

South Lake



South Lake Board of Education

AGREEMENT BETWEEN THE
SOUTH LAKE EDUCATION ASSOCIATION
AND THE
BOARD OF EDUCATION OF THE DISTRICT OF SOUTH LAKE SCHOOLS

St. Clair Shores, Macomb County, Michigan

June 15, 1966

*MEA
1216 Kerdale
E. Lansing, MI 48823*

N. L. Erickson

AGREEMENT

This Agreement entered into this 15th day of June, 1966 by and between the BOARD OF EDUCATION OF THE DISTRICT OF SOUTH LAKE SCHOOLS, St. Clair Shores, Macomb County, Michigan, hereinafter called the "BOARD," and the SOUTH LAKE EDUCATION ASSOCIATION, hereinafter called the "ASSOCIATION."

ARTICLE I

Recognition

A. The BOARD hereby recognizes the ASSOCIATION as the exclusive bargaining representative for all Certified Teaching personnel under contract, excluding: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Director of Student Services, Business Manager, Director of School and Community Relations, Director of Vocational Education, Intern Supervisor and Athletic Director. The term, "teacher," when used hereinafter in this Agreement, shall refer to all employees in the bargaining unit as above defined, and references to male teachers shall include female teachers. NOTE

B. The BOARD agrees not to negotiate terms and conditions of employment with any teachers' organization other than the ASSOCIATION for the duration of the 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. At the beginning of their employment hereunder, teachers may sign and deliver to the BOARD 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 are presently in effect. Any changes shall be mutually agreed upon. Such sum shall be deducted as dues from the regular salaries of all such teachers and remitted with reasonable promptness to the ASSOCIATION. ←

ARTICLE II

Teacher Rights

A. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by law or BOARD policy.

B. The ASSOCIATION may use school building facilities at all reasonable hours for meetings, subject to the reasonable rules and regulations which uniformly apply to the use of school facilities. No teacher shall be prevented from wearing insignia pins or other identification of membership in the ASSOCIATION either on or off school premises. Bulletin boards, teacher mailboxes, and school mail shall be made available to the ASSOCIATION. ACCESS

C. The BOARD agrees to make available to the ASSOCIATION in response to reasonable requests from time to time information which the ASSOCIATION requires to process grievances, to administer this Agreement and to formulate contract proposals.

ARTICLE III

Professional Compensation

A. Teachers shall be compensated by the BOARD in accordance with the Salary

Schedule and Schedule of Special Compensation annexed to this Agreement or any modifications thereof made by the parties as herein provided.

all teachers
B. The parties agree that their representatives shall promptly confer to consider adjustments in the Schedule of Special Compensation for department heads, counsellors, senior high school student council advisor, teachers serving as sponsors for school clubs and librarians performing evening service. It is contemplated that adjustments, if any, will be placed into effect no later than the opening of school in September, 1966 and in any event teachers performing services during the school year 1966-67 shall be paid in accordance with any adjusted rates.

C. A teacher authorized by the ASSOCIATION to engage during the school day in negotiating with an authorized representative of the BOARD or participating in any professional grievance proceeding with the BOARD, including arbitration, shall be released from regular duties without loss of salary or leave days.

ARTICLE IV

Teaching Hours

important
A. The school calendar for 1966-67 shall be as set forth in the annexed appendix. The parties will negotiate with respect to the school calendar for subsequent years.

B. The present schedule for the school day shall remain in effect. Any contemplated changes shall become a negotiable item between the parties. *particular*

C. All teachers shall be entitled to a duty-free uninterrupted lunch period equivalent to a regular class hour, in no event less than fifty minutes.

D. All elementary teachers will be provided with one fifteen minute relief time per day.

E. When possible, suitable substitutes will be provided for special classes. The BOARD will prepare a list of substitute teachers who are available and have the proper background in each of the special areas.

