponsor	\$833.62
National Honor Society Sponsor	\$227.56
Drama Coach (10 days release from regular assignment perform.)	\$1,036.02
Band Director	\$1,248.71
Vocal Director	\$1,036.02
Senior Class Sponsor	\$683.82
Coordinator of Student Activities	\$1,022.29
Elementary two building teachers (in lieu of mileage)	\$453.97
Elementary Split Classes	\$1,000.00
Safety Patrol Sponsor	\$189.82
Service Squad Sponsor	\$189.82
Mileage	\$.22 per mile

LINCOLN PARK PUBLIC SCHOOLS

SCHOOL CALENDAR 1985-86

Tuesday, September 3, 1985.....Full Records Day K - 12

Wednesday, September 4, 1985.....Students Report  
 A.M. Students Report (K-12)  
 P.M. Records (K-12)

Thursday, September 5, 1985.....Students Report  
 A.M. Records (K-12)  
 P.M. Students Report (K-12)

Friday, September 6, 1985.....Full Class Sessions K-12

Friday, September 27, 1985.....Fourth Friday Records  
 K-7 Dismissal 2:15 P.M.

Friday, November 1, 1985.....End of First Marking Period  
 Grades 8-12

Friday, November 8, 1985.....End of First Marking Period  
 Grades K-7

Monday, November 11, 1985.....K-7 Records 1/2 Day  
 A.M. Students Report (K-7)  
 P.M. Records (K-7)

\*November, 1985.....Parent Teacher Conferences  
 K-7 Four Half Days  
 8th One Half Day

Wednesday, November 27, 1985.....Schools Close at End of Day  
 Elementary 2:15 P.M.  
 Thanksgiving Recess

Monday, December 2, 1985.....School Resumes

Friday, December 20, 1985.....Schools Close at End of Day  
 Christmas Recess

Monday, January 6, 1986.....School Resumes

Tuesday-Friday, January 21-24, 1986.....8-12 Final Exams

Friday, January 24, 1986.....End of First Semester  
 A.M. Students Report (K-12)  
 P.M. Records (K-12)

Monday, January 27, 1986.....Second Semester Begins  
 A.M. Records (K-12)  
 P.M. Students Report (K-12)



March, 1986.....K-7 Inservice 1/2 Day - P.M.

Thursday, March 27, 1986.....End of Third Marking Period K-12  
 A.M. Students Report (K-7)  
 P.M. Records (K-7)

Thursday, March 27, 1986.....School Closes at End of Day  
 Elementary 2:15 P.M.  
 Easter Recess

Monday, April 7, 1986..... School Resumes

\*April, 1986.....Parent Teacher Conferences  
 8th Grade One Half Day

Monday, May 26, 1986.....School Closed-Memorial Day

Tuesday-Thursday, June 10-12, 1986.....8-12 Final Exams

Wednesday, June 11, 1986.....K-7 1/2 Day Records  
 A.M. Students report (K-7)  
 P.M. Records (K-7)

Thursday, June 12, 1986.....K-7 1/2 Day Records  
 A.M. Students report (K-7)  
 P.M. Records (K-7)

Friday, June 13, 1986.....Students Report 9:30 - 11:30 AM K - 12  
 School dismissed at 11:30 AM. Report  
 cards will be handed out, K-7.  
 Teachers day concludes at 11:45 AM.

\*Exact dates for Parent Teacher Conferences will be announced.  
 Kindergarten teachers will have an additional day for conferences with  
 a substitute teacher provided.

Should program changes be instituted at any level, in no case will the  
 school year be reduced below minimum state requirements regardless of  
 the above factors.

LINCOLN PARK PUBLIC SCHOOLS

SCHOOL CALENDAR 1986-87

Tuesday, September 2, 1986.....Full Records Day K-12

Wednesday, September 3, 1986.....Students Report  
 A.M. Students Report (K-12)  
 P.M. Records (K-12)

Thursday, September 4, 1986.....Students Report  
 A.M. Records (K-12)  
 P.M. Students Report (K-12)

Friday, September 5, 1986.....Full Class Sessions K-12

Friday, September 26, 1986.....Fourth Friday Records  
 K-7 Dismissal 2:15 P.M.

