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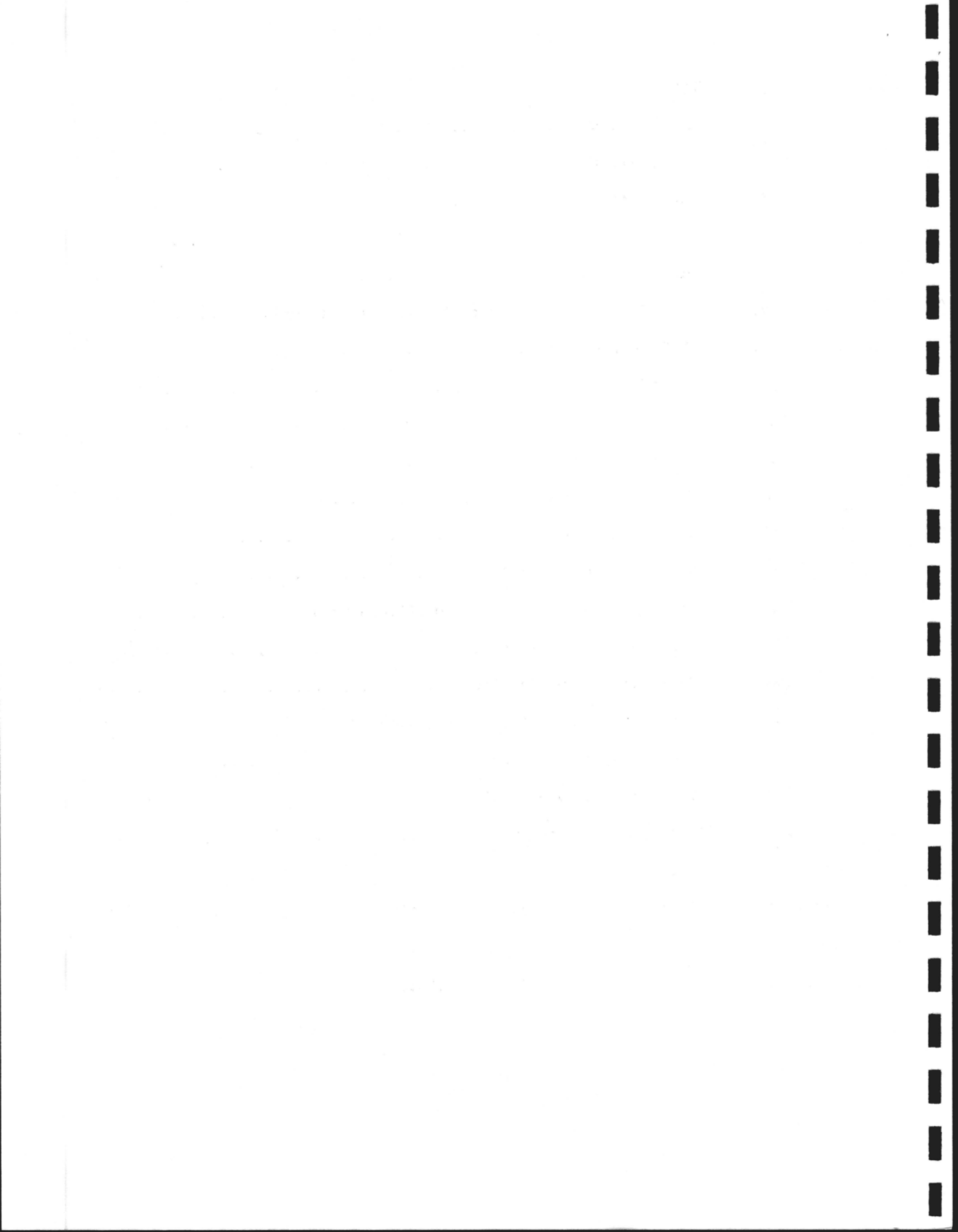
NEGOTIATED AGREEMENT
OF THE
NORTH ADAMS-JEROME EDUCATION ASSOCIATION
AND THE
NORTH ADAMS-JEROME BOARD OF EDUCATION
1990-1993

North Adams-Jerome Public Schools

RESEARCH DEPT I

FEB 5 1991

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NEGOTIATED AGREEMENT
OF THE
NORTH ADAMS-JEROME EDUCATION ASSOCIATION
AND THE
NORTH ADAMS-JEROME PUBLIC SCHOOLS

This agreement is entered into this ____ day of August, 1990, by and between the Board of Education of the North Adams-Jerome Public School, herein after called "the Board, and the North Adams-Jerome Education Association, hereinafter called "the Association."

Recognizing that the paramount aim of the Board and the Association is to provide quality education for the children of our school district, and

Believing that the quality of education is directly related to the quality and morale of the teaching service, we therefore declare that:

Whereas, the laws of the State of Michigan authorize public employees and public employers to enter into a collective bargaining agreement concerning conditions of employment, hours of employment, rates of pay and wages, and

Whereas the Board, at the request of the Association, determined to recognize the Association as the exclusive bargaining agent for its certified personnel, and

Whereas, the Board recognizes that teaching is a profession and that the views and considerations of all educational matters are of mutual concern to the parties, and

Whereas, the Board and the Association have arrived at certain agreements and understandings and desire to incorporate these in a written agreement, it is agreed as follows:

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the North Adams-Jerome Education Association as the sole and exclusive bargaining representative for all certified personnel employed by the North Adams-Jerome Public Schools, excluding the Superintendent, Principals, Assistant Principals, and the Athletic Director and Guidance Counselor if said Counselor teaches less than fifty (50) percent of the regular school day.
- B. The Board agrees that all of the rights granted by the laws and the Constitutions of the State of Michigan and the United States as they relate to the teacher's wages, hours and terms and conditions of employment are incorporated into this agreement. It is further agreed that in the event any federal or state law or statute is violated, the Association and the teacher shall have the right, without exception, to seek redress through the grievance procedure hereinafter set forth.
- C. The term "teacher" when used in this agreement shall refer to all professional employees represented by the Association in the bargaining unit and reference to male teachers shall include female teachers.

- D. The term "Board" shall include its officers, members or designated agents.

