East Greene CSD East Greene EA 7/1/2006 6/30/2007

ARTICLE I: RECOGNITION

A. Unit

The Board recognizes the East Greene Education Association (EGEA), an affiliate of the Iowa Education Association and the National Education Association, as the certified exclusive and sole representative of full-time and regular part-time contracted certified personnel employed but excluding the Superintendent of schools, building principals, and other employees excluded by Section 4 of the Public Employees Relations Act of 1975 (Senate File 531.)

The unit described in the above certification is No. 438 issued by PERB on October 1, 1975, and includes personnel as follows:

Included: Professional and non-supervisory full-time and regular part-time classroom teachers, guidance counselor, librarian, remedial teachers (Title I), special education teachers and nurse.

Excluded: Superintendent, principals, all non-professional employees and all other persons excluded by Section 4 of the Act.

B. Definitions

1. The term "Board," as used in this Agreement shall mean the Board of Education of the East Greene School District or is duly authorized representatives.

2. The term "employee," as used in this Agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employee Relations Board.

The term "Association," as used in the Agreement, shall mean the East Greene Education Association or its duly authorized representative agents.

ARTICLE II: GRIEVANCE PROCEDURE

Section A. Definitions

1. Grievance – A grievance shall mean only an unresolved claim that there has been an alleged violation or misapplication of any of the provision of this agreement.

2. Aggrieved Employee – An "aggrieved employee" is the employee(s) making the claim, including the East Greene Education Association.

3. Party in Interest – A party in interest is the employee or employee(s) making the claim and any person whom might take action, or against whom action might be taken in order to resolve the claim.

Section B. Purpose

The purpose of this procedure is to resolve, at the lowest possible level, claims, which may arise under the agreement. All parties agree that these proceedings should be kept as informal and confidential as may be appropriate at any level of the procedure.

Section C. Limitations

1. Time Limits – All grievances must be presented within ten (10) business days of the alleged violation or misapplication of any of the provisions of this agreement. All grievances during the summer must be presented within twenty (20) business days of the alleged violation. The time limits specified may be extended by mutual agreement.

2. Failure to Act – The failure of an employee to act on any grievance within the prescribed time limits will act as a bar to further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

3. Processing of Grievance – It is agreed that any investigation or other handling or processing of any grievance by the aggrieved employee shall be conducted before or after the school day schedule established for students provided that the grievances may be filed during the normal work day but not during the student contact hours unless mutually agreed otherwise.

Section D. Procedures

1. Level One – Principal or Immediate Supervisor (Informal) – An attempt shall be made to resolve any grievance in informal, verbal discussion between aggrieved and his or her principal supervisor.

2. Level Two – Principal (Formal) – If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the agreement allegedly violated, dated and shall state the remedy requested. The principal shall make a decision on grievance and communicate in writing to the employee, the Association and the Superintendent within seven (7) business days after receipt of the grievance. In the event a grievance has not been satisfactorily resolved at Level Two, the aggrieved employee shall file, with in seven (7) business days of the principal's written decision at Level Two, a copy of the grievance to the Superintendent.

3. Level Three – Superintendent – Within seven (7) business days after such written grievance is filed the aggrieved and the Superintendent or designee shall meet to resolve the grievance. The Superintendent or Designee shall file an answer within ten (10) business days of the third step grievance meeting and communicate it in writing to the employee, the principal, and the Association stating the outcome of the meeting.

4. Level Four – Arbitration

A. If the aggrieved and/or Association determine that the grievance is meritorious, it may submit the grievance to arbitration with ten (10) business days of the date of disposition by the Superintendent. The Association shall have the right to provide all Board members with a copy of any written grievance that has been filed and the responses form the Principal and Superintendent.

B. Within ten (10) business days after written notice to the Board of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from such arbitrator to serve.

C. If the parties are unable to agree upon an arbitrator or to obtain such a commitment with the specified period, either party shall make a written request for a list of arbitrators to the Public Employment Relations Board. The list shall consist of seven (7) arbitrators, and the party who is requesting the grievance arbitration shall remove the first name from the list. Within seven (7) business days after receipt of said panel of arbitrators, the parties will meet to select the sole arbitrator at one meeting. The person whose name remains shall be the sole arbitrator.

