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A L G O N A C B O A R D O F E D U C A T I O N

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Algonac Board of Education

MEA

1216 Wendale  
East Lansing, Mich. 48823



This Agreement entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1967 by and between the Board of Education of the City of Algonac, Michigan, hereinafter called the "Board", and the Algonac Education Association, hereinafter called the "Association".

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Algonac is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are qualified to assist in recommending ideas and programs designed to improve educational standards, and

WHEREAS the Board has statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

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

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



A. The Board hereby recognizes the Association as the exclusive bargaining representative, as certified through appropriate statutes, for all certificated teaching personnel under contract: Excluding: Superintendent; Assistant Superintendents; Administrative Assistant to Superintendent; Director Special Education; Principals; Assistant Principals and Curriculum Coordinator. The term "teacher", when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this agreement.

C. Within thirty (30) days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association upon such conditions as the Association and the Board of Education shall establish. Such sum shall be deducted as dues from the regular salaries of all such teachers and remitted not less frequently than monthly to the Association.

D. Nothing contained herein shall be construed to deny or restrict to any teacher, rights he may have under the Michigan General School Laws. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.



## ARTICLE II

### TEACHER RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the state of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or any other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board or a mediator from such agency.



C. The Association and its members shall have the right to use school building facilities for meetings subject to Board policy. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Bulletin boards and mail boxes shall be made available to the Association and its members.

D. The Board agrees to furnish to the Association in response reasonable requests from time to time, all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers.



### ARTICLE III

A. The teachers' normal working hours in all schools shall be from 8:00 a.m. to 3:30 p.m.

B. The Association recognizes its professional responsibility to attend a reasonable number of faculty, committee and other school-related meetings per month as per the existing policy.

C. All elementary teachers shall have a duty free lunch period.

D. Elementary teachers will be provided a fifteen- minute relief time per day.

E. Secondary school teachers shall, in addition to their lunch period, have at least one (1) preparation period each day. The period to be equal to a regular class period. Sixth grade teachers in the intermediate school shall be considered as secondary teachers.



#### ARTICLE IV

A. The normal weekly teaching load should be fair and equitable for all teachers with adequate preparation time. The normal weekly teaching load of the junior and senior high schools will be twenty-five (25) teaching periods and five (5) unassigned preparation periods of fifty-five (55) minutes plus five (5) minutes passing time or the equivalent thereof. The principals and their staffs of each building shall cooperatively work out any deviations from the norms herein set forth (i.e., modular scheduling, flexible scheduling, team teaching, etc.).

B. Since pupils are entitled to be taught by teachers who are working within their areas of competence, teachers should not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary school grades will be notified and consulted by their principals as soon as practicable and prior to June 15th. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such change.

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



the teacher is primarily utilized to this end.

E. The normal weekly teaching load should be fair and equitable for all teachers, with adequate preparation time. The principal and staff shall cooperatively work for a program of education that will best meet the needs of the students in their school.

The maximum secondary daily student load per teacher will be no larger than 175 students per day with no class to exceed 40.

The maximum elementary daily student load per teacher will be no larger than 40.

In the case of kindergarten teachers, this load shall be no greater than 80 students per day and shall not exceed 40 in any class.

Any class which combines elementary levels shall not exceed 35.

Physical education teachers shall not have more than 200 students per day and no more than 50 in a class.

Chorus and Band shall not be limited.

F. 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 will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board shall undertake as soon as possible to implement all joint decisions thereon made by its representative and the Association. The Board will endeavor at all times to keep the schools reasonably and properly equipped and maintained.



Coaches may drive a school bus within the boundaries of the school district.

H. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment. The Board agrees to pay for chauffeur licenses if they are necessary according to law.

I. The Board shall make available in each school adequate lunchroom, restroom and lavatory facilities exclusively for school personnel and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted with the exception of the Harsen's Island School. The present facilities at all schools are acceptable as they now stand.

J. Telephone facilities shall be made available to teachers for their reasonable use.

K. Adequate parking facilities shall be made available to teachers for their exclusive use.

L. The private and personal life of any teacher is not within the appropriate concern or attention of the Board. The Algonac Education Association agrees that its members shall act in a highly ethical and moral manner at all times and shall support the administration in maintaining these standards.

M. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all



ARTICLE V

VACANCIES AND PROMOTIONS

A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least five (5) days.

B. Any qualified teacher may apply for such vacancy. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants and the length of time each has been in the school system of the district. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels.



## ARTICLE VI

### TRANSFERS

A. Since the frequent transfers of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. In the event that transfers of teachers appear to be necessary, lists of available positions in other schools shall be posted in the same manner as provided in Article V.

C. All teachers shall know of transfers before the end of the school year if possible. Any transfer made after the close of the school year shall be made by mutual consent.



## ARTICLE VII

### TEACHER EVALUATION

A. Evaluation of the work performance of teachers in the Algonac Community School System shall be done by the principals. This evaluation will be done with the full knowledge of the teacher.

B. Principals will discuss each evaluation with the teacher. A written copy of the evaluation will be given the teacher at the time the discussion takes place. All information forming the basis for disciplinary action will be made available to the teacher.

C. Probationary teachers shall be evaluated as often as the principal feels necessary. Teachers may request evaluation visits from the principal. The probationary teacher shall be acquainted with evaluative procedures during the first ten (10) weeks of the teacher's employment.

D. All evaluation shall be done in a cooperative and helpful manner.

E. In the event a probationary teacher is not continued in employment, the Board will advise the teacher of the reasons therefor in writing.

F. Any problem between a teacher and administrator shall be worked out in private, if possible, and the agreement shall be placed in the file signed by both the teacher and the administrator. A copy shall be given to the teacher. Only at the teacher's or administrator's request shall written record be made of such agreement.



ARTICLE VIII

PROTECTION OF TEACHERS

A. The Board will give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board will endeavour to help the teachers in handling any suspected emotionally disturbed students when they are called to the attention of the principal.

B. Any case of assault upon a teacher while in the performance of all ~~of all~~ teachers assignments shall be promptly reported to the building principal. The district shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authority.

C. If any teacher is sued by reason of disciplinary action taken by the teacher against a student, the Board will provide all reasonable assistance to the teacher in his defense.

D. hold

E. The Board will reimburse teachers for any loss, damage, or destruction of clothing or personal property of the teacher who may be assaulted while in the performance of all teaching assignments.

Loss must be reported immediately after the assault and not later than twenty-four (24) hours.

F. Any complaints by the parents of a student, to the principal, shall be promptly called to the attention of the teacher, if the principal believes the complaint to be of a serious matter.

If a complaint is judged to be serious, no action shall be initiated until a parent-principal-teacher conference has



taken place. If no satisfaction is received from this conference, the administration shall be called upon to help solve the problem in this order: building principal, superintendent, school board.

G. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property.



ARTICLE IX  
NEGOTIATION PROCEDURES

A. The Superintendent of Schools will continue an open door policy with respect to informal discussions with teachers.

B. At least ninety (90) days prior to the expiration of this agreement, upon request of either party, negotiations will be undertaken for an agreement covering the 1968-1969 school year.

C. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association, 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.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board.



ARTICLE X  
GRIEVANCE PROCEDURE

A. A grievance is a complaint by a teacher or the Association which draws into question the interpretation or meaning of the provisions of this Agreement. Complaints also covered by the Michigan Tenure of Teachers Act are excluded from this grievance procedure.

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

B. All grievances shall be handled by the following procedure:

Step 1. The teacher shall first promptly discuss the complaint with the Principal in an attempt to resolve the complaint informally.

A teacher not satisfied with a personal conference with his principal may take his complaint to the Algonac Education Association for consultation. By mutual consent, the teacher and Association representative may again visit the Principal not later than five calendar days after the act complained of in a further effort to resolve the complaint.

Step 2. If the complaint is not resolved at Step 1, it shall be reduced to writing as per attached schedule A, clearly stating the claimed for the grievance and shall be signed by the teacher or the



Association and presented to the Principal within seven calendar days after the act complained of.

Within five calendar days after receiving the written grievance, the principal shall communicate his decision in writing, together with the supporting reasons to the teacher lodging the grievance and to the Association.

