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*Sept 1, 1975*

MASTER CONTRACT

BETWEEN THE

BEECHER BOARD OF EDUCATION

AND THE

BEECHER EDUCATION ASSOCIATION

1973 - 74 - 1974 - 75

*Beecher School District  
1020 W. Coldwater Rd.  
Flint, Mich. 48507*

*Beecher Bd of Educ. (Flint)*

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## ARTICLE I

### Recognition

- A. The Beecher Board of Education, hereinafter called "The Board," hereby recognizes teaching as a profession and the Beecher Education Association, hereinafter called "The Association," as the exclusive bargaining representative, as defined in Section II, of Act 379, Public Acts of 1965 for all certified and professional personnel whether under contract, on leave, on permanent, part-time or class rate basis, employed or to be employed by the Board. This specifically would include all classroom teachers, permanent substitutes, guidance counselors, librarians, special education teachers, speech education teachers, speech correctionists, department coordinators, critic and/or supervising teachers, but excluding:

Noon-hour lunch personnel, accounting, office, clerical data processing, administrators and executive personnel, maintenance, cafeteria, transportation personnel, mechanics, athletic director, and paraprofessionals.

Only certified personnel, as defined in Appendix B, shall be used in the classroom to instruct students. Any non-certified personnel used in the classroom will be under the supervision of certified personnel. Any exception to this paragraph may be granted only by mutual agreement between the Board and the Association.

- B. The purpose of this recognition is the mutual agreement that the parties will negotiate with regard to all matters of common concern and according to the procedure set forth in Public Act 379. The two groups shall view the consideration of matters of mutual concern as a joint responsibility.
- C. The term "teachers" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining unit as defined in the aforementioned, Paragraph A, and reference to male teachers shall include female teachers.
- D. Nothing contained herein shall be construed to prevent any individual teacher or group of teachers from presenting a grievance to representatives of the Board and having the grievance adjusted without intervention of the Association, provided the Association has been given opportunity to be present at such adjustment.

## ARTICLE II

### Negotiation Procedures

- A. It is contemplated that matters not specifically covered by this Agreement, but of common concern to the parties, shall be subject to professional negotiations between them from time to time during the period of this Agreement--upon request by either party to the other. The parties undertake to cooperate in arranging meetings, furnishing necessary information and otherwise constructively considering and resolving matters.

B. Meetings

1. Meetings may be called by the written request of any one of the parties involved, namely: the Association, the Board. Requests for meetings should contain specific statements as to the reason for the request.
2. Within five (5) calendar days of the receipt of such request, written agreement shall be reached as to the time and place for the meeting. The meeting shall be held within fifteen (15) calendar days of the receipt of the request except because of vacations, teachers' conventions, etc., which influence the customary time table or unless there is agreement by both parties to an extension of time.
3. When negotiating meetings are called during the school day, the members of the negotiating team will be released from their regular duties without loss of pay.

- C. Negotiating Representatives: Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiating, subject only to ultimate ratification. There shall be seven (7) signed copies of the final agreement for the purposes of record. Three (3) retained by the Board, and four (4) by the Association.

D. Requests for Assistance:

1. The participants may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions.
2. All participants have the right to utilize the services of consultants in the deliberations.

E. Agreements:

1. When the participants reach agreement, that portion will be reduced to writing at that meeting, and signed by the negotiators of both the Board and the Association. When ratified by both the Association and the Board, this Agreement becomes a legal part of the Contract and becomes a part of the official minutes of the Board. When appropriate, provisions in this Agreement shall be reflected in the individual teacher's annual salary statement.
2. Benefits from resulting agreements will not depend upon teacher organization affiliation to be applicable to each teacher.

- F. Recess: Either party may request a recess. When a recess is requested the approximate time should be indicated for consideration to the other party.

- G. If both parties fail to reach an agreement after all efforts at local levels of negotiations have been exhausted, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take other lawful measures it may deem appropriate.

### ARTICLE III

#### Teachers' Rights

- A. Membership in the Association as determined by the Association shall be open to all teachers regardless of race, creed, sex, marital status, national origin, or age.
1. Any teacher who is a member of the Association or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues in the Association including the NEA and the MEA. Such authorization shall continue in effect from year to year unless revoked in writing.
  2. The deduction of membership dues shall be made from the second pay period and each pay check thereafter for twenty (20) consecutive pay periods ending in June, and the Board agrees to promptly remit monthly to the Association all monies so deducted accompanied by a list of teachers from whom the deductions have been made.
    - a. Deductions for Association members employed after the commencement of the school year shall begin with their first pay period.
    - b. Said deductions will equal the bi-weekly dues paid by all Association members.
- B. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall as a condition of employment pay as a fee to the Association an amount equal to membership dues payable to the Association, the NEA and the MEA, provided however, that the teacher may authorize payroll deduction for such dues or the equivalent in the same manner as provided in Paragraph A of this Article.
1. In the event that a teacher shall not pay such dues or the equivalent directly to the Association or authorize payment through payroll deductions, as provided in Paragraph A, upon request from the Association, the Board shall cause termination of employment of such teacher on the 60th day from the date of notification.
  2. The parties expressly recognize that the failure of any teacher to comply with the provisions of this Article is just and reasonable cause for discharge from employment.
- C. This Article shall be subject to the provisions of the Tenure Act. In the event that this Article should be challenged through the Tenure Commission, the Michigan Employment Relations Commission, or the Courts, the Association will pay the reasonable expenses of such proceedings, including the fees of legal counsel retained by the Association. If this Article should be found to violate the law, the Association shall be responsible for any loss or damage, including back pay, awarded by the Courts.
- D. The deduction priority for dues shall be immediately following all mandatory legal deductions.
- E. Teachers may during the tenure of this agreement, sign and deliver to the Board an assignment authorizing payroll deductions for: Flint Teachers' Credit Union payments, tax sheltered annuity installments under any of the three annuity programs in force as of 1971, premiums for school approved insurance programs, United States bond payments sufficient to purchase the smallest denomination bond, and Flint City Income Tax.

1. Additional Federal and/or State Income Tax shall be deducted at the teacher's request in writing.
  2. Such written authorization or cancellation may be submitted to the Business Office at any time.
- F. Nothing herein contained shall be construed to deny or restrict any teacher's rights he may have under the Michigan General School Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- G. The Association shall have the right to use school building facilities for meetings. Requests for meetings shall be made through the Adult Education Office or the building principal. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off the school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members for Association purposes.
1. Upon written request the Board shall provide released time to the Association for the BEA General Meetings, not more than four (4) hours of class time annually. No school day will be shortened by more than one (1) hour for such a meeting. Additional time may be granted by mutual agreement between the Association and the Board. Teachers who do not attend these meetings and have not been excused by their building principal, may expect salary deductions.
  2. The Board shall provide time during working hours without loss of time or pay for the President of the Association to confer with the Board or its representatives or to promote the general welfare of the Beecher School District.
    - a. The released time of the Association President shall be one-half ( $\frac{1}{2}$ ) day of each session day of school during any week school is in session.
    - b. The Association will reimburse the Board a total of \$2845 in 1973-74 and \$3045 in 1974-75 toward the compensation paid to the teacher employed for the other one-half ( $\frac{1}{2}$ ) day.
    - c. If it is necessary for the Board to hire a fully certified and qualified elementary teacher on the half day basis to meet the provisions of Article III, Paragraph G, Section 2, item a, the President, if an elementary teacher, shall be asked to give concurrence in the hiring of this teacher.
    - d. If the Association President is: (1) Senior high teacher, he shall teach class 1st, 2nd, and 3rd hours and have his preparation time 4th hour for the 1st semester. For the 2nd semester, he shall teach 1st and 2nd hours and have prep time 3rd hour; (2) Junior high teacher, he shall teach class 1st, 2nd, 3rd and 4th hours and have prep time the following hour in the 1st semester; and in the 2nd semester he shall teach 1st, 2nd and 3rd hours and prep time will be 4th hour; (3) Elementary teacher, his prep time shall be scheduled in the time period between 8:00 and 11:00 a.m.
  3. The Board shall guarantee to provide the BEA utility and rent free Unit #1 at Messer with maintenance service for 1973-75. They shall assist the Association's employed secretarial staff by providing the use of duplication machines, office equipment, and will assist the Association in obtaining telephone facilities at the expense of the Association.
  4. The Association will be provided a total of fifteen (15) days for any school year for its officials to attend scheduled Association conferences or conventions at full salary, providing that no more than three (3) teachers will be excused on any given day to attend these meetings.

5. A teacher when, by mutual consent, is 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.
  6. Time shall be set aside on Thursday for Association meetings. Teachers shall be permitted to leave after children are dismissed, provided they have notified their building principal. Other after-school hours may be used, providing they do not constitute a conflict.
  7. The Board shall make available to the Association, in response to their request from time to time, all information concerning the financial resources of the District, including, but not limited to, annual financial report and audit, register of certified personnel, adopted budget (including County allocation board budgets), agenda and minutes of all Board meetings, treasurer's report, membership status, payroll and other public information as will assist them with their negotiation proposal.
- H. Written requests for advancements on the salary schedule because of additional college credit hours shall be accompanied by transcripts. Such requests and transcripts may be submitted to the business office at any time. Salary adjustments will be effective the first day of the semester following completion of college credit hours, in which proof of request is submitted to the business office and shall be prorated over the remaining pay periods of the semester and adjusted salary statements of the same shall be sent to said teacher.
- I. The rights granted herein to the Association shall not be granted or extended to any competing labor organization.
- J. The Board agrees not to negotiate with any teachers' organization other than the Association or groups of teachers, or individual teachers for the duration of this Agreement.

