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Kalamazoo Co.

MEET
1216 Kendale
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A G R E E M E N T

B E T W E E N T H E

S C H O O L C R A F T B O A R D O F E D U C A T I O N

A N D T H E

S C H O O L C R A F T E D U C A T I O N A S S O C I A T I O N

Schoolcraft Community Schools

Schoolcraft, Michigan

Schoolcraft Bd. of Ed.

OFFICE OF PROFESSIONAL NEGOTIATIONS
Michigan Education Association

I N D E X

Schoolcraft Education Association Agreement

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This Agreement entered into this *2nd* day of *June*, 1966 by and between the Board of Education of the Schoolcraft Community Schools of Schoolcraft, Michigan, hereinafter called the "Board", and the Schoolcraft Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Schoolcraft is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, duties and other terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize.

In consideration of the following mutual covenants,
it is hereby agreed as follows:

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, librarians, and all other teachers, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding supervisory and executive personnel and 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, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this agreement, provided that the Association has been given opportunity to be present at such adjustment.

C. Within thirty days of the beginning of their ~~employment~~ employment hereunder, teachers may sign and deliver to the Board of an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of all such teachers and remitted not less frequently than monthly to the Association.

D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II

Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association

or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its teachers appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from an appropriate public agency, mutually agreed upon by both the Board and Association.

C. The Association and its members shall have the right to use school building facilities for meetings at all reasonable times that do not interfere with student education. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Faculty bulletin boards in the teachers' lounges and other established media of communication shall be made available to the Association and its members.

D. 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, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs, together with information which may be necessary for the Association to process any grievance or complaint.

ARTICLE III

Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this

Agreement. Such salary schedule shall remain in effect during the one year term of this Agreement, provided, however, that upon written notice to the other party at least sixty (60) days prior to the first day of ~~May~~^{April} of every year of this Agreement, either party may request the reopening of negotiation of such salary schedule.

B. Teachers shall not be required to report more than two days prior to the beginning of classes in September or to remain more than two days after classes end in June.

C. The following legal holidays shall be observed and all schools closed: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, Christmas Day.

D. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board or participating in any professional grievance procedure shall be released from regular duties without loss of salary.

E. A teacher shall be released from regular duties without loss of salary at least two (2) days each year the purpose of participating in area or regional meetings of the Michigan Education Association.

ARTICLE IV

Teaching Hours

A. The teachers normal teaching hours in the secondary and elementary schools shall be as follows:

- (1) Teachers check in no later than 8:15 A.M.
- (2) Teachers shall leave school no earlier than 3:45 P.M.
- (3) Hours of kindergarten teachers shall be fixed by the principal at the beginning of each semester but shall in no event be longer than the foregoing.

B. The Board recognizes the principle of a standard five-day

workweek and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard workweeks. The Board will not require teachers regularly to work in excess of such standard workweeks within or outside of any school building.

C. All teachers shall be entitled to a duty-free uninterrupted lunch period of at least forty (40) to fifty (50) minutes each day. They shall be allowed to leave school premises during this period.

ARTICLE V

Professional Qualifications and Assignments

A. Every teacher in the Schoolcraft Community Schools shall have a Bachelor's Degree and a valid Michigan teaching certificate appropriate to his field and assigned grade level. No teacher shall be hired without these minimum qualifications.

B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned, except temporarily or for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C. Teachers who will be affected by a change in grade or subject assignments in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified and consulted by their principals as soon as practicable and prior to August 1st. Such changes will be voluntary to the extent possible.

D. Principal of the High School

(1) General qualifications of a teacher in the State of Michigan.

(2) General qualifications of a teacher in the Schoolcraft Community Schools.

- (3) A Master's Degree, or higher, from an accredited college.
- (4) Graduate work in one or more of the following fields:
 - a. School Administration
 - b. Psychology.
 - c. Secondary Education
- (5) At least three (3) years successful teaching experience including teaching in the secondary schools.

E. Principal of the Elementary School.

- (1) General qualifications of a teacher in the State of Michigan.
- (2) General qualifications of a teacher in the Schoolcraft Community Schools.
- (3) A Master's Degree, or higher, from an accredited college.
- (4) Graduate work in one or more of the following fields:
 - a. School Administration
 - b. Psychology
 - c. Elementary Education
- (5) At least three (3) years successful teaching experience including teaching in the elementary schools.

ARTICLE VI

Teaching Conditions

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

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that the class size should be lowered wherever possible.

