

6-30-73

1971-73

Au Gres-Sims
ARENAL County
REG. 12

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

AGREEMENT

between the

AU GRES-SIMS SCHOOL DISTRICT

and the

Au Gres-Sims Education Association

This agreement entered into this 13th day of December, 1971 by and between the Board of Education, Au Gres-Sims School District, 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 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 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 shall be placed on step 6 of the salary schedule for the first year, and upon being granted tenure shall be placed on salary schedule corresponding to their prior years of experience.
2. Any teacher working beyond a continuing certification in educationally related subjects approved by the Principal and the Superintendent, will, upon showing proof of successful completion, receive \$10 per semester credit hour up to 30 credit hours.
3. Teachers earning credit beyond the Master's degree will, upon approval of the Principal and Superintendent, be paid \$10 per semester credit hour.
4. The performance of all teachers shall be evaluated in writing. Probationary teachers shall be evaluated at least three times during the school year; one month following the teacher's commencement of service, three months after this, and ninety days prior to the end of the probationary year. Tenure teachers shall be evaluated at least once every year.

Evaluation will consist of:

- (a) Written statement by Administration within ten days of evaluation.
- (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

5. A teacher must attend two in-service meetings, workshops, or professional clinics each year or four in two years providing these sessions are made available. Workshops and in-service meetings are to be set up at the discretion of the Administration. Cost of these required sessions will be shared equally by the teachers and board. Required workshops and in-service meetings are to be limited to a 75 mile radius from the school.
 - (a) A teacher at his discretion and expense may wish to complete 2 semester hours of work in any approved area of instruction for each 3 year period instead of the in-service training.
6. The teachers, on request, may review the contents of his personal file in presence of Superintendent, Principal, or designate. The file shall contain the following minimum items:
 - (a) Annual TB report and medical information
 - (b) All teacher evaluation reports
 - (c) Copies of individual annual contracts
 - (d) A transcript of all academic records
 - (e) Tenure recommendations

III. PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS

1. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Superintendent an assignment authorizing deduction of Professional Dues in the Association which sum shall be in the amount of \$112.00 for the school year 1971-72, and shall thereafter be as established by the Association. Pursuant to such authorization the Superintendent shall deduct such dues on a proportionate basis throughout the pay schedule that the teacher has chosen.
2. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty days from the date of commencement of teaching duties shall, as a condition of employment, pay as a Representation Benefit Fee to the Association an amount equal to the Professional Dues of the Association. In the event that a teacher shall not pay such Representation Benefit Fee directly to the Association or authorize payment through payroll deductions, as provided in the preceding paragraph, the Board may cause the termination of employment of such teacher.

IV. TEACHING ASSIGNMENTS

HIGH SCHOOL

1. The normal high school teaching assignments will consist of six assigned classes, of which one shall 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 sixth preparation or teach during a conference period, the teacher will be compensated by the formula: individual step per contract divided by seven equals additional compensation.
2. No teacher shall come in contact with over 200 students per day in a classroom situation excluding study halls, physical education and band.

ELEMENTARY SCHOOL

1. 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.
2. Regular class sizes for kindergarten through the sixth grade shall be:

K through 3rd	1-30 pupils
4th through 6th	1-33 pupils

A full time classroom aid will be used if the regular classroom size is exceeded:

Primary Grades:	31-40 pupils
Combination Grades:	1-30 pupils
Intermediate Grades:	34-45 pupils

V. 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 allowances 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. The employee shall be advanced by the school district a rate equal to the workmen's compensation payments. The advanced payments will then be repaid to the school district.
 - b. Absences 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.
 - c. Absence of three days for a family funeral--family to include husband, wife, children, mother, father, brother, or sister.
 - d. Maternity leave without pay to be granted without the loss of placement on salary schedule, or loss of accumulated sick leave and personal days.

VI. PROFESSIONAL CONFERENCE

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

VII. GRIEVANCE PROCEDURE

1. Definition:

A claim by a teacher of the Association that there has been a violation, mis-interpretation, or misapplication of any provision of this agreement, of any rule, order, or regulation of the Board may be processed as a grievance as hereinafter provided.