D. The arbitrator so selected shall confer with the representatives of the Board and the Association. The arbitrator's decision shall be written and shall set forth his/her findings of the fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power of authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding. The arbitrator's decision shall not amend, modify, ignore or add to the provisions of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her by the employer and the association and his/her interpretation of the meaning or application of the express relevant language of the Agreement.

E. The cost for services of the arbitrator, including per diem expenses, if any, and actual and necessary travel subsistence expenses and the cost of the hearing room shall be borne equally by the Association and the Board. Any other expenses incurred shall be paid by the party incurring the same.

Section E. Right to Representation

From Level 2 through Level 4 an employee may have representation of his/her choosing.

ARTICLE III: EMPLOYEE EVALUATION

Section A. Observation Procedures

1. All observations will be done by the building principal or appropriate supervisor.

2. Employees shall be informed of the evaluation procedure and the criteria used for evaluation prior to the evaluation. Non-probationary teachers shall be informed of the date and time of the initial formal classroom observation. This notification requirement does not apply to probationary teachers.

3. All evaluations as stated in Section A will be reported in writing in triplicate. One copy will be given to the employee, one to the principal, and one to the Superintendent.

4. The principal will have a post-evaluation conference with the employee within twenty (20) school days of the evaluation for the purpose of reviewing the evaluation.

5. The employee will have a chance to respond to the evaluation in writing before the evaluation is given to the Superintendent and the evaluation shall be signed by both the evaluator and the employer. The employee's signature will only indicate that the employee has seen the evaluation, not necessarily that he/she is in agreement with the evaluation.

6. All evaluations will be conducted openly and with full knowledge of the teacher.

7. The evaluation materials in the employee's personnel file are available for review by the employee if he/she desires to inspect the contents. Any complaints directed toward an employee which are placed in his/her personnel file are to be called to the employee's attention in writing within seven (7) calendar days. The employees will have the right to respond to all materials contained in said file, providing such materials are evaluative in nature or could impact on an employee's future employment. Such employee responses will become a part of said file.

Section B.

Nothing in this article limits the District's right to conduct informal observations. Any informal observation that is reduced to writing for placement in the employee's personnel file shall be subject to the provisions of sections A (4), (5) and (6).

ARTICLE IV: SENIORITY PROVISIONS

Seniority means an employee's total length of service with the Board since the employee's date of employment. Leaves of absence shall not constitute a break in seniority. As long as an employee is employed by the Board, his/her seniority continues to accumulate. A part-time teacher shall accrue seniority on a pro-rate basis.

Seniority ties shall be broken by the date of signing of initial individual contracts. If a tie should continue to exist, it shall be broken by lot (last four digits of the individual's social security number – lower number = lower preference.

Starting with the 2004-2005 school year, employee shall mean those people defined as employees by the Master Contract. Seniority that was allowed prior to the 2004-2005 school year will be kept by the employee.

ARTICLE V: PROCEDURES OF STAFF REDUCTION

Section A. Reduction

When in the judgement of the employer, declining enrollment, reduction of program or any other reason requires reduction of staff, and the reduction cannot be accomplished by attrition, the following procedures shall be followed:

1. Layoffs will be made within the following areas and categories:

Elementary (PK-6, Including Title I)	**Secondary (7-12)**
Special Areas	Language Arts
Art K-12	Social Studies
Special Education K-6	Mathematics
Special Education 7-12	Science
Physical Education K-6	Foreign Language
Physical Education 7-12	Vocational
Vocal Music K-6	
Vocal Music 7-12	
Instrumental Music K-6	
Instrumental Music 7-12	
Guidance Counselor K-6	
Guidance Counselor 7-12	
Media K-12	
ELL K - 12	

2. The order of reduction within each category shall be pursuant to the procedures specified below:

   Step 1. Normal attrition resulting from employee's retiring, resigning, or voluntary reduction will be relied upon to the extent it administratively feasible.

   Step 2. Staff members with emergency and/or temporary certification shall be reduced next, unless needed to maintain a program.

   Step 3. Employees within their first (1st) year of service in the District will be reduced next, unless needed to maintain a program.

   Step 4. Employees to be reduced will be determined by seniority within the categories, unless needed to maintain a program.

Step 5. Ability as determined by the evaluations and by educational qualifications and endorsements.

Step 6. In the event that two or more employees have equal continuous service (if both/all employees were approved at the same meeting of the Board of Education) and equal evaluation, the criterion becomes that date on which the employee signed the contract.

