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FILE

OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

1966 - 1967

AGREEMENT

Between

BOARD OF EDUCATION

OF THE SCHOOL DISTRICT OF THE CITY OF ROSEVILLE,

MACOMB COUNTY, MICHIGAN

AND

ROSEVILLE FEDERATION OF TEACHERS

LOCAL AFT, No. 1071, AFL-CIO

Roseville Board of Education

MEA
1216 Kendale
E. Lansing, MI
48823

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AGREEMENT
BETWEEN THE ROSEVILLE BOARD OF EDUCATION
AND THE ROSEVILLE FEDERATION OF TEACHERS

THIS AGREEMENT is made this _____ day of _____, 1966, by and between the BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF ROSEVILLE, MACOMB COUNTY, MICHIGAN (hereinafter called the "Board") and ROSEVILLE FEDERATION OF TEACHERS, LOCAL AFT, No. 1071, AFL-CIO (hereinafter referred to as the "Union");

RECOGNITION

A. The Board recognizes the Union as the sole and exclusive bargaining representative for all certified teaching personnel under contract, excluding Central Administrators, Principals, Assistant Principals, Lunch Program Director, Director Special Education, and Student Teacher Trainees.

B. Definition:

Whenever the term "school" is used it is to include any work location or functional division or group.

Whenever the term "principal" is used it is to include the administrator of any work location or functional division or group.

Whenever the term "teacher" is used it is to include any member or members of the bargaining unit.

Whenever the singular is used it is to include the plural.

Whenever the masculine is used it is to include the feminine.

Whenever the term "Union Building Representative" is used it is to mean the elected representative of the Union in the school or his alternate teacher designee.

C. Teachers have the right to join any teacher organization, but membership in a teacher organization shall not be required as a condition of employment.

D. The Union agrees to maintain its eligibility to represent all teachers by continuing to admit persons to membership without discrimination on the basis of race, creed, color, age, national origin, sex, or marital status and to represent equally all employees without regard to membership or participation in, or association with the activities of, any employee organization. The Board agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, age, national origin, sex, marital status or membership or participation in, or association with the activities of any employee organization.

- E. With respect to matters not covered by this Agreement affecting professional rights, the working conditions, assignments, remuneration, and/or welfare of employees, the Board agrees that it will make no changes in present conditions and/or policies without prior negotiation and agreement with the Union.
- F. The Board shall make available to the Union upon its request, at reasonable hours mutually agreed upon, any and all information, statistics, and records which may be necessary to make intelligent decisions relevant to negotiations, or necessary for the proper enforcement of terms of this agreement, except that nothing stated here is deemed to permit Union access to the confidential records in a teacher's file maintained in the personnel office.
- G. The Board shall deduct from the pay of each teacher from whom it receives authorization to do so the required amount of fees, dues, and assessments for either professional organization.
- H. The Union shall have separate bulletin board space in each school. The Union shall have the right to place materials in the mail boxes of teachers and other professional employees. No printed political materials such as campaign cards, posters, handbills, and clippings of this nature relating to national, state, county, city, and school elections shall be circulated or posted in such manner as would constitute political activity; providing, that this provision is not deemed to bar student citizenship education or the appropriate use of such materials which may be essential to the teaching about issues, party platforms, and candidates in the classrooms or assemblies.

The Union may use the school mail boxes for official materials published and circulated by the professional teachers' organizations.

- I. School rooms shall be available for Union meetings in all schools.
- J. In all matters pertaining to tenure the Board shall be governed by the applicable state statutes, by its own written policy regarding tenure, by opinions of the state's Attorney General, and Court precedents.

In the event that tenure is not granted at the end of the second year, a teacher shall be entitled to a hearing before the Board.

A probationary teacher shall be advised of his entitlement to representation either by the Union or by himself whenever the Superintendent indicates in writing his intent not to recommend renewal of contract.

- K. The Superintendent of Schools and the principals of each school shall meet with representatives of the Union at the request of the Union on matters of professional concern and on matters relating to the implementation of this agreement. The call for such conferences shall provide reasonable notice consistent with the urgency of the circumstances.

L. No officer, executive board member, delegate, representative, member, or agent of any organization, other than the Union, shall represent any teacher; provided that any teacher may represent himself if he so chooses.