Friday, October 31, 1986.....End of First Marking Period  
 Grades 8-12

Friday, November 7, 1986.....End of First Marking Period  
 Grades K-7

Monday, November 10, 1986.....K-7 Records 1/2 Day  
 A.M. Students Report (K-7)  
 P.M. Records (K-7)

\*November, 1986.....Parent Teacher Conferences  
 K-7 Four Half Days  
 8th One Half Day

Wednesday, November 26, 1986.....Schools Close at End of Day  
 Elementary 2:15 P.M.  
 Thanksgiving Recess

Monday, December 1, 1986.....School Resumes

Friday, December 19, 1986.....Schools Close at End of Day  
 Christmas Recess

Monday, January 5, 1987.....School Resumes

Tuesday-Friday, January 20-23, 1987.....8-12 Final Exams

Friday, January 23, 1987.....End of First Semester  
 A.M. Students Report (K-12)  
 P.M. Records (K-12)

Monday, January 26, 1987.....Second Semester Begins  
 A.M. Records (K-12)  
 P.M. Students Report (K-12)

March, 1987.....K-7 Inservice 1/2 Day - P.M.

Friday, March 27, 1987.....End of Third Marking Period K-12

Monday, March 30, 1987.....K-7 Records 1/2 Day  
 A.M. Students Report (K-7)  
 P.M. Records (K-7)

Thursday, April 16, 1987.....School Closes at End of Day  
 Elementary 2:15 P.M.  
 Easter Recess

Monday, April 27, 1987.....School Resumes

\*April, 1987.....Parent Teacher Conferences  
 8th Grade One Half Day

Monday, May 25, 1987.....School Closed-Memorial Day

Tuesday-Thursday, June 9-11, 1987.....8-12 Final Exams

Wednesday, June 10, 1987.....K-7 1/2 Day Records  
 A.M. Students report (K-7)  
 P.M. Records (K-7)

Thursday, June 11, 1987.....K-7 1/2 Day Records  
 A.M. Students report (K-7)  
 P.M. Records (K-7)

Friday, June 12, 1987.....Students Report 9:30 - 11:30 AM K - 12  
 School dismissed at 11:30 AM. Report  
 cards will be handed out, K-7.  
 Teachers day concludes at 11:45 AM.

\*Exact dates for Parent Teacher Conferences will be announced.  
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LINCOLN PARK PUBLIC SCHOOLS

SCHOOL CALENDAR 1987-88

Tuesday, September 8, 1987.....Full Records Day K-12

Wednesday, September 9, 1987.....Students Report  
 A.M. Students Report (K-12)  
 P.M. Records (K-12)

Thursday, September 10, 1987.....Students Report  
 A.M. Records (K-12)  
 P.M. Students Report (K-12)

Friday, September 11, 1987.....Full Class Sessions K-12

Friday, October 2, 1987.....Fourth Friday Records  
 K-7 Dismissal 2:15 P.M.

Friday, November 6, 1987.....End of First Marking Period  
 Grades 8-12

Friday, November 13, 1987.....End of First Marking Period  
 Grades K-7

Monday, November 16, 1987.....K-7 Records 1/2 Day  
 A.M. Students Report (K-7)  
 P.M. Records (K-7)

\*November, 1987.....Parent Teacher Conferences  
 K-7 Four Half Days  
 8th One Half Day

Wednesday, November 25, 1987.....Schools Close at End of Day  
 Elementary 2:15 P.M.  
 Thanksgiving Recess

Monday, November 30, 1987.....School Resumes

Friday, December 18, 1987.....Schools Close at End of Day  
 Christmas Recess

Monday, January 4, 1988.....School Resumes

Tuesday-Friday, January 19-22, 1988.....8-12 Final Exams

Friday, January 22, 1988.....End of First Semester  
 A.M. Students Report (K-12)  
 P.M. Records (K-12)

Monday, January 25, 1988.....Second Semester Begins  
 A.M. Records (K-12)  
 P.M. Students Report (K-12)

March, 1988.....K-7 Inservice 1/2 Day - P.M.

Friday, March 25, 1988.....End of Third Marking Period K-12

Monday, March 28, 1988.....K-7 Records 1/2 Day  
 A.M. Students Report (K-7)  
 P.M. Records (K-7)

Thursday, March 31, 1988.....School Closes at End of Day  
 Elementary 2:15 P.M.  
 Easter Recess

Monday, April 11, 1988.....School Resumes

\*April, 1988.....Parent Teacher Conferences  
 8th Grade One Half Day

Monday, May 30, 1988.....School Closed-Memorial Day

Tuesday-Thursday, June 7-9, 1988.....8-12 Final Exams

Wednesday, June 8, 1988.....K-7 1/2 Day Records  
 A.M. Students report (K-7)  
 P.M. Records (K-7)

Thursday, June 9, 1988.....K-7 1/2 Day Records  
 A.M. Students report (K-7)  
 P.M. Records (K-7)

Friday, June 10, 1988.....Students Report 9:30 - 11:30 AM K - 12  
 School dismissed at 11:30 AM. Report  
 cards will be handed out, K-7.  
 Teachers day concludes at 11:45 AM.

\*Exact dates for Parent Teacher Conferences will be announced.  
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*J.F. Blahut*