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1968-69 6-30-69 Au Gres-Sims (12)
Ratified by (Arenac Co)
Teachers + Board
May 1968

AGREEMENT
between the
AU GRES-SIMS SCHOOL DISTRICT
and the
AU GRES-SIMS EDUCATION
ASSOCIATION

LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Michigan State University

This Agreement entered into this _____ day of _____, 1968 by and between the School District of Au Gres-Sims, the city of Au Gres, Michigan, hereinafter called the "Board" and the Au Gres-Sims Education Association, hereinafter called the "Association".

I RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole bargaining representative for all certificated personnel whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, excluding the Superintendent and Principals. The term "teacher" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

II STANDARDS OF EMPLOYMENT

1. Teachers coming into the system with more than five years teaching experience may be placed on step 5 of the salary schedule for the first year, and upon being granted tenure may be placed on the salary schedule corresponding to their prior years of experience.
2. Any teacher working toward a master's degree on an approved and an accredited program in education or in educational related subjects will, upon showing proof, receive 1/4 of the pay differential between the Bachelor's and the Master's Degree as 1/4 of the applicable credit hours respectively are earned.
3. A yearly evaluation of all teachers shall be made. The first evaluations should be within a month after the end of the first semester. A second evaluation in May is recommended. Evaluation shall consist of:
 - (a) Written statement by the administration.
 - (b) Personal conference following the receipt of the written statement.
 - (c) Written statement signed by the administration and the teacher.

Au Gres-Sims School District

MEA
1216 Kendale
East Lansing, Mich.
48823

4. No teacher will be granted an increment beyond step 5 without satisfying the requirements necessary for an Elementary or Secondary Permanent or Continuing Certificate. Teachers wishing to advance on schedule will be required to complete 3 semester hours of work in any approved area of instruction for each 3 year period they are on the staff.

III TEACHING ASSIGNMENTS

1. The normal high school teaching assignments will consist of 6 assigned classes, of which one may be a study hall or a duplicate to one of the first five assigned classes, and one conference period. If a teacher should have to be assigned to teach a class during a conference period the teacher will be compensated by the formula: Base pay per contract $\div 7$ = Additional Compensation.
2. Teacher Aides will be employed 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 will be allotted on a proportionate basis to teachers with larger classes.
3. A combination grade in the elementary school is termed an abnormal classroom. To compensate for an abnormal classroom the teacher may be give the services of a full-time aide. The combination grade may consist of 30 students.
for example a 5th-6th grade combination

If the regular classroom in the Elementary School exceeds 34 and there is no combination grade concerned with this grade level then this is also termed an abnormal classroom. The teacher then may be given the services of a full time aide.

4. Letters shall be sent out as soon as possible by the administration to the teachers informing them of their assignments for the coming year.

IV LEAVES OF ABSENCE

1. Sick leave shall be 10 days per year, cumulative to 100 days.
2. Personal leave shall be one day per semester, cumulative to 3 days.
3. Leaves of absence not chargeable against the teacher's sick or personal 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.

V PROFESSIONAL CONFERENCES

Professional clinics may be authorized by the administration. Expenses incurred as a part of attendance at the approved clinic will be reimbursed.

VI GRIEVANCE PROCEDURE

All grievance - contending violations of the terms of this contract shall be submitted in writing withing 10 days of occurrence to the officers of the Association.

VII RRINGE BENEFITS

Payroll deductions for dues and group insurance shall be made by the administrative office.

VIII TEACHER SALARY SCHEDULE

1. Teacher Salary Schedule 1968-69

<u>Step</u>	<u>B.A. - B.S.</u>	<u>M.A. - M.S.</u>
1	6,500	6,700
2	6,700	6,950
3	6,900	7,200
4	7,100	7,450
5	7,300	7,700
6	7,500	7,950
7	7,700	8,200
8	7,900	8,450
9	8,100	8,700
10	8,300	8,950
11	8,500	9,200

*11 Steps
10 Increments*

2. EXTRA DUTY - EXTRA PAY ASSIGNMENTS

Varsity Basketball.....\$450	School Paper.....\$54
Jr. Varsity Basketball...\$275	School Annual.....\$107
Jr. High Basketball.....\$160	Track.....\$200

Varsity Football.....	\$400	Baseball	\$200
Assistant Football.....	\$214	Safety Patrol.....	\$54
Jr. High Football.....	\$160	Cheerleader Advisor..	\$160
Debate and Forensics...	\$275	Cl. Play Director....	\$80 ea.
Band Director.....	\$375	Jr. Class Advisor....	\$100
		Senior Cl. Advisor...	\$100

3. School Business with personal car shall be reimbursed on the following basis:

- 1) Athletic account -- 8¢ per mile
- 2) General Fund -- 10¢ per mile

4. 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. The Association shall be notified when this clause is exercised stating the amount contracted for above schedule.

IX DURATION OF AGREEMENT

1. This agreement shall become effective July 1, 1968 and shall continue in full force and effect to and including June 30, 1969.

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

Au Gres-Sims Education
Association

By: _____
President

President-Elect Negotiator

Negotiator

Negotiator

Negotiator

Negotiator

Board of Education
Au Gres-Sims School District

Board

By: _____
President

Secretary

Treasurer

Trustee

Trustee

Trustee

Trustee