B. The Board recognises that appropriate texts, library reference facilities, 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 ^dundertakes promptly to implement all joint decisions thereon made by the Board and the Association. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained.

C. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.

D. The Board shall make available in each school adequate restroom and lavatory facilities exclusively for teacher use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge in which smoking shall be permitted.

E. Telephone facilities shall be made available to teachers for their reasonable use.

F. Separate healthroom facilities shall be available in all schools for pupil use.

G. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

H. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek

to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

ARTICLE VII

Leave Pay

A. All teachers absent from duty on account of personal illness or any other aproved reason who have been in the employ of the Board ~~for less than five years~~ shall be allowed full pay for a total of ten (10) days in any school year. In September a report shall be made to each teaching employee of the Board of Education indicating the amount of sick leave credit.

B. Any teacher who is absent because of an injury or disease compensable under the Michigan Workmen's Compensation Law, shall receive from the Board the difference between the allowance under the Workman's Compensation Law and his regular salary for the duration of the illners with no subtraction of sick leave.

C. Each teacher shall be entitled to an accumulation for the unused portion of each year's leave which shall be available in future years up to ninety (90) days.

ARTICLE VIII

Leaves 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. Upon return from leave, and after a physical examination, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.

B. Leaves of absence with pay, chargeable against the teachers' sick leave allowance, shall be granted for the following reasons:

- (1) Sick leave allowance for a critical illness in the immediate family.
- (2) Attendance at a ceremony awarding a degree to a staff member for such portion of the day as is necessary.
- (3) One day, except when travel requires additional time, for the attendance at a school graduation of a son, daughter, husband or wife.
- (4) Time necessary for the conduct of personal affairs which cannot normally be handled outside school hours, such as performance of religious obligations and medical and dental appointments when such appointments cannot be made at any other time to a total of four half-days or two full days and approved in advance by Administration.
- (5) Time necessary for attendance at the funeral service of person whose relationship to the teacher warrants such attendance with prior approval by administration.

C. Leaves of absence with pay, not chargeable against the teacher's sick leave allowance, shall be granted for the following reasons:

- (1) A maximum of five (5) days per school year for a death in the immediate family.
- (2) Absence when a teacher is called for jury service.
- (3) Court appearance as a witness in any case connected with the teacher's employment or the school or whenever teacher is subpoenaed to attend any proceeding.
- (4) Administration approved visitation at other schools ^{or} for attending educational conferences or conventions, including Association meetings. Request should be submitted at least five (5) days in advance.
- (5) Time necessary to take the selective service physical exam.

D. Leaves of absence without pay shall be granted upon application for the following purposes:

- (1) Study related to the teacher's license field.
- (2) Study, research or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such periods shall be allowed.

E. A maternity leave shall be granted without pay, commencing not later than the end of the sixth month of pregnancy, ^Cexcept that when this date falls within one school month of the end of the semester the

teacher may be permitted to complete the semester. The teacher shall be entitled to return from such leave at any time within two (2) years.

F. Teachers who are officers of the State or National Association or are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank.

G. Military leaves of absence shall be granted to any teacher who shall be drafted or shall enlist in lieu of being drafted for a period of draft for military duty to any branch of the armed forces of the United States. Teachers on military leave shall be given the benefit of any increments which would have been credited to them had they remained in active service to the school system.

H. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

ARTICLE IX

Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish to all teachers the following insurance protection:

A. The Board shall provide without cost to the teacher group life insurance protection which shall pay to the teacher's designated beneficiary the sum of \$^{24,000}~~4,000~~ upon death after two years teaching service. A first or second-year teacher will receive a \$2,000 life insurance policy.

B. Any teacher desiring a tax-deferred annuity plan may apply by notifying the administration. There shall be a minimum of six applicants doing business with one company.

ARTICLE X

Teacher Evaluation

A. All monitoring or observation of the work performance of a teacher shall be conducted openly with full knowledge of the teacher, and by qualified personnel. The use of eavesdropping, closed circuit television, public address or audio systems, 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 confidential material. A representative of the Association may be requested to accompany the teacher in such review.

C. A teacher shall at all times be entitled to have present a representative of the Association when he is being reprimanded, 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. The same shall hold true for administration.

D. 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 any agent or representative thereof shall be subject to the professional grievance negotiations procedure hereinafter set forth.