#### ARTICLE IV

##### Board's Rights

- A. The Association recognizes that the Board of Education is charged by law with certain responsibilities which it must assume and discharge which may not be delegated. Nothing herein stated, or inferred shall abrogate or usurp the responsibilities of the Board as the final determinant of policy, not inconsistent with the terms of this Agreement.
- B. This Agreement shall supersede any rules, regulations, policies or practices heretofore regulating relationships between the Association and the Board.
- C. If any provision of this Agreement or any application of the Contract to any employee, groups of employees, or the Board shall be found contrary to law, then such provisions of application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.



## ARTICLE V

### Teaching Conditions

#### A. Pupil-Teacher Ratio:

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education which is the goal of both the Association and the Board. The parties acknowledge that the primary duty and responsibility of the teacher is to teach and the organization of the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

1. We agree that the maximum class load for the Junior First Grade shall be twenty (20).
2. Type A Special Education classes shall be fifteen (15).
3. Elementary class size shall not exceed thirty (30).
4. Secondary class size shall not exceed thirty (30).
5. The size of Junior and Senior High instrumental music groups shall not exceed one hundred (100).
6. The size of Senior High choral groups shall not exceed one hundred (100).
7. The size of Junior High performing vocal classes shall not exceed sixty (60).
8. Physical Education classes shall not exceed 30. If the principal deems necessary this limit may be exceeded by 10%.
9. There will be a grace period in all class size areas of ten calendar days which will include a Conference with the Association's P.W. Team, and representatives of the Board.
10. The parties recognize that students having been tested and diagnosed as having physical, mental and/or emotional problems will require specialized classroom experience and that their presence in a classroom may interfere with the normal instructional program and place extraordinary and unfair demands upon the teacher. Therefore, where special students, as determined by the principal, in consultation with the staff counselor, are placed in a regular classroom, the class size shall be reduced.

#### B. The Board shall furnish without charge, protective garments and safety glasses (as required by law) for teachers of art, home economics, industrial education, laboratory science.

1. These garments shall be of quality in keeping with the professional standards of teachers.
2. They shall be ordered by the Department Coordinator with the approval of the Board or its representatives.

#### C. Appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, reading tables, and similar materials are the tools of the teaching profession.

1. Both parties, hereto acknowledge the need for such materials to recognize the contribution of minority groups to the history, scientific and social development of the United States.
2. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board will undertake promptly to implement all joint decisions thereon made by its representatives and the Association.

- D. It is mutually agreeable that the Board will increase necessary teaching equipment as funds become available through the regular requisition process.
- E. Under no condition shall a teacher be required to drive a school bus, be assigned playground duty outside of regular recess or physical education activities.
- F. Teachers shall not be required to work under unsafe or hazardous conditions or to perform those tasks which would endanger their health, safety, or well-being.
- G. The Board shall make available in each school building in which five (5) or more classes are held, lunchroom, restroom and lavatory facilities exclusively for staff use and at least one room which shall be reserved for use as a staff lounge in which smoking shall be permitted. Building principals will not assign this room for meetings. This room will be ventilated. Provisions for such facilities shall be made in all future buildings in which five (5) or more classes are held.
- H. Where basement classrooms exist, controlled line extension phones shall be placed in such basements for use in times of emergency as well as other places used a great deal away from the main office.
- I. In schools where cafeteria service for teachers is not available, a vending machine for beverages and/or food shall be installed at the request of the Association. The profits will be used for staff lounge furniture, wall pictures, etc. The maintenance and operation of such machines is the sole responsibility of the Association and students shall not be involved.
- J. Adequate parking facilities shall be made available for teachers for their use. Said lots will be posted and parents and students shall be discouraged from using same during regular school hours.
- K. If a teacher is employed full-time by the Board, his children will be permitted to attend the Beecher Schools on a tuition basis. Said students shall attend the school of the parents' choice, provided the parent is not employed in that school and it does not create a class-size overload.
- L. Elementary student attendance will be tabulated in the office which makes it the responsibility of the teacher to keep a daily record of attendance. CA-60's will not be assigned to teachers.
- M. Senior High and Junior High teachers will keep a daily record of attendance, in a permanent record book, provided by the Board to be used for the grade and attendance report to parents. This may be in addition to the regular class book in which teachers record grades. An hourly report of attendance shall be within the discretion of the building administrator. Record all absences and tardies on class sheet provided until classbooks are issued.
  - 1. Senior High Attendance and Tardy Procedure:
    - a. Teachers may pick up multi-copy form letters from the attendance office. These letters are to be sent to the attendance office when the number reaches 5, 10, and 15 absences. (Following letters should be sent in multiples of 5 absences, 10, 15, 20, 25, etc.) Each student will be held responsible for his absences from each class. However, the classroom teacher need not require an excuse for the previous absences. The basic idea is that each student is responsible for his absence. The student will make arrangements with the

classroom teacher for make-up work. The student has a period of 48 hours to request make-up work for days missed.

- b. If a student is tardy to your class, admit the student to class.
- c. A student is considered tardy if he is not in his seat when the bell rings.
- d. The following procedure will be followed for those students who are excessively tardy.
  - (1) A student will be notified by the teacher when he has been tardy three times.
  - (2) In the event the student is tardy again a referral will be sent to the Assistant Principal's Office and corrective action will be taken.
- e. Corrective Action
  - (1) The 4th tardy a conference with the student.
  - (2) The 5th tardy the student will stay ½ hour after school.
  - (3) The 6th tardy the parents will be called and the student will stay one hour after school.
  - (4) The 7th tardy the student will be suspended three (3) days.
  - (5) Continuous tardiness beyond seven (7) will lead to additional disciplinary action and may result in Board action.

2. Junior High Attendance and Tardy Procedure:

- a. The policy for each Junior High school shall be formulated by its building committee and implemented when accepted by a three-fifths (3/5) majority of the staff.
- b. Each building committee shall be voluntary and composed of its administration (Principal and/or Assistant) and faculty (maximum-6 staff).
- c. This committee chairman shall be an Association Representative or his designate.

3. Report cards for the Senior High shall be computerized. Junior High shall have their cards computerized in the 1974-75 school year.

N. Teachers, on a voluntary basis, will participate in study groups with the parents, to research pertinent educational problems.

1. Elementary teachers should attend the regular Beecher PTO meetings which are planned to include the parents of the children for whom the teacher is responsible during the major part of the day.
2. Secondary teachers shall participate in parent conferences which are not to exceed one each semester without additional compensation or released time.

O. Teachers' lunch periods shall be as follows:

1. Elementary teachers shall have a duty-free uninterrupted lunch period, in no event less than fifty (50) minutes.
2. Junior high teachers shall have a duty-free uninterrupted lunch period, in no event less than forty-five (45) minutes.
3. a. Teachers shall take said lunch period at a time other than during an assigned class period.  
b. Teachers shall not have to begin said lunch period daily at the same time (i.e., 12:55), but if duties require, may begin lunch period later and still have 40 minutes to be duty free, except for an assigned duty or paid activity which is scheduled to begin prior to the end of a late lunch period.  
c. Teachers shall take only a 40 minute lunch period should that period be scheduled prior to 12:55.

P. The teachers' normal teaching hours in the elementary school shall be as follows:

1. Teachers check in no later than 8:00 a.m. at the elementary schools and class commences at 8:15.
2. Noon dismissal will be at 11:00 a.m.
3. Teachers shall not be gone from the building more than the first 50 minutes during the noon hour. Afternoon classes will commence at 12:00.
4. The school shall close for the K-6 at 2:45.
5. SPECIAL PROGRAM SCHEDULE  
I.G.E.

	Monday, Tuesday, Thursday, Friday	Wednesday
Arrival	8:00 a.m.	8:00 a.m.
School Starts	8:05 a.m.	8:05 a.m.
Lunch Begins	11:00 a.m.	11:05 a.m.
Lunch Ends	11:50 a.m.	12:00 Noon
School Resumes	12:00 Noon	(From 12:00 Noon to 3:15 Team Planning)
Students Dismissed	2:50 p.m.	
Teachers Dismissed	3:15 p.m.	

The Wednesday afternoon team planning is in addition to the usual preparation periods provided each elementary teacher.

6. Teachers shall be able to leave school 30 minutes after children are dismissed.
  7. It would be reasonable to expect salary deductions in case of habitual offenders.
  8. Exceptions to the above hours will be: Appointment with parents, teachers' meetings, not to exceed one (1) hour per week.
- Q. The teachers' normal teaching hours in the secondary schools shall be as follows:

1. Junior High teachers will report no later than 8:00 a.m. and classes commence at 8:15 a.m.
2. Senior High teachers will report no later than 7:45 a.m. and classes commence at 8:00 a.m.
3. The Senior High teachers shall be able to leave at 2:55 p.m.
  - a. The Senior High school student day shall be over at 12:55 p.m.
4. The Junior High school teachers shall be able to leave at 3:15 p.m.
  - a. The Junior High schools student day shall be over at 2:03 p.m.
5. Exceptions to the above hours will be: Appointments with parents, teachers' meetings, not to exceed one (1) hour per week.
6. It would be reasonable to expect salary deductions in the case of habitual offenders.