ARTICLE II

ASSOCIATION RIGHTS

- A. The Association and its members shall have the right to use the school building facilities and equipment when such is not otherwise in use. The Association shall pay the school cost for all materials and supplies incident to such use.
- B. The Association shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards one of which shall be provided in each school building. School mail service shall be granted to the Association, provided that communication through the mail service shall clearly identify the person responsible for same. Material used by the Association will be paid for to the school at school cost.
- C. The Board recognizes the teacher's rights of representation by their elected North Adams-Jerome Education Association officers and any other representatives of the North Adams-Jerome Education Association.
- D. The Board agrees to furnish to the Association in response to reasonable requests, all available information concerning the financial resources of the district, including but not limited to: Annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations, agendas, and minutes of all board meetings, treasurer's reports, census and membership data, names and addresses of all teachers, salaries paid thereto and their educational background and such other information as will assist the Association in developing intelligent, accurate, informed constructive programs on behalf of teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

ARTICLE III

TEACHERS RIGHTS AND RESPONSIBILITIES

- A. Pursuant to the Michigan Public Employees Relations Act, the Board agrees that teachers employed by the district shall have every right to freely organize and support the Association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by Public Act 379 or 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 legal activities of the Association, or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under the Agreement or with respect to any terms or conditions of employment.
- B. Each teacher is responsible for maintaining the proper teaching certificate.

- C. The Board shall make available in each building, adequate lunch room, restroom, and lavatory facilities for teachers' use and a room which shall be reserved for use as a faculty workroom and/or lounge. A vending machine for beverages may be installed by the Association with the approval of the building administrator.

ARTICLE IV

BOARD RIGHTS

- A. The Board hereby retains and reserves unto itself all powers, rights, authorities, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and 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 assignments of its employees.
 2. To hire all employees, and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion, and to promote and transfer all such employees.
 3. To establish grades and courses of instruction, including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
 4. To determine class schedules, the hours of instruction, and duties, responsibilities, and assignments of teachers and other employees with respect thereto, and the terms and conditions of employment.
 5. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by specific and express terms hereof, and in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE V

ASSOCIATION DUES, SERVICE FEE AND PAYROLL DEDUCTIONS

- A. Each bargaining unit member shall, as a condition of employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, join the Association or pay a Service Fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues. The bargaining unit member may authorize payroll deduction for such fee. In the event that the bargaining unit member shall not pay such Service Fee directly to the Association or authorize payment through payroll deduction by October 1st of each year the Employer shall, pursuant to MCIA 408.477: MEA 17.277 (7) and at the request of the Association, deduct the Service Fee from the bargaining unit member's wages and remit same to the Association. Payroll deductions made pursuant to this

provision shall be made in equal amounts, as nearly as may be, from paychecks of each bargaining unit member. Moneys so deducted shall be remitted to the Association, or its designee, no later than twenty (20) days following deduction.

- B. Any bargaining unit member who is a member of the Association or who has applied for membership, may sign and deliver to the employer an assignment authorizing deduction of dues, assessment and contributions in the Association as established by the Association. Such authorization shall continue in effect from year to year unless revoked according to the procedure outlined in the M.E.A. Constitution and Bylaws. Pursuant to such authorization, the employer shall deduct an equal amount of such dues, assessments and contributions from the first 20 regular salary checks of the bargaining unit member for ten (10) months, beginning in September and ending in June of each year.
- C. In the event that an employee's religious practices do not permit compliance with this provision, the Association may allow said employee to contribute an amount equal to the amount of dues uniformly required of members of the Association including local, state and national dues to an N.A.J.E.A. Scholarship Fund or to a charitable organization approved in advance by the Association.
- D. The parties agree that every bargaining unit member suffered or permitted to work will be required each school year to sign an individual contract of employment as provided in Section 1231 of the school code (MCL 380 1231, MEA 15.42131) and that every such contract shall contain the following:

"This contract is subject to a collective labor agreement heretofore or hereafter negotiated by the employer and the exclusive bargaining representative of teachers and other employees who are members of the teacher bargaining unit employed by the employer. The terms of such collective labor agreement are incorporated herein and by accepting and signing this contract, I agree to be bound by all such terms, including provisions of Article 5 "Agency Shop" thereof.
- E. In the event of any legal action against the employer brought in a court of administrative agency because of its compliance with this article, the association, agrees to defend such action, at its own expense and through its own counsel, provided:
 - 1. The employer gives timely notice of such action to the Association, and permits the Association intervention as a party if it so desires, and
 - 2. The employer gives full and complete cooperation to the Association, and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels.
 - 3. The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this article, but this does not include any liability for compensation paid under the Michigan Employment Security Act.
- F. Upon appropriate written authorization from the bargaining unit member, the Employer shall deduct from the salary of any such bargaining unit member and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, MEA-PAC/NEA-PAC Contributions or any other plans or programs jointly

approved by the Association and the Employer.

ARTICLE VI

WORKING CONDITIONS

A. Hours

1. Teachers are to be in their respective buildings twenty (20) minutes before and twenty (20) minutes after the school day. They are to be at their work stations ten (10) minutes before and after school begins. The length of day, excluding lunch period, shall be equal in all building even though starting and ending times may vary.
2. The teaching assignment for teachers in grades seven (7) through twelve (12) will consist of five (5) classes and one (1) planning period. Most teachers will also have a homeroom, club assignment, or some other extra curricular activity as has been the practice in the past.
3. All teachers shall be entitled to a duty free, uninterrupted lunch period equivalent in time to that of their students. Teachers are free to leave their respective buildings during the designated lunch period providing they inform the building administrator.
4. When special teachers are unable to report to work, the administration will attempt to hire substitute teachers for the necessary time to insure adequate planning time for elementary teachers.
5. Elementary teachers will be provided with two relief periods each day to coincide with the student's morning and afternoon recess periods. In addition, elementary teachers may use as preparation, all time during which their students are receiving instruction from various teaching specialists.
6. The parties agree that staff meetings are a necessary part of efficient operation of the school district. Therefore, to allow teachers adequate time to plan and perform professional and personal responsibilities without undue conflict, it is agreed that teachers will be notified forty-eight (48) hours in advance of a meeting called by the administration. In the event of emergency circumstances, teachers will be notified of said meeting twenty-four (24) hours in advance. Emergency absences from such meetings may be cleared by the administrator calling the meeting.
7. Teachers shall be informed of a telephone number that they may call 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. Class Size

1. The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both Association and the Board. It is 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 toward insuring that the

energy of the teacher is primarily utilized to this end.

2. Therefore, the class load of teachers in grades kindergarten through sixth will be reimbursed twenty-five (\$25.00) dollars per semester for over twenty-eight (28) students that are present in their classroom and receiving instruction from said teacher as assigned by the Administration. Determination for the number of students in each classroom in Kindergarten through sixth will be on the September fourth Friday count and again adjusted at the beginning of the second semester.