ARTICLE V

Teaching Loads and Assignments

A. The normal weekly teaching load in the senior high school will be twenty-five (25) teaching periods and five (5) unassigned preparation periods. The normal weekly teaching load in the junior high schools will be thirty (30) teaching periods and five (5) unassigned preparation periods. The normal teaching load in the elementary schools will be retained according to the present teaching schedule. No departure from these norms, except in case of emergency, shall be made without prior consultation with the ASSOCIATION. In the event of any disagreement between the representative of the BOARD and the ASSOCIATION as to the need and desirability of such deviation, the matter may be processed through the professional grievance procedure hereinafter set forth.

B. Teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates or their major or minor field of study.

C. Teachers may file a written request with their principal for preference of:

- (1) grade level
- (2) subject
- (3) department assignment
- (4) extra-curricular assignment

Such requests shall be kept on file for one school year. These requests shall be given consideration on the basis of length of service in the District, priority of the request in the event of equal service, and competency of the individual in the judgment of the administration as vacancies occur in the District.

Requests which were not acted upon must be re-filed each September to remain active. A teacher whose request was not acted upon may request an explanation.

In order that teachers not be "frozen" into positions, a teacher upon request shall be relieved of a section within a grade level, room, or extra-curricular activity after a period of not more than one year after the teacher makes such a request.

Requests for the following semester assignments shall be made by March 15th.

D. Length of service in the District shall be the primary consideration in the retention of a teacher. Competency and related factors shall also be given serious consideration. Cases of a questionable nature shall be a negotiable item between the BOARD and the ASSOCIATION.

ARTICLE VI

Teaching Conditions

A. The parties agree that class size should be lowered wherever possible in order to provide the best possible conditions for classroom instruction. *Harbor Springs*

B. The parties will confer from time to time for the purpose of improving the selection and use of educational materials and equipment, such as appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard texts and questionnaires.

C. To relieve teachers of cafeteria, patrol, bus and study hall duty, the BOARD and ASSOCIATION agree to investigate the possibility of using non-professional employees to perform non-teaching functions. *important*

D. Where possible, the BOARD shall make available in each school adequate lunchroom, 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. Provision for such facilities will be made in all future buildings.

E. In schools where continuous cafeteria service for teachers is not available, a vending machine for beverages shall be installed at the request of the ASSOCIATION, the proceeds to be held by the Business Office and utilized at the discretion of the respective building units.

F. Adequate parking facilities shall be made available to teachers.

G. 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.

note
H. The provisions of the Agreement and the wages, hours, terms and conditions of employment shall be applied by both parties 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 for all pupils.

ARTICLE VII

Vacancies and Promotions

A. Whenever any vacancy in any administrative position in the District shall occur, the BOARD shall publicize the same by giving written notice of such vacancy to the AS-
SOCIATION. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least fifteen (15) days.

B. Any teacher may apply for such vacancy. In filling such vacancy, the Board agrees to consider the professional background and attainments of all applicants, their length of service in the District, and other relevant factors. An applicant with less service in the District shall not be awarded such position unless his qualifications therefor shall be superior to applicants with greater service. "Service" in the District, for purposes of this Agreement, shall mean continuous employment in the District, including substitute service, irrespective of tenure status.

ARTICLE VIII

Transfers

A. The parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible.

B. In the event that transfers of teachers appear to be necessary, lists of available positions in other schools shall be given to the ASSOCIATION.

C. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status.

ARTICLE IX

Sick Leave Pay

para
Sick leave shall accumulate in a single bank at the rate of ten (10) days per year. Three of these days may be used for personal reasons. Except for days immediately preceding or following school vacations, the personal days shall not be subject to questioning.

ARTICLE X

Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article IX 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, a teacher shall be assigned to the same position or a substantially equivalent position if available.

B. Leaves of absence without pay may be granted upon application, and not unreasonably withheld, for the following purposes:

- (1) Study related to the teacher's license field
- (2) Study to meet eligibility requirements for a license other than that held by the teacher
- (3) Study, research or special teaching assignment involving probable advantage to the school system.

The regular salary increment occurring during such period shall be allowed; except as to leaves granted pursuant to sub-section (2) above.