- R. The Board may, in its discretion, whenever a teacher is tardy or leaves early, issue a notice to that effect. A copy of such notice must be presented formally to the tardy teacher by the Board's representative not later than two (2) school days after the tardiness occurs, providing the teacher is in attendance. In addition, a copy of such notice shall be furnished to the Association. The Board, after it has issued more than three (3) such notices to the teacher during the school year, may in its discretion make salary deductions for any subsequent tardiness of said teacher, based on \$7.00 (1973-74) and \$7.50 (1974-75) per class period at secondary level, or \$7.00 (1973-74) and \$7.50 (1974-75) per hour at the elementary level. The Board shall place every notice of tardiness issued against a teacher in her personnel file for the purpose of maintaining a record of that teacher's tardinesses during the school year. At the conclusion of the school year, all such notices shall be removed from such teacher's personnel file.
- S. Teaching loads and assignments:
1. The weekly teaching load in the senior high school will be thirty (30) class periods, of which five (5) shall be assigned preparation periods.
  2. The weekly teaching load in the junior high school will include five (5) assigned preparation periods, in no event shorter than 46 minutes per period.
  3. The weekly teaching load in the elementary school will include three (3) thirty-minute assigned preparation periods during regular class time, preferably to provide the students with music, art, or physical education by a qualified or substitute teacher. No more than one preparation period will be scheduled per day.
  4. The first week of school will be an exception to this clause and may be used by special teachers to do their schedules.
  5. The weekly teaching load for teachers for elementary preparation teachers will include one (1) thirty (30) minute preparation period per day. Teachers in the above mentioned categories who move from classroom to classroom shall have five (5) minutes between classes.
- T. The Board agrees to make available adequate typing, duplicating, stencil, mimeograph facilities and upon approval of the principal, clerical personnel will aid teachers in the preparation of instructional material.
- U. Nothing in this Article shall require the Board to keep schools open in the event of severe inclement weather or when otherwise prevented by an act of God.
1. When the schools are closed to students due to the above conditions, teachers shall not be required to report to duty. School closings will be given over radio station WFDF. When students are sent home due to a malfunction in plant facilities, the teachers may be allowed to check out through their building administrator to pursue school related activities.
- V. Since students are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned outside the scope of their teaching certification or their major or minor field of study.

- W. The Board agrees at all times to maintain a list of substitute teachers. Teachers shall be informed of a telephone number they may call at any time to report unavailability for work. In the event the emergency should occur after 7:00 a.m. the teacher should also attempt to call his principal. The report shall consist of name, position, and type of absence.
1. It shall be the responsibility of the administration to arrange for a qualified substitute, including a substitute for the elementary preparation time.
  2. No elementary, junior high, or senior high students will be used in any classroom as a substitute teacher.
  3. Teachers will be responsible for daily lesson plans to be made one day in advance and kept in the room.
    - a. Teachers will make lesson plans; upon request, that week's lesson plans will be available to the principal, after the last class of the last school day of that week. Lesson plans will be returned to the teacher the first school day of the following week, before school begins.
    - b. On special occasions, such as prior to a classroom observation, the principal may request daily lesson plans 24 hours in advance from the individual teacher.
    - c. In the event a teacher is absent, adjustments in plans may be made through communication with the school.
    - d. It will be optional for the teacher to have a special lesson plan ready for the substitute but this does not excuse the teacher from the obligation of making a daily lesson plan for the school day following each day of teacher attendance.
    - e. Substitutes will be subject to the requirements of this policy.
    - f. These procedures will be practiced uniformly by teachers and principal alike.
- X. Every teacher will have a key to the building, in which they are employed made available to them for professional purposes. The principal may exercise discretion, but if the principal refuses to issue a key, the reason shall be stated in writing to the teacher.
- Y. Requisition sheets for supplies shall be made available to teachers from the principal. All requests from teachers for supplies for the current school year are to be placed with the principal, who in turn, will complete in triplicate and submit two (2) copies to the Business Office. Within ten (10) school days one (1) copy shall be returned to the teacher indicating the disposition of the request. Request for supplies for the ensuing school year will be answered in writing within ten (10) school days after the beginning of such year.

#### ARTICLE VI

##### Special Categories

- A. It is recommended that the Board provide in all future building an adequate music room for the music teacher to teach in at each school. This room shall be accoustically designed for music and sound resistant.

1. It shall be complete with a piano, record player, teachers' desks, chairs, bulletin boards, blackboards, music files and other essential equipment.
  2. In schools where a room is not immediately available, the music teacher shall have his own desk and a portable piano or organ in each school.
  3. If the teacher deems it necessary, he shall have a cart built large enough to carry the musical equipment.
- B. All school-owned records and film strips, pictures and other teaching aids pertaining to music shall be catalogued and a list sent to each music teacher.
- C. Departments shall include the following:
1. K-12
    - a. Music
    - b. Physical Education
  2. 7-12
    - a. Home Economics
    - b. Industrial Arts
    - c. Art
    - d. Guidance
  3. 9-12
    - a. Business Education
  4. 7-9
    - a. Math
    - b. Social Studies
    - c. English
    - d. Science
  5. 10-12
    - a. Math
    - b. Social Studies
    - c. English
    - d. Science
  6. Special Education (emotionally disturbed, mentally handicapped, Type A, Speech correction)
  7. Elementary and Remedial Reading: K-6
- D. The department coordinator shall exercise the coordination of programs and materials and shall serve as instructional liaison between the teachers of the department and the school administration. Such department coordinators shall not be considered a supervisory employee.
- E. The contracts for teachers may include time prior to or after the regular school year at the discretion of the Board.
1. The pay for this period will be at the teacher's per diem rate as identified in Article XX, Section 1.
  2. If a teacher is unable to report before or after the regular school year, the Board will not issue a reprimand or take any action against the teacher.
  3. It will be the responsibility of the teacher to notify his immediate supervisor of his unavailability to work.
- F. Teachers assigned voluntarily to special summer programs shall be paid no less than \$4.00 an hour.

## ARTICLE VII

### Vacancies and Promotions

- A. All changes in personnel such as promotions, transfers, resignations, leaves of absence, and new teachers hired, including a statement of their salary and their addresses where they can be reached, shall be made available to the Association upon request.
- B. Whenever a vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving a written notice of such vacancy to the Association and by posting in every school building.
1. This written notice will specify the nature of the position, building, and grade level in which the vacancy occurs. The teacher shall be given further information concerning these vacancies by contacting the Administration Assistant for Personnel.
  2. Each member of the professional staff may submit a request, in writing, for reassignment.
- C. Vacancies and newly created positions within the bargaining unit shall be filled in the following priority and this written assignment shall be given to the accepted person within twenty (20) days after notification of the vacancy has been given to the Association.
1. Teachers in the system who apply in writing ten (10) school days from the date the vacancy is posted in each permanent building.
  2. Teachers new to the system.
- D. Vacancies occurring after school closes in June shall be filled in accordance with Article VII, Section C. Said teacher shall receive immediate notification of their new positions. Should there be no current staff member applying for said vacancy, the vacancy shall be filled temporarily for one (1) year with written notification to the President of the Association, and said vacancy shall be posted the following April 1.
- E. In compliance with Section C, the teacher with the longest seniority at Beecher shall be given the position, if he has a major or minor in that department and is certified.
- F. The parties realize that it is not in the best interests of education to move teachers in the middle of the year. If a vacancy occurs during the school year, the position may be filled on a temporary basis. The certified teacher on the staff, desirous of this position, and whoever applies under Article VII, Section C, shall have this future assignment in writing within twenty (20) days for the following year.
- G. For the convenience of teachers, a list of Adult Education and Summer School vacancies shall be furnished to the Association President and teacher who are interested may apply at the Adult Education Office.

## ARTICLE VIII

### Transfers

- A. The transfer of teachers from one school to another is disruptive of the educational process and interferes with the optimum teacher performance.



1. Any teacher whose assignment will be changed for the ensuing year will be notified in writing by May 1st of the current school year.
    - a. Teaching assignments for Music teachers for the ensuing year shall be made by May 1.
    - b. Said assignments will be full year, not semester assignments.
    - c. Any deviation from the above shall be made only by mutual consent of the teacher and the administration.
  2. Should a reassignment become necessary after May 1 for the ensuing school year, it may be done only with the consent of the teacher.
  3. No teacher will be transferred during the current school year without his consent.
  4. Any request for transfer of any teacher at any time will be immediately forwarded to the Beecher Education Association president.
  5. Transfer provisions will not be for punitive or disciplinary purposes.
- B. Any teacher who moves from a position within the bargaining unit to another position with the Beecher Board of Education shall retain and accumulate all rights or benefits should he later return to a position within the bargaining unit.
- C. Those teachers who are transferred temporarily to another school in the district at the request of both the Administration and the teacher shall have a statement, in writing, that they temporarily left their old position and may return to their exact, same position when they have served one year. A one year extension may be granted by mutual consent.

#### ARTICLE IX

##### Teacher Evaluation

- A. All classroom observation for the evaluation of a teacher shall be conducted openly and with full knowledge of the teacher. Three observations shall be made in person for a minimum of thirty minutes for non-tenure, and at least one for tenure teachers every three years. Each visit shall be considered one observation. Times and dates of each observation to be used for the thirty (30) minutes shall be recorded on the evaluation form. All other observations of the performance of a teacher shall be conducted openly and with full knowledge of the teacher.
- B. All events, situations, and complaints which shall result in a "Needs Improvement" or "Unsatisfactory" rating on the final evaluation form of a tenure or non-tenure teacher shall be clearly and definitely stated in writing.
- C. The performance of all teachers shall be evaluated in writing. All new teachers shall have at least one observation of performance within the first 9 weeks; second-year teachers and third-year probationary teachers shall have at least one observation of performance within the first twelve weeks; each tenure teacher shall have at least one observation of performance every three years. All non-tenure teachers shall have a second evaluation by the end of the first semester; and these same teachers shall be given a final evaluation eighty (80) calendar days prior to the end of the school year. Alleged unsatisfactory probationary teaching performance will be clearly stated in the teacher's evaluation.

