

Saranac 9
MEA AREA OFFICE
REGION 9
4020 Eastern Ave. S.E.
Grand Rapids, Mich. 49508
OCT 1 REC'D

1969-70

MASTER CONTRACT
for
SARANAC COMMUNITY SCHOOLS
1969 - 1970

Saranac
Bd. of Edu.

MEA
1216 KENDALE
E. LANS., MI: 48424
7/1/69 - 8/24/70

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OFFICE OF
PROFESSIONAL NEGOTIATIONS

MASTER CONTRACT
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ARTICLE I

Teachers' Rights and Recognition

- A. The Board of Education of Saranac, Michigan, hereafter called the "Board" and the Saranac Education Association, hereafter called the "Association" in consideration of the mutually binding covenants set forth herein, hereby agree with each other as follows.
- B. The Board hereby recognizes the Saranac Education Association as the exclusive bargaining representative, as defined in Section I, of act 379, Public Acts 1965, for all professional qualified teachers, including teachers on tenure, probation, classroom teachers, guidance counselors, librarians, and substitute teachers who have been hired more than five (5) consecutive school days, employed or to be employed by the Board, but excluding supervisory, executive personnel, office and clerical employees. The term "teacher" when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.
- C. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under Michigan General School Law, or any other laws and regulations, including Public Act 379. The rights granted to the teachers hereunder shall be deemed to be in addition to those provided by law.

ARTICLE II
Teachers' Rights

- A. The Association and its members shall have the right to use school building facilities outside of school hours for meetings with the approval and assignment by the Administration. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. The building Association representative will notify the building principal when using duplicating machines, bulletin boards or mailboxes for the Association. The Association will inform such principal of general content of communication.
- B. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, and such other information as will assist the Association in recommending intelligent, accurate, informed, constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.
- C. The Board of Education shall make a payroll deduction, upon written request from the teacher, for annuities, credit union, savings bonds, medical and hospitalization insurance, scholarship contributions, union dues, and other plans or programs jointly approved by the Saranac Board of Education and the Saranac Education Association.

All authorizations for payroll deductions will be into the Superintendent's office by the first Friday of school.

The total dues and contributions will be deducted from the second pay in September or in 20 equal installments starting the second pay in September.

Hospitalization insurance will be deducted from the first pay each month.

Teachers may elect to have their salaries in 21 or 27 equal payments.

- D. At the beginning of the school year, each teacher shall receive a copy of the master contract. A copy of current board policy shall be available in each building; and all teachers shall be informed at once of any changes which pertain to them.
- E. In the event a probationary teacher is not continued in employment, the board will advise the teacher of the reasons

Article II , continued

therefore in writing with a copy to the association and provide for a hearing where requested. Suspension or dismissal proceedings of a probationary teacher, all evaluations and responses thereto shall be admissable. The association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building. The board, in recognition of the concept of progressive correction, shall notify the teacher in writing of alleged delinquencies, indicate expected correction and indicate a reasonable period for correction. Alleged breaches of discipline or the code of ethics of the education profession shall be promptly reported to the offending teacher and to the association. The association will use its best efforts to correct breaches of professional behavior by any teacher and in appropriate cases, may institute proceedings against the offending teacher.

ARTICLE III

Board of Education Rights Clause

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitations all powers, rights, authority, duties and responsibilities conferred upon and invested 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 employment related 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; to their dismissal or demotions; and to promote, and transfer all such employees;
3. To establish grades and courses of instruction including special programs, and to provide for the athletic, recreational and social events for students; all as deemed necessary or advisable by the Board;
4. to select the textbooks and other teaching aids of every kind and nature;
5. To determine class schedules, and the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect to administrative, non-teaching activities, and the terms and conditions of employment;
6. the Board agrees that in all its decisions relating to professional education matters, the Board shall consider carefully and give proper weight to the recommendations and evaluations of the Association and its members.

Article III, continued

The exercise of the foregoing powers, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgement and descretion in connection therewith shall be limited only by 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 United States.

