

MEA

6-67

NO ACTION KAI
FOR YOUR INFO

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

FEB 4 1975

(This is a Contract?)

AU GRES-SIMS SCHOOL DISTRICT
Master Contract 1966-67

RECEIVED

July 28 1967

OFFICE OF
PROFESSIONAL NEGOTIATIONS

| Years of Experience | A.B. - B.S. | M.A. - M.S. |
|---------------------|-------------|-------------|
| 0 | \$5900.00 | \$6100.00 |
| 1 | 6075.00 | 6375.00 |
| 2 | 6250.00 | 6650.00 |
| 3 | 6425.00 | 6925.00 |
| 4 | 6600.00 | 7200.00 |
| 5 | 6775.00 | 7375.00 |
| 6 | 6950.00 | 7550.00 |
| 7 | 7125.00 | 7725.00 |
| 8 | 7300.00 | 7900.00 |
| 9 | 7475.00 | 8075.00 |
| 10 | 7650.00 | 8250.00 |

Extra Duty - Extra Pay Assignments

| | | | |
|----------------------------------|----------|-------------------------------|-----------|
| Varsity Basketball | \$350.00 | School Paper | \$ 50.00 |
| Jr. Varsity Basketball | 200.00 | School Annual | 100.00 |
| Jr. High Basketball | 150.00 | Track | 100.00 |
| Varsity Football | 300.00 | Baseball | 100.00 |
| Assistant Football | 200.00 | Safety Patrol | 50.00 |
| Senior Class Advisor | 75.00 | Cheerleader Advisor | 150.00 |
| Debate & Forensics | 150.00 | Class Play Director | 75.00 ea. |
| Band Director | 200.00 | | |

1. Credit not to exceed five years of prior teaching experience in other school systems may be applied to this schedule.
2. Any teacher working toward a masters degree on an approved program will, upon showing proof, be considered to receive $\frac{1}{4}$ of the pay differential between the Bachelor's and the Master's Degree as $\frac{1}{4}$ of the credit hours respectively, are completed.
3. No teacher will be granted an increment beyond 4 years of experience without satisfying the requirements necessary for an Elementary or Secondary Permanent Certificate. Teachers wishing to remain on schedule will be required to complete 4 semester hours of work in any approved area of instruction for each 3 year period they are on the staff.
4. Sick leave shall be 10 days per year, cumulative to 100 days.
5. Teachers Aids shall be employed, providing funds are available, on the basis of one aide for each four elementary teachers in order to free teachers from noon duty and playground supervision during recess periods and to provide teachers with clerical assistance. Clerical time to be allotted on a proportionate basis to teachers with larger classes.
6. The normal high school teaching load will consist of five assigned classes, one study hall and one conference period.

Am. Assoc. - Sims School District

MEA 1216 Hendah, C. Lansing

7. A teaching assignment beyond the provisions of Item # 6, which is considered as the equivalent of $5\frac{1}{2}$ classes, shall be recognized as an overload and teacher will receive additional compensation according to the following formula: $(\text{Base pay} - 5.5) \times \frac{1}{2} = \text{additional compensation}$.
8. Leaves of absence chargeable against sick leave shall be left to administrative discretion.
9. Leaves of absence not chargeable against the teachers' sick leave allowance shall be granted for the following reasons:
 - (a) Any injury incurred during the course of officially assigned work during or after regular school hours, on or off the school premises. Providing that employee shall only be granted leave with pay for time lost which is not covered by the district's workmens compensation insurance.
 - (b) Absence when a teacher is called for jury duty, except that employee shall only receive in pay the difference resulting when the pay for jury duty is deducted from his or her regular teacher's pay.
10. Vacancies and promotions- Currently employed personnel shall be given due consideration as candidates for any new positions or vancanties which may occur or be created on the school staff.
11. Fringe Benefits:
 - (a) Payroll deductions for dues.
 - (b) School business with personnel car shall be reimbursed on the following basis: 1) athletic account - 8¢ per mile. 2) General Fund - 10¢ per mile.
12. The Board reserves the right to grant additional across the board raises and to increase the maximum on schedule, or to grant raises without altering the schedule, or to hire new teachers above the base if necessary.

We, the undersigned, duly authorized representatives of the Au Gres-Sims School District Board of Education and the Au Gres-Sims Teachers Club hereby endorse the provisions of this contract on behalf of our respective organizations on this _____ day of June, 1967.

Signatures:

Teachers Club

Nelson Good President

Betty Swartz Secretary

Larry Dawson Committee Chairman

Board of Education

Chester A. Pawlaczyk President

Warren Keefer Secretary

Willard Tucker Treasurer