- D. A teacher shall at all times be entitled to have present an Association Representative or other representative of the Association of his choice during all discussions of the observation form. 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. The Administration shall also exercise the right to be represented.
1. The evaluator shall discuss the observation form with the teacher within five (5) school days from the time of the observation.
  2. The observation form shall be in triplicate and signed by both parties. One copy shall be given to the teacher, one copy shall be retained by the Administration, and one copy shall be placed in the teacher's personnel file until the final evaluation of that year.
- E. At the conclusion of each observation form a space will be provided for a reflecting summary of the observation by the teacher if he so desires. The following paragraph shall be included above the signature line of the observation form:

I have had the opportunity to discuss the items contained in this observation form and my signature does not necessarily mean that I agree with it. I understand that any written statement I wish to make regarding this performance will be attached to this copy and filed in my personnel file.

Signature \_\_\_\_\_

Date \_\_\_\_\_

This same privilege will be extended to the evaluator.

- F. The evaluation sheet to be used shall be prepared cooperatively by the Association P.R. & R. Committee and the representatives of the Board, and shall serve as written notification as to future tenure status, unless the status is to be a third year probation or a dismissal. If either status is to be recommended, a written letter of notification is to be issued by the Board, stating the reasons for the recommendations. This notification and the reasons shall be typed in triplicate and sent to the following:
1. The evaluatee
  2. The Association, unless the evaluatee makes a written statement of objection prior to evaluation.
- G. The Association and the representatives of the Board shall review the evaluation form annually. This body shall meet and make final their recommendations before the end of the school year.
- H. In all cases of recommended third-year probation or dismissal by an evaluator, the Association shall have the right to review, upon written request of either the evaluatee or evaluator, the final evaluation sheet.
1. The Association, teacher, and evaluator shall meet within five (5) school days from the date of the final evaluation to reach a satisfactory agreement on the recommendation.
  2. All information pertaining to the evaluation shall be made readily available to the committee for study by the evaluator and evaluatee, and they shall assist in all possible ways to lead to a rapid, clear understanding of the total situation. Both parties shall have the right to present witnesses, affidavits, and all other pertinent information to be used in their behalf to the Association.

3. If no satisfactory agreement can be reached within ten (10) school days, the Association shall make a written recommendation for the future tenure status of the evaluatee.
  - a. The Association recommendation shall be typed in quadruplicate.
  - b. One copy will be given to the evaluatee, one copy will be attached to the evaluation sheet which shall be retained in the evaluatee's personnel file, one copy shall go to the Board of Education, and one copy shall be retained by the Association.
  
- I. In cases of extenuating circumstances, such as illness, personal problems, teaching out of one's field, or personality conflicts, any teacher who has had an unfavorable evaluation by one evaluator shall be given the opportunity to be re-evaluated by another evaluator prior to seventy (70) calendar days from the end of the school year.

#### ARTICLE X

##### Protection of Teachers

- A. We recognize that the use of eavesdropping, closed-circuit television, public address or audio systems, and similar surveillance of devices are not professional and shall not be used.
  
- B. Each teacher shall have the right, upon request, to review the content of his personnel file, except for confidential recommendations from college officials or other professional personnel. A representative of the Association may be requested to accompany the teacher in such a review. Therefore, it shall be necessary for these personnel files to be kept up to date, by adding any new material as it is available. The teacher shall also have the right to add pertinent documents to this file. This review shall occur in the presence of a designated administrative representative.
  
- C. A teacher shall at all times be entitled to have present an Association Representative or other representative of the Association of his choice when he is being 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. It shall be necessary for all disciplinary actions to be put in writing to avoid future misunderstandings. The Administration shall also exercise the right to be represented.
  
- D. All complaints against a tenure or non-tenure teacher shall be presented personally to the teacher by the proper representative of the Board within seven (7) school days from the time the dissatisfaction occurs, providing the teacher is in attendance during this time. No action shall be taken upon any complaint directed toward a teacher, nor shall any notice thereof be included in said teacher's personnel file unless such matter is promptly reported in writing to the teacher concerned, and the Association, unless the teacher specifically requests the Association be excluded.
  
- E. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teachers, the Board recognizes its responsibility to continue to give support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.

- F. Whenever a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians, or other professional persons, the Board will take steps to relieve the teachers of responsibilities with respect to such pupil.
- G. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representatives. The Board will provide legal counsel to advise the teacher of his rights with respect to such assault and shall render all requested assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- H. If any teacher operating under the provisions of the contract is complained against, or sued by reason of disciplinary action taken by the teacher against the student, the Board will provide legal counsel and render all requested assistance to the teacher in his defense.
- I. 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 asserted by the Board or representative thereof shall be subject to the professional grievance procedure hereinafter set forth. All information forming the basis for disciplinary action will be made available to the teacher and the Association. The Arbitrator need not require the same proofs to sustain discharge of probationer as in case of tenure.

#### ARTICLE XI

##### Student Discipline

- A. It is recognized that discipline problems are less likely to occur in classes where a high level of student interest is maintained. It is likewise recognized that when discipline problems occur, they may most constructively be dealt with by encouragement, praise and emphasis upon the child's desirable characteristics. It is the responsibility of each teacher to help maintain good discipline in the Beecher Schools. A teacher may use such force as is necessary to protect himself from attack or to prevent injury to another student.
- B. A teacher may suspend a pupil from class when the grossness of the offense or the persistence of the misbehavior is excessively disruptive of the educational process and makes the continued presence of the student in the classroom intolerable.
  - 1. In such cases the teacher must send the pupil to the principal and furnish the principal a detailed written report of the particulars of the incident on the same day.
  - 2. Within twenty-four hours the teacher shall be notified by the principal or his representative of what action has been taken to prevent a recurrence of the situation which led to the removal of the student. If no action has been taken by the principal or his representative, the teacher shall be informed of the reason thereof.
  - 3. The pupil shall not be returned to the class until the principal has consulted with the teacher.

- C. Teachers, counselors, and building principals will endeavor to achieve correction of student misbehavior through counseling and interviews with the child and his parents when warranted.
- D. When a student is temporarily suspended from school, he will not be readmitted until his parents or legal guardian appear in person for a conference with the building principal as provided by current Board policy.
- E. Despite the precautions taken by the teachers and the preventive measures he employs, misbehavior serious enough to call for corrective measures is almost certain to occur in every classroom. The purpose of correction is not to take retribution, gain revenge, release adult hostilities, or make the child suffer, but to improve the child's behavior.
  - 1. Corrective measures may take many forms, ranging in severity from a facial expression of disapproval to expulsion of the child from school.
  - 2. A teacher, having established rules of conduct in the room, with the help and understanding of the children, will counsel, admonish, or reproach those who commit any breach of discipline.
  - 3. It may be necessary to physically restrain students while they are misbehaving or physically assist them to a proper place for discipline.
  - 4. If a child needs corporal punishment, he is to be taken to some suitable place and, in the presence of an administrative representative or another teacher, he is to be punished immediately by the teacher or the administrative representative in a reasonable, sensible manner on the seat of the pants with a paddle provided by the school.
- F. Any transfers of students for disciplinary reasons shall be done after consultation with the teacher to whom the student may be transferred, the teacher from whom the student may be transferred and the principal.
- G. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher, providing said teacher has not been negligent.
- H. Any teacher may discipline or give additional scholastic help to any student by keeping him after school for thirty (30) minutes after the school day has ended without prior notice to the parents or guardian.
- I. The Board will cooperate to the fullest extent provided under the law to protect the staff and students from those persons who are suspended, expelled or for any reason, do not belong on school property.

## ARTICLE XII

### Grievance Procedure

#### A. Definitions

- 1. A "grievance" is a claim based upon wages, hours and other terms and conditions of employment that may be processed to the Board level. However, arbitration shall be limited to alleged violations of contract language including reasonably necessary inference therefrom.
- 2. The "Grievant" may be the Association, any teacher or group of teachers making the claim.

3. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this Agreement.
  4. The term "days" shall mean calendar days.
  5. The Association Representative is any elected official of the Association.
- B. Purpose
- The primary purpose of this procedure is to secure in the shortest length of time possible, equitable solutions to the problem of the parties. Both parties agree that these proceedings shall be kept as confidential as the investigation allows at each level of the procedure.
- C. Structure
1. The Building Principal shall be the administrative representative when the particular grievance arises in that building.
  2. If a grievance affects more than one building, the grievance will be filed by the Association with the Principals' Committee.
  3. Any grievance must be initiated no later than forty-five (45) calendar days from the date the grievant knew or should have reasonably known of the existence of the grievance.
  4. The Board shall designate a committee of Principals to function at Level III.
- D. Procedure
- The number of days indicated at each level shall be considered as maximum, however, every effort should be made to expedite the process. The time limits may be extended by mutual consent. If the grievance is filed on or after May 1, the time limits shall be reduced in order to effect a solution prior to the end of the school year or the Association may resubmit the claim at the beginning of the next school year.
- E. Level One
1. The teacher with a grievance shall discuss it with his supervisor or principal, individually, together with his Association Representative or through his Association Representative.
  2. In the event the teacher and the principal cannot resolve the problem, the grievance may be written.
  3. The Building Principal and the grievant shall have five (5) days to meet and solve the grievance.
- F. Level Two
- In the event the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been made within five (5) days, he may refer the grievance through the P.R. & R. Committee to the Principal's Committee within five days. The Principal's Committee shall meet with the P.R. & R. Committee and render a decision within seven (7) days from receipt of the grievance.
- G. Level Three
- In the event the aggrieved person is not satisfied with the disposition of his grievance at Level Two or if no decision has been rendered by the Level Two Committees, he may refer the grievance through the P.R. & R. Committee to the representatives of the Board within seven days. Within seven (7) days from receipt of the written referral by the representatives of the Board, they shall meet with the Association P.R. & R. Committee Chairman, and the Association's Negotiating Team and render a decision.