Step 3. Within five calendar days after delivery of the Principal's decision, the grievance may be appealed to the Assistant Superintendent by the aggrieved teacher or by the Association. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based and shall be accompanied by a copy of the decision at Step 2.

Within ten calendar days after delivery of the appeal, the Assistant Superintendent shall investigate the grievance and shall communicate his decision in writing, together with the supporting reasons to the aggrieved teacher, to the Association and to the Principal. As part of his investigation, the Assistant Superintendent shall give the person or persons who presented the grievance at Step 2 an opportunity to be heard in the presence of an Association representative.

Step 4. Within five calendar days after delivery of the Assistant Superintendent's decision, the grievance may be appealed to the Superintendent by the aggrieved teacher or by the Association. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based and shall be accompanied by copies of previous decisions.

Within ten calendar days after delivery of the appeal, the Superintendent shall investigate the grievance and shall communicate his decision in writing, together with the supporting reasons



to the aggrieved teacher, to the Association, to the Assistant Superintendent, and to the Principal. As part of this investigation, the Superintendent shall give the aggrieved employee and a representative of the Association an opportunity to be heard.

Step 5. Within five calendar days after delivery of the Superintendent's decision, the grievance may be appealed to the Board of Education by the Association. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based and shall be accompanied by copies of previous decisions.

Within twenty calendar days after delivery of the appeal the Board shall give the aggrieved employee and the Association an opportunity to be heard. The Board shall render its decision in writing, together with the supporting reasons, within thirty calendar days after the delivery of the appeal.

It is understood that following the decision of the Board of Education at Step 5 the Association reserves its right to utilize the procedures of the Michigan Labor Mediation Board as provided by statute.

C. If a grievance involves more than one school building, it may be filed with the Superintendent or a representative designated by him.

D. Failure at any step of the grievance procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next step of the procedure within the time which would have been allotted had the decision been given. Failure to file a written grievance within the time specified



in Step 2 shall bar the grievance. Failure to appeal a decision within the specified time limits shall be deemed an acceptance of the decision and shall bar further appeal. Time limits may be extended in any specific instance by mutual agreement.

E. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. In the administration of the grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.



SCHEDULE A

PROFESSIONAL GRIEVANCE REPORT

School District \_\_\_\_\_ Grievance Number \_\_\_\_\_  
School \_\_\_\_\_ Date of Violation \_\_\_\_\_  
Date of Grievance \_\_\_\_\_

Subject to provisions of the professional negotiations agreement between the Board and the Association, I hereby authorize the representative or representatives of the Association recognized by the Board as my collective bargaining representative to process this request or claim arising therefrom in this or any other stage of the professional grievance procedure.

STATEMENT OF THE GRIEVANCE

REMEDY REQUESTED

Approved for processing

Date \_\_\_\_\_

Signature of Grievant (Use reverse side for additional signatures if more than one grievant.)

Principal's Disposition

Date \_\_\_\_\_

Signature of Principal

Association's Disposition

Date \_\_\_\_\_

Satisfactory \_ Unsatisfactory \_

Superintendent's Disposition

Date \_\_\_\_\_

Signature of Superintendent

Association's Disposition

Date \_\_\_\_\_

Satisfactory \_ Unsatisfactory \_



ARTICLE XI  
TEACHERS' AUTHORITY

Classroom discipline is basically a professional responsibility of the teacher. Classroom discipline exercised in accordance with Board policies, procedures and rules will be given full support. Except in emergencies it is expected that classroom teachers will utilize all administrative and consultant assistance as well as pupil personnel services so that every effort is made to provide an education for all children, including the reluctant and the less able. Teachers will exhibit respect for the human dignity of students. Student records will be available to teachers in accordance with current procedure.

A. It is recognized that discipline problems are less likely to occur in classes which are well taught and where a high level of student interest is maintained. It is likewise recognized that when discipline problems occur, they may most constructively be dealt with by encouragement, praise and emphasis upon the child's desirable characteristics. A teacher may use such force as is necessary to protect himself or to prevent injury to another student.

B. A teacher may temporarily exclude a pupil from one 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. In such cases, the teacher will furnish upon request of the Principal and as promptly as his teaching obligations will allow, full particulars of the incident.