An agent shall include any person who performs for an organization such acts as: distribution of literature, collection of dues, circulation of petitions, solicitation of membership, or serving as a spokesman at teachers' meetings.

M. In the absence of material not covered in the contract, the present policy and practice shall be considered a part of the contract.

N. Building and Union Representatives:

When there is no interference with the instructional program, the Union's building representatives shall be allowed to conduct Federation business during the school day.

The duty of Union building representative shall be considered in every school an extra-curricular activity.

The Union president or his designee shall be relieved of instructional duties five (5) hours per week to implement this contract.

GRIEVANCE PROCEDURE

A. Definition:

A grievance is a complaint by an employee in the bargaining unit or by the Union in its own name, that a policy or practice is considered improper or unfair; that there has been a deviation from, or the misinterpretation or misapplication of a practice or policy. A grievance may arise only from a violation of the agreement provisions or the alleged violation of present policy or practices. A grievance resolved in a given step shall be considered concluded at that step.

B. Procedure for Adjustment of Grievance

Step 1 -- Informal Conference

The teacher with a grievance shall first discuss the matter with the principal either directly or accompanied by the Union Representative. In this informal conference the principal may have a nonparticipating observer present if he so chooses.

Step 2 -- Formal Procedure

A grievance stated in writing shall be lodged with or submitted to the principal of the school in which the grievance arises within thirty (30) calendar days following the act or condition which is the basis of the grievance. The grievance may be lodged and thereafter discussed with the principal in four ways:

- a. By a teacher accompanied by the Union
- b. Through the Union if the teacher so requests
- c. By the Union in the name of the Union
- d. By a teacher in person on his own behalf.

Within five (5) school days after receiving the grievance, the principal shall communicate his decision in writing to the Union committee and to the teacher, if any, who lodged the grievance.

Step 3

Within fifteen (15) school days after receiving the decision of the principal, an appeal from the decision may be made to the superintendent. The appeal shall be in writing and shall be accompanied by a copy of the decision at Step 2.

Within five (5) school days after receiving the appeal, the superintendent shall meet and confer on the grievance. All those listed in Step 1 have the right to participate in this step.

Step 3 (Continued)

Within five (5) school days after the meeting on the appeal, the superintendent shall communicate his decision in writing to the Union and the aggrieved teacher, if any.

Step 4

Within fifteen (15) school days after receiving the decision of the superintendent, an appeal from the decision may be made to the Board. It shall be in writing and accompanied by a copy of the decision at Step 3.

No later than twenty (20) school days after receiving the appeal, the Board shall hold a hearing on the grievance. All those listed in Step 2 shall have a right to participate in this step.

Within five (5) school days after the hearing, the Board shall communicate its decision in writing to the Union and the aggrieved teacher, if any.

C. Appearance and Representation

Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. When such hearings are during school hours, all teachers who are present at the hearing pursuant to this article shall be excused, with pay, for that purpose.

D. Initiating Grievance at Step 3

If the grievance arises from the action of authority higher than the principal of a school, the Union may present such grievance at Step 3 of this procedure.

E. Arbitration

Within ten (10) school days after receipt of the decision of the Board, the Union may, upon notice to the Board:

1. Submit the grievance to Advisory Arbitration under the rules of the American Arbitration Association:
 - a. The expense of such arbitration shall be borne equally by the Board and the Union.
 - b. The arbitrator shall render his opinion and decision within thirty (30) days of the submission of the matter to him, which opinion and decision shall set forth his conclusion on the issues properly submitted to him on any matter within the definition of a grievance as defined in Section 1 hereof.

2. Or if the Union so requests, the Board or its representatives will meet further with the Union to consider fairly and in good faith any other means of settlement.

F. No Impairment of Agreement

No decision or adjustment of a grievance shall be contrary to any provision procedure of this agreement.

G. Time Limits

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the Union to lodge an appeal at the next step of this procedure. Failure to appeal a decision within the specified time limit shall be deemed withdrawal of the grievance.
2. The time limit specified in this procedure may be extended in any given instance by mutual agreement in writing.