C. Qualifications and Assignments

1. No teacher shall be employed by the Board for a regular teaching assignment who does not have a Bachelor's Degree and/or appropriate certification.
2. Persons with teaching experience within the district will be given preference in transfers.
3. Teachers shall not be assigned outside the scope of their teaching certificates and their major and minor fields of study, except temporarily and for good cause. Temporary shall be defined for purposes of this article as not to extend beyond the current school year. In the event it is necessary to deviate from the above, the Association shall be notified in each instance.
4. Teachers who will be affected by a change in grade assignments in the elementary school grades and by subject assignments in the secondary school grades will be notified and consulted by the Building Principal and/or the Superintendent of Schools if possible by the end of the close of school on June. Later changes, necessitated by emergency, will be made after conferring with said teacher or teachers.
5. Supervision by a teacher of a student teacher shall be voluntary and no teacher shall supervise more than one (1) student teacher simultaneously. Only a tenure teacher who has taught in his subject area(s) for two (2) or more years will supervise a student teacher.

D. Supplies and Materials

1. The Board recognizes that adequate numbers of appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals and similar materials are the tools of the teaching profession. The Board further recognizes that specialized programs require special materials in order to be effective. The parties will confer for the purpose of improving the selection and use of such educational tools, on an annual basis. The Board will attempt to implement all joint decisions made by its representative and the Association. The Board agrees at all times to keep the school reasonably equipped and maintained.

ARTICLE VII
CALENDAR

A. 1990-1991

August 24	--	First teacher day - no students
August 27	--	First student day
September 3	--	Labor day - no school
September 24	--	Fair day - no school students - 1/2 day inservice teachers
September 25	--	Fair day - no school
October 26	--	End of first marking period
November 7	--	Parent Teacher Conferences
November 22-23	--	Thanksgiving recess
Dec. 24-Jan. 4	--	Christmas recess - School resumes Jan. 7
January 18	--	End of 1st semester
February 18	--	President's Day
March 28	--	End of third marking period
April 1-5	--	Spring recess - School resumes April 7
May 27	--	Memorial day - no school
June 6	--	Last day for students
June 7	--	Last day for teachers

B. 1991-1992

August 23	--	First teacher day - no students
August 26	--	First student day
September 2	--	Labor day - no school
September 23	--	Fair day - no school students - 1/2 day inservice teachers
September 24	--	Fair day - no school
October 25	--	End of first marking period
November 6	--	No school students - parent conferences
November 28-29	--	Thanksgiving recess
Dec. 23-Jan. 3	--	Christmas recess - School resumes Jan. 6
January 17	--	End of 1st semester
February 17	--	President's Day
March 27	--	End of third marking period
March 30-Apr. 3	--	Spring recess - School resumes April 6
April 17	--	Good Friday - No school
May 25	--	Memorial day - no school
June 5	--	Last day for students
June 8	--	Last day for teachers

C. 1992-1993

August 21	--	First teacher day - no students
August 24	--	First student day
September 7	--	Labor day - no school
September 28	--	Fair day - no school students - 1/2 day inservice teachers
September 29	--	Fair day - no school
October 23	--	End of first marking period
November 4	--	Parent Teacher Conferences - No School
November 26-27	--	Thanksgiving recess
Dec. 21-Jan. 1	--	Christmas recess - School resumes Jan. 4
January 15	--	End of 1st semester
February 15	--	President's Day
March 19	--	End of third marking period
April 5-9	--	Spring recess - School resumes April 12
April 9	--	Good Friday
May 31	--	Memorial day - no school
June 2	--	Last day for students
June 3	--	Last day for teachers

ARTICLE VIII

VACANCIES, PROMOTIONS, AND TRANSFERS

- A. Requests by a teacher for transfer to a different class, building, or position shall be made in writing, on forms furnished by the Board, one copy shall be filed with the Superintendent and one copy shall be filed with the Association. The application shall set forth the school, grade, or position sought, and the applicant's academic qualifications. Such requests shall be reviewed once each year to assure consideration by the Board.
- B. Teachers with specific interests in possible vacancies for the forthcoming year will notify the Superintendent's office of their interest in writing prior to the last day of school and shall include a summer address. Should a vacancy occur the Superintendent shall contact those teachers who have expressed an interest in said or similar position. The teacher so notified shall contact the Superintendent's Office within three (3) working days of receiving a vacancy notification indicating their intentions or interest.
- C. The Board will consider filling vacancies from its own teaching staff. When a vacancy arises or is anticipated, the Superintendent shall notify the Association and post notice of the vacancy in each building for a period of one (1) week during the school year and two (2) weeks during the summer vacation before the position is filled.

During the summer months it shall be the Associations responsibility, having received official notice of the vacancy from the Superintendent or his designee to communicate the same to each teacher.

A direct copy of the same posting shall be sent from the Superintendent or his designee to each teacher on leave and/or layoff.

- D. Teachers who wish to trade positions may do so with agreement of the administration, the Board, and the Association.

ARTICLE IX

LEAVES OF ABSENCES

PAID LEAVE

- A. Each school year the teachers shall be granted ten (10) days of sick leave, the unused portion of which shall accumulate to a maximum of 130 days. The current year's days shall be in addition to the maximum. In the event that more sick leave days are used than have been accumulated at a particular point in time, an adjustment in pay will be made in the remaining paychecks after the end of the school year.

If the teacher does not use the current year's sick leave days, he/she may return those to the school district and be compensated at the rate of \$15 per day. Sick leave days may be taken for the following reasons and subject to the following conditions.

1. The teacher may use all or any portion of his sick leave to recover from his

own illness or disability.

