

Contract Between The Algonac Board of Education
and the Algonac Education Association

66- 2/21/69*

Agreement made this 21st day of February, 1966, by and between the Board of Education of the Algonac Community School district and the Algonac Education Association.

WHEREAS, the Board of Education and the Algonac Education Association believe in the importance of schools as an agency for the preservation and extension of our democracy, and

WHEREAS, the parties of this agreement have a common goal of providing the best possible education, for all children; and

WHEREAS, the Board of Education and the Algonac Education Association are mutually committed to the human rights and dignities of all, and to policies and programs of racial integration and desegregation as being necessary to good education, good management and good government, and

WHEREAS, the parties to this agreement are mutually committed to the necessity of equal educational opportunity for all pupils of the Algonac Community School System with no exculsion from any program on the basis of race, religion, creed, social or economic status, and

WHEREAS, it is the responsibility of all members of the Algonac School System to insure that good order and discipline are maintained throughout the system and that the classroom teacher is fully supported in all reasonable measures taken by him to maintain and effectuate good order and discipline in his classroom, and

WHEREAS, the success of the Algonac Educational Program is dependent upon the knowledge, skill, creative ability of teachers, and

WHEREAS, to obtain this goal it is imperative that there be understanding and cooperation between the teachers in the classroom and the administration and Board of Education, who are responsible for the operation of the school system, and

WHEREAS, during the school year 1965-66 certain agreements were reached between the Board of Education and the Algonac Education Association concerning salaries and teaching conditions, and

WHEREAS, the parties desire to incorporate such agreements and certain other matters into a formal contract, and believe that such action is in the best interests of the community, children, school system and teachers;

THEREFORE, the parties agree as follows:

Recognition:

The Algonac Community School Board of Education recognizes the Algonac Education Association as the sole and exclusive bargaining representative for all fully certificated, full-time elementary and secondary teachers, excluding the Superintendent, Principals, and all personnel connected with the St. Clair River Area Program of Coordinsted Educational Services, and all other supervisory personnel. This recognition shall be for a period of three years from the date of this contract.

as defined by law.

LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Michigan State University

MEA
1216 Stendale
East Lansing, Mich. 48823

Algonac Board of Education

Requirements for Employment:

1. **Qualifications:** It shall be the policy of the Board of Education to employ on the instructional staff only those persons who hold a Bachelor's Degree, with an academic major in the appropriate subject field and an acceptable state teachers certificate from an accredited school.
2. Interns, externs, teacher associates, etc. who are working as practice teaching interns and are certificated by the sending university and Department of Education shall be qualified for substitute work.
2. **Certification:**
 - a. All instructional personnel shall have teaching certificates, duly recorded with the Superintendent of Schools and the County Superintendent of Schools of St. Clair County that legally qualifies them for the work to which they are assigned.
 - b. All instructional personnel who do not have degrees and a provisional teaching certificate shall carry on a reasonable program of study toward the attainment of a valid undergraduate degree as defined in the teacher certification code of the State of Michigan. "Reasonable Program" is interpreted to mean the securing of at least 10 semester hours of college credit every three years period. Teachers on special certificates must get six hours or more of college credit every year to get a renewal of that certificate.
 - c. All instructional personnel employed in elementary and secondary schools are expected to keep themselves informed of essential instructional improvements through professional study group discussions, school visitations and travel.
3. **Medical Examinations:** For the protection of children, the Board of Education may require of each employee a health certificate from a physician authorized to practice medicine under the laws of the State of Michigan. A health certificate may be required to be filed annually. A chest x-ray may also be required to be filed annually if arranged by the Board of Education at no expense to the employee or he shall have the option of securing an x-ray elsewhere at his own expense.

Employees working on a twelve month basis shall file a health certificate by July 1, and those working on a ten month basis by September 1.

Any employee of the Board of Education who is not able to return to duty on the day following two weeks of illness or injury shall present a certificate of ableness to the principal upon his return to work. This certificate shall be made out by a physician authorized to practice medicine under the laws of the state.

An employee who has been absent because of a nervous disorder must present a satisfactory report from a physician authorized to practice medicine under the laws of the state. In addition the employee shall provide a medical report secured from our school district designated physician.

An employee will not be permitted to return to his work without the permission of the superintendent of schools if it is necessary for him to use crutches, or if portions of his body are bandaged or in a sling, or if the condition of the body is of such a nature as to attract undue attention.

4. **Instructional Load:** The Board of Education will try to have a pupil teacher ration of 30 - 1 when conditions are such as to make this possible. The Board of Education shall hold the administration responsible for the equitable distribution of work among the members of the staff.
5. **Substitute Teachers:** The Superintendent of Schools shall maintain an active list of persons qualified to act as substitute teachers. Substitute teachers shall have the minimum requirements for contract teachers. Substitute teachers shall be paid in accordance with the substitute teachers salary schedule.
6. **Transfers:** Teachers may be transferred from position to position at the discretion of the Superintendent of schools. When transfers are to be made a conference of all employees concerned shall be held with the superintendent. All reasons for the transfer shall be reviewed. The superintendents decision shall be final. New positions in the school system shall be posted and all interested teachers may apply. The final decision in filling all positions shall rest with the administration.
7. **Leaves of Absence:** The Board of Education will grant a leave of absence for maternity, commencing at the end of the 6th month of pregnancy without pay, to any regularly employed staff member upon written request for such leave, and upon proper certification of such pregnancy by the employee's physician. The teacher shall not return to the classroom until a minimum of 30 days after the pregnancy.
 - b. Military leaves of absence shall be granted to any teacher who shall be drafted for military duty, to any branch of the Armed Forces of the United States. Teacher on military leave shall be given the benefits of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school system.
 - c. The Algonac Education Association will be allowed to send a representative to one M.E.A. meeting per school year, without loss of pay. Permission for attendance at such meeting can only be granted by the superintendent.