3. Once the decisions as to the employee(s) who is (are) to be reduced has been made, the parties shall follow the procedure spelled out in Section 279.15 of the Iowa Code.

   Notification will be made by April 30 or sooner if possible.

Section B. Recall

1. Laid off employees shall advise the Superintendent of their current addresses. Employees shall have recall rights for one (1) year to any position, which became available within the category from which the employee was laid off. If an employee fails to notify the Superintendent of a change of address or fails to within ten (10) days of receipt of notice of recall to advise the Superintendent of the employee's desire and availability to return and work, any recall rights shall terminate.

2. All benefits to which an employee was entitled at the time of his/her layoff will be restored to the employee upon his/her return to active employment, and the employee will be placed on the proper step of the salary schedule for the employee's current position according to the employee's experience and education.

ARTICLE VI: TRANSFERS

Section A Voluntary Transfer Procedures

1. The Superintendent shall post in all school buildings, a list of the vacancies, which occur during the school year, and for the following school year upon knowledge of vacancies. Notice of summer vacancies shall be mailed to the Association.

2. Employees who desire a transfer in grade and/or subject or who desire to be transferred to another building may file a written statement of such desire stating specific reasons for the request with the Superintendent. Requests for transfer are kept for one year. Renewal must be made each year.

3. If two or more employees are equal in certification, training and evaluation to meet the educational requirements of the school system, a voluntary transfer will be given to the most senior employee. If an employee's request for transfer is denied, the employer shall furnish the employee requesting such transfers written reason(s) for the denial.

Section B. Involuntary Transfer Procedures

1. This article will apply either when the vacant position cannot be filled pursuant by voluntary transfer or when the request has been denied.

2. If the involuntary transfer is necessary, the administration shall base its transfer on the certification and seniority in the system. If a choice must be made between two (2) employees of equal certification to meet the educational requirements of the school system, the employee with the least seniority to the school will be transferred first.

3. An involuntary transfer shall be made only after a notice of intent has been given and a meeting has been held between the employee involved and including accompaniment of one person, at the employee's discretion, and the Superintendent, at which time the employee shall be given written reason(s) therefore.

Section C.

An employee being involuntarily transferred will not involve reduction in total compensation.

Section D.

Notification will be at the earliest possible date.

Section E.

Nothing herein, however, shall negate management's sole and exclusive right to make transfers as provided by Chapter 20, Code of Iowa.

ARTICLE VII: INSERVICE EDUCATION

The Association will appoint three (3) teachers and the Board will appoint three (3) people for the purpose of making recommendations to the Board on the structure and content of the district's inservice training.

ARTICLE VIII: HEALTH AND SAFETY

Section A. Health Certificate

1. As a condition of the employment, all new employees are required to provide evidence of physical competence to the Board to perform duties assigned. Such evidence must be on a form provided by the Board. The employee may have this completed by the doctor of his/her choice. The Board will pay $25 toward this physical, if not covered by insurance.

2. To meet school law criteria for school personnel in the Iowa Code 3.4 (14), the employee must have a physical every three years by a licensed physician and issued to the employer.

Such evidence must be on a form provided by the Board. The Board will pay a maximum of $65 toward this required physical, if not covered by insurance.

3. Those faculty personnel requested to obtain a school bus license will have up to a maximum of $65 per year for this physical and the commercial drivers license (CDL) part of their drivers license paid by the board, if not covered by insurance.

4. If for some reason, the Board feels the employee's health could effect the teaching competence; the Board has the right to require the employee to take a physical with the doctor of the Board's choice. The Board will pay the cost of this physical examination.

Section B. Safety

1. Protective devices will be furnished and paid for by the Board when state law deems it necessary for the protection of the employees and/or students. The Board retains the right to provide protective devices beyond those required by law.

2. Employees will not be expected to work in unsafe facilities or where hazardous conditions prevail as determined by the State Fire Marshall.

3. Any assault or battery on an employee or student will be reported to the immediate supervisor as quickly as feasible to do so.