2. The teacher may use a maximum of five (5) consecutive days of sick leave for death in the immediate family. Immediate family shall be defined as husband, wife, parents, brother, sister, children, grandfather, grandmother, grandchildren, father and mother-in-law, or others living permanently within the home of the teacher prior to death.
 3. The teacher may use any portion of his sick leave for illness in the immediate family. Immediate family shall be defined as above.
 4. A teacher unable to teach due to personal illness or disability and has exhausted all accumulated sick leave shall be granted a leave of absence without pay for the duration of such illness or disability up to one year; the leave may be renewed each year upon written request by the teacher with approval of the Board of Education.
 5. Teachers may be requested to present a statement from the physician indicating their physical well-being before returning to work after surgery, injury, long illness or any condition related to long-term illnesses.
- B. At the beginning of each school year, each teacher shall be granted a maximum of 2 personal days. A teacher planning to use a personal day or days shall notify the building administrator at least 48 hours in advance except in cases of emergency. Any part of a personal day will be charged in minimum blocks of 2 hours. Personal leave may not be taken before or after holidays or on the last day of school except with the approval of the administration. Unused personal days shall be allowed to accumulate as sick leave days or may be returned to the school district at the end of the school year to be compensated at the rate of \$30 per day.
- C. The Board and the Association hereby endorse the concept of Professional Courtesy. Professional Courtesy shall be duties performed by a teacher during released, or non-instructional time, for another teacher who needs to leave the building by circumstances either by or beyond his/her control, or due to emergency situations. In any case, Professional Courtesy shall be extended only with the consent of both the teacher extending the courtesy and the teacher receiving the courtesy with the permission of the building administrator. Neither the teacher extending the courtesy nor the teacher receiving the courtesy shall suffer any loss of compensation.
- D. Any teacher called for jury duty during school hours or is subpoenaed to testify during school hours in any judicial or administrative matter, shall be paid his/her full salary for such time spent on jury duty or giving testimony. The teacher will relinquish any compensation received for the above mentioned duty to the North Adams Board of Education.
- E. Professional Improvement conferences for Teachers. Teachers may attend one (1) conference a year for purposes of professional improvement providing the financial status of the North Adams Jerome Public Schools permits such consideration. The type and length of conference and total specific Board of Education reimbursable costs including travel, lodging, food, or any other associated expenses shall be limited to a maximum of one hundred (100) dollars. These factors must be approved by the administration.

No more than two elementary teachers or two secondary teachers, except Title One personnel, will be permitted to attend conferences simultaneously during the regular school hours except with special approval of the Building Principal. Teachers having coaching assignments must alternate between athletic conferences and academic type conferences unless granted on exception by the Building Principal.

Teachers shall make their requests to attend conferences known to the Administration no less than five (5) working days in advance.

UNPAID LEAVES

A. Pregnancy leave. A leave of absence up to one year shall be granted to a teacher for pregnancy purposes provided the following conditions are met:

1. Proof of pregnancy from the physician.
2. Leave must be requested thirty days prior to the starting date of the leave or sixty days prior to the beginning of the school year.
3. Pregnancy is a disability and sick days may be used during the disabled period. However, when the attending physician (s) indicates the employee is physically able to return to work, sick days can no longer be used.
4. The teacher shall provide the Board, upon request, statements from her physician regarding the teacher's physical well being and ability to perform the duties of the teacher's position. Frequent absences prior to the start of the leave which are attributed to the pregnancy of the teacher shall be considered sufficient reason for the Board of Education to determine a starting date for the leave other than a previously approved date.
5. A teacher on maternity or child care leave may elect to prepay the health insurance premium for the duration of the leave after the start of the leave provided however, that the teacher submits the dollar amount of the premium ten (10) days prior to the Board's due date for submission to the insurance company. This will be subject to the insurance carrier's approval.
6. Teachers returning from leave shall be restored to the same position held previously or a like position to one held prior to leave.
7. For seniority purposes, credit shall be given for a full semester during which time said leave was granted.
8. The Board will comply with the provision of Act #153 of the Public Acts of 1978 stipulating that maternity-related disabilities will be, to the same extent, eligible for the use of sick leave days as is other types of disabilities.

Actual disability due to pregnancy, childbirth, or medical condition related to pregnancy or childbirth where the employee is prevented from performing duties as verified by a physician, the employee will be allowed to use accumulated sick leave days.

Leave for disability caused by pregnancy, parturition, and child care shall not exceed one year.

9. Should any court declare any maternity or child care leave provision of this contract invalid or in violation of State or Federal law, then the Board will comply with such court decision or State and/or Federal law.

B. A leave of absence shall be granted to any teacher, upon recommendation of the Superintendent and approval by the Board, for the purpose of further study at an accredited College or University in the field reasonably related to his professional responsibilities. Said teacher shall make written application no less than three months in advance of the expected commencing of the leave. Upon return from leave, the teacher shall be placed at the same position on the salary schedule as when he left.

In order to be recommended to the Board of Education for an unpaid leave of absence for educational improvement, a professional staff member must present formal acceptance for admission from an accredited college or University as a full time student (usually considered as a minimum of 12 semester hours per semester) and said person must sign an affidavit that he/she will satisfactorily complete at least the minimum full time student academic program as described within this qualification policy while on leave. It is clearly understood by the professional staff member that failure to complete these minimum educational requirements will negate automatically the staff member's right to a leave of absence and the privilege of returning to our school system will be forfeited. Any deviation from these guidelines will be subject to individual review by the Administration and the Board of Education unless an emergency situation arises that prevents completion.

C. A leave of absence may be granted to any teacher upon approval by the Board of Education for the purpose of travel which is consistent with the educational growth of the teacher in his field.

D. The Board shall grant, upon request of a teacher, a leave of absence without pay for personal reasons. The teacher shall return to his/her same teaching position. This leave will be for a minimum of one semester and a maximum of one school year. A request must be made at least sixty (60) days prior to the leave except in case of an emergency. A personal leave will not be granted for an employee to try out or assume another job.

E. A child care leave may be granted to a teacher for child care. Said leave will be for a period of up to one year except that it may be extended for another year at the request of the teacher.

F. A military leave 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. Upon return from such leave, a teacher shall be placed on the salary schedule as he would have been had he taught in the district during such period

ARTICLE X

GRIEVANCE PROCEDURES

A grievance is defined as a violation, misinterpretation, or misapplication of any provision of this agreement where there is no established law for settlement of the alleged violation. It is agreed and understood that should a difference arise between the Board and any of its teachers as to the application of the

provisions of this agreement, there shall be no stoppage or suspension of work because of grievance. Such grievance shall be submitted in the following procedure:

A. Step One:

Within five (5) school days after the grievance arises and before the written grievance procedure as outlined in Step Two initiated, the grievant will present the grievance orally to the building principal. Within two (2) school days after presentation of the oral grievance, the Building Principal shall give his answer orally to the grievant.

The Association may initiate a grievance directly at the Superintendent's level when either of the following apply:

1. A grievance involves a group of employees or an issue which applies to the unit as a whole or,
2. The action precipitating the grievance was initiated by management at a level higher than the immediate supervisor. When such grievances are initiated at the Superintendent's level the normal grievance procedures shall be followed as set forth in this Article.

B. Step Two:

If a grievance is not resolved in Step One, the grievant may submit a formal grievance to his Building Principal in writing. The formal written grievance will be on a signed "Statement of Grievance Form", see Appendix D, and shall contain the name of the grievant or grievants involved, the facts giving rise to the grievance and shall identify all provisions of this agreement alleged to be violated by appropriate reference, shall state the contention of the grievant and the Association involved with respect to these provisions, shall indicate the relief requested and shall be signed by the grievant or grievants involved.