C. A teacher absent from work because of mumps, scarlet fever, measles or chicken pox, reasonably shown to be attributable to a source in the school, shall suffer no diminution of compensation and shall not be charged with sick leave for a period not to exceed ten (10) school days.

note
D. A maternity leave shall be granted without pay, commencing not later than the end of the sixth month of pregnancy, except 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 years; provided, however, that the teacher is certified and qualified for a position in accordance with the Michigan Teacher Tenure Act.

E. Leave of absence without pay will be granted of up to two years to any teacher who joins the Peace Corps, Teacher's Corps or Job Corps as a fulltime participant in such program. Any period so served shall be treated as time taught for purposes of the salary schedule set forth in Appendix A of this Agreement. *CREDIT*

F. Teachers who have been employed for seven years may be granted a sabbatical leave for one year. During said sabbatical leave, the teacher shall be considered to be in the employ of the BOARD and shall be paid in accordance with existing policy of the BOARD.

A teacher, upon return from a sabbatical leave, shall be restored to his former position or to a position of like nature, seniority and status. Any period spent on sabbatical leave shall be treated as teaching service for purposes of applying the salary schedule set forth in the Basic Teacher Salary Schedule annexed to this Agreement.

G. Teachers who are officers of the ASSOCIATION or are appointed to its staff shall, upon proper application, be given leave of absence without pay for the purpose of performing duties for the ASSOCIATION, but not to exceed three years. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank.

H. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States.

I. The BOARD shall grant a leave of absence without pay to any teacher to be a candidate for, or serve in, a public office; but not to exceed three years.

ARTICLE XI

Terminal Leave

A terminal leave of Thirty-Five (\$35.00) Dollars per year of service in the District will

be paid upon the retirement of any teacher, provided the teacher has been employed in the district for ten (10) years.

ARTICLE XII

Insurance Protection

- A. The BOARD shall provide without cost to the teacher the present group life insurance protection which shall pay to the teacher's designated beneficiary the sum of One Thousand (\$1,000.00) Dollars upon death.
- B. The BOARD shall continue its present policy of providing hospitalization, medical and surgical insurance protection.

ARTICLE XIII

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.
- B. Each teacher shall have the right upon request to review the contents of his own personal file, except as to ~~information delivered in confidence from sources outside the District~~. 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 rules 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.
- 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 procedure hereinafter set forth. All information forming the basis for disciplinary action will be made available to the teacher and the ASSOCIATION.

ARTICLE XIV

Protection of Teachers

- A. Whenever it appears that a pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the BOARD will continue its present policy of assisting the teacher with respect to such pupil.
- B. Any case of assault upon a teacher by a pupil or parent 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.]
- wmk C. If a teacher is injured while in the line of duty, medical, surgical or hospital care will be furnished by the BOARD in accordance with the Michigan Workmen's Compensation Act.

ARTICLE XV

Negotiation Procedures

*Admin 43
Agenda
Financial Records
Taxes*

A. The parties undertake to cooperate in arranging meetings, furnishing necessary information and otherwise constructively considering and resolving matters of mutual concern.

B. In the event the salary schedule is reopened for negotiation by either party, as herein provided, 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.

ARTICLE XVI

Professional Grievance Procedure

A. Any teacher 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 principal in his school building or the superintendent of schools when the particular grievance arises in more than one school building. Any grievance must be filed within five (5) school days of the alleged violation or five (5) school days of the time that the grievant had, or should have had, notice of the alleged violation.

petitioner

B. Within five (5) school days of receipt of the grievance the designated representative of the BOARD shall meet with the building representative 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) school days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent he shall have ten (10) school 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. At its next regular or special meeting following receipt of the grievance, the BOARD shall pass upon the grievance. A representative designated by the ASSOCIATION may appear before the BOARD at such regular or special meeting to present the position of the ASSOCIATION. Within five (5) school days of such meeting the Secretary of the BOARD will advise the ASSOCIATION of the BOARD's disposition of the grievance and reasons in support thereof.

