

1966-1967

Region Nine (9)

A G R E E M E N T

Between

ALLEGAN PUBLIC SCHOOLS OF ALLEGAN COUNTY, MICHIGAN,

and

ALLEGAN EDUCATION ASSOCIATION

Allegan Ed. Assoc.

MEA
1216 KENDALE
E. LANS., MI.
48824

Index

Page

ARTICLE 1 - Recognition -----	1 - 2
ARTICLE 2 - Board of Education Rights -----	2
ARTICLE 3 - Teacher Rights -----	3 - 4
ARTICLE 4 - Teachers' Hours -----	4
ARTICLE 5 - Assignment and Placement -----	4 - 5
ARTICLE 6 - Qualifications, Promotions and Vacancies -----	5 - 6
ARTICLE 7 - Teacher Evaluation -----	6
ARTICLE 8 - Professional Compensation -----	6 - 7
ARTICLE 9 - Leave Pay and Leaves of Absence -----	7-8-9
ARTICLE 10 - Teaching Conditions -----	9 - 10
ARTICLE 11 - Protection of Teachers -----	i00
ARTICLE 12 - Negotiation Procedure -----	11
ARTICLE 13 - Grievance Procedure -----	11 - 12
ARTICLE 14 - Professional Study Committee -----	13
ARTICLE 15 - Miscellaneous Provisions -----	13 - 14
ARTICLE 16 - Duration of Agreement -----	14 - 15

A G R E E M E N T

Agreement entered into this ____ day of _____, 1966, by and between the Allegan Public Schools District of Allegan County, Michigan, hereafter called the "Board," and the Allegan Education Association, hereafter called the "Association."

WITNESSETH

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

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

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

WHEREAS the parties have reached certain understandings which they desire to memorialize,

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

ARTICLE 1

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional teaching personnel, including personnel on tenure, probation, classroom teachers, substitute teachers, guidance counsellors, librarians, and speech therapists, employed or about to be employed by the Board (whether or not assigned to a public school building), but excluding supervisory personnel, executive personnel, Director of Elementary education, elementary teaching principals, and office and clerical employees. The term "teacher", when used hereinafter in this 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 teachers' organization other than the Association for the duration of this Agreement.

C. Annually before October 1 of each year, teachers may sign and deliver to the Board through the Association an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) in accordance with the form attached hereto, entitled Appendix B, and made a part hereof by reference. Such sum shall be deducted as dues from the regular salaries of all member teachers.

ARTICLE 2

Board of Education Rights

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

(1) To the executive management and administrative control of the school system and its properties and facilities, and the direction of the activities of its employees within the scope of their employment;

(2) To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment; or their dismissal or demotion; and to promote, and transfer all such employees;

(3) To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

(4) To manage the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;

(5) To program class schedules, the hours of instruction, and duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement.

ARTICLE 3

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board and the Association hereby agree that every teacher shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. The Board and the Association undertake and agree that they will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitution of Michigan and the United States; that they 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 lawful and ethical activities of the Association or collective bargaining negotiations with the Board, or his institution of any grievance, complaint or proceeding under or as permitted by this Agreement with respect to any terms or conditions of employment.

B. The Association shall have the right to use school building facilities for meetings on days when school is in session, at reasonable hours outside of regular school hours. Bulletin boards in teachers' lounges, or bulletin boards assigned for staff use, shall be made available to the Association for bona fide professional purposes. The announcement of times and places of Association meetings may be made over public address systems at such times as other regular announcements are made; principals' bulletins may be used for Association announcements at the discretion of the principal, and interschool mail and mailboxes shall also be made available to the Association for bona fide professional purposes.

C. Membership in a teacher organization shall not be required as a condition of employment.

D. No religious or political activities of any teacher outside of his employment shall be grounds for disciplinary or discriminatory action by either of the parties hereto. However, this provision shall not protect the action of a teacher in maintaining membership in or participating in the meetings, programs or activities of any movement or organization which advocates the forceful overthrow of the government of the State of Michigan or of the United States of America.

E. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the laws of the State of Michigan. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE 4

Teachers' Hours

A. Teachers shall be in their rooms at least 15 minutes before first class time in the morning, and shall remain in their class rooms for 30 minutes after classes are dismissed for the day, unless released for or at a school authorized meeting activity.

B. Teachers shall remain if necessary until 5:00 o'clock p.m. for committee meetings, faculty meetings or conferences when required by the circumstances.

C. When a teacher finds it necessary to leave the building during school hours, the principal of the building shall be notified.

D. All teachers shall be intitled to a duty-free, uninterrupted lunch period of at least 30 minutes. Elementary teachers will be provided at least one 15-minute additional duty-free period per day.

E. The school year for annual salary purposes shall be no less than 180 school days and no more than 190 school days. In the event the Board shall find it necessary or advisable to extend the school year beyond 190 days, the Board shall pay to each teacher an additional amount for each day equal to 1/185th portion of his annual salary, as salary for each such additional day worked beyond the 190 days above referred to. These provisions shall not apply where the contract of employment is for a term of more than 190 days.

ARTICLE 5

Assignment and Placement

A. The administration shall be responsible for assignment and placement, and in so doing shall consider all facts involved, including, but not limited to, the following:

1. Placement and assignment are made with primary concern for the needs of students, within the framework of experience, background and interests of the teacher.

2. Every reasonable effort shall be made to equalize teaching load.

3. Probationary teachers will be placed and assigned situations where they will have a reasonable opportunity to become tenure teachers.

4. Every effort shall be made to place and assign teachers to teaching responsibilities in their major or minor fields, or their area of preparation.

5. Assignment of extra duties is the responsibility of the administration, and is to be equitably carried out with careful consideration given to teaching load, experience, interests and ability.

B. Written applications for transfer shall be considered and acted upon, providing such application is made prior to the date of staff assignments for the succeeding school year.

C. Any teacher who shall be transferred to a supervisory or executive position and shall return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.

ARTICLE 6

Qualifications, Promotions and Vacancies

A. Qualifications of teachers.

1. It shall be the policy of the Board to employ only those persons who hold at least a bachelor's degree and an acceptable Michigan Teaching Certificate. In the event that a fully qualified teacher is unavailable for a position, special action on the part of the Board will be required before a teacher can be employed.

2. Teachers on the staff who have not completed their work for the bachelor's degree shall be employed provided their work in the judgment of the Board is satisfactory, and if in the judgment of the Board they carry on a reasonable program of study toward attainment of an undergraduate degree. A reasonable program shall not be less than the minimum program as prescribed by the Department of Public Education.

B. The Board will observe the following policies regarding promotion within the bargaining unit:

1. Promotional vacancies to be filled shall be placed in the teachers' bulletin, provided that, during summer vacation to July 1, notice thereof shall be given to the Allegan Education Association.

2. Qualifications of candidates for promotion shall be judged on the pre-established standards set by the Board for the position to be filled.

3. When making a promotion within the bargaining unit, preference shall be given to qualified personnel within the school system, if personality, ability and professional qualifications of such personnel are essentially equal to those of other applicants. Experience within and outside the system, training, certification, proven and potential ability, shall be considered in making promotions. The final decision is the sole responsibility of the Board of Education.

4. The filling of a position which has duties that are substantially teaching, and not supervision or leadership of other teachers, shall not be deemed a promotion.

C. Whenever any vacancy in any teaching position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy as under B-1 of this article.

D. Notwithstanding any of the foregoing provisions, a position becoming vacant between July 1 and the start of school in September may be filled without notice to the Association.

ARTICLE 7

Teacher Evaluation

A. All monitoring or visual observation of the teaching of a teacher shall be conducted openly and with full knowledge of the teacher.

B. Each teacher shall have the right upon request to review the contents of his own personal file at reasonable times. A representative of the Association may be requested to accompany the teacher in such review.

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

D. No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof, may be subject to the professional grievance negotiations procedure hereinafter set forth.

E. The Superintendent ^{or} supervisory personnel shall have the right to discuss and evaluate performance with a teacher at any time and such discussion shall not be a subject of grievance unless punitive or disciplinary action is taken.