H. Level Four

In the event the aggrieved person is not satisfied with the disposition of this grievance at Level Three or if no decision has been rendered, he may refer the grievance, through the Negotiating Team to the Board of Education Committee within seven days. The Board of Education Committee shall be composed of no less than two (2) members of the Beecher Board of Education. Within seven (7) days from receipt of the written referral by the Board, its Committee shall meet with the Association's P.R. & R. Committee Chairman and the Association's Negotiating Team and render a decision.

I. Level Five

In the event the grievance is not satisfactorily resolved at Level Four or if no decision is rendered, the Association may submit this grievance to Arbitration within ten days.

1. If the parties cannot agree as to the arbitrator within five calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceedings.
2. The Arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement.
3. Both parties agree to be bound by the award of the Arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.
4. The cost of the Arbitrator for any case requiring settlement by arbitration shall be shared equally (50%) between the Beecher Board of Education and the Beecher Education Association.

J. Right of Representation

Any grievant or the Board may be represented at all meetings and hearings at any level of the grievance procedure by another teacher or another person. Provided, however, that any teacher may in no event be represented by an officer, agent or other representative of any competitive teacher organization other than the Association. Provided, further, when a teacher is not represented by the Association, the Association shall have the right to be present and will be given an opportunity to state its views prior to any final action.

K. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice or record.
2. The grievance discussed and the decision rendered at Level One, Section A, shall both be placed in writing upon request of either party. Decisions rendered at all other levels shall be in writing and shall be promptly transmitted to the grievant, the Association and the Board.
3. No reprisals of any kind shall be taken by or against any participant in the grievance procedure by reasons of such participation.
4. All documents, communications, and records dealing with a grievance may be filed within the personnel files of the participant, but shall be held confidential to the Board, administration, and the teacher and/or the teacher's designated representative.
5. Forms for filing and processing grievances shall be designed by the representatives of the Board and the P.R. & R. Committee, shall be printed by the Board and shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.
6. Access shall be made available to all parties, places and records for all information necessary to the determination and processing of the grievance. Personnel records will be available as specified in Article X, Section B.

### ARTICLE XIII

#### In-Service Programs

Absence with full pay shall be granted and shall not be chargeable against any other benefit herein provided for the following Board-approved activities:

1. Visitation at other schools
2. Attending educational conferences and conventions.

### ARTICLE XIV

#### Necessary Reduction of Personnel

- A. It is hereby specifically recognized that it is within the sole discretion of the Board of Education to reduce the educational program, curriculum, and staff.
- B. In order to promote an orderly reduction in personnel when the educational program, curriculum and staff is curtailed, the following procedure will be used:
  1. Probationary employees will be laid off first.
  2. In the event tenure teachers must be laid off, layoff will be on the basis of seniority within departments. When seniority within the department is equal the Board will consider:
    - a. Majors and minors
    - b. Professional growth--graduate credits
    - c. Prior experience in the classification
    - d. Evaluation and progress report
  3. Seniority will be defined as all teaching experience at Beecher only.
  4. Teachers whose positions are eliminated by the reduction and are to be retained, based on their seniority in the Beecher School District, will be placed in those departments to be preserved for which they have a major or minor and are certified.
- C. RECALL. Teachers shall be recalled in inverse order of seniority layoff for new positions opening for which they have a major or minor and are certified in accordance with the above procedure.
- D. The recall list shall be maintained by the Board for a period not to exceed two (2) years. Thereafter, a teacher on layoff shall lose his rights to recall.
- E. It is expressly understood that the Association shall have the right to review the layoff list prior to notification of the individual teachers to be laid off. In the event of a dispute concerning the layoff list, the Association shall have the right to meet with representatives of the Board concerning the layoff list.

### ARTICLE XV

#### Student Teachers

- A. Teachers will be assigned student teachers on a voluntary basis only.
- B. The teacher will be reimbursed that amount of money paid by the University to the Board.



- C. Upon request, the Superintendent will meet with the Association to discuss their student teacher policy and programs.

#### ARTICLE XVI

##### Teacher Aides

- A. Teacher Aides will be selected by the teacher and the building administrator.
- B. If an aide is unsatisfactory, the teacher may recommend to the principal that the aide be removed from that classroom.

#### ARTICLE XVII

##### Human Relations

- A. Upon request the Board will meet with the Association to discuss human relations problems in the district and the Board will consider any recommendations of the Association prior to adopting a formal Board policy in this regard.

#### ARTICLE XVIII

##### Performance Contracts

- A. The Superintendent will discuss new or innovative programs, including performance contracting, with the Association prior to final Board action.

#### ARTICLE XIX

##### Curriculum Council

- A. The prime responsibility for educational change should be a joint effort among teachers, parents, administrators and students through their involvement and cooperation.
- B. Therefore - to fulfill this responsibility the Beecher Curriculum Council shall be formed, some of the functions of the Beecher Curriculum Council shall be:
1. To receive ideas for curricular improvements in methods or materials from all sources
  2. To assign priorities
  3. To establish and coordinate working committees
  4. To disseminate information
  5. To make recommendations for funding to the Board of Education.
- C. Organization
1. The Beecher Education Association will appoint four (4) representatives from elementary schools, two (2) representatives from junior highs and two (2) representatives from the high school.

2. Four (4) administrators will be appointed by the superintendent.
3. Parents and student representatives will be selected by the Council.
4. The superintendent and the president of the Beecher Education Association shall serve as ex-officio members.

D. Officers

1. A chairman shall be elected by the Council. This office shall be filled by a member of the teaching staff.
2. The secretary will be provided by the Board of Education.

E. Responsibilities

1. The Council shall concern itself with understanding the nature of the present curriculum and after providing new programs will continue its interest through evaluations and further modifications.
2. The Council shall recommend programs for the improvement of both certified and noncertified personnel through in-service programs and shall be responsible for planning and implementing in-service days.
3. It shall be the responsibility of the Council to establish all behavioral goals and objectives through voluntary committees.
4. Council members shall exercise a breadth of insight beyond that of their own teaching assignments.

F. Function

The Council's function is to receive ideas for curricular improvements in methods or materials from all sources, to assign priorities, establish and coordinate voluntary working committees, disseminate information, and make recommendations for funding to the Board of Education.

## ARTICLE XX

### Professional Compensation

- A. The salaries of employees represented by this Association covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement.
- B. The first pay period will be the second Friday after the opening of school. If the pay period falls when school is not in session, the checks will be delivered to the teachers in their buildings the last school day preceding the holiday.
- C. The salary schedule is based upon a teaching load as defined in Article V beginning the day after Labor Day and not to exceed 183 days for teachers currently employed; 185 days for teachers new to the system. Except as provided by other provisions within this Agreement, each teacher shall be entitled to appropriate additional professional compensation.
  1. If a teacher should be assigned an additional classroom for more than two (2) weeks, he shall be entitled to his established professional hourly rate. The professional hourly rate of any teacher shall be determined by dividing his or her base salary, as set forth in Schedule A.  $7 \times 184 = 1288$
  2. Seniority in that Department shall be given preference.

3. If a teacher should substitute for a shorter period of time, or is assigned an additional study hall period during his prep time, he shall be paid \$7.00 - 1973-74 and \$7.50 - 1974-75 per class period.
  4. No professional person shall be asked to substitute at any time other than his conference or preparation period. This would include all special teachers, i.e., speech correctionists, music, counselors, librarians.
- D. In the event special elementary teachers, including but not limited to music and physical education teachers, shall not be available for their regularly scheduled teaching duties and said duties are performed by another elementary teacher, said teacher shall be paid at the rate of \$7.00 - 1973-74 and \$7.50 - 1974-75.
- E. Teachers new to the Beecher School District shall not be required to report for more than two (2) conference days, the Wednesday and Thursday before Labor Day. Half of one of these days shall be used by the Association President for Association business. All other teachers employed by the Board shall not be required to report prior to Labor Day.
- F. Teachers shall have the option of having their salaries paid to them on twenty (20) or twenty-four (24) pay periods in 1973-74 and twenty-one (21) or twenty-six (26) in 1974-75.
- G. Credit for teaching experience outside the school system shall be evaluated by the Board and credit shall be given for each verified teaching year or fraction thereof up to a maximum of seven (7) years.
- H. Teachers shall be advanced one step on the salary schedule for each year of active military service to three (3) years maximum credit (retroactive).