D. If the decision of the BOARD is not satisfactory to the ASSOCIATION, within ten (10) school days thereafter, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree as to the arbitrator, a request for a list of seven (7) arbitrators shall be made to the Federal Mediation and Conciliation Service. Beginning with the ASSOCIATION, the ASSOCIATION and the BOARD shall alternately strike a name from such list until only one (1) person remains, who shall be the arbitrator. The BOARD and ASSOCIATION shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator. The fees and expenses of the arbitrator shall be shared equally by the parties.

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. If the BOARD believes there has been a violation, misinterpretation or misapplication of any provision of this Agreement, it may file a grievance against the ASSOCIATION. Representatives of the parties shall meet within ten (10) school days after receipt of such grievance. If the parties are unable to resolve their dispute, the positions of each party shall be reduced to writing and the BOARD may submit the dispute to arbitration in the same manner as is provided in Paragraph D hereof.

G. Any grievance not appealed from a decision at one step of the above procedure to the next step within the prescribed time limit shall be considered as dropped and not subject to further appeal.

ARTICLE XVII

Professional Study Committees

*- Committee +
in-service education*

*Dialogues
monthly* There is hereby established a Committee composed of four members, two members selected by the BOARD and two members selected by the ASSOCIATION. The Committee shall establish a Professional Study Committee for the purpose of investigating and advising the BOARD with respect to matters affecting the District and the teaching profession.

ARTICLE XVIII

Miscellaneous Provisions

A. This Agreement shall supersede any rules, regulations or practices of the BOARD which shall be contrary to or inconsistent with its terms. 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.

Provide B. Copies of this Agreement shall be printed at the expense of the BOARD and presented to all teachers now employed or hereafter employed by the BOARD.

C. If any provision of this Agreement or any application of the Agreement shall be 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.

ARTICLE XIX

Duration of Agreement

A. This Agreement shall be effective as of the date of its execution and shall continue in effect until June 20, 1969, subject, however, to the provisions of this Article. Either party may, not earlier than January 1st nor later than March 15th of any year of this Agreement, present a request to the other party to renegotiate "the economic provisions" of this Agreement. "The economic provisions" of this Agreement shall mean, for this purpose, only (a) the Salary Schedule and Special Salary Schedule referred to in Article II, (b), Leave Pay referred to in Article IX or Insurance Protection referred to in Article XII. Except as herein provided, neither party shall demand any modifications to this Agreement nor shall either party be obligated to bargain collectively with the other with respect to any matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered herein even though the same may not have been with the knowledge or contemplation of either party at the time of negotiation of this Agreement.

B. No extensions or modifications of this Agreement shall be binding unless reduced to writing and signed by the parties.

BOARD OF EDUCATION OF THE DISTRICT
OF SOUTH LAKE

By _____	Gordon A Gregory President
By _____	George Duditch Secretary
By _____	Emil J. Radke Treasurer
By _____	Placidus D'Angelo Trustee
By _____	Daher B. Rahi, D.O. Trustee
By _____	John W. Lewis Superintendent
By _____	Philip Thorson Assistant Superintendent

By _____
Robert J. Koepsell
Vice President

By _____
Rosa M. Williams
Trustee

SOUTH LAKE EDUCATION ASSOCIATION

By _____	James W. Sheppard President
By _____	Richard P. Schakel Secretary
By _____	James N. Spilos Chairman, Negotiating Committee
By _____	Jerome J. Kracht Chairman, Salary Committee
By _____	Richard I. Thompson Committeeman
By _____	Judith A. Miller Committeeman
By _____	Donna Frede Committeewoman

SCHOOL CALENDAR 1966-1967

Monday	September 5	Labor Day (schools closed)
Tuesday	September 6	Faculty Meetings or Registration
Wednesday	September 7	Registration or Faculty Meetings
Thursday, Friday	October 20, 21	State Teachers Institute (schools closed)
Wednesday	November 23	Thanksgiving Vacation (close at noon)
Thursday	November 24	Thanksgiving Day
Monday	November 28	Schools reopen
Friday	December 23	Christmas Vacation
Sunday	December 25	Christmas Day
Sunday	January 1	New Years Day
Monday	January 2	Holiday
Tuesday	January 3	Schools reopen
Friday	March 24	Easter Vacation (close at noon)
Sunday	March 26	Easter Day
Monday	April 3	Schools reopen
Monday	May 29	Schools closed
Tuesday	May 30	Memorial Day
Friday	June 16	End of Second Semester