ARTICLE 8

Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Appendix A, which is attached hereto and incorporated in this Agreement.

B. The Board of Education encourages attendance at approved educational conferences. The Board may allow absence for one conference per year, without loss of pay. This includes visitation of classes in other schools. Application to attend a conference and expense reports shall be submitted to the Superintendent through the secondary principals or the Director of Elementary Education, as the case may be.

C. On the following legal holidays, school will not be in session: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. Schools shall not be in session on Good Friday and Easter Monday on years when the school schedule does not include a spring vacation.

D. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board, or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties, without loss of salary. Either party hereto may require that contract negotiations between the parties, or grievance negotiations, including arbitration, shall be held during non-school hours.

ARTICLE 9

Leave Pay and Leaves of Absence

A. Sick Leave.

1. Each full-time and part-time teacher (except substitute teacher) will be allowed ten of his normal working days per year, on his full daily rate of pay, for personal illness, or for serious illness or death in his immediate family. Immediate shall be interpreted as: father, mother, husband, wife, sister, brother, or child. Sick leave time shall be computed from July 1 to June 30. A day, for the purpose of sick leave, shall mean a working day, so that Saturday and Sunday shall not be counted.

2. Sick leave time not taken in any year shall be cumulative, but in no case shall the total number of days accumulated exceed ninety of the individual teacher's normal working days.

3. In case illness extends beyond the cumulative days of leave, the teacher shall receive during the next thirty days of his normal working days the difference between his salary and the prevailing pay for substitutes.

4. All teachers shall be covered by workmen's compensation insurance under Michigan Workmen's Compensation Law.

a. While receiving workmen's compensation payments for a work connected injury or sickness, a teacher shall not receive sick leave pay; however, time taken off for such work connected injury shall not reduce the teacher's accumulated sick leave.

b. Notwithstanding the provisions of foregoing subparagraph (a), a teacher may elect in writing to take sick leave pay while receiving workmen's compensation benefits for time lost from work, provided that the daily sick leave pay shall be reduced to the extent of the daily workmen's compensation rate. The daily portion of unpaid sick leave resulting from such reduction shall not be lost, but shall remain as part of the teacher's accumulated sick leave until otherwise used.

5. In all cases of absence or illness, elementary teachers shall notify the Director of Elementary Education, and all other teachers shall notify their Principal. Such notification shall be given as soon as the teacher knows that he is to be absent, and not later than 7:30 a. m. on the day of absence.

6. Absentees shall have plans and materials so arranged that a substitute will be able to carry on the regular work with a minimum of interruption.

7. By action of the Board, in its discretion exceptions may be made for individual cases under unusual circumstances.

8. The Board shall have the right to have full access to all medical information pertaining to any teacher seeking sick leave, and shall have the right to have such teacher examined by a doctor of its choice.

B. Maternity Leave.

Absence for maternity leave shall not be considered as sick leave. However, such leave shall be granted without pay on the basis recommended by the Superintendent. In general, teachers may not teach beyond the fourth month of pregnancy, nor return to teaching until two months after the birth of the child. A teacher shall report her pregnancy to the Superintendent when known.

C. Any teacher whose personal illness extends beyond the period compensated for under Article 9 shall be granted a leave of absence, without pay, for such time as necessary for complete recovery from such illness. Upon return from leave, such teacher shall be assigned to the same position, if available, or a substantially equivalent position, if available. This provision is subject to any limits on leave prescribed by law.

D. A leave of absence may be granted at the discretion of the Board, upon such terms as the Board shall approve; upon written application, stating reason and length of leave desired, provided application is made at least sixty days in advance and provided a qualified and suitable substitute is found by the Board.

E. ~~Military~~ Military Leave.

Members of the Armed Forces who are ordered to tours of active duty not exceeding fifteen days per year may be granted a leave of absence to fulfill their military obligation, as follows:

1. Such military leave must be approved by the Board.

2. A teacher granted military leave will have deducted from his contractual salary an amount equal to the prevailing substitute's pay for each day's absence which takes place during days when school is in session.