ARTICLE IV
Teaching Hours, Loads and Assignments

- A. The teacher's normal working day at school shall be from 8:00 a.m. to 3:35 p.m. eastern time. Teachers shall be at their assigned place of duty no later than 8:15 a.m. They shall be in this assigned room for five minutes after the dismissal bell and shall leave school no earlier than 3:35 p.m. unless permission is granted by the principal. Teachers may leave five minutes after students are dismissed on Friday and the 1st day before a holiday period. If school is dismissed early because of weather conditions, teachers shall be asked to stay no later than ten (10) minutes after students are dismissed. Teachers will not report for work when school is not in session due to weather.
- B. All teachers shall have available at least forty-five (45) minutes for lunch. The exact time may vary from year to year and from building to building, but it shall be between 10:55 a.m. and 1:10 p.m. All teachers shall be entitled to a duty-free uninterrupted lunch period.
- C. Elementary and seventh grade teachers will be provided with at least 50 minutes of release time per week, at which time students will receive other instruction. Secondary teachers, not including seventh grade teachers, will be given preparation period at least four times a week, for a five period day, and five times a week for a six period day, except activity period.
- D. Teachers shall not be required to report more than three days prior to the beginning of classes in September or to remain more than two days after classes end for the school year. (Excluding

Article IV, continued

Saturday, Sunday, and legal holidays.)

- E. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. Time shall be provided in the school calendar for at least a week of Christmas vacation including the day before Christmas. The Friday following Thanksgiving schools will be closed.
- F. Teachers shall not be assigned except temporarily and for good cause, outside the scope of the teaching certificates or their major or minor fields of study.
- G. Teachers assignments, as specified on individual contracts, will not be changed except by written consent of that teacher.
- H. The school calendar for 1969-70 shall be part of this agreement. The changing of the school calendar after August 28, 1969 must be with consent of both the Board and the Association. Any attendance days missed in excess of five (5) will be made up during April vacation and any remaining days missed at the end of the school year, but not beyond contract days. Contract days are August 28, 1969 to June 8, 1970.
- I. One additional day shall be included in school calendar for the purpose of professional improvement of the staff. The program of the day shall be the responsibility of the Association. Any cost will be shared equally after receiving approval by the superintendent and the president of the SEA.
- J. Monday afternoons between 3:30 and 4:00 p.m. shall be reserved and kept free by the teachers for administrative meetings. Specific

Article IV, continued

meetings should, as far as possible, be scheduled or cancelled by the Friday proceeding and so announced in the agenda for that week.

- K. All teachers shall be provided with relief and preparation time to the same extent as classroom teachers in the district.
- L. A teacher who is asked to give up his preparation period by the administration to fill in for another teacher who is absent for any reason shall be compensated for this loss by receiving either or one (1) free day for each four (4) preparations taught, or an amount prorated at \$6.00 per hour at teachers choice. This free day shall not be a reason for loss of salary or counted as a sick day.
- M. All extra responsibilities such as class or club sponsors will be so indicated on the teachers individual contract. Class and club sponsorship or any similar activities will be considered outside of teachers regular assignment and will be voluntary.
- N. A teacher will be notified 60 days before the end of the school year of any change in extra curricular assignment, or with the teachers written consent thereafter.

1969-70 School year

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ARTICLE V

Teaching Conditions

- A. Since the Board of Education recognized the importance of a low pupil-teacher ratio, the Board will make all reasonable effort to provide sufficient facilities and staff to maintain class loads in accordance with high educational standards, and shall not exceed a ratio of 25 students per certified teacher as defined in Article I paragraph B.
- B. No teacher shall be required to have teacher aides.
- C. The Board recognizes that appropriate texts, library materials, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. 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 ~~them~~ made by its representatives and the Association. The Board agrees at all times to keep the school reasonably equipped and maintained.
- D. The Board of Education shall make available in each school, lunchroom and restroom facilities exclusively for teachers use. At least one room in each building shall be furnished as a faculty lounge in which smoking will be permitted.
- E. Telephone facilities shall be made available to teachers for their reasonable use. A telephone shall be installed in the coaches office in the elementary school for athletic purposes after the regular school hours, but will be removed if uncontrolled long distance calls become a problem.
- F. Parking facilities shall be made available to teachers for their use.
- G. The Board shall furnish without charge, smocks or like protective clothing to those teachers who require them.
- H. The teachers shall receive necessary keys to reach their assigned rooms during the contract year, providing they are asked for and signed out by the teacher.
- I. Upon the request of the Association, soft drink vending machines will be installed in the teacher's lounge. The proceeds from all such machines shall go into the Don Sharritts Scholarship Fund.
- J. Upon the request of an athletic coach, and with the written permission from the Superintendent of Schools, the number of students out for a given sport may be reduced.