H. Appeal

The Union in its own behalf shall have the right to appeal a decision on a grievance at any step in this procedure.

I. Teacher's Legal Rights

Nothing contained herein shall deny to any teacher his right under Section 11 of Act 336 of Public Acts of 1947, as amended by Act 379 of the Public Acts of 1965, or otherwise under state statute.

TEACHER ASSIGNMENT AND TRANSFER POLICY

A. Inter-building Transfer and New Positions

1. All vacancies and new positions shall be posted as they arise.
2. New teachers shall not be hired to fill vacancies until teachers under contract have had an opportunity to avail themselves of transfer opportunities. Requests for transfer shall be made in writing by the teacher on or before April 15 when a September transfer is sought. Such requests for transfer shall specifically indicate position, grade level, subject matter, and building to which transfer is desired. Such requests filed by the teacher represent his consent to transfer and may be acted upon without further consultation with the teacher. A teacher may withdraw his request at any time before it is acted upon.
3. If an administrator denies transfer to a teacher who is qualified for the job vacancy, whether transfer position involves transfer within a school, between schools at the same educational level, or from one subject area to another, he shall be required to show cause which may result in an appeal to the grievance procedure.
4. Whenever a teacher is transferred involuntarily, said teacher may request a showing of cause by the administration or Board of Education, whichever initiated such transfer. As nearly as may be done, the grievance procedure of this contract shall be employed to resolve transfer where voluntary acceptance is not obtained. If the teacher is in a school to which he has involuntarily transferred, length of service shall be the sum of his length of service in the school from which he was involuntarily transferred.
5. Transfers made because of decreased pupil enrollment shall be based on seniority. The teacher with the least school seniority within the classification being reduced shall be the first transferred, and so on, provided that substitutes filling a vacancy in the same classification have first been removed.
6. Teachers transferred because of decreased pupil enrollment shall have the right to return to their original school in the reverse order to that in which they were transferred out provided a request for such transfer is made within one year from date of transfer.
7. Where transfers are required because all or part of the student body is moving to a new school, the staff of the school being reduced shall have first priority in transferring to the new school.
8. Not more than 25% of the teachers may transfer from any one building in a given year except under unusual circumstances such as the division of a school, or decreased enrollment.

9. The Superintendent of Schools shall state in writing the disposition of each properly submitted transfer request on or before May 15.
10. Whenever it shall not interfere with the educational program of the children, transfers shall be made effective whenever they occur. Otherwise, transfers shall be effective at the beginning of the semester.
11. Requests for transfers shall be kept on file in the Superintendent's office for one year from the date of receipt.

B. Intra-school Transfer

1. Teachers may express in writing to their principals their preference of:
 - a. grade level
 - b. subject
 - c. department assignment
 - d. extra-curricular assignment
 - e. request for transfer.
2. Requests which were not acted upon must be refiled each September to remain active. A teacher whose request was not acted upon may ask for an explanation.
3. Request for the following year's teaching assignment shall be made by June.

C. Requests shall be kept on file for one school year in an accessible place. These requests shall be given consideration on the following priorities:

- a. qualifications and experience (major sequence has priority over a minor sequence in areas of preference)
- b. seniority as defined in "D"
- c. competency of the individual in the judgment of the principal
- d. priority of request in the case of tied seniority.

D. Seniority

1. Teacher assignment shall be based upon the seniority policy as defined herein.
2. At the secondary level seniority shall be based upon the length of service teaching in certified areas in the building. At the elementary level seniority shall be based upon the length of service within a building.

3. Where length of service in a school is equal, system-wide seniority shall be the determining factor if an equitable decision cannot be mutually agreed upon in the buildings involved.
4. Where length of service is equal the determining factors may include the subject area taught, academic advancement of past years, personal recommendations (administrative or faculty) or any pertinent data relevant to said situation.
5. A contract teacher who interrupts his teaching career for military service shall continue to accumulate seniority during his absence provided he returns to the Roseville Public School system within a year of terminating military duty.
6. Whenever a teacher has interrupted continuity of service by four or more years, seniority shall be limited to that period of service following such absence.