3. Hardship cases may be given special consideration by the Board.

F. Leave for Civic Duties.

Requests for leave for civic duties will be handled on an individual basis, and will be granted or denied by the Board, in its discretion, on the basis of the merits of each case. Requests shall be made to the Superintendent.

G. Personal Leave.

1. All full-time teachers regularly employed by the Board shall be granted two days of leave per year to transact personal business, which is of urgent nature, which cannot be transacted at another time, provided arrangements for such leave are made at least 24 hours in advance with the Director of Elementary Education, in the case of elementary teachers, or with the teacher's Principal in other cases, and further with the approval of the Superintendent of Schools.

2. The day immediately preceding, or the day immediately following, a legal holiday or school recess (e.g. Christmas, Memorial Day) will not be recognized as a personal leave day, except in the discretion of the Board where there is unusual hardship.

3. Personal leave days are not cumulative.

H. A teacher who becomes president of the Michigan Education Association may be given leave of absence, without pay, for a period of not more than one year, for the purpose of performing duties for that association, under the following circumstances:

1. Such teacher shall be reemployed in his same position at the expiration of said year or in such other position to which he agrees. Such teacher, during his leave of absence, shall be required to continue any educational requirements needed for his position.

2. A teacher given such leave shall receive credit toward annual salary increment on the appropriate schedule.

I. The Board may in its discretion grant a leave of absence, without pay, upon such terms and conditions as it may set, to any teacher to campaign for his own election to, or to serve in, a public office.

ARTICLE 10

Teaching Conditions

A. Questions and problems of nonteaching duties, class overload and adequate maintenance, equipment and supplies for teachers may be referred to the Professional Study Committee, herein created, for consideration and recommendation.

1. The parties will confer from time to time for the purpose of improving the selection and use of educational tools such as 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. The Board shall implement all joint decisions made by it with the Association.

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

C. The Board shall make available in each school the existing lunchroom, restroom and lavatory facilities for teacher use, and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge, in which smoking shall be permitted. The lounge conditions in the Junior High School are recognized as the only available solution under present conditions.

D. School telephone facilities in each building designated by the administration shall be made available to teachers for their reasonable use, except this provision shall not apply to former primary district schools unless telephones are located therein. Teachers using telephones shall record all long distance calls, and the teacher making long distance calls shall reimburse the school for the cost of personal long distance calls.

E. 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, sex or marital status, or membership in or association with the activities of any employee organization.

F. Teachers shall in the interest of good education be permitted to teach in an objective manner about controversial issues.

ARTICLE 11

Protection of Teachers

A. The Board recognizes its responsibility to give counsel, reasonable administrative support, and assistance to teachers with respect to control and discipline in the class room, and to call law enforcement authorities when appropriate.

Deleted B. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the administration will counsel with the teacher

C. Complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention if the complaint is to be entered in the teacher's personnel file.

ARTICLE 12

Negotiation Procedure

A. Upon notice of termination of this contract as hereinafter provided for in Article 16, the parties will commence negotiations from and after the second day of January following the giving of notice of termination.

B. The Board and Association agree to exchange, in response to reasonable requests from time to time during negotiations, all available information concerning the financial resources of the district, tentative budgetary requirements and allocations, and such other information as required for good faith bargaining.

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

ARTICLE 13

Grievance Procedure

A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated representative.

B. Procedure for Adjudgment of Grievances.

Grievances shall be presented and adjudged in accordance with the following procedures:

A teacher with a problem may first discuss the matter with his building principal, or, in the case of the elementary schools, with the Director of Elementary Education, with the objective of resolving the matter informally.

STEP 1. In the event the matter is not resolved informally, the problem shall be presented in writing to the Director of Elementary Education in the elementary schools, or to the Principal of the Junior High School or Senior High School. Any teacher or group of teachers filing a grievance shall simultaneously deliver a copy to the Association, or lose the right to proceed beyond Step 1 of this Procedure.

a. Within five school days of receipt of the grievance, the above designated administrator shall meet with the Association in an effort to resolve the grievance. The affected teacher or teachers may be present at such meeting.

b. Within five school days after the meeting, the Administrator shall state his decision in writing, and furnish a copy thereof to the teacher and Association.