A formal written grievance must be filed with the Building Principal no less than ten (10) school days from the date of the completion of Step One. Within five (5) school days of receipt of the grievance, the Building Principal shall meet with the grievant and/or the Association in an effort to resolve the grievance. The Building Principal shall indicate his disposition of the grievance in writing within five (5) school days of such meeting, and shall furnish a copy thereof to the grievant.

C. Step Three:

If the grievant is not satisfied with the disposition of the grievance in Step Two, or if no disposition is made within the time limits set forth in Step Two, the grievance shall be submitted to the Superintendent within five (5) school days. Within five (5) school days of submission of the grievance, the Superintendent or his designee shall meet with the grievant and/or the Association and shall indicate his disposition of the grievance in writing within five (5) school days of such meeting and shall furnish a copy of his disposition to the grievant.

D. Step Four:

If the grievant is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within five (5) school days of such meeting as provided for in Step Three, the grievance, within five (5) school days, may be transmitted to the Board.

The Board, no later than its next regularly scheduled meeting, shall meet with the grievant and/or the Association in an effort to resolve the grievance. The Board shall indicate its disposition of the grievance in writing within seven (7) school days of such meeting and shall furnish a copy thereof to the grievant.

E. Step Five:

If the Association is not satisfied with the disposition of the grievance at level 2 or if no disposition has been made within the period above provided, the Association may submit the grievance to arbitration before an impartial arbitrator. The arbitrator shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceedings. Neither the Employer nor the Association shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be paid by the parties adjudged to be the loser.

Any grievance not advanced to the next step by the Association above within the time limit in this step, or if no time limit is specified within seven (7) school days shall be deemed abandoned.

F. Powers of the Arbitrator:

It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this agreement.

- a. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this agreement.
- b. He shall have no power to establish a salary schedule different from the one contained in the master agreement.
- c. He shall have no power to rule on any of the following:
 1. The termination of services or failure to re-employ any probationary teacher.
 2. The placing of a non-tenure teacher on a third year of probation.
 3. The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule.
 4. Any claim or complaint for which there is another remedial procedure of forum established by law or by regulation having the force of law, including any matter subject to the procedures specified in the Teacher's Tenure Act (Act IV, Public Acts, extra session of 1937 of Michigan, as amended.)
 5. Any matter involving teacher evaluation provided that the provisions of Article XI have been complied with.

- d. He shall have no power to change any practice, policy or rule of the Board nor to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board. His powers shall be limited to deciding whether the Board has violated the expressed articles or sections of this agreement.
- e. He shall have no power to decide any question which, under this agreement, is within the responsibility of management to decide.
- f. There shall be no appeal from an arbitrator's decision if said decision is within the scope of the arbitrator's authority as set forth above. Said decision shall be final and binding on the Association, its members, and employee or employees involved and the Board. The Association and the Board shall discourage any attempt on the part of its members to engage in any frivolous appeal to any court or labor board from a decision of an arbitrator and the Association, Board, and all members shall similarly refrain from encouraging its membership from bringing about a settlement of any grievance as herein defined by any other means.

ARTICLE XI

TEACHER EVALUATION

- A. Each teacher, upon employment or at the beginning of the school year, whichever is later, shall be apprised in specific terms of the teacher's responsibilities. Teachers will be informed of the specific criterion upon which they will be evaluated.
- B. It shall be a major administrative responsibility to assist teachers to become oriented to the district and improve instruction through direct observation of the teacher's work and providing written summaries of those observations together with any recommendations the administrator may have for the teacher. Probationary teachers should be observed at least two (2) times per year, and tenure teachers should be observed at least once per year.
- C. All monitoring or observation of such work of a teacher shall be conducted openly and with knowledge of the teacher.
- D. Any complaint made against a teacher or person for whom the teacher is administratively responsible by any parent, student, or other person, may, at the discretion of the administrator, be promptly called to the attention of the teacher. Complaints shall not be incorporated into a teacher's evaluation unless the teacher has been informed of the complaint previously.
- E. After observation of a teacher, an administrator shall submit a written report with recommendations, if necessary, to the teacher within ten (10) days of the observation. He shall schedule a conference with the teacher to discuss the written observation.
- F. If an administrator believes a teacher is doing unacceptable work, the reasons therefore shall be set forth in specific terms as shall an identification of the specific ways in which the teacher is to improve and of assistance to be given by the administrator and other staff members.

In subsequent observation reports, failure to again note a specific deficiency

shall be interpreted to mean that adequate improvement has taken place.

- G. A teacher who disagrees with an observation or recommendation may submit a written answer which shall be attached to the file copy of the observation in question.
- H. The teacher shall have the right upon request to review the contents of his personnel file, excluding confidential credentials and letters of recommendation, and to have an elected officer of the North Adams Jerome Education Association accompany such a review.
- I. Materials originating after initial employment will be placed in a teacher's file only after the teacher has had an opportunity to review the material.
- J. A copy of the evaluation forms are in Appendix D.

ARTICLE XII

REDUCTION IN PERSONNEL

- A. If there is a need for reduction in staff because of financial necessity or declining enrollment, the Board will confer with the Association prior to making any cuts in staff or program. If lay-offs are necessary, the Board will so inform the Association prior to the third Monday in March. At that time, the Association will be requested to conduct a survey to determine any requests for voluntary early retirement, voluntary lay-off or voluntary leave. Said leave will be for no less than one school year. The results of the survey shall be made known to the Superintendent by the end of April. The Board will grant such requests before lay-offs are made.
- B. Should reduction in staff be necessary, the Board shall give notice to the affected teachers no less than 60 days prior to the beginning of the school year.

C. SENIORITY

- 1. Seniority shall be defined as length of service within the district from the teacher's last date of hire (the date that the teacher signed the contract of employment. If that date is unknown, the first membership day of the school year shall be considered the date of hire.)
- 2. The Board shall prepare and maintain a seniority list showing, in order, the date of appointment of the last date of hire and the certification and fields of each teacher. Teachers with the same last date of hire will participate in a drawing to determine their rank on the seniority list.
- 3. The Association and affected teachers shall be notified by the Board in writing of the date, time and place of the drawing. The drawing shall be conducted openly and at a time and place which will reasonably allow affected teachers and Association representatives to be in attendance. One copy of the seniority list will be provided to the Association each year within 30 days of the start of the school year.
- 4. All seniority is lost when employment is severed by resignation, retirement, or discharge for cause, however, seniority is retained if severance of

employment is due to layoff. In cases of layoff, bargaining unit members so affected shall retain all seniority accumulated as of the effective date of layoff.