ARTICLE VI

Vacancies and Promotions

- A. Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and providing for appropriate posting in every school building. No vacancy shall be filled, except in case of emergency, on a temporary basis, until such vacancy shall have been posted for a least fifteen days.

- B. Any teacher may apply for such vacancy. In filling such vacancy the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system of the district, and other relevant factors. The Board declares its support of a policy of promotions from within its own teaching staff, including promotions to supervisory and executive levels.

ARTICLE VII

Sick Leave

- A. Each teacher will be given $1\frac{1}{2}$ sick days per month for ten months. (September through June)
- B. Unused days of sick leave shall be accumulated up to 150 days.
- C. Sick days used above accumulated days shall be deducted from the last pay of the school year. If this amount is more than his last pay, his proceeding pay shall be used.
- D. Use of Sick Leave Time
 - 1. Days absent from school for personal illness, illness or death in the immediate family or a funeral of a relative or friend, (A three day limitation for a funeral of a friend or relative) shall be deducted from the current year allotment of sick days. Thereafter any additional days of sick leave shall be subtracted from the teachers accumulated sick leave days.
 - 2. Two (2) days a year of sick leave allowance may be used for personal reasons, non-cumulative. Teachers shall notify his principal at least one day in advance, except in case of emergency. Not more than three (3) teachers from each (K-6) and (7-12) may use personal days at the same time.
- E. The teacher who arrives late, or leaves school prior to the scheduled time shall be charged the proportional part of a sick ~~or personal~~ day.

ARTICLE VIII
Leave of Absence

- A. Any teacher whose personal illness extends beyond the period compensated under Article VII shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. A doctor's approval to work will be submitted upon return, and the teacher shall be assigned to the same position, if available, or a substantially equivalent position.
- B. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:
1. Absence when a teacher is called for jury service, providing the teacher shall remit to the Board all money received for such service. And court appearance as a witness provided that the teacher shall remit to the Board all money received from such services.
 2. Written requests to attend educational meetings or conferences will be forwarded through the principal to the superintendent for his approval. Approval shall allow the teacher to be reimbursed for mileage, lodging, meals, and registration fees.
 3. Time necessary to take the selective service physical examination.
 4. A teacher may be granted, with the permission of the superintendent of schools, up to two days leave of absence to accompany students to a college, where the student is interested in enrolling.
 5. Any teacher who is absent because of injury compensable under the Michigan Workmans Compensation Act shall receive from the Board of Education the difference between workman's compensation payment prescribed by law and his regular salary, with a limit of 180 session days.
 6. A teacher shall receive a three day leave of absence for death of their spouse or their child.
- C. Maternity leave shall be granted without pay, commencing at a date decided by the Superintendent, (based upon consultation with the teacher and her doctor). A teacher shall be entitled to return from such leave at any time within two (2) school years, providing there is a position available in the system. A doctor's approval will be submitted upon return to work. (This time will not count on seniority)
- D. A leave of absence for a maximum of two (2) years will be granted at the end of school year to any teacher who joins the Peace Corp as a fulltime participant in such a program.