STEP 2. Within five school days after receiving the decision in Step 1, the Association may appeal in writing to the Assistant Superintendent of Schools; provided, however, the Superintendent may represent the Board at this level, if the Board desires.

a. Within five school days of receipt of the written appeal, the Assistant Superintendent or Superintendent, as the case may be, shall meet with the Association. The affected teacher or teachers may be present at such meeting.

b. Within five school days after the meeting, the Assistant Superintendent or Superintendent, as the case may be, shall state his decision in writing, and furnish a copy thereof to the teacher and Association.

c. Grievances involving more than one school building, except those involving only elementary schools, shall commence at Step 2, with the filing of a written grievance with the Assistant Superintendent. If a grievance affects more than one school, all of which are elementary schools, the grievance shall first be presented to the Director of Elementary Education under Step 1.

STEP 3. Within five school days after receiving the decision of the Assistant Superintendent or of the Superintendent, as the case may be, the Association may appeal the decision in writing to the Board of Education, which shall give the Association opportunity to be heard within ten school days after delivery of the appeal, and which shall communicate its decision in writing to the Association within five school days after delivery of the appeal.

STEP 4. If the Association is dissatisfied with the decision of the Board, the Association may, within ten school days after delivery of the decision of the Board:

a. Submit any grievance under this Agreement to advisory arbitration under the labor arbitration rules of the American Arbitration Association, at the equal expense of the parties; or,

b. If the Association requests, the Board will meet again with the Association representatives to explore further possibility of settlement; or,

c. Upon request of the Association, the grievance may be submitted to mediation using the mediation services of the State of Michigan.

C. All personnel required for grievance hearings during school hours shall be excused with pay for that purpose. However, either party hereto may require that hearings and meetings be held during non-school hours.

D. All grievances, disputes or other matters which may be processed under any state or federal regulation or statute including but not limited to Tenure Act proceedings shall not be the subject matter of the grievance procedure herein established, and any determination or action taken under any such state or federal regulation or law shall be binding to the extent required by such regulation or law.

E. On agreement between the Board of Education and the Association, hearing upon a grievance may be commenced at any step, and any time limit within the grievance procedure may be extended by mutual agreement.

F. A teacher has the right to be represented at any step in the grievance procedure by the Association and/or an attorney of his own choice.

ARTICLE 14

Professional Study Committee

The parties hereby agree to establish a Professional Study Committee comprised of four members, two members of which are to be selected by the Board and two members by the Association. The Professional Study Committee shall investigate and study such matters as shall be referred to it by the Board and Association together. The Committee shall submit a written report upon request of either Board or Association. The expense of the Committee shall be borne equally by the Board and Association, but shall not exceed that authorized in advance by the parties hereto.

ARTICLE 15

Miscellaneous Provisions

A. The Code of Ethics of the Michigan Education Association, as adopted in 1963, shall be deemed to define acceptable criteria of professional teacher conduct insofar as not in conflict with the terms of this Agreement. However, no teacher shall have the right to use the grievance procedure provided for in Article 13, or have it used upon his behalf, if he withholds any information during such grievance procedure under any claim of right to do so under the Code of Ethics.

B. This Agreement shall supersede any rules, regulations, practices or terms of any individual teacher contract which is in conflict herewith. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

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

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

E. The parties hereto recognize that strikes by public employees are in violation of law, and the Association will not engage in or encourage strike action of any type during the life of this contract.

F. The School Board shall establish all policies and salary schedules for all rural elementary schools, provided that the same may be discussed by the parties upon the request of either party hereto.

ARTICLE 16

Duration of Agreement

A. This Agreement shall be effective as of July 1, 1966, and shall continue in effect to and including June 30, 1967, and from year to year thereafter unless during the thirty days prior to January 1, 1967, or any anniversary of January 1, 1967, notice in writing shall be given by either party to the other of termination of the contract. If such notice is given, then this Agreement shall terminate on June 30 of the calendar year following the calendar year in which such notice is given.