5. Beginning 1981-82, seniority shall not continue to accumulate when bargaining unit members are on approved unpaid leaves.
6. Beginning in the 1981-82 contract year, teachers who have a 50% assignment or less shall accrue only a half year of seniority for each such year.
7. Administrators who have performed bargaining unit work will be given seniority credit for all years of service in the district.

D. LAY-OFF

1. Teachers will be laid off first according to date of hire.
2. In the event teachers must be laid off, lay-off will be on the basis of seniority according to the date of hire and certification.
3. Teachers whose positions are being eliminated may bump another teacher with less seniority as long as the senior teacher has proper certification for the assignment according to the class schedule adopted by the Board.
4. A teacher who fulfills the academic requirements for additional certification by the beginning of a next school year shall be allowed at that time to assume a position for which he/she is newly certified. A teacher planning to re-certify, shall notify the administration at time of posting or no later than June 1st.

E. RECALL

1. Laid off teachers shall be recalled in inverse order of layoff provided said teacher is certified for the vacancy.
2. The Board shall give written notice of recall from layoff by sending a registered or certified letter or telegram to said teacher, at his last known address. A copy shall be sent to the Association. It shall be the responsibility of each teacher to notify the Board of any change in address. The teacher's address as it appears on the Board's records shall be conclusive when used in connection with layoffs, recall or other notice to the teacher. If a teacher fails to respond within ten (10) days from date of receipt of recall, unless an extension is granted in writing by the Board, said teacher shall be considered as a voluntary "quit" and shall thereby terminate his individual employment and contract and any other employment relationship with the Board.

3. Recalled bargaining unit members shall be entitled to all benefits previously accrued.
 4. Refusal of less than a full-time position shall not forfeit a bargaining unit member's right to recall.
 5. No new teachers shall be employed by the Board while there are laid off teachers who are certified to fill any vacancy which may arise. Recall rights will be limited to 5 years. Teacher on lay-off shall be given priority on the substitute list.
- F. To the full extent permitted by law, this Agreement shall be binding upon the Board and its successor personnel and upon any school district into which or with which this district shall be merged or combined. In the event this district shall be combined with one or more district, the Board will assure the continued recognition of the Association and the continued employment of its members in such consolidated district.

The Board will notify the Association immediately whenever a district reorganization is contemplated or under discussion with any any other school district or entity.

- G. The Board will confer with the Association prior to making transfers and assignments regarding reduction and recall of the professional staff.
- H. Teachers notified that they will be laid off for the ensuing school year will not lose their fringe benefits over the summer months. With the beginning of the school year or period of lay-off the teacher will receive no fringe benefits at Board expense, but may elect to continue insurance benefits by paying the premiums at the Superintendent's Office. This is contingent upon the respective insurance carrier's approval.

ARTICLE XIII

STUDENT DISCIPLINE AND TEACHER PROTECTION

- A. All teachers will assume primary responsibility for control and discipline in their classrooms and are expected to contact parents about matters related to the student's behavior or academic performance. Results of the contact should be shared with the building administrator. Matters of a serious and immediate nature should be brought to the attention of the building administrator for immediate action.

The Board will support and assist teachers with respect to the maintenance of control and discipline in the classroom.

- B. The administration will confer jointly with teachers, parents and students in the establishment of rules and regulations which set forth the procedure to be utilized in disciplining, suspending, or expelling students for misbehavior. Such rules and regulations shall be distributed to teachers, parents and students with the commencement of each year.
- C. The general supervision of students is a responsibility of all teachers. This includes activities in all school areas such as halls, lavatories, assemblies, and any other school place where students may congregate during the normal school

day. Teachers will not be assigned to regular hall or lavatory duty but should assist on overall supervision.

- D. A bargaining unit member may refer a pupil to the office 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 bargaining unit member will furnish the principal, as promptly as his/her employment obligations will allow, full particulars of the incident in writing. The pupil shall not be returned to the class until after consultation by the principal with the bargaining unit member.
- E. Any case of assault and/or battery upon or by a teacher while acting in the scope of his employment shall be promptly reported to the Board or its designated representative. The Board shall, upon request, provide legal counsel to advise the teacher of his or her rights and obligations with respect to any such assault and/or battery and shall provide such legal and other necessary representation and assistance as might be required in connection with any incident arising out of a teacher's efforts at self-defense against an attack on him or her or in maintaining building control.
- F. Time lost by a bargaining unit member in connection with any incident mentioned in this article shall not be charged against the bargaining unit member.
- G. The Employer will reimburse bargaining unit members for any damage or destruction of clothing or personal property of the bargaining unit member while on duty in the school or on the District's premises, if said damage is not paid for by the individual's personal insurance.

ARTICLE XIV

CONTINUITY OF OPERATIONS

- A. The Association and its members shall not engage in nor encourage concerted or individual action which would be in violation of this contract or in violation of the laws and Statutes of the State of Michigan.
- B. The Board also agrees that it will not, during the period of this agreement, directly or indirectly engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relations Act.

ARTICLE XV

NEGOTIATIONS AND CONTRACTS

- A. Any matters not expressly covered by this agreement but of common concern may be brought to the attention of either group through representative channels.
- B. Negotiations for the ensuing year will begin the first Monday in February unless another date is mutually agreed upon.
- C. Neither party in any negotiations shall have any control over the selections of the negotiating or bargaining representatives of the other party.

- D. The parties pledge that their representatives will be clothed with all necessary power and authority to make proposals, and make concessions in the course of negotiations.
- E. There shall be three signed copies of any final agreement. One copy shall be retained by the Board, one by the Association, and one by the Superintendent. Copies of the final agreement shall be duplicated at the expense of the Board and made available to all teachers now employed and hereafter employed and twelve (12) copies shall be provided to the Association.

ARTICLE XVI

PROFESSIONAL BEHAVIOR AND IMPROVEMENT

- A. No teacher shall be disciplined (including warnings, reprimands, suspensions, reduction in rank or professional advantage, discharge or other actions of disciplinary nature) without just cause.
- B. A teacher shall be entitled to have an elected officer of the North Adams Jerome Education Association present during any disciplinary action when such action becomes part of the teacher's personnel file. When a request for such representation is made, no action shall be taken with respect to the teacher until said representative as stated above is present. Further, in the event disciplinary action is to be taken, the teacher shall be advised of the right to have an elected officer of the North Adams Jerome Education Association under this provision of the Agreement prior to the action being taken.
- C. If discharge of a teacher (including denial of tenure or placement on a third year probation) is to be considered because of inadequacies observed in the teacher's professional work with students, such action must minimally be preceded by:
 - 1. Repeated observations of the inadequacies through the observation process.
 - 2. Clear direction that the teacher must improve and the consequences of failure to do so.
 - 3. Adequate opportunity for the teacher to make improvements.
 - 4. The administrator will provide whatever assistance he can to give help to the teacher so he can improve.
- D. The Board and/or the Administration agrees to follow a general procedure of discipline which includes verbal and/or written warning, reprimand, suspension without pay, and discharge as a final and last resort.