ARTICLE VIII
Leave of Absence

- A. Any teacher whose personal illness extends beyond the period compensated under Article VII shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness. A doctor's approval to work will be submitted upon return, and the teacher shall be assigned to the same position, if available, or a substantially equivalent position.
- B. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:
1. Absence when a teacher is called for jury service, providing the teacher shall remit to the Board all money received for such service. And court appearance as a witness provided that the teacher shall remit to the Board all money received from such services.
 2. Written requests to attend educational meetings or conferences will be forwarded through the principal to the superintendent for his approval. Approval shall allow the teacher to be reimbursed for mileage, lodging, meals, and registration fees.
 3. Time necessary to take the selective service physical examination.
 4. A teacher may be granted, with the permission of the superintendent of schools, up to two days leave of absence to accompany students to a college, where the student is interested in enrolling.
 5. Any teacher who is absent because of injury compensable under the Michigan Workmans Compensation Act shall receive from the Board of Education the difference between workman's compensation payment prescribed by law and his regular salary, with a limit of 180 session days.
 6. A teacher shall receive a three day leave of absence for death of their spouse or their child.
- C. Maternity leave shall be granted without pay, commencing at a date decided by the Superintendent, (based upon consultation with the teacher and her doctor). A teacher shall be entitled to return from such leave at any time within two (2) school years, providing there is a position available in the system. A doctor's approval will be submitted upon return to work. (This time will not count on seniority)
- D. A leave of absence for a maximum of two (2) years will be granted at the end of school year to any teacher who joins the Peace Corp as a fulltime participant in such a program.

Article VIII, continued

Military leaves of absence shall be granted to any teacher, a maximum of two (2) years if drafted or four (4) years if he or she enlists in any branch of the Armed Services of the United States. Any period thus served shall be treated as time taught in the system for purposes of the salary schedule.

- E. Teachers who have been employed for five (5) years in the Saranac Community School System may be granted a sabbatical leave for one year. A teacher upon return from sabbatical leave, shall be restored to his former position or to a position of a like nature, seniority and status. A teacher who has been employed for ten (10) years in the Saranac Community School System may be granted a leave of absence for one (1) year at one-half ($\frac{1}{2}$) to full salary with the approval of the Board of Education.
- F. Teachers who are officers of the Saranac Educational Association or appointed to a committee, upon 2 days prior notice will be given leave of absence without pay for the purpose of performing duties for the Association. No more than two (2) teachers will be absent at any one time.
- G. The Board shall grant a leave of absence without pay to any teacher to campaign for and serve in that public office.
- H. A leave of absence for personal reasons may be granted, without pay, upon request by the teacher, and an approval by the Superintendent of Schools.

ARTICLE IX

Teacher Evaluation

- A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio-system, and similar surveillance devices shall be strictly prohibited.
- B. Each teacher shall have the right upon request to review the contents of his own personnel file except credentials. A representative of the Association shall be requested to accompany the teacher in such review.
- C. A teacher shall receive a copy in writing and may request that an Association member be present, when he is to be reprimanded, warned or disciplined for an infraction of any rule, or regulation, of policy, or for delinquency in professional performance.
- D. A joint committee of teachers, administrators, and Board of Education shall decide on any question involving means and methods of instruction.

ARTICLE X

Protection of Teachers

- A. Any case of assault upon a teacher shall be promptly reported to the Board of Education or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities.
- B. Time lose by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher unless such teacher shall be found guilty of charges brought and substantiated by a civil or criminal court.
- C. The Board will reimburse teachers for any loss, damage or destruction of clothing or other personal property, if student inflicted in school or on school premises and not collectable from other sources.
- D. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teachers attention, if action is to be taken.
- E. Student discipline:
 - 1. Since the teacher's authority and effectiveness in his class room are undermined when students discover that there is insufficient administrative backing and support to teachers with respect to the maintenance of control and discipline in the classroom. The Board further agrees that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students, or be charged with the responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physician or other professional persons the Board will take reasonable steps to relieve the teacher responsibilities with respect to such pupils.
 - 2. A teacher may exclude a pupil from one class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as his teaching obligation will allow, full particulars of the incident.

ARTICLE XI

Negotiation Procedures

- A. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject of matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the Board of Education and the Saranac Education Association for life of this agreement and each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated except by mutual agreement, to bargain collectively with respect to any subject or matter referred to, or cover in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subjects or matters may not have been within his knowledge or contemplation or either or both of the parties at the time they negotiated or signed this agreement.
- B. Between March 1, and March 15, of the year the contract expires the parties will begin negotiations for a new agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.
- C. A teacher engaged at the request of the Saranac Board of Education during the school day in negotiating in behalf of the Association with any representative of the Board or participating in any professional grievance negotiation shall be released from regular duties without loss of salary.