ARTICLE IX: EMPLOYEE HOURS

Section A. Workday

1. The workday will be from 7:45 a.m. to 3:45 p.m., including a minimum 20-minute duty-free lunch period.

2. On days preceding holidays or vacations employees may depart school the early out amount of time prior to 3:45 p m. (ie: if school is out one hour early, may leave at 2:45)

3. The Administration shall determine when adverse weather is severe enough to pose a threat to the health and safety of the employees in performing their duties. When the Administration in its judgement determines that adverse weather is severe, it may allow for the employees' early dismissal from or late arrival to work.

Section B. Teacher Meetings

Teacher's meetings will be called by the Administration when necessary. Teachers are expected to be present unless excused by the principal. Teacher's meetings will not run past one (1) hour beyond the end of the workday or start more than fifteen (15) minutes before the beginning of the workday.

Section C. Field Trips

The respective principals, except for those that are out of state, will approve all field trips. Out of state field trips must be approved by the Board of Education. Teacher responsibility remains in effect until students have left the school premises at the end of the trip.

ARTICLE X: EMPLOYEES WORK YEAR

The following paid holidays will be included in the work year:

1. Labor day
2. Thanksgiving
3. Christmas
4. New Year's

ARTICLE XI: SICK LEAVE

Section A. Accumulative

1. As of the 1989-1990 school year all employees will be entitled to sick leave as follows:

First Year	10 days	Fourth Year	13 days
Second Year	11 days	Fifth Year	14 days
Third Year	12 days	Sixth Year	15 days

2. Sick leave shall accumulate to a maximum of 120 days.

3. Usable sick leave shall be a maximum of 135 days.

4. Sick leave may be used for medical appointments of employee, which cannot be scheduled outside of the regular working day. The building principal shall be notified 24 hours in advance of such an appointment unless it is an emergency situation. This type of leave should be avoided on Professional Development days.

5. A maximum of fifteen (15) days per year of the employees accumulated sick leave may be used for illness of the employee's children and immediate family which would include, Mother, Father, and Spouse, and in-laws, which would include Mother-in-law, and Father-in-law, and grandchildren.

ARTICLE XII: LEAVE OF ABSENCE

Section A. Paid Leaves

1. Personal Leave

   The Board of Education will grant three (3) days of personal leave per year at full pay with the approval of the building principal and/or the Superintendent. All requests should be submitted in writing to the administration except in cases of emergency. Teachers must give

three (3) days advance notice to the building principal, except in cases of emergency. There will not be more than one (1) leave given per building per day, unless in cases of emergency. One day of personal leave may be taken from May 1 until the end of the school year as long as no more than person from each building is taking a personal day on that date. Up to three (3) days of unused personal leave will be reimbursed annually at 100% of the substitute teacher daily rate. Personal Leave will not be approved on days of Professional Development

2. Bereavement Leave

   a. Five (5) Day Leave: Up to five days of bereavement leave at any one time will be granted to the employee upon the death of the employee's spouse, child, parent, brother, sister, father-in-law, mother-in-law, son-in-law, or daughter-in-law.

   b. Three (3) Day Leave: Up to three days of bereavement leave at any one time will be granted to the employee upon the death of the employee's grandparent, sister-in-law, brother-in-law, or grandchild.

   c. One (1) Day Leave: Up to one day per year of bereavement leave will be granted to the employee to attend a funeral.

3. Professional Leave

A teacher who is absent from his/her regular instructional duties for the purpose of attending conferences or professional meetings including extra-curricular meetings, must have the approval of the Superintendent in advance of the meeting. If an approved absence, there will be no pay deduction. The employee will be reimbursed, as approved prior to the leave, if evidenced by receipt of said expenses.

Section B. Unpaid Leaves of Absence

A leave of absence may be requested for purposes such as child rearing, or illness in the family. The employee shall not be paid during such an absence, but shall be reinstated in the same status in which he/she left (seniority, position, and scale.) This leave of absence may be no longer than two (2) school semesters, and shall not be used for personal advancement in the district (i.e., going back to school) unless approved by the administration and the Board of Education. The employee must give six (6) weeks notice prior to the start of his/her leave. Should the leave be that of a semester or more, a suitable replacement must be hired prior to the leave being granted.

Section C.

Any other leaves of absence with or without pay may be granted at the discretion of he Board

ARTICLE XIII: WAGES AND SALARY

Section A. Placement on Salary Schedule

The initial placement of new employees on the salary schedule shall be at the discretion of the Board; however, a new employee with five (5) years of experience or less shall receive credit for that experience. Additional steps may be allowed.