The above procedures may be waived when in the Superintendent's discretion, the seriousness of a teacher's behavior necessitates more severe or immediate measures. In the event that a teacher has been unfairly or improperly disciplined, his personnel records will be cleansed of the incident and his lost pay restored.

ARTICLE XVII

MISCELLANEOUS PROVISIONS

- A. Any individual contract between the Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of this agreement and any individual contract hereinafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual contract contains any language inconsistent with this agreement, this agreement, for its duration, shall be controlling.
- B. If any provision of this agreement or any application of the agreement to any teacher or group of teachers shall be found contrary to law, then such provision or applications shall be deemed null and void except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Nothing contained herein shall be construed to deny or restrict to any teacher or the Board rights under the Constitution of the United States, the Constitution of Michigan, or under the Michigan General Schools law.
- D. All portions of this agreement contained in the Educational Policy Guidelines Handbook will be deleted from said handbook.
- E. The rules, regulations, and policies contained in the Educational Policy Guidelines Handbook shall remain in force for the duration of this Agreement.

ARTICLE XVIII

PROFESSIONAL COMPENSATION

- A. The basic salaries of teachers covered by this agreement are set forth in Schedule A which is attached to and incorporated in this agreement. In addition, the Board agrees to participate in the Michigan School Employees Non-contributory Retirement effective September, 1975. The basic salary schedule shall remain in effect for the designated periods.
- B. All teachers newly employed shall be given five (5) full years credit on the salary schedule set forth in Schedule A for outside teaching experience in any school district in the State of Michigan or other teaching experience in a school district accredited by a recognized agency.
- C. Placement on the Master's degree track is contingent on holding a permanent or continuing certificate.
- D. Teachers will be paid in twenty-six (26) pays. Payroll will be issued bi-weekly on Fridays to teachers except as elsewhere provided.
- E. Changes from salary schedule to another, (example, from B.A. to M.A.) must be made known to the Superintendent's Office before September 15th. Transcripts or proof of completed course work will be required to substantiate all hours earned upon which pay increases are based and the new scale will not take effect until

said transcripts are received. All semester hours earned for salary credit must be in the teaching field, an approved master's program, or approved by the Administration. Hours earned and completed courses count only of the teacher received at least a "C" average.

- E. Pay for extra and co-curricular assignments are set forth in Schedule B which is attached to and incorporated in this Agreement. Supplementary pay percentages shall be based on the appropriate step of the BA schedule correspondent to the teacher's experience in that specific activity. Teachers currently on the BA + 15 and MA schedules will be paid at their 1990-91 rate improved by the same percent as the salary schedule is increased.

If a new program is developed during the term of this agreement, compensation will be made on the basis of the nearest like program in Schedule B.

- G. A teacher who has taught in the North Adams School System fifteen (15) years or more shall receive a terminal leave payment of seven (7) dollars for each accumulated sick leave day up to a maximum of seven hundred seventy (\$770) dollars when said teacher retires or leaves the North Adams School System.

H. HEALTH INSURANCE AND OPTIONAL BENEFITS:

The current insurance program will remain in effect through August 31, 1993.

The Board shall provide without cost to the teacher MESSA Pak, plan A for a full twelve month period for each teacher and eligible dependents.

Teachers not electing MESSA plan A; will select MESSA PAK, plan B. Teachers who elect plan B shall also have \$100 per month applied on an individual basis to purchase MESSA non-taxable options or tax deferred annuities from one of the currently approved annuity companies.

Plan A

Health - MESSA Super Med 2, with MESSA Care.
Dental - MESSA/Delta, B 0-3 - 60 50 50, \$1000
Vision - MESSA VSP 2
Life - \$10,000 AD&D

Plan B

Dental - MESSA/Delta, B 0-3 - 60 50 50, \$1000
Vision - MESSA VSP 3
Life - \$15,000 AD&D

Effective September 1, 1989, MESSA Long term disability, plan 1, 66 2/3%, maximum \$ 2,500 benefit, with freeze on offsets, and 2 year alcoholism and mental/nervous.

Teachers who wish additional MESSA Optional coverage may authorize deduction of the required additional funds from their salary.

I. WORKER'S COMPENSATION DIFFERENTIAL

Any regularly employed teacher in the North Adams-Jerome Public School System, who in the line of duty, incurs an injury for which he/she receives compensation under the Worker's Compensation Act, shall be paid during the period of disability, up to a maximum of one calendar year, except for summer vacation periods, the difference between his/her regular net daily contractual salary

(based on 180 days) and the amount received under the Worker's Compensation Act. Said teacher shall have no deduction from his/her sick leave day while they are eligible to draw Worker's Compensation benefits during said period of disability. The Board of Education may extend this benefit at their discretion.

J. REIMBURSEMENT OR PAY FOR COLLEGE CREDITS

Beginning August 30, 1979, a teacher with a permanent or continuing certificate will be paid for professional growth courses on the following basis:

1. Thirty-five (35) dollars per semester hour for courses satisfactorily completed. An equivalent amount will be paid for term hours.
2. The Board will pay for a maximum of six (6) semester hours or the equivalent in terms hours per year.
3. Payment will be made within 4 weeks of presentation of proof of completed credit except for classes completed after April of the previous school year which will not be reimbursed until the teacher has returned to work in August.
4. Teachers must inform the Superintendent of courses being taken.
5. Reimbursement will be made in a lump sum payment without deductions.

K. REGULAR TEACHER'S SUBSTITUTE PAY DURING PREPARATION PERIOD

In the event it becomes necessary to ask that a teacher assume teaching responsibilities during his conference or preparation period the teacher shall be compensated at the rate of ten dollars (\$10.00) per hour.

L. TB TESTS AND/OR CHEST X-RAYS

The Board will pay for the legally required TB test and/or chest X-ray when needed.

M. LACK OF AVAILABLE MONIES

In the event monies should not become available for the Board to honor salary commitments, negotiations shall be reopened between the Board and the Association.

N. SALARY ADJUSTMENT

A teacher who is laid off and collects unemployment benefits for a period between the last day of school in one year and the first work day in the next school year, and is subsequently recalled before the first teacher work day of the next school year will be paid according to an annual salary rate, such that collected unemployment compensation benefits and salary shall equal the amount on the salary schedule.