ARTICLE XII

Professional Grievance Negotiation Procedure

- A. Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation, or misapplication of any provision of this agreement may file a written grievance with the Board or its representative. The Board hereby designates as its representative the Superintendent of Schools when the particular grievance arises in more than one school building or does not concern the authority of any one principal.
- B. Within three working days of receipt of the grievance, the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. If the meeting is with the school principal and the parties cannot agree, the grievance shall be promptly transmitted to the Superintendent, who shall have three (3) working days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent, he shall have five (5) working days from receipt to approve or disapprove it. If the grievance shall be denied by the Superintendent, either upon review of action of the school principal, or in the first instance, the grievance shall immediately be transmitted to the Secretary of the Board with a statement of reasons why it is being disapproved.
- C. Within ten (10) working days from receipt of the grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however, that in no event, except the express written consent of the Association, shall final determination of the grievance be made by the Board more than fifteen (15) days after its submission to the Board.
- D. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost; If he shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid him minus compensation earned during this period.
- E. The cost of any mediation under this Article shall be paid jointly by the Board and the Association.
- F. For administrative convenience, the Board may cause complaints which may be the subject of grievance under this Article first to be presented to the Saranac Education Association for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for

Article XII, continued

such informal processing upon request, but exhaustion of such informal procedure shall not be required as a condition preesent to invoking the grievance procedure, nor shall participation of the Saranac Education Association in such informal procedures be deemed to be a supervisory or executive function.

G. Grievance Procedure for grievances instituted by the Board of Education or its representatives shall be as follows:

The grievance shall be transmitted to the President of the Association to be forwarded to the Chairman of the S.E.A. Grievance Committee. The committee shall then have ten (10) working days to approve or disapprove the grievance. The decesion shall then be transmitted to the Board.

H. A grievance may by mutual consent be dropped at any stage of the grievance procedure.

ARTICLE XIII

Professional Study Committee

- A. A professional study committee shall be formed of five (5) members, two (2) from the Association, two (2) from the Board, and the Superintendent of Schools or his representative. This Committee will meet from time to time throughout the school year (upon the request of the Superintendent) but at least every sixty (60) days. The committee will discuss any and all areas of education in Saranac, including the feasibility of different types of curriculum not presently used in the district. The final authority on curriculum however will rest with the Board and its designated representative.

ARTICLE XIV

Miscellaneous Provisions

- A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 7:00 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.
- B. The Association shall deal with ethical problems arising under the code of ethics of the education profession (as set-up by the National Education Association and the Michigan Education Association and presented in the policies of the Board of Education in Section 4.28) in accordance with the terms, thereof and the board recognizes that the code of ethics of the professions is considered by the Association and its membership to define acceptable criteria of professional behavior.
- C. This agreement shall supercede any rules, regulations or practices of the Board which shall be contrary or inconsistent with its terms. It shall likewise super-cede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. Copies of this agreement shall be duplicated at the expense of the Board and presented to all teachers now employed and hereafter employed by the Board.
- E. If any provisions of this agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, then such provision or 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.
- F. If asked to take over extra-curricular duties the person will be paid the amount agreed upon by the administration and association.
- G. Teacher daily rate of pay shall be determined by dividing the number of work days into his total salary.

ARTICLE XV

Terminal Leave

- A. Upon receipt of the first teacher retirement check from the Retirement Fund Board, the retired teacher shall receive a terminal leave payment equal to 50% daily rate of the last contracted year, but not to exceed the rate of a daily substitute, times his accumulated sick leave days, providing the last year of teaching service prior to retirement was at the Saranac Community Schools.

- B.
 - 1. If a teacher shall expire while teaching at the Saranac Community Schools a sum equal to 50% daily rate of present salary, not to exceed the rate of a daily substitute, times the number of unused sick leave days shall be paid to that teacher's estate.