E. Each teacher shall have the opportunity to review, discuss and object to his evaluation before its presentation to the Superintendent and the Board of Education. Should revision in such evaluation not be satisfactory to the teacher, the teacher shall be given the

opportunity to discuss his evaluation at regular or special Board meetings before such evaluation becomes a part of his personnel file.

ARTICLE XI

Protection of Teachers

A. 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 teacher, the Board recognized its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counsellors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibility with respect to such pupil. This is not to be construed to negate the teacher's responsibility for average classroom discipline.

B. Any case of assault upon a teacher shall be promptly reported to the Board 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 handling of the incident by law enforcement and judicial authorities.

C. If any teacher is complained against or sued by reason of proper disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense.

D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.

E. The Board will reimburse teachers for any reasonable loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises. If a teacher is injured while in the line of duty, free medical, surgical or hospital care will be furnished by the Board at a designated hospital agreeable to both parties.

F. Any serious complaints directed toward a teacher shall be promptly called to the teacher's attention by the building principal or superintendent.

G. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.

ARTICLE XII

Negotiation Procedures

A. It is agreed that any and all matters not specifically covered by this Agreement but of concern to either party shall be subject to professional negotiations between them from time to time during the period of this agreement upon written request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters as promptly as possible.

B. In the event the salary schedule is reopened for

negotiation, by either party, as provided in Article III of this Agreement, the parties will promptly negotiate for the purpose of reaching an agreement upon a revised salary schedule. At least sixty (60) days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board. Current contract will be operative until new agreement is reached. New agreement would be retroactive to beginning of new school year.

C. The Board's negotiating or bargaining representatives shall include at least two (2) members of the Board and the superintendent. The Associations negotiating or bargaining representatives shall include at least two (2) teacher members of the Association. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measures it may deem appropriate as determined by the MEA.

E. Every agreement executed under the provision of paragraph A and B of this article shall become effective immediately upon ratification by the Board and by the Association, ~~approval as to form by MEA and~~ unless otherwise stated, and shall continue in force for the life of the master agreement and shall have the same force and effect as all other parts of the master agreement.

ARTICLE XIII

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 or any existing rule, order or regulation of the Board, or any other provision of law (except a statute specifically establishing a procedure for redress) relating to wages, hours, terms or conditions of employment, may file a written grievance with the Board or its designated representative. The Board hereby designates as its representative for such purpose the principal in each school building and the superintendent of schools when the particular grievance arises in more than one school building.

B. Within five (5) days of receipt of the grievance the designated representative of the Board shall meet with designated representatives of the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. 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 five(5) days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the superintendent he shall have ten (10) days from receipt to approve or disapprove it. If the grievance shall be denied by the superintendent, either upon review of the 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 fifteen (15) 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 with express written consent of the Association, shall final determination of the grievance be made by the Board more than twenty (20) days after its submission to the Board.

D. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted before an impartial mediator selected by the parties. If the parties cannot agree as to the mediator, he shall be selected by the State Mediation Board in accord with its rules which shall likewise govern the mediation hearing. The Board shall not be permitted to assert in such mediation proceeding any ground or to rely on any evidence not previously disclosed to the Education Association, ^{or the Board.} The mediator shall have no power to alter, add to, or subtract from the terms of this Agreement.

E. 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 to him.

F. The cost of any mediation under this Article shall be borne equally by the Board and the Association.

G. For administrative convenience, the Board may cause complaints which may be the subject of grievances under this

Article first to be present to a principal or other school employee, 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 such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of principals or other employees in such informal procedures be deemed to be a supervisory or executive function.

ARTICLE XIV

Miscellaneous Provisions

A. The Board agrees at all times to maintain ^{an} any adequate list of substitute certified teachers. Teachers shall be informed of a telephone number they may call before 7:30 A.M. to report reason for unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute certified teacher.

B. Any day that school busses cannot operate because of weather or road conditions, the school will be closed and the faculty will not be required to be present nor suffer loss of pay for that day.

C. When heating problems occur in school buildings neither pupils nor teachers will remain in temperature unsuitable for classroom work and classes will be dismissed for the day. Classes will not resume until the trouble has been corrected.

D. If students work in kitchen or cafeteria their time for such work shall be arranged to enable them to participate in all classes on the same schedule as all other students.

Every student who works in cafeteria shall have a daily cleanliness check-up by lunchroom supervisor or other responsible person. If rashes, colds, or other suspicious symptoms are present, such pupils shall not work until screened by school nurse or checked by a doctor. It is recommended that all students helping in the cafeteria ~~should have chest~~ X-rays at beginning of school year or soon after. Health files on student workers shall be kept up to date and available at school offices.

E. No polygraph or lie detector device shall be used in any investigation of any teacher.

F. The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

G. The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

H. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with the terms of the Agreement. It shall likewise supersede 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.

I. Copies of this Agreement shall be printed at the expense of the Board and presented all teachers now employed or hereafter employed by the Board.

J. If any provision 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.

K. Every certificated teacher newly employed by the Board shall be given full credit on the salary schedule for each year, or major portion of a year, to a maximum of five years, for accumulated previous acceptable experience as a certificated teacher. All certificated teachers employed by the Board shall be advanced one step on salary schedule for each year, or major portion of a year, taught thereafter.

L. This Agreement shall not be effective until reviewed as to form by counsel for the Michigan Education Association. Such review shall in no way constitute the Michigan Education Association or its counsel a party to this Agreement, which shall be exclusively between the Board and Association named in the first paragraph of this Agreement.

ARTICLE XV
Board Rights

The Association recognized that the Board of Education is charged by law with certain responsibilities which it must assume and discharge. Nothing herein stated, or inferred, shall abrogate or usurp the legal position of the Board in the legal determination of policy.

The Board of Education has the right to determine, with the advise and recommendation of the school faculty, the curriculum to be taught, textbooks to be used, the grading system and all other rules and regulations with regard to the conduct of the pupils on the school premises.

ARTICLE XVI

Duration of Agreement

This Agreement shall be effective as of July 1, 1966 and shall continue in effect for one (1) year until the 30th day of June, 1967. This Agreement shall not be extended orally and it is expressly understood that it shall expire on date indicated.

SCHEDULE A

The following shall be the schedule of teacher basic salaries 1965-67

Yearly Step	Index	BA	MA
1	1.00	\$5,100	\$5,350
2	1.04	\$5,304	\$5,554
3	1.08	\$5,508	\$5,758
4	1.12	\$5,712	\$5,962
5	1.16	\$5,916	\$6,166
6	1.20	\$6,120	\$6,370
7	1.24	\$6,324	\$6,574
8	1.28	\$6,528	\$6,778
9	1.32	\$6,732	\$6,982
10	1.36	\$6,936	\$7,186
11	1.40	\$7,140	\$7,390
	Step 12		\$7,594
	Step 13		\$7,798

Incentive for professional growth:

In addition to salaries in Schedule A the Board agrees to pay for:

- 1 - BA Degree - \$10.00 per semester hour of college credit above BA requirement earned beyond first 10 hours.
- 2 - MA Degree - \$10.00 per semester hour earned above MA requirement.

These additions will be paid on a continuing basis.

Additional Benefits:

- 1-A \$4,000 Life Insurance Policy will be free of charge to each teacher after two years of teaching service.
A beginning teacher will receive a \$2,000 Life Insurance Policy.
- 2- Teachers are allowed ten days sick leave cumulative to ninety days.

Board of Education Negotiation Committee

By _____ (date)
Superintendent

By _____ (date)
Representative

By _____ (date)
Representative

By _____ (date)
Representative

Schoolcraft Education Association Negotiation Committee

By _____ (date)
Chairman

By _____ (date)
Representative

By _____ (date)
Representative

By _____ (date)
Representative

By _____ (date)
Representative

By _____ (date)
Representative

Board of Education

By _____ (date) By _____ (date)
President Secretary

Schoolcraft Education Association

By _____ (date) By _____ (date)
President Secretary

Reviewed by Michigan Education Association

Counsel

Box 457
Schoolcraft, Michigan
July 31, 1966

Kai L. Erickson, Consultant
Office of Professional Negotiations
Box 673, East Lansing, Mich.

Dear Mr. Erickson:

In talking last week to Marjorie Legar, our unit president, she suggested I send my copies of our contract to you since she could not be certain that those she would get would be the corrected ones. She was elected late in the year and attended only 1 of our negotiation meetings, so was not familiar with some aspects.

Our contract was ratified only the day before school closed in June. Since we had to re-negotiate on salary and salary steps, some of the pages had to be rewritten. In assembling the new and old pages, some errors were made. It took several trips back to school to get it straightened out, so all contracts would have the re-written pages. I have made certain the 2 copies enclosed are correct ones by verifying them with my own copy.

Yours Sincerely,
Ruth C. Robinson
P. N. Chairman