TEACHER ROLE

- A. The classroom teacher is responsible for the control and management of his classroom except when under the control of another authorized person.
- B. Evaluation of students' progress shall be primarily the responsibility of the teacher. Elsewhere in this agreement, policy has been set forth in cases of disagreement.
- C. The teacher shall be granted all reasonable freedom in the implementation of the curriculum; however, this does not exclude the right and obligation of the principal to question, consult, and direct whenever necessary.
- D. The principal is recognized as the chief executive officer of the school and shall proceed professionally in the discharge of the obligations noted in this agreement, in Board of Education policy, and in such current practices as are not in written form.

PARENTAL COMPLAINTS

Complaints received by administration shall be referred to the building principal who shall advise the parent that the teacher is available for consultation. Failure to resolve the complaint by such direct approach, the principal shall attempt to resolve the matter. When a principal or the central administration has resolved a parental complaint without teacher participation, the teacher shall be informed of the disposition of the complaint.

STUDENT PROMOTION

It shall be the duty of the building principal after conferring with the teacher, parents, and special personnel to render a decision regarding the retention, placement, or promotion of a student. In the event of a difference of opinion between the building principal and a teacher regarding the placement of a student, the teacher shall have the right to appeal the decision to the Superintendent of Schools who shall render a final decision.

THE SCHOOL DAY

- A. Teachers shall use the school day for:
1. planning and preparing for their daily classes
 2. teaching their pupils.
- B. Whenever possible, non-teaching functions and routine clerical tasks shall be assigned to aides or non-teaching personnel.
- C. The lunch period shall continue to be duty free, operating under policies and practices established in the 1965-66 school year.
- D. Teachers shall not be required to remain beyond the school day for professional meetings and conferences within the school district.

HOURS

Elementary

8:30	Teacher's duty begins
8:45	Instruction begins
11:45	Lunch
12:35	Teacher resumes duty
12:45	Instruction begins
3:15	Children dismissed
3:30	Teacher's day closes

Secondary

8:15	Teacher's duty begins
8:30	Classes start
11:30	Lunch
12:00	Classes start
2:55	Classes close
3:15	Teacher's day closes

It is recognized that wherever adjustments in the schedule are necessary, such may be made. However, the school day shall be standard in terms of hours, minutes, and duty time.

SCHOOL CALENDAR

1966 - 1967

Monday	September 5	Labor Day, schools closed
Tuesday	September 6	Faculty meetings, 1:00 p.m.
Wednesday	September 7	Student registration and faculty meetings
Thursday	September 8	Students, p.m. only
Friday	September 9	Students, a.m. only
Thursday & Friday	November 3-4	Institutes, schools closed
Wednesday	November 23	Thanksgiving, schools close at end of day
Monday	November 28	Schools re-open
Thursday	December 22	Close at end of day
Tuesday	January 3	Schools re-open
Friday	January 27	Records day, schools not in session
Thursday	March 23	Close at end of day
Sunday	March 26	Easter
Monday	April 3	Schools re-open
Friday	May 26	Close at end of day
Wednesday	May 31	Schools re-open
Thursday	June 15	Records day, school not in session
Friday	June 16	School year ends, end of day

CLASS SIZE

- A. Reasonable effort shall be made to limit class size to 32. In the event it is necessary to exceed this limit additional aid shall be given the teacher through the use of aides, student selection, increased, released time through the use of special service teachers, release from extra duties, or other reasonable methods worked out cooperatively between the teacher and the principal concerned. No extra costs are intended in any such modification.
- B. Every effort shall be made to eliminate combination classes. Where this cannot be done the class size of such rooms shall be limited to 28 and such additional aid as may be possible shall be given.

PHYSICAL FACILITIES

- A. Physical facilities of the classroom or school must be conducive to the health and welfare of students and teachers.
- B. Normal classroom conditions must be maintained including adequate temperature, lighting, lavatory and water facilities.
- C. Classroom conditions must be at least normal. If the conditions are not normal, the principal will make necessary arrangements to provide facilities for teachers and students.

TEACHERS' LOUNGE

Teachers' lounges must provide adequate seating, table space, heating and ventilation, and be designated exclusively for teachers' use. Provision shall be made for separate lavatory facilities for male and female teachers.

