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AGREEMENT  
between the

1969-70

Au Gres 12  
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AU GRES-SIMS SCHOOL DISTRICT  
and the  
AU GRES-SIMS TEACHER'S CLUB

FEB 17 1970

OFFICE OF  
PROFESSIONAL NEGOTIATIONS

This Agreement entered into this 9th day of June

1969 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-Teacher's Club, hereinafter called the "Club".

II RECOGNITION

The Board hereby recognizes the Club as the exclusive and sole bargaining representative for all certificated personal 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 hereafter in this Agreement, shall refer to all professional employees represented by the Club 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 6 of the salary schedule for the first year, and upon being granted tenure may be placed on 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.

Au Gres - Sims School District

MEA  
1216 Kendale  
East Lansing, Mich.  
48823

credit hours respectively are earned.

3. Yearly evaluation of all teachers shall be made. The first evaluations should be within a month after the end of the first semester. The second evaluation in May 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.

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 be assigned to teach a class during a conference period the teacher will be compensated by the formula:

Base pay per contract divided by 7 equals 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 hour 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 will be given the services of a full time aide. The combination grade may consist of 30 students. If the regular classroom teacher in the elementary school comes in contact with 34 pupils in a day, and there no combination grade concerned with this grade level then this is also termed an abnormal load. 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 be granted leave with pay for the 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 the employee shall only receive in pay the difference resulting when the pay for jury duty is deducted from his or her regular pay.

#### V. PROFESSIONAL CONFERENCES

Professional clinics may be authorized by the administration. Ex-

ences 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 within 10 days of the occurrence to the officers of Club. If requested by either party, a second Club member will be present when a Club member is being reprimanded. In addition a statement of reprimed will be signed by the administrator and a Club member.

**VII FRINGE BENEFITS**

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

**VIII TEACHER SALARY SCHEDULE**

1	<u>Step</u>	<u>A B</u>	<u>M A</u>	<u>Level O</u>
	1	7,000	7,200	6,500
	2	7,750	7,500	6,750
	3	7,500	7,800	7,000
	4	7,750	8,100	7,250
	5	8,000	8,400	7,500
	6	8,250	8,700	
	7	8,500	9,000	
	8	8,750	9,300	
	9	9,000	9,600	
	10	9,250	9,900	
	11	9,500	10,200	

**2. EXTRA DUTY AND PAY ASSIGNMENTS**

Varsity Basketball.....	\$475	School Paper.....	\$54
Jr. Varsity Basketball.....	\$287	School Annual.....	\$107
Jr. High Basketball.....	\$172	Track.....	\$200
Varsity Football.....	\$412	Jr. High Track.....	\$25
Assistant Football.....	\$220	Baseball.....	\$200
Jr. High Football.....	\$172	Safety Patrol.....	\$54
Debate & Forensics.....	\$300	Jr. or Sr. Play Director.....	\$80
Band Director.....	\$400	Jr. Class Advisor.....	\$100
Cheerleading Advisor.....	\$180	Sr. Class 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 is authorized to grant, or to cause the Board to raise or to increase the maximum of schedule, or to grant raises without exceeding the schedule, or to hire new teachers above base if necessary. The Association shall be notified when this clause is exercised stating the amount contained on above schedule.

IX. DURATION OF AGREEMENT

1. This agreement shall become effective July 1, 1970 and shall continue in full force and effect to and including June 30, 1970.

2. IN WITNESS WHEREOF the parties have executed this document by their duly authorized representatives at day and month first written.

AU. ASSOCIATION OF TEACHERS

BOARD OF EDUCATION  
OF THE CITY OF ST. LOUIS

Frank J. G. [unclear]

[unclear]

[unclear]

[unclear]

[unclear]

[unclear]

[unclear]

[unclear]

Ernst C. Grabowski  
Trustee