Section B. Advancement on the Salary Schedule

1. An employee will move one (1) step vertically on the salary schedule for each year of teaching.

2. An employee will move horizontally on the salary schedule when he/she has met the following:

   a. Graduate semester hours in an employee's area of teaching in the East Greene Schools.

   b. Staff Development semester hours in an employee's area of teaching in the East Greene Schools.

   c. Graduate semester hours in a master's degree program approved by the employer.

   d. Other semester hours as approved by the employer.

3. Evidence of horizontal movement will be supplied to the employer by the September board meeting.

Section C. Method of Payment

Pay Periods - Each employee will be paid by direct deposit on the 20th of September of each year, and the 20th of each month until said agreement is null and void.

Section D. Supplemental Assignments

1. Extra-duty pay will be given to those employees who perform extra-duty activities at a rate of $25.00 per night.

   Extra duties will be determined on a volunteer basis. However, if this does not provide enough workers, the District may hire this work to non-bargaining unit personnel.

2. The following duties will receive pay at junior varsity and varsity level:
   a. Ticket Selling
   b. Ticket Taking
   c. Supervision
   d. Scorekeeper
   e. Clock Runner
   f. Announcer home football

3. The following will be excluded from the above:
   a. Track Meets
   b. Music Contest
   c. Tournaments or contests sponsored by the IHSAA, IGHSAU, and Speech Association.

Section E.

Teachers assigned to both centers will be compensated for travel to and from centers according to current board rate, or a school vehicle will be provided.

Section F.

Employees with at least 5 years of experience in the East Greene Community system shall be compensated for unused sick leave upon retiring from the East Greene School at the rate of $15 per day of unused sick leave (maximum accumulated leave is 120 days.)

Section G.

The Board of Education will offer a "Flexible Spending Plan" to employees wishing to participate. The employee will express their interest in writing, to the Board Secretary, the amount of the monthly contribution to the Flexible Spending Plan. These contributions will follow government regulations. It will be the responsibility of the participant to keep track of their account and presentation of bills for payment.

Section H.

Teachers in grades 7-12 shall receive a stipend for covering another class during their prep period. The stipend will be $15. Teachers in grades PreK-6 shall receive a stipend for covering another class during their planning time. The stipend will be $10 for a 30-minute period of time.

ARTICLE XIV: SALARY SCHEDULE
2006-2007

BA	24200					
INC	990					
STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
0	24,200	25,190	26,180	27,170	28,160	29,150
1	25,190	26,180	27,170	28,160	29,150	30,140
2	26,180	27,170	28,160	29,150	30,140	31,130
3	27,170	28,160	29,150	30,140	31,130	32,120
4	28,160	29,150	30,140	31,130	32,120	33,110
5	29,150	30,140	31,130	32,120	33,110	34,100
6	30,140	31,130	32,120	33,110	34,100	35,090
7	31,130	32,120	33,110	34,100	35,090	36,080
8	32,120	33,110	34,100	35,090	36,080	37,070
9	33,110	34,100	35,090	36,080	37,070	38,060
10	34,100	35,090	36,080	37,070	38,060	39,050
11	35,090	36,080	37,070	38,060	39,050	40,040
12	36,080	37,070	38,060	39,050	40,040	41,030
13	37,070	38,060	39,050	40,040	41,030	42,020
14	38,060	39,050	40,040	41,030	42,020	43,010
15			41,030	42,020	43,010	44,000
16				43,010	44,000	44,990

LONGEVITY PAY SCHEDULE AS A PERCENT OF BASE

	BA	BA+15	BA+30	MA	MA+15	MA+30
% OF BASE	1.75%	2.50%	2.50%	2.75%	2.75%	2.75%
$ AMOUNT	423.5	605.00	605.00	665.5	665.5	665.5

ARTICLE XV: SUPPLEMENTAL ASSIGNMENTS

Per cent of BA Base

12.0% Head Coach:
Football, Girls Basketball, Boys Basketball, Baseball, Softball Girls Track, Boys Track, Instrumental Music, Volleyball, Activities Director

10.0% Vocal Music, Computer Coordinator

9.5%	Assistant Coach: Girls Basketball, Boys Basketball, ITFS Supervisor
8.0%	Assistant Coach: Football, Baseball, Softball, Volleyball, Girls Head Golf