ARTICLE XIX

DURATION OF AGREEMENT

This agreement shall be effective as of August 22, 1990, and shall continue in effect until the 20th day of August, 1993. Negotiations between parties shall begin as provided in this master contract. If, pursuant to such negotiations, an Agreement on the renewal or modification is not reached prior to the expiration date, this agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties.

NORTH ADAMS-JEROME EDUCATION ASSOCIATION

BOARD OF EDUCATION

BY _____
President

BY _____
President

BY _____
Secretary

BY _____
Secretary

BY _____
Uniserv Director

Dated this ___ day of August, 1990

APPENDIX A

1990-91 SALARY SCHEDULE

STEP	BA	BA+15	MA
1	21,311	22,009	23,106
2	22,208	22,905	24,001
3	23,205	23,898	24,996
4	24,201	24,897	25,992
5	25,295	25,992	27,087
6	26,489	27,188	28,280
7	27,684	28,383	29,478
8	28,981	29,676	30,772
9	30,970	30,972	32,065
10		33,007	33,361
11			35,449

1991-92 SALARY SCHEDULE

STEP	BA	BA+15	MA
1	22,483	23,220	24,377
2	23,429	24,265	25,321
3	24,481	25,212	26,371
4	25,532	26,266	27,422
5	26,686	27,422	28,577
6	27,946	28,683	29,835
7	29,207	29,944	31,099
8	30,575	31,308	32,464
9	32,673	32,675	33,829
10		34,822	35,196
11			37,399

1992-93 SALARY SCHEDULE

STEP	BA	BA+15	MA
1	23,607	24,381	25,596
2	24,600	25,373	26,587
3	25,705	26,473	27,690
4	26,809	27,579	28,793
5	28,020	28,793	30,006
6	29,343	30,117	31,327
7	30,667	31,441	32,654
8	32,104	32,873	34,087
9	34,307	34,309	35,520
10		36,563	36,956
11			39,269

APPENDIX B

EXTRA AND CO-CURRICULAR ACTIVITIES PAY 1990-91

FALL SPORTS

Head Football, Varsity.....	10%
J.V. Football.....	7%
Ass't Football, J.V. & Varsity.....	7%
Junior High Football.....	5%
Head Varsity Golf.....	7%
Head Girls Varsity Basketball.....	10%
J.V. Girls Basketball.....	7%
Junior High Girls Basketball.....	5%

WINTER SPORTS

Head Varsity Basketball, Boys.....	10%
J.V. Boys Basketball.....	7%
9th Grade Basketball.....	7%
Junior High Boys Basketball.....	5%
Volleyball Varsity and JV Volleyball.....	10%
Head Boys & Girls Track Combination.....	10%

SPRING SPORTS

Head Varsity Baseball	7%	
JV Baseball.....	5%	
Head Girls Varsity Softball	7%	
Head Boys & Girls Track Combination.....	11%	-one coach less than 25 participants
Head Boys & Girls Track Combination.....	8%	-Head Coach -more than 25 participants
	6%	
Junior High Boys & Girls Track.....	5%	

Assistant Coach

OTHER ACTIVITIES

Instrumental Music	10%
G.A.A.....	7%
Drama Club.....	6%
Yearbook.....	4%
F.F.A.	2.5%
F.H.A.	2.5%
S.A.E.	2.5%
Chatterbox.....	2.5%
Cheerleading Advisor, Jr High	2.5%
Cheerleading Advisor, JV Varsity	2.5%
Driver Training	\$8.50 per hour

Supplementary pay for the above listed extra-curricular and co-curricular activities will be pro-rated if that activity season is shortened beyond what is normally anticipated. There will be no supplementary pay for the above listed activities if it is canceled. The Board of Education reserves the right to screen, interview, and appoint personnel who have submitted applications for extra-curricular activity positions. Supplementary pay for the above activities shall be based upon the appropriate salary step of the BA, correspondent to the experience in that activity. Beginning in 1981-82, BA+15 and MA will no longer be paid on steps, but will receive the percentage increase as negotiated by the association on the previous years coaching salary.

APPENDIX C

STATEMENT OF GRIEVANCE FORM

NORTH ADAMS -JEROME PUBLIC SCHOOLS
NORTH ADAMS, MICHIGAN

GRIEVANCE # _____

Copies submitted to: Superintendent _____ Building: North Adams-Jerome
Principal _____ Elementary _____
Association _____ High School _____

Name(s) of Grievant: _____ Date filed: _____

Step I

Date of Oral Grievance presented to the Building Administrator _____

Building Administrators disposition of the Oral Grievance _____

Step II

Date of Written Grievance presented to the Building Administrator _____

Statement and facts giving rise to the Grievance: _____

Identification of the alleged violation(s) of the Master Contract

Relief requested: _____

Signature of Grievant(s) _____
Date _____

Step II

Disposition by the Building Administrator _____

Signature of Building Administrator _____
Date _____
Signature of Grievant(s) _____
Date _____

Step III

Date of written grievance presented to the Superintendent _____
Disposition of Superintendent _____

Signature of Superintendent _____ Date _____
Signature of Grievant(s) _____ Date _____

Step IV

Date of written grievance presented to the Board of Education _____
Disposition of the Board of Education _____

Signature of President, Board of Education _____
Date _____

Step V

Date of written grievance presented to Arbitration _____

Disposition of arbitration proceedings _____

President, Board of Ed.

Grievant(s)

Date

AUTHORIZATION FOR PAYROLL DEDUCTION FORM

North Adams - Jerome Public Schools
North Adams, Michigan

I, the undersigned, authorize the Board of Education of the North Adams-Jerome Public Schools to make the below designated payroll deduction(s).

Signature of employee Date

I. SCHOOL EMPLOYEE CREDIT UNION

Name of company or (see below) Date Beginning _____
(Savings, loan payments, etc..)

Amount: _____

Frequency of Deduction _____

Date Beginning _____

Amount _____

Frequency of Deduction _____

II.

Name of Company or Association

Within twenty (20) days after the beginning of school, the Association will provide the Superintendent's office with deduction forms for those who wish payroll deductions and the amount that should be deducted.

CURRENT APPROVED LIST OF COMPANIES

- | | |
|--|------------------------------|
| I. School employee Credit Union | Savings, loan payments, etc. |
| II. E.F. Hutton | |
| MEFSA | |
| Franklin Life Insurance Company | Annuities and Insurance |
| Pioneer Life Insurance Company | |
| Prudential Life Insurance Company | |
| VALIC | |
| III. North Adams Education Association | |
| Michigan Education Association | Professional dues, etc. |
| National Education Association | |