B. In the event notice of termination is given by either party as provided in the preceding paragraph, then the parties shall commence negotiations as soon after January 1, 1967, or any anniversary thereof as the case may be, as practicable for a new contract to commence on or after the termination hereof.

C. Any party giving written notice of termination, as above provided for, may limit the notice of termination to specific provisions of this Agreement. If such limitation is given, then only the specific provisions mentioned in said notice shall terminate and be negotiated upon as provided for in the two foregoing paragraphs, and all of the remainder of this Agreement not so specifically mentioned in the termination notice shall continue in full force and effect from year to year, as above provided.

In Witness Whereof, the parties hereto have set their hands the date first above written.

ALLEGAN PUBLIC SCHOOLS DISTRICT

By: _____

ALLEGAN EDUCATION ASSOCIATION

By: _____

WILKOBOND
1911
NON

APPENDIX A
ALLEGAN SALARY SCHEDULE

1966 - 1967

<u>STEP</u>	<u>AB</u>	<u>BA / 20*</u>	<u>MA</u>	<u>MA / 15*</u>
1	5100	5200	5400	5500
2	5292	5392	5603	5703
3	5483	5583	5805	5905
4	5674	5774	6008	6108
5	5865	5965	6210	6310
6	6057	6157	6413	6513
7	6248	6348	6615	6715
8	6439	6539	6818	6918
9	6630	6730	7020	7120
10	6822	6922	7223	7323
11	7013	7113	7425	7525
12	-----	-----	7628	7728
13	-----	-----	7830	7930
16	7313	7413	-----	-----
18	-----	-----	8130	8230

ANNUAL INCREMENT - 3.75% of the base salary (BA and MA) Step #1 except that the Longevity Steps have \$300 increments.

*NOTES - BA / 20 and MA / 15 steps are increases of \$100 over the BA and MA

QUALIFICATIONS FOR BA / 20

1. Any hours earned beyond the BA will be counted toward the 20 hours

QUALIFICATIONS FOR MA / 15

1. All hours subject to prior approval by the Superintendent
2. Individual has the right to present credit for subsequent approval by the Superintendent

APPENDIX (Page 2)

ALLEGAN SALARY SCHEDULE

1966 - 1967

Football

Varsity	9%
Varsity Ass't.	6%
Reserve	5%
Reserve Ass't.	4%
Freshman	5%
Freshman Ass't.	4%

Athletic Director	7%
Cross Country	4%
Wrestling	6%
Wrestling Ass't.	3%
Baseball	6%
Baseball Ass't.	3%
Track	6%
Track Ass't.	3%
Jr. High Track	3%
Tennis	4%
Golf	4%
Girls (Tennis, G.A.A.)	2%
Saturday A.M. Basketball (\$50 ea. (2)	
Elementary Sports	\$ 100

Basketball

Varsity	9%
Reserve	6%
Freshman	5%
Eighth	2%
Seventh	2%

Instrumental (travel and extra time)	6%
Summer Instrumental	\$500
Sr. High Vocal (If musical is produced)	6%
Jr. High Vocal (If ensembles)	4%
Ass't for Musical (1)	\$100
Dramatics (per play)	\$100
Debate and Forensics (extra curricular)	6%
Senior High Annual	\$150
Jr. High Annual	\$50
Voc. Ag. (year around)	1.3%
Special Ed.	\$250
Speech Correction travel	\$150
Sr. High Guidance - pro rate for 2 wks. summer work	
6th Grade Camp Director	\$50
Driver Training	\$2.75
Dept. Head	\$100
Team Teaching Director	\$100

APPENDIX B

SALARY ASSIGNMENT

I, the undersigned teacher, hereby authorize the Allegan Public Schools to deduct my membership dues in the following organizations and amounts:

National Education Association-----\$ _____

Michigan Education Association-----\$ _____

Allegan Education Association-----\$ _____

I further authorize the Allegan Public Schools to forward the deductions to the respective organizations.

Dated: _____.

Teacher