ELEMENTARY SUPPLIES

- A. Teachers may requisition books and supplies from the basic lists of all levels to enable teaching at the level of the child.
- B. A standard list of resource materials for each grade level shall be established. Each classroom shall be provided with the items listed for his level.

REQUISITIONS - INSTRUCTIONAL MATERIAL

- A. Teachers should be consulted regarding purchases to be made from general operating funds, as they pertain to their respective areas of instruction.
- B. It is understood that this does not include basic materials required by the schools.
- C. Purchases made by a teacher for classroom use should be reimbursed, provided they have the prior written approval of the principal.

RESEARCH AND IMPROVEMENT

- A. The Board recognizes the desirability of professional improvement and shall continue to make available funds to provide for conferences and other programs which may contribute to this end.
- B. Upon the request of the teaching staff the Board shall provide in-service programs or materials for experimental programs in curriculum development in accordance with funds budgeted for this purpose.

PERSONNEL FILE

The teacher shall have the right to inspect, comment upon, and duplicate the material in his personnel file. Correspondence of a confidential nature exchanged between this system and outside sources shall be excluded.

LEAVE DAYS

A. Sick Leave

1. Sick leave shall accumulate in a single bank at the rate of twelve (12) days per year with unlimited accumulation.
2. A tenure contract teacher who has exhausted his sick bank may borrow up to ten (10) days with a promissory note. Borrowed days shall be restored at not less than three (3) days a year in the ensuing years.

B. Personal Leave

1. Two (2) days of the sick leave allowance may be used for personal business each year.
2. Personal leave days may be used following a holiday when a teacher presents reasonable evidence of his involuntary detention because of cancellation of reservations with a common carrier, official closing of the highway due to weather conditions, or similar circumstances of an extreme character.

C. Funeral Leave

1. Present funeral leave policy shall be continued.

SABBATICAL LEAVE

- A. A teacher holding at least a B.A. degree and a permanent Michigan teaching certificate may make application for sabbatical leave providing he shall have completed not less than seven (7) consecutive years of service with the Roseville Public Schools.
- B. Teachers with the M. A. degree, and meeting the other conditions of (1), shall have priority in claim to sabbatical privilege over those with the lower degree.
- C. Teachers on sabbatical leave shall receive half salary compensation.
- D. The teacher must use sabbatical leave for professional improvement. If enrolled in an institution of higher learning, at least ten (10) hours of graduate study shall be carried per semester or an equated number of hours for terms which differ from the semester.
- E. Sabbatical leave teachers shall not assume such additional employment as would affect the purpose of the leave adversely.
- F. Sabbatical leave will be authorized by the Board of Education. Leave shall be limited to four (4) teachers per year. Sabbatical leave privileges apply to all certificated personnel.
- G. A return to duty in Roseville is a pre-condition for application.

HOSPITALIZATION INSURANCE

The Board will pay up to and including the full family subscriber's rate for Blue Cross medical and hospitalization insurance for contracted teachers.

OPTIONAL PAY PLAN

Teachers shall have the option of receiving their pay on a ten-month or twelve-month basis, such option to be exercised only at the beginning of the contract year.

SALARY SCHEDULE -- 1966 - 1967

<u>Step</u>	<u>Non-Degree</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>PH. D</u>
Start	5100	5600	6100	6500	6900
1	5200	5900	6400	6800	7200
2	5450	6200	6700	7100	7500
3	5700	6500	7100	7500	7900
4	5975	6800	7500	7900	8300
5	6300	7200	7900	8300	8700
6		7650	8400	8800	9200
7		8100	8900	9300	9700
8		8550	9400	9800	10,200
9		9000	10,000	10,400	10,800

EQUIVALENCY RATINGS

- A. When working in a classification which requires outside job experience for certification in vocational education such as under the Smith-Hughes Act, the teacher shall receive experience credit, provided that such work experience was intentionally entered into to obtain certification in vocational education. Such experience, together with other outside creditable teaching or military experience, shall not exceed the total amount allowable under the salary schedule policy.
- B. A certified tenure teacher with an additional professional degree, whose special knowledge is used directly in his teaching, shall be eligible for consideration on the level of a Master's Degree on the salary schedule, when such credits shall be recommended by a committee comprising of two teachers and two administrators. The final authorization shall rest with the Board of Education. "Professional Degree" assumes preparation of not less than the Master's Degree.