#### ARTICLE XXI

##### Insurance Protection

- A. The Board shall provide group life insurance protection in the amount of \$10,000 in the 1973-74 school year and \$12,500 in the 1974-75 school year that will be paid to the teacher's designated beneficiary. In the event of accidental death or dismemberment, the insurance will pay double the specified amount.
- B. The Board shall provide without cost to the employee in the October 1, 1973 to September 2, 1974 (11 month) school year and in the September 3, 1974 to September 1, 1975 (12 month) school year complete health care protection for a full eleven and twelve month period respectively for the employee's entire family through the MEA Super Med 2 Program or Blue Cross-Blue Shield Master Medical and Surgical Protection Group N-4, with the MVF-2 rider and the \$2.00 deductible drug program rider to the Blue Cross-Blue Shield health policy.

1. Any teacher who is laid off by the Board and retains return rights to the school district under the provisions of this Agreement may continue their health insurance coverage under this Article for the duration of such layoff subject to the procedures of the school district and the insurance carrier. The teacher must pay all such premiums by submitting the necessary amount to the Business Office at least 10 days in advance of the date such monthly premium is due to the insurance company. If in the event the teacher does not submit the premium within the time limit specified above the Board shall not be liable for any cancellation of such insurance coverage by the insurance carrier, or any claim which may occur after such date.
  2. Sponsor dependent riders will be made available to teachers through payroll deduction and will be paid by the teacher.
  3. Teachers who select MESSA Super-Med 2 shall have their life insurance as provided in A above reduced by a like amount provided in the Super-Med 2 insurance plan.
- C. Those teachers not wanting Blue Cross or MEA Super Med shall be provided with Washington National Insurance equivalent to their previous \$12.00 plan. (Income Protection)
- D. Each teacher under contract to work full time each school day is entitled to receive full fringe benefits set forth in Paragraph A or B and C from the closest enrollment date of his employment to the end of his contracted time.
1. Each teacher under contract to work less than full day is entitled to fringe benefits equal to half the amount set forth in Paragraphs A or B and C of this Article.
  2. In order to take advantage of these benefits the teachers agree to pay the other half of the premium.
- E. The economic and fringe benefits of this contract shall cover a period of October 1, 1973 through September 2, 1974 in the 1973-74 school year and September 3, 1974 through September 1, 1975 in the 1974-75 school year for each year of this contract. Those teachers who finish the year shall have this coverage until September 2 or 1 of that year.

#### ARTICLE XXII

##### Longevity Pay

- A. After a teacher has served in the Beecher School District fifteen (15) years he will receive a longevity payment of three percent (3%) of the current base pay. Thereafter for each additional five (5) years of service, he will receive an additional longevity payment of three percent (3%) of the current BA base salary.

- B. To qualify for longevity, said employees must have ten consecutive years of service in the Beecher School System. Longevity pay shall be pro-rated on the basis of hours worked with a minimum of at least a half (½) time assignment. This term shall not be retroactive. Leaves of absence will not interrupt this ten years' service nor will it be considered part of the ten years unless so specified in another part of the Master Agreement.

#### ARTICLE XXIII

##### Accrued Sick Leave

- A. All employees represented by the Association, upon retiring from Beecher, shall be paid their accrued sick leave days at the current rate times the number of his accrued sick leave days:
1. 1973-74:
    - a. Rate is fourteen (\$14.00) dollars per day.
    - b. Maximum accrued leave is ninety (90) days.
  2. 1974-75:
    - a. Rate is sixteen (\$16.00) dollars per day.
    - b. Maximum accrued leave is ninety-five (95) days.
- B. In the event of said employee's death, his beneficiary as indicated on teacher's school term life insurance policy shall receive this accrued sick leave benefit.
- C. Retirement is defined as when a teacher is fifty (50) years of age or has taught for 20 years whichever comes first.

#### ARTICLE XXIV

##### Sick Leave Policy

- A. Sick leave may be taken because of illness of an employee, and/or an employee's immediate family. Immediate family shall be defined to include: Parents, parents-in-law, husband, wife, children, brothers and sisters, or any dependent, regardless of status, who lives in the employee's house.
- B. All employees represented by the Association shall have ten (10) days each year to be used for sick leave at full pay with an unlimited accumulation.
- C. Thirty (30) additional sick leave days in excess of the number of days earned and accrued in Paragraph B above may be taken by the teacher provided the teacher submits a satisfactory medical statement for each period of such absence, indicating that the teacher is unable to work on such day(s) because of illness. The teacher shall be paid the difference between his regular daily rate and the regular daily rate of substitute teachers whether employed or not for the teachers.

- D. Any teacher whose sickness or injury extends beyond the period compensated shall be granted an automatic leave of absence without pay for such time said illness continues. Upon return from such leave a teacher shall be assigned to the same position, if available, or a substantially equivalent position. A physician's statement may be requested to substantiate his return to adequate health to resume his duties.
- E. The Board shall furnish a written statement no later than the first pay-check of each school year setting forth each teacher's total of sick leave credit.

#### ARTICLE XXV

##### Personal Days

- A. Each employee represented by the Association shall be entitled to one (1) day leave with pay per school year for such purposes as he or she deems necessary.
  - 1. Each employee may allow such leave days to accumulate to two (2) days and may be taken in any school year. One additional day may be taken as personal leave and charged to the sick day accumulation.
  - 2. Except in cases of emergency, two (2) days prior notice should be given.
  - 3. Personal days shall not be taken during the first or last day of school or in connection with Thanksgiving, Christmas, Easter vacation periods or Memorial, Labor Day weekends. Exceptions shall need the approval of the Superintendent of the Beecher School District.

#### ARTICLE XXVI

##### Bereavement Leave

- A. Leave shall be granted without loss of pay for emergency purposes. Emergency purposes shall mean death in the immediate family, or such similar situations considered meritorious by the principal, who shall certify concerning allowance or disallowance of the emergency leave sought.
- B. An employee shall be granted three (3) days leave with pay, plus reasonable travel time, due to death in the immediate family. Immediate family shall be defined to include: Parents, parents-in-law, husband, wife, children, brothers, and sisters, brothers-in-law, and sisters-in-law, grandparents, grandparents-in-law, grandchildren or other dependents regardless of status, who live in the employee's home. Reasonable travel time shall be construed to be that time required to travel the necessary distance by commercial carrier.
- C. Employees shall be granted one-half ( $\frac{1}{2}$ ) day with pay for the purpose of attending funerals of other relatives or close friends, with approval of their principal.
- D. Emergency leaves shall be supplementary to and not in restriction of sick leaves as herein provided.

ARTICLE XXVII

Leaves of Absence

- A. Absence with full pay shall be granted and shall not be chargeable against any other benefit herein provided for the following reasons:
1. Jury service (with reimbursement to the Board--less travel allowance).
  2. Time to be excused from Jury Service.
  3. Whenever a teacher is subpoenaed to attend any proceedings.
  4. Time necessary to take Selective Service Physical Examinations.
- B. Leaves of absence for one school year without pay shall be granted upon application for the following purpose to tenure teachers, and may be granted to non-tenure teachers upon application:
1. Study related to the teacher's certified field.
  2. Study to meet eligibility requirements for certification other than that held by the teacher.
  3. Study, research, or special teaching assignments.
  4. To seek political office or office in the MEA or NEA; this leave shall be extended to be consistent with the term of the office acquired.
  5. Other reasons for leaves of absence can be submitted to the Board for consideration.
- C. Maternity - A maternity leave of absence without pay shall be granted to a teacher for the purpose of childbearing and child rearing as follows:
1. A teacher who is pregnant shall be entitled to teach as long as she is medically able to teach and may return when she is medically able to resume her duties.
  2. The teacher shall be entitled to return from such leave at any time within three (3) years to the same position, if available, or a substantially equivalent position in accordance with their seniority status.
- D. A leave of absence will be granted up to two (2) years to any teacher who joins the Peace Corps, Vista, the National Teacher Corps. Upon return of any such participant, any period so served shall be treated as time taught for the purpose of salary increments.
- E. After a teacher has been employed at Beecher for seven (7) consecutive years and/or at the end of each additional seven (7) or more consecutive year period, the Board may upon written request, grant said teacher a sabbatical leave--not to exceed two (2) semesters, for professional improvement leading toward an advanced degree beyond a Masters Degree if enrolled in an accredited university or if teaching in a foreign country in an exchange program; provided, however, that the teacher holds a Permanent or Life Certificate and signs a statement of intent to teach in the Beecher School System at least one (1) year upon the termination of said sabbatical leave. During said sabbatical leave, the teacher shall have a contract and shall be paid a minimum of one half (½) his full annual salary, or more dependent upon the nature of said leave; provided, however, that said Board shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
- F. Teachers on a sabbatical leave shall be allowed credit toward retirement for time spent on such leave in accordance with rules and regulations established by the Boards of Control of Public School employee's retirement funds.

- G. A teacher, upon return from a sabbatical leave, shall be restored to his or her teaching position or to a position of like nature, seniority status and pay. Said teacher shall be entitled to participate in any other benefits that may be provided for by rules and regulations of the Board made pursuant to law.
- H. The teacher shall be entitled to return from leaves granted in this Article to the same position, if available, or a substantially equivalent position, dependent upon their seniority status at the next increment step above from the time the teacher went on leave, unless otherwise stated in this Article.