## ARTICLE XII

### PROFESSIONAL STUDY COMMITTEE

A. A professional study committee shall be organized and composed of teachers and administration upon the recommendation of the Superintendent or the Association to study and make written recommendations to the Board of Education on areas of Curriculum and In Service Training. The Association Agrees to provide the necessary personnel for the following committees.

## ARTICLE XIII

### STUDENT TEACHER POLICY

A. The Board will furnish to the Association copies of the agreement and the philosophy of the teacher training institutions with regard to externs, interns, associates and student teachers.



## ARTICLE XIV

### MISCELLANEOUS PROVISIONS

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:30 A.M. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

B. Copies of this Agreement shall be duplicated at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.



## ARTICLE XV

### ADDITIONAL COMPENSATION FOR EXTRA DUTIES

A. The Board of Education shall grant extra pay to those who are selected by the Superintendent of Schools to perform the following extra curricular(beyond the school day) duties.

B. People selected have the option of accepting or rejecting extra curricular duties.

C.	Athletics	Percentage of Base
Baseball, Head Coach, High School		5
Baseball, Reserve, High School		4
Basketball, Head Coach, High School		8
Basketball, Reserve, High School		5
Basketball, 9th grade		4
Basketball, 7th and 8th grade		3 and two coaches
Cheerleader, High School		3
Cheerleader, Junior High		2
Football, Head Coach, High School		8
Football, Varsity Assistant, High School		5
Football, Reserve, High School		5
Football, Reserve Assistant, High School		4
Football, 9th Grade		4
Football, 7th and 8th Grades		3 and two coaches
Track, Head Coach, High School		5
Track, Assistant Varsity, High School		4
Track, Junior High		3
Golf, High School		5
Tennis, High School		5
Band Director, High School		6
Vocal Director, High School		2
	<u>Miscellaneous</u>	
Yearbook, High School		2
School Paper, High School		3
School Paper, Assistant, High School		2
Student Council, High School		3



## ARTICLE XVI

### SABBATICAL LEAVE

A. Teachers who have been employed for seven years may be granted a sabbatical leave for one year. The teacher being granted a sabbatical leave shall state, in writing, his intention of returning to his position at the school. He further agrees to remain in the employ of the granting Board for a period of at least two years.

B. A teacher upon return 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 he would have been had he taught in the district during such period.

C. A maximum of two sabbatical leaves may be granted in any one school year.



## ARTICLE XVII

### Unpaid Leaves of Absence

A. 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.

B. Maternity leave of up to five (5) years shall be granted, commencing not later than the end of the sixth (6th) month of pregnancy, except that when this date falls within one school month of the end of the semester, the teacher may be permitted to complete the semester. Return from such leave will be no earlier than six (6) weeks after the termination of the pregnancy. A female teacher adopting a child may receive similar leave which shall commence upon entry of an order terminating the rights of the natural parents by the probate court. A teacher returning from leave provided in this paragraph shall be placed on that step of the salary schedule from which she went on leave. A teacher wishing to return to her position must apply six months before the end of the school year.



ARTICLE XVIII

Illness or Disability

A. At the beginning of each school year each teacher shall be credited with a ten day sick leave allowance to be used for absences caused by illness or physical disability of the teacher. The unused portion of such allowance shall accumulate from year to year without limitation.

B. At the beginning of each school year each teacher shall contribute three days of the foregoing sick leave allowance to a common bank to be administered by the Association. Teachers who have exhausted their accumulated personal sick leave allowance, may make reasonable withdrawals, as determined by the Association, from the common bank, provided that there are sufficient days available in the bank. A teacher making a withdrawal from the common bank need not repay those days.

C. A teacher who is unable to teach because of a personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year and the leave may be renewed each year upon written request by the teacher.

D. Absence due to injury or illness incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days, provided that the Board shall pay to such teacher the difference between his salary and benefits received under the Michigan Workmen's Compensation Act for the duration of such absence.



## ARTICLE XIX

### Retirement Compensation

#### Section A

In recognition of years of service to the system, the Board agrees to adopt the following formula in computing retirement compensation:

$1\frac{1}{2}\%$  times last annual salary times the number of years of service.