COACHING AND SPONSOR COMPENSATION (Percentages)

HIGH SCHOOL

Athletic Director	12 %
Football Coach	10 %
First Assistant	8 %
Other Assistants	7 %
Basketball Coach	10 %
Assistant	7 %
Baseball Coach	8.5%
Assistant	6.5%
Track Coach	8.5%
Assistant	6.5%
Wrestling Coach	8.5%
Assistant	6.5%
Tennis Coach	7 %
Assistant	6 %
Golf Coach	7 %
Cross-Country	7 %
G. A. A.	5 %
Band Director	\$700
Vocal Music Director	\$300
Cheer Leader	\$300
Play Director	\$300 per play
Yearbook	\$300
Newspaper	\$300

JUNIOR HIGH SCHOOLS

Athletic Director	6%
Football Coach	6%
Assistant	4%
Basketball Coach	6%
Track Coach	6%
Assistant	4%
Intramural Sports:	
Girls' and Boys'	6%
Band Director	\$250

ELEMENTARY SCHOOLS

Safety Patrol and Service Squad sponsors	\$100 per year
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EXTRA-CURRICULAR ACTIVITIES

- A. Supervision and extra-curricular activities shall not be considered a part of the teacher's contract responsibilities.
- B. Teachers employed for these activities shall receive a stipend of \$8.00 per event when this service is outside of the regular school day.
- C. Regularly scheduled and recognized inter-scholastic contests as well as plays, dances, club activities and educational field trips shall qualify as extra-curricular events. Teachers receiving pay for the sponsorship of an activity do not qualify for the stipend.
- D. The full amount of stipend will be charged to each sponsoring club, activity or unit by the principal's office.
- E. Annual "open house" in schools shall not be construed as extra-curricular. Teachers will be present except when excused for cause by the principal.

EXTRA INSTRUCTIONAL PROGRAM COMPENSATION

- A. Salary for Summer School shall be \$120 for a 20-hour week or prorated at this scale.
- B. Salary for Title I instructors shall be \$130 for a 22-hour week or prorated at this scale.
- C. A regular contract teacher hired to work an additional hour daily during the school year shall be prorated at one-sixth ($1/6$) of his basic salary and to two (2) additional sick days.
- D. Teachers employed in the educational federally sponsored summer programs shall be allowed one day of sick leave.
- E. Teachers employed in the district sponsored Summer School program shall be allowed one day of sick leave.
- F. No deduction shall be made for a legal holiday.
- G. The Union shall be assured representation in the planning of Title I applications.

MANAGEMENT RIGHTS CLAUSE

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;
2. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
3. To establish grades and courses of instruction, including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;
5. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

WORK STOPPAGE

Recognizing that the education of children is the basic reason for establishment and operation of our public school system, the Union agrees that no work stoppage will be voted, condoned, authorized or undertaken by its members within the life of this contract and that any teacher engaging in a concerted work stoppage, authorized or unauthorized by the Union, in the Roseville School District or in any of its schools will be subject to suspension or dismissal according to statutory provisions.

LAW-SAVING CLAUSE

If any provision of this agreement or any application of the agreement to any teacher or group of teachers should be found contrary to law by a court of last resort or court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, then such provision or application shall be deemed invalid except to the extent permitted by law but all other provisions hereof shall continue in full force and effect.

DURATION

A. This agreement and each of its provisions shall be effective as of
September 1st, 1966, and shall continue in full force
and effect until August 31st, 1967.

B. This agreement will be executed when it has been ratified:
a. by the Union voting at a meeting called for that purpose;
b. and approved by the Board of Education by a resolution
duly adopted.

C. In witness whereof the parties have executed this agreement by their
duly authorized representatives the day and year first above written.

BOARD OF EDUCATION
SCHOOL DISTRICT OF THE CITY OF
ROSEVILLE, MACOMB COUNTY,
MICHIGAN

ROSEVILLE FEDERATION OF TEACHERS
LOCAL AFT, No. 1071, AFL-CIO

President

Vice President

Secretary

Treasurer

Trustee

Trustee

Trustee