#### APPENDIX A

##### Salary Schedule Terminology

- A. When a teacher has a partial year of verified contracted (not substitute) teaching experience, either at Beecher or transferring (a maximum of seven years) into Beecher, 45 days shall equate to .25 of a year which shall be used to compute the level on the salary schedule. This provision shall be retroactive for the newly employed teachers for the school year 1970-71.
- B. Any deductions for loss of time not covered by leave days shall be deducted on the basis of the number of days in Article XX.
- C. Special Education teachers will be paid 106% of their regular salary or 100% plus \$500.00, whichever is greatest.
- D. When a substitute has been employed continuously for forty (40) consecutive school days in the same classroom, he shall be placed on the regular salary schedule retroactive to the first day. Fringe benefits shall not apply.
- E. The college or university involved in a Student-Teacher program will provide a stipend for the Supervising or Critic Teacher for their services rendered.
- F. Four (4) years equal a Bachelor's Degree plus teaching certificate.
- G. Four and one-half (4½) years equal above said qualifications plus fifteen (15) graduate semester hours or twenty-four (24) graduate term hours.
- H. Five (5) years equals a Master's Degree plus teaching certificate.
- I. Five and one-half (5½) years equals above said qualifications plus an additional fifteen (15) graduate semester hours or twenty-three (23) graduate term hours.
- J. Six (6) years equals a Master's Degree plus teaching certificate and an additional thirty (30) approved graduate semester hours or forty-five (45) term hours.
- K. This definition of terms shall not be retroactive, and shall apply to any future increments in educational training. Any teacher currently employed at any level of the salary schedule shall not have his salary level decreased as a result of the aforementioned terms. The exception is that it is not applicable to item A in the Salary Schedule Terminology.



SCHEDULE A<sup>1</sup> 1973-74

Salary Schedule

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>6 yr.</u>
1	8900	9256	9612	9968	10,325
2	9345	9701	10,057	10,413	10,769
3	9790	10,146	10,502	10,858	11,214
4	10,235	10,591	10,947	11,303	11,659
5	10,680	11,036	11,392	11,748	12,104
6	11,125	11,481	11,837	12,193	12,549
7	11,570	11,926	12,282	12,638	12,994
8	12,015	12,371	12,727	13,083	13,439
9	12,460	12,816	13,172	13,528	13,884
10	12,905	13,261	13,617	13,973	14,329
11	13,350	13,706	14,062	14,418	14,774
12	13,795	14,151	14,507	14,863	15,219
13	14,240	14,596	14,952	15,308	15,664

1. Vertical increments are 5% of 8900 (\$445).
2. Horizontal increments are 4% of 8900 (\$356).
3. Increments are non-accumulative.

SCHEDULE A<sup>2</sup> 1974-75

Salary Schedule

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>6 yr.</u>
1	9300	9765	10,230	10,695	11,160
2	9765	10,230	10,695	11,160	11,625
3	10,230	10,695	11,160	11,625	12,090
4	10,695	11,160	11,625	12,090	12,555
5	11,160	11,625	12,090	12,555	13,020
6	11,625	12,090	12,555	13,020	13,485
7	12,090	12,555	13,020	13,485	13,950
8	12,555	13,020	13,485	13,950	14,415
9	13,020	13,485	13,950	14,415	14,880
10	13,485	13,950	14,415	14,880	15,345
11	13,950	14,415	14,880	15,345	15,810
12	14,415	14,880	15,345	15,810	16,275
13	14,880	15,345	15,810	16,275	16,740

1. Vertical increments are 5% of 9300 (\$465).
2. Horizontal increments are 5% of 9300 (\$465).
3. Increments are non-accumulative.

SCHEDULE B

Driver Education Salary Schedule

<u>Summers Taught</u>	<u>Years Taught</u>	1973-74		<u>Minor and Major</u>
		<u>Basic Pay Scale 4-6 Semester Hrs.</u>	<u>Advanced Rate 8-12 Sem. Hrs.</u>	
0-2	1	\$5.00	\$5.25	\$5.50
3-4	2	5.25	5.50	5.75
5-6	3	5.50	5.75	6.00
7-8	4	5.75	6.00	6.25
9-10	5	6.00	6.25	6.50
<u>1974-75</u>				
0-2	1	5.25	5.50	5.75
3-4	2	5.50	5.75	6.00
5-6	3	5.75	6.00	6.25
7-8	4	6.00	6.25	6.50
9-10	5	6.25	6.50	6.75

- Two (2) summers instruction equals one (1) school year.
- Teachers coming into the Beecher system will receive the same pay based on experience and education in the field of Driver Education.
- Seniority teachers will be given first preference should the student load lessen. However, every attempt will be made to use all teachers.
- Organization and scheduling of the Driver Education Program as to teachers and hours for classwork shall be the responsibility of the Director of Driver Education.
- The classroom phase at present shall consist of thirty (30) clock hours and the behind-the-wheel phase six (6) clock hours.
  - Should a student miss any classroom time, he shall make the time up at the direction of the classroom instructor. If not made up, the entire course shall be required.
- Four (4) sessions of teaching Adult Driver Education classes will equal one (1) year taught.

SCHEDULE C

	<u>Extra-Curricular Duties</u>	<u>1973-74</u>	<u>1974-75</u>
<u>Class Sponsors</u>			
Freshman Class		\$ 51.79	\$ 55.42
Sophomore Class		51.79	55.42
Junior Class		148.89	159.31
Senior Class		148.89	159.31
<u>Club Sponsors</u>			
Community Service Club		148.89	159.31
Future Business		71.21	76.19
Y-Teens		103.58	110.83
Hi-Y		116.52	124.68
Future Teachers		200.68	214.73
Sr. High Student Council		161.84	173.17
Forensics		295.00	315.65

	<u>1973-74</u>	<u>1974-75</u>
Honor Society	\$200.68	\$214.73
Industrial Arts	258.94	277.07
Pep Club	71.21	76.19
Varsity Club	258.94	277.07
Junior High Student Council	129.47	138.53
Debate	295.00	315.65
Drama	295.00	315.65

SCHEDULE D

	<u>1973-74</u>	<u>1974-75</u>
<u>Music Department</u>		
Choral Groups (\$110 additional if an operetta is given)	\$171.20	\$183.18
Junior High School Choral, if an operetta is given	117.70	125.94
High School Band	615.25	658.32
Instrumental Music	267.50	286.23
Junior High Band	267.50	286.23
Summer Band	615.25	658.32
Musical (per production)	295.00	315.65

SCHEDULE E

	<u>Annual Allotment</u>	
<u>Trips per Week</u>	<u>1973-74</u>	<u>1974-75</u>
One Trip	\$ 26.75	\$ 28.62
Two through Four	74.90	80.14
Five through Nine	128.40	137.39
Ten through fourteen	197.95	211.81
Fifteen or more	235.40	251.88

1. Transportation for regularly scheduled golf and cross country meets shall be furnished by the Board or 12¢ per mile shall be paid to the Coach for driving. The Athletic Director shall approve of these trips.
2. Twelve cents per mile shall be given for use of personal cars on field trips or other business of the district.
3. Noon hour transfers between buildings shall count toward the above.

SCHEDULE F

Department Coordinators

Compensation based on \$53.50 (1973-74) and \$57.25 (1974-75) per person in their department.

	<u>Number</u>	<u>Area</u>
Coordinator Home Economics	1	7-12
Head of Math Department	3	7-9, 10-12
Head of Industrial Arts Department	1	7-12
Head of Guidance Department	1	7-12
Head of Science Department	3	7-9, 10-12
Head of Social Studies Department	3	7-9, 10-12
Head of Business Education Department	1	9-12
Head of English Department	3	7-9, 10-12
Head of Physical Education Department	1	7-12
Head of Music Department	1	K-12
Head of Driver Education Department	1	K-12
Head of Art Department	1	7-12
Head of Special Education	1	K-12
Head of Physical Education	1	K-12

SCHEDULE G

Athletics

Head Football Coach	12%	Head Swimming Coach	8%
Ass't Varsity Coach	9%	Assistant Swimming Coach	5%
J.V. Head Football Coach	9%	Head Cross Country Coach	7%
J.V. Ass't Coach	7%	Head Golf Coach	7%
Head Freshman Coach	7%	Head of Physical Education	7%
Ass't Freshman Coach	6%	Athletic Trainer	5%
7th-8th	6%	full year 3 seasons (Fall-Winter-Spring)	
Head Basketball Coach	12%	Girls Athletics	
Jr. Varsity Coach	9%	Head Softball Coach H.S.	4%
Sophomore Coach	9%	Jr. High	3%
Freshman Coach	7%	Head Basketball Coach H.S.	4%
7th-8th	4%	Jr. High	3%
Head Baseball Coach	9%	Head Track Coach H.S.	4%
Jr. Varsity Coach	7%	Jr. High	3%
Jr. High Coach	4%	Head Track Coach H.S.	4%
Head Track Coach	9%	Jr. High	3%
Ass't Track Coach	7%	Head Swimming Coach	3%
Jr. High Coach	4%	Cheerleading Coach	2%
Head Wrestling Coach	9%	2 seasons	
Ass't Wrestling Coach	7%		
Jr. High Coach	4%		

1. The coaches experience is based on all paid experience of coaching in that sport. The pay is a percentage of experience applied on BA Salary track to a maximum of 7 years.
2. These above percentages (%) shall not be divided between two or more individuals by the Administration.

## APPENDIX B

### Definitions

1. Certified Personnel: (teacher)  
Any person with a degree and a provisional or permanent certificate.
2. Association Representative:  
Any elected or appointed official of the Association.
3. Seniority shall be years of teaching service at Beecher.
4. Transfers:  
Any change in your current teaching assignment including, but not limited to a change in building assignment.
5. A vacancy is:
  - a. Any newly created position, including those created by expanding a program.
  - b. Any position or anticipated position created by a teacher leaving that position for any reason.
6. Grievance:  
A grievance is a claim based upon wages, hours and other terms and conditions of employment that may be processed to the Board level. However, arbitration shall be limited to alleged violations of contract language including reasonably necessary inference therefrom.