Sick Leave: Ten (10) days sick leave per year accumulative to (90) ninety days. One day sick leave is allowed at the end of each month during the school year until (90) ninety days are accumulated. If an individual is sick during the year, more days than he has coming at that time, he may be reimbursed for days docked that school year from any days earned prior to the end of that school year.

Sick leave may be granted only for personal illness with the following exceptions; 5 days may be allowed for sickness of others in the immediate family (husband, wife and children). Sick leave for death in family shall be at the discretion of the superintendent (not to exceed 5 days).

Each teacher may be granted one personal business day per year, with pay. Personal business day may not be taken the day before or after a holiday. The teacher must get permission to take the business day from his principal.

Each teacher may also be granted one visiting day per year to visit other programs as an in-service improvement program. The teacher must have this visitation approved and permission granted by the building principal.

All teachers helping with the operation of the athletic program at home games after 4:00 p.m. shall be on an optional basis. People who work at the games shall have 1st choice for all passes to away games.

The final recommendations of all Instructional Committees shall be submitted to the superintendent in writing. When recommendations are not accepted and put into effect, written reasons shall be given the committee.

The school calendar will be kept as close as possible to the area schedule. Pre-school conference shall be three days for the 1966-67 school year.

The Algonac Education Association recommends that all elementary schools be supplied the services of art, music, and physical education teachers.

The complete guide of school Board rules and regulations be issued to all teachers upon employment, revisions to be given to the staff yearly.

Retirement:

When a teacher upon the salary schedule retires after 15 years or more service in the system or leaves for a medical discharge, he shall be entitled to a payment of 30 days maximum of his sick leave, if he has accumulated 60 days or more at the time of his retirement.

If he has less than 60 days accumulated at the date of retirement, he shall be entitled to payment for half of the accumulated days.

Evaluation:

Evaluation of the work performance of teachers in the Algonac Community School System is done by the principals.

This evaluation is done with the full knowledge of teachers. Principals will discuss each evaluation with the teacher. Principals shall visit and evaluate all teachers at least once each year. Probationary teachers shall be visited as often as the principal feels necessary. Teachers may request visits from the principal. All evaluation shall be done in a cooperative and helpful manner.

The regular school day for all schools shall be from 8:00 a.m. to 4:00 p.m. Fridays it shall be from 8:00 a.m. to 3:30 p.m.

ALGONAC COMMUNITY SCHOOLS
 Salary Schedule
 Approved, February 21, 1966

<u>1966-67</u>		<u>1967-68</u>		<u>1968-69</u>		<u>1969-70</u>		
BA	MA	BA	MA	BA	MA	BA	MA	
0	\$5400	\$5700	\$5400	\$5700	\$5400	\$5700	\$5400	\$5700
1	5400	5700	5500	5800	5500	5800	5500	5800
2	5600	5900	5700	6100	5700	6100	5700	6100
3	5800	6100	5950	6300	5950	6400	5950	6400
4	6000	6300	6200	6500	6200	6700	6200	6700
5	6200	6500	6400	6700	6450	6900	6450	7000
6	6500	6800	6600	6900	6700	7100	6700	7300
7	6700	7000	6900	7200	6950	7300	6950	7500
8	6900	7200	7100	7400	7200	7600	7200	7700
9	7100	7400	7300	7600	7450	7800	7450	8000
10	7300	7600	7500	7800	7700	8000	7700	8200
11	7500	7800	7700	8000	7900	8200	8000	8500
12	7700	8000	7900	8200	8000	8400		
13	8000	8200	8000	8400		8500		
14		8450		8500				

Extra Pay Schedule:

Athletic Director	7%	Ass't. Varsity Football	4%
Head Football	7%	Jr. Varsity Basketball	4%
Head Basketball	7%	Jr. Varsity Football	4%
Head Baseball	4%	Ass't. Junior Varsity Football	3%
Jr. Varsity Baseball	3%	Varsity Tennis	4%
Head Track	4%	Varsity Golf	4%
Jr. Varsity Track	3%	9th Grade Basketball	3%

Junior High

Football	2%	Track	2%
Basketball	2%		

All junior high coaches are at the same level and should equally share all coaching responsibilities.

All coaching percentages shall be paid on the base salary schedule, based on his years of experience as a coach in that sport. Five years experience may be allowed for experience in other systems.

Payment on a master's degree for years of service must be on a Physical Education Master's.

Band Director, 5% for band at football games and other activities as determined by the Administration.

Substitute teacher who teaches for 20 consecutive days shall be placed upon the salary schedule according to all its provisions from the first day taught in such a position. Substitute teacher's pay shall be \$22.00 per day.

Signed

Pres. Algonac Educ Assn.

Pres. Bd of Educ.

Sec. Algonac Educ Assn.

Sec. Bd of Educ.