A teacher must have a minimum of ten (10) years of service in the system to qualify for this compensation and the total sum paid the retiring teacher shall not exceed \$1000.00 for the school year 1967-68.



August 31	Thursday	Pre-Opening Conferences
September 1	Friday	Pre-Opening Conferences
September 4	Monday	Labor Day
November 2-3	Thursday - Friday	Teachers' Institute
November 23	Thursday	Thanksgiving Day
November 24	Friday	Thanksgiving Recess
November 27	Monday	Classes Resume
December 21	Thursday	Christmas (begins 3:30 pm)
January 1	Monday	New Year's Day
January 3	Wednesday	Classes Resume
January 26	Friday	Records Day
April 12	Friday	Good Friday (no classes)
April 15	Monday	Easter Recess (no classes)
April 22	Monday	Classes Resume
May 30-31	Thursday - Friday	Memorial Day (no classes)
June 12	Wednesday	Last Pupil Day
June 13	Thursday	Records Day (no classes)
June 14	Friday	School Year Ends (no classes)

Number of days teachers are on duty -- 188

Number of days pupils are in session - 180



## ARTICLE XXI

### Emergency Leave

#### Section A

Teachers are allowed two days per year with full pay as emergency leave. These days are cumulative without limit and shall be considered as part of cumulative sick leave.

#### Section B

Emergency leave shall be granted to the teacher when the request has been made to the Superintendent, or his designee, in writing through the building principal, at least 24 hour in advance. The granting of such request will be in the order of receipt.



## ARTICLE XXII

### Insurance Protection

The Board agrees to furnish to all teachers the following insurance protection:

#### Section A

The board agrees to provide full family health care insurance benefits in the form of Blue Cross Blue Shield M75 health insurance to all teachers currently enrolled for this protection and for all future teachers in the Algonac Community School System. The board will also continue to provide MEA Major Medical health insurance for those teachers currently enrolled for this protection.

#### Section B

A teacher may elect to convert his health care benefits in full or in part to term insurance benefits under the following conditions:

1. The total amount spent by the board will not exceed \$25.00 per month.
2. Written proof of coverage under another group contract will be presented by the teacher.
3. The balance of a single subscribers benefits will be applied to a term insurance protection. The total cost if the two benefits will not exceed \$25 per month.
4. The board shall select the carrier for the term insurance.

#### Section C

Premiums in behalf of the teacher shall be made on a 12 month basis from September 1 to September 1.



ARTICLE XXIII

Salary Schedule

Section A

All teachers employed by the board for the 1907-08 school year shall be placed on the appropriate step of the salary schedule.

Section B

0	6000.00	6300.00
1	6330.00	6646.50
2	6660.00	6993.00
3	6990.00	7339.50
4	7320.00	7686.00
5	7650.00	8032.50
6	7980.00	8379.00
7	8310.00	8725.50
8	8640.00	9072.00
9	8970.00	9418.50
10	9300.00	9765.00



## ARTICLE XXIV

### BOARD'S RIGHTS AND RESPONSIBILITIES

A. Except as modified by the specific terms of this agreement, the Board retains all rights and powers to manage the Algonac Community Schools and to direct its employees. The Association recognizes these management rights and responsibilities as conferred by the laws and Constitution of the State of Michigan and as are inherent in the rights and responsibilities to manage the Algonac Community School System.

B. During the term of this agreement, the Association will agree to abide by Public Act 336 of 1947, as amended by Michigan Public Act 339 of 1965

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

D. 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.



ARTICLE XXV

Duration of Agreement

This Agreement shall be effective as of July 1, 1967, and shall continue in effect until the 30th day of June, 1968. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

EDUCATION ASSOCIATION

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

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

By \_\_\_\_\_  
Chairman, Negotiating Committee

By \_\_\_\_\_  
Negotiating Committeeman

By \_\_\_\_\_  
Negotiating Committeeman

By \_\_\_\_\_  
Negotiating Committeeman

By \_\_\_\_\_  
Negotiating Committeeman

BOARD OF EDUCATION

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

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

By \_\_\_\_\_  
Member

By \_\_\_\_\_  
Member

By \_\_\_\_\_  
Member

By \_\_\_\_\_  
Member

By \_\_\_\_\_  
Member

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 1967.