2. Procedure

- A. If a teacher believes there is a basis for a grievance, he shall first discuss the alleged grievance with his building principal.
- B. If as a result of the informal discussion with the building principal a grievance still exists, the teacher may fill out a grievance form and give to the principal within 15 calendar days.
- C. Within 5 days after this meeting, the principal shall meet with the Association Grievance Committee regarding the grievance. The principal shall indicate his disposition of the grievance in writing also within 5 days following this meeting.
- D. If the Association is not satisfied with the disposition of the grievance, the grievance shall then be transmitted to the superintendent.
- E. Within 7 days the superintendent shall meet with the Association Grievance Committee. The superintendent shall indicate his disposition of the grievance in writing 5 days.
- F. If the Association is not satisfied with the disposition of the grievance by the superintendent the grievance form is then transmitted to the Board of Education.
- G. The Board no later than its next regular meeting or within two calendar weeks shall meet with the Association Grievance Committee concerning the grievance. The disposition of the grievance by the Board shall be made in writing no later than 7 calendar days after the meeting.
- H. If no resolution is then arrived at, the grievance is then submitted to mediation before an impartial mediator as chosen by the Michigan Labor Mediation Board and will be subject to all the rules then stipulated by the Michigan Labor Mediation Board.
- I. The fees and expenses of the mediator will be shared equally by the two parties.

VIII. FRINGE BENEFITS

1. Payroll deductions for dues and group insurance shall be made by the administrative office.
2. A teacher will receive a sum equal to full coverage for a single person as stipulated in the AuGres-Sims Blue Cross-Blue Shield agreement per month for twelve months of each year of his contract for use on health, accident and disability, life or dental insurance. The plans will be chosen by the Board of the Association.

IX. SALARY SCHEDULES

1. 1971-72

Step	BA (\$325)	MA (\$375)	O (325)
1	\$ 7,500	\$ 7,700	\$ 7,000
2	7,825	8,075	7,325
3	8,150	8,450	7,650
4	8,475	8,825	7,975
5	8,800	9,200	8,300
6	9,125	9,575	
7	9,450	9,950	
8	9,775	10,325	
9	10,100	10,700	
10	10,425	11,075	
11	10,750	11,450	

2. Extra Duty and Pay Assignments 1971-72

Varsity Basketball.....	\$475	Girls Softball.....	\$172
Jr. Varsity B.B.....	\$287	Cheerleader Advisor.....	\$190
Jr. High B.B.....	\$172	Band.....	\$400
Varsity Football.....	\$412	Debate & Forensic.....	\$300
Varsity Assist.....	\$220	School Annual.....	\$107
Jr. Varsity F.B.....	\$220	School Paper.....	\$ 54
Jr. High F.B.	\$172	Safety Patrol.....	\$ 54
Baseball.....	\$200	Jr. & Sr. Play Director.....	\$ 80
Track Varsity.....	\$200	Senior Advisor.....	\$100
Track Jr. High.....	\$ 25	Junior Advisor.....	\$100
Girls Basketball.....	\$375		

3. 1972-73

Step	BA (\$410)	MA (\$460)	O (\$410)
1	\$ 7,500	\$ 7,700	\$ 7,000
2	7,910	8,160	7,410
3	8,320	8,620	7,820
4	8,730	9,080	8,230
5	9,140	9,540	8,640
6	9,550	10,000	
7	9,960	10,460	
8	10,370	10,920	
9	10,780	11,380	
10	11,190	11,840	
11	11,600	12,300	

4. Extra Duty and Pay Assignments 1972-73

Varsity Basketball.....\$475	Girls Softball.....\$172
Jr. Varsity B.B.....\$287	Cheerleader Advisor.....\$180
Jr. High B.B.....\$172	Band.....\$400
Varsity Football.....\$412	Debate & Forensics.....\$300
Varsity Assist.....\$220	School Annual.....\$107
Jr. Varsity F.B.....\$220	School Paper.....\$ 54
Jr. High F.B.....\$172	Safety Patrol.....\$ 54
Baseball.....\$200	Jr. & Sr. Play Director.....\$ 80
Track Varsity\$200	Senior Advisor.....\$100
Track Jr. High.....\$ 25	Junior Advisor.....\$100
Girls Basketball.....\$375	

5. School business with the personal car of a teacher shall be reimbursed on the following basis:

- A. Athletic..... 8¢ per mile
- B. General Fund.....10¢ per mile

6. The Board reserves the right to grant additional across; the Board raises and to increase the maximum on schedule. The Board reserves the right to hire new teachers above the base if necessary but not to exceed the salary on the top step. Such teachers shall remain on the step until their number of years experience equals the step they are on. The Association shall be notified when this clause is exercised stating the amount contracted for.

X, DURATION OF AGREEMENT

1. This agreement shall be retroactive to July 1, 1971 and shall continue in full force and effect to and including June 30, 1973.

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

AuGres-Sims Education Association

Board of Education-AuGres-Sims School District

By: _____
President

By: _____
President

Secretary

Treasurer

Trustee

Trustee

Trustee

Trustee

APPENDIX

The Association hereby agrees to waive section 2 of Article IV, TEACHING ASSIGNMENTS, for the 1971-72 school year to make it possible to hire teachers in lieu of teachers aides.