 - 2. The Board may carry life insurance on teachers to satisfy the payment of the death clause.

ARTICLE XVI
Other Provisions

- A. A teacher shall be advanced one step on the Salary schedule for each year teaching experience in other school systems up to six years, providing this experience was within the number years as allowed in the salary schedule.
- B. If a degree or the additional fifteen (15) semester hours is earned before September 1, or February 1st, a new contract will be given to place the teacher on the appropriate schedule.
- C. Non-degree teachers must earn six semester hours yearly for contract renewal.
- D. There will be an additional \$200.00 paid to the teacher with a split grade in the elementary school.
- E. Substitute teachers employed on an irregular basis shall be paid a daily rate of \$20.00. Substitute teachers who will be assigned the same position for thirty (30) consecutive days or more shall be paid \$28.00 per day. Substitute teachers will not be hired for less than one half day.
- F. The Board of Education will pay 50% of the cost, up to \$200 for medical health, accident, life, etc insurance as provided in the MEA group policy now carried by the district.
- G. Extra duty percentages shall be applied against the base scale, with 1 years experience credited for each year in that specific activity. Experience credit in other school systems will be limited to six years in that specific activity. Varsity athletic coaches will be credited with $\frac{1}{2}$ year experience if coaching was other than at the varsity level in that specific sport.
- H. Teachers and their spouses to be admitted free to home athletic events, and that league passes would be issued on first come basis.
- I. The salaries covered by this agreement are set forth in article XVIII.
- J. 65% any increase in the basic State Aid for 1969-70 above the present \$549.40 minus 20 mills deductible, shall be divided equally among the teachers as defined in Article Ib of this contract.

ARTICLE XVII

Duration of Agreement

This agreement shall be effective as of the first day of July, 1969, and shall continue in effect for one year until the 24th day of August, 1970. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

ARTICLE XVIII
Salary Schedule

Part I

Yr	Exp	ND	B	B+15	M	M+15	Sp Ed
	0	6500	6800	7100	7,400	7,700	8,000
	1	6675	7100	7400	7,700	8,000	8,300
	2	6850	7400	7700	8,000	8,300	8,600
	3	7025	7700	8000	8,300	8,600	8,900
	4	7200	8000	8300	8,600	8,900	9,200
5	5	7375	8300	8600	8,900	9,200	9,500
	6	7550	8600	8900	9,200	9,500	9,800
	7		8900	9200	9,500	9,800	10,100
	8		9200	9500	9,800	10,100	10,400
	9			9800	10,100	10,400	10,700
	10				10,400	10,700	11,000

ARTICLE XVIII
Salary Schedule

Part II, Schedule of Extra Pay for Extra Duties

1. % of Individual base pay	
Football, varsity	8%
Football, Assistant varsity	6%
Football, Jr. Varsity	6%
Football, Jr. High	5%
Basketball, Varsity	8%
Basketball, Jr. Varsity	6%
Basketball, Freshman	5%
Basketball, Jr. High	5%
Basketball, Girls' varsity	6%
Basketball, Girls; Jr. varsity	5%
Baseball	6%
Track	6%
Golf	5%
Gross Country	3%
Gymnastics	2%
2. % of Individual base pay	
Athletic Director	10%
Music (half-time 3 concerts)	5%
Play Director (ea. production)	5%
Yearbook Advisor	2%
Newspaper Advisor (10 issues)	5%
Cheerleader Sponsor (ea squad)	
varsity, JV, Jr. high	2%
Forensics and debate	3%
Safety Patrol	2%
3. Other Duties	
Special Education	\$600.00
Ticket seller, timekeeper, scorers	5.00 per evening
Chaperone (5.00 min per evening)	2.00 per hour
Adult & Student Classroom teaching	6.00 per hour
Drivers Training; \$4.50 behind the wheel, limit 6 hr per student;	
\$6.00 classroom, limit 40 hr.	
Summer music:	\$6.00 per hr, limit eight 30 hr weeks
Summer agriculture	\$6.00 per hr, limit eight 35 hr weeks