## APPENDIX C

### Pay Schedule

<u>1973-74</u>		<u>1974-75</u>	
Oct.	12	Sept.	13
	26		27
Nov.	9	Oct.	11
	23		25
Dec.	7	Nov.	8
	21		22
Jan.	4	Dec.	6
	18		20
Feb.	1	Jan.	3
	15		17
Mar.	1		31
	15	Feb.	14
	29		28
Apr.	12	Mar.	14
	26		28
May	10	Apr.	11
	24		25
June	7	May	9
	21		23
July	5	June	6
	19		20
Aug.	2	July	4
	16		18
	30	Aug.	1
			15
			29

APPENDIX D

Probationary Teacher's Contract of Employment

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_  
between the BOARD OF EDUCATION OF THE BEECHER SCHOOL DISTRICT, County of Genesee,  
and State of Michigan, hereinafter called the "Board," and \_\_\_\_\_  
hereinafter called the "Teacher."

WITNESSETH:

1. MASTER CONTRACT. This individual contract is made pursuant to and subject to the terms and conditions of a Master Contract between the Board and the Beecher Education Association.

2. CERTIFICATION. The teacher represents that he holds all certificates and other qualifications required by law to teach in the School District of Beecher, Genesee County, Michigan. This contract shall terminate if this certificate shall be suspended or revoked by proper legal authority.

3. LENGTH OF CONTRACT. The Board hereby hires the Teacher to teach in the School District of Beecher for the school year beginning \_\_\_\_\_, 19\_\_\_\_, and ending \_\_\_\_\_, 19\_\_\_\_.

4. EMPLOYMENT AND DUTIES. The Teacher hereby accepts such employment and agrees to perform the duties of a teacher in the School District of Beecher, as required by law and by the Board of Education subject to the terms and conditions of said Master Contract and of this contract.

5. COMPENSATION. The Board agrees to pay a basic annual salary to the Teacher in the amount of \$\_\_\_\_\_. The salary is to be paid in \_\_\_\_\_ installments commencing \_\_\_\_\_ by the Board and requested by the Teacher.

6. EXTRA DUTIES AND/OR SUPPLEMENTAL COMPENSATION. It is understood by the parties that any part of this contract or any supplemental contract between the parties as to extra duties and/or supplemental compensation shall have a non-tenure status.

7. PROBATIONARY STATUS. The Teacher is herewith retained on a probationary basis as defined in the Tenure Act (Act 4, Public Acts of 1937, extra session as amended). Continuing tenure is not herein afforded to the Teacher, but is specifically withheld pending satisfactory performance during the probationary period.

8. TENURE ACT AND PUBLIC EMPLOYEES ACT. Both parties agree to obey the provisions of said Tenure Act and the Public Employees Act (Public Act 379 of 1965).

9. OUT OF DISTRICT YEARS OF CREDIT. The Board and Teacher agree to crediting this Teacher with \_\_\_\_\_ years of service from other school systems or valid related placed of employment in accordance with the Master Contract.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals the day and year first above written.

TEACHER

BOARD OF EDUCATION OF THE BEECHER SCHOOL  
DISTRICT, GENESEE COUNTY, MICHIGAN

Signature: \_\_\_\_\_  
Teacher

By: \_\_\_\_\_  
Superintendent of Schools  
(Designee of Superintendent of Schools)

Present Address \_\_\_\_\_

Summer Address \_\_\_\_\_

APPENDIX E

Tenure Teacher Contract of Employment

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_  
between the BOARD OF EDUCATION OF THE BEECHER SCHOOL DISTRICT, County of  
Genesee, and State of Michigan, hereinafter called the "Board," and  
\_\_\_\_\_ hereinafter called the "Teacher."

WITNESSETH:

1. MASTER CONTRACT. This individual contract is made pursuant to and subject to the terms and conditions of a Master Contract between the Board and the Beecher Education Association.
2. CERTIFICATION. The Teacher represents that he holds all certificates and other qualifications required by law to teach in the School District of Beecher, Genesee County, Michigan. This contract shall terminate if the certificate shall expire by limitation and shall not immediately be renewed or if it shall be suspended or revoked by the proper legal authority.
3. LENGTH OF CONTRACT. The Board hereby employs the Teacher to teach in the School District of Beecher for the school year beginning \_\_\_\_\_, 19\_\_\_\_ and continuing during each school year thereafter until this contract is terminated.
4. EMPLOYMENT AND DUTIES. The Teacher hereby accepts such employment and agrees to perform the duties of a teacher required of a teacher required by law and by the Board subject to the terms and conditions of said Master Contract and of this contract.
5. COMPENSATION. The Board agrees to pay a basic annual salary to the Teacher in the amount of \$ \_\_\_\_\_. The Board is authorized to make such payroll deductions as required by law or as approved by the Board and requested by the Teacher.
6. EXTRA DUTIES AND/OR SUPPLEMENTAL COMPENSATION. It is understood by the parties that any part of this contract or any supplemental contract between the parties as to extra duties and/or supplemental compensation shall have a non-tenure status. If the teacher is assigned to duties, other than as a classroom teacher, the Teacher shall not be deemed to be granted continuing tenure in such capacity or capacities.
7. TENURE STATUS. The Teacher is herewith retained on a Tenure basis as defined in the Tenure Act (Act 4, Public Acts of 1937, extra session, as amended).
8. TENURE ACT AND PUBLIC EMPLOYEES ACT. Both parties agree to obey the provisions of said Tenure Act and the Public Employees Act (Public Act 379 of 1965).

IN WITNESS WHEREOF the parties have hereunto set their hands and seals the day and year first above written.

TEACHER

Signature: \_\_\_\_\_

Present Address: \_\_\_\_\_

BOARD OF EDUCATION OF THE BEECHER SCHOOL  
DISTRICT, GENESEE COUNTY, MICHIGAN

By: \_\_\_\_\_

Superintendent of Schools  
(Designee of Superintendent of Schools)

APPENDIX F

Beecher Board of Education  
Supplemental Salary Contract

School Year 19\_\_ 19\_\_

The Board of Education of the Beecher School District, Michigan will pay to:  
\_\_\_\_\_ the sum of \$ \_\_\_\_\_ for services performed in  
the following capacity \_\_\_\_\_.

This amount will be added to the regular salary. Failure to perform the  
above service will result in a salary adjustment prior to the end of the school  
year.

It is specifically understood and agreed that the staff member does not  
acquire tenure status as to the above supplemental service or compensation  
for this service, and that this Supplemental Contract shall be for a period  
of one (1) year or a portion thereof only.

BEECHER BOARD OF EDUCATION

By \_\_\_\_\_  
President

\_\_\_\_\_  
Superintendent  
(Designee of Superintendent of Schools)

\_\_\_\_\_  
Staff Member

APPENDIX G

No Reprisals

- A. No teacher covered by the terms and conditions of this agreement will be  
penalized, threatened, punished, demoted or suffer reprisal of any sort  
because of any participation in collective bargaining activities. All  
persons, upon ratification, will immediately be restored to both regular  
and/or extra duty assignments.



SCHOOL CALENDAR

1973-74

Oct. 4	Total Staff Orientation
5	Classes Commence
Nov. 22,23	Thanksgiving Vacation
Dec. 24	Christmas Vacation Commences
Jan. 2	School Resumes
Feb. 15	First Semester Ends
16	Record Day
April 12	Easter Vacation Commences
15	School Resumes
May 27	Memorial Day Vacation
June 28	Last Day of Classes
29	Record Day and Last Day of School

1974-75

Aug. 28	New Teacher Orientation (Association has afternoon session)
29	New Teacher Orientation
Sept. 3	Total Staff Orientation
4	Classes Commence
Nov. 28	Thanksgiving Vacation
29	Thanksgiving Vacation
Dec. 23	Christmas Vacation Commences
Jan. 6	School Resumes
24	First Semester Ends
25	Record Day
March 28	Easter Vacation Commences
April 7	School Resumes
May 26	Memorial Day Vacation
June 9	Last Day of Classes
10	Record Day and Last Day of School

REPORT DAYS

1973-74

<u>Month</u>	<u>Teachers</u>	<u>Students</u>
August	2	0
October	20	19
November	20	20
December	15	15
January	22	22
February	21	20
March	21	21
April	21	21
May	22	22
June	<u>21</u>	<u>20</u>
Total Count	183/185	180

1974-75

<u>Month</u>	<u>Teachers</u>	<u>Students</u>
August	2	0
September	20	19
October	23	23
November	19	19
December	15	15
January	21	20
February	20	20
March	19	19
April	18	18
May	21	21
June	<u>7</u>	<u>6</u>
Total Count	183/185	180

ARTICLE XXVIII

Duration of this Agreement

This Agreement shall be effective after ratification by the Association and the Board, starting October 4, 1973 and shall continue in effect through the 1st day of September, 1975. This Agreement shall not be extended orally.

BEECHER EDUCATION ASSOCIATION

By

Joseph M. Bunnisita  
President

James C. Walker  
Jaquie Kepkin  
George Novitsky  
Michael Redde

BEECHER BOARD OF EDUCATION

By

George L. Fisher  
President

Larry P. Bourne  
Eneah P. Foisell  
Barbara P. Krapohl  
William C. Daniels  
William C. Miller  
Kulthra Pittman