BASIC TEACHER SALARY SCHEDULE 1966-1967

Bachelor's Degree

Years of Credited Teaching Experience	Annual Base Salary
	\$ 5600
1	5900
2	6200
3	6500
4	6800
5	7100
6	7400
7	7700
8	8000
9	8300
10-14	8700
15 or more	8800

Master's Degree

	6300
1	6600
2	6900
3	7300
4	7700
5	8100
6	8500
7	8900
8	9300
9	9700
10	10100
11 or more	10500

Educational Specialist's Degree

	6900
1	7200
2	7500
3	7900
4	8300
5	8700
6	9100
7	9500
8	9900
9	10300
10	10700
11 or more	11100

File 1967 Agreement extension Southlake

So. Lake Macomb

AGREEMENT EXTENSION

The following modifications are accepted as of June 20, 1967, as extensions of the agreement between the South Lake Board of Education and the South Lake Education Association entered into on the 15th day of June, 1966, in accordance with Article XIX, Sections (a) and (b) of that Agreement.

Modifications

**LABOR AND INDUSTRIAL
RELATIONS LIBRARY**

Article IV - Appendix I

SCHOOL CALENDAR 1967-68

Michigan State University

Monday	September 4	Labor Day (schools closed)
Tuesday	September 5	Faculty Meetings or Registration
Wednesday	September 6	Registration or Faculty Meetings
Thursday	September 7	Classes begin
Thursday	November 2	State Teachers Institute (schools closed)
Friday	November 3	State Teachers Institute (schools closed)
Thursday	November 23	Thanksgiving Day (schools closed)
Friday	November 24	Schools closed
Monday	November 27	Schools reopen
Friday	December 22	Schools close at end of day
Monday	December 25	Christmas Day
Monday	January 1	New Years Day
Wednesday	January 3	Schools reopen
Thursday	April 11	Easter Vacation (Schools close at end of day)
Monday	April 22	Schools reopen
Thursday	May 30	Memorial Day (schools closed)
Friday	May 31	Schools closed
Friday	June 14	End of school year

South Lake Board of Education

Article XII

Insurance Protection

- A. \$2500 life insurance
- B. Hospitalization Insurance - Board participation up to premium rates for family on \$50 deductible ward plan but not less than single subscriber rates as in present policy.

Article XXI

Professional Compensation

Appendix II

a. Basic Salary Schedule 1967-68

	B.A.	M.A.	ED.SP.
1	6400	6800	7200
2	6700	7200	7800
3	7000	7600	8200
4	7300	8000	8600
5	7600	8400	9000
6	7900	8800	9400
7	8200	9200	9800
8	8500	9600	10,200
9	8800	10,000	10,600
10	9100	10,400	11,000
11	9300	10,800	11,400
12 - 15	9450	(12) 11,200	11,800
+16	150 9600	(13-15) 11,350	11,950
		(+16) 11,500	12,100 150

$$\begin{array}{r} 2600 \\ + 150 \\ \hline 2750 \end{array}$$

150

$$\begin{array}{r} 11,400 \\ + 1,450 \\ \hline 12,850 \\ + 150 \\ \hline 13,000 \end{array}$$

b. Supplemental Compensation Schedule 1967-68

Permanent Substitute Teacher Salary - 1/2 of 1% of B.A. Base

<u>Extra Activities</u>	<u>Percentage of Applicable Base Salary</u>
9th Grade Football	6%
Senior High Assistant Baseball	6%
Jr. Hi. Audio Visual	4%
Tennis Coach (when appointed)	5%
Wrestling Coach (when appointed)	5%
9th Grade Baseball	5%
H.S. Parent-Teacher Conference Leader	1%
Junior High Track (when established)	4%

c. Credit hours beyond degrees:

1. Reimbursement for semester hours earned beyond a Bachelor's Degree is \$15.00 per semester hour with the exception of the first ten hours beyond the B.A. required for permanent certification. Reimbursement is limited to 24 hours or \$360 in this category. When the master's degree is granted the teacher's salary shall be changed to the appropriate step on the M.A. salary schedule.
2. Reimbursement for approved graduate semester hours beyond the Master's degree up to 30 hours shall be at the rate of \$15.00 per semester hour. When the Specialist's degree is granted the teacher's salary shall be changed to the appropriate step on the Educational Specialist's degree salary schedule.
3. Evidence of hours earned will be accepted no later than September 15, at which time the final salary adjustment for the current school year will be made.

Article X

Leaves of Absence

Section F - Sabbatical Leave Provisions

Financial consideration during Sabbatical Leave

1. The compensation for the professional employee on Sabbatical leave from the South Lake Schools shall be seven hundred fifty (\$750.00) dollars plus an amount equal to the difference between the salary which he would receive were he on active status for the period during which the leave is effective and the salary of a beginning person in the same classification provided that:
 - a. The Sabbatical leave salary shall not exceed 50% of Master's maximum.
 - b. The Sabbatical leave salary may be adjusted on the basis of large cash awards provided by grants-in-aid or fellowships. The sabbatical leave salary, together with other compensation awarded the employee, shall not exceed the salary he would normally make.

Paragraph 3. An employee on Sabbatical Leave shall advance to the next step of the salary schedule on his return to the district.

Article IX

Sick Leave Pay

Section b

Sick Leave Bank

The Board of Education will cooperate with the Association in the establishment of a sick leave bank. All tenure employees covered by the bargaining agreement may participate on a voluntary basis.

The Board will make an initial contribution of 100 days with each employee enrolling contributing one day of his sick leave to the bank each year until the number of days in the bank at the start of the school year exceeds 500. No further contribution will be made until the bank is depleted to 350 days or less at the end of any school year. Additions will be made to the bank according to the above limitations at the beginning of each school year.

In the event of illness or injury any participating member may make application to withdraw days from the bank subject to the following regulations:

1. There will be a waiting period of 20 school days after the beginning of each illness or injury before a member will be eligible to draw upon the bank.
2. A relapse shall be considered a part of the illness or injury with no waiting period.
3. If more than one member qualifies at one time, they shall share the bank until recovery or the bank is depleted.
4. Members may use their accumulated individual sick leave days before drawing upon the bank, and after if the bank becomes depleted or the personal limitation is exceeded.
5. A maximum of 65 days each school year can be drawn from the bank by any one individual.
6. Any monies received by an injured person from Workmen's Compensation shall be deducted from the members regular salary and the time prorated against the bank.
7. A doctor's statement may be required at any time by the superintendent of the school district or the president of the association.
8. Absence due to pregnancies will not be eligible for bank participation.
9. Only tenure teachers will be eligible for participation in the sick leave bank.
10. Any teacher who qualifies for Social Security, Workmen's Compensation, or Michigan Teachers Retirement Disability Benefits shall be excluded from participation in the sick leave bank.
11. A Sick Leave Committee of the association shall be created to assist the superintendent of the school system in making evaluations concerning questionable absences.
12. The association will collect authorization cards and forward to the business office no later than the first Monday following the opening week of school.
13. Any member wishing to withdraw from participation in the bank must leave any days already contributed in the bank. Any member who wishes to join at a later date must contribute one day for each year retroactive to their date of eligibility.

Reopener Clause

If the net State Aid to the District should result in more than \$10.00 per child improvement over the prior year then 75% of the money received over \$10.00 per child improvement shall be allocated for salary improvements for all members of the bargaining unit.

This addendum to the above cited agreement shall be effective as of the date of its execution and remain in effect until June 20th, 1968, subject to the provisions of Article XIX of the original agreement.

Board of Education

S.L.E.A.

Philip Thorson, Superintendent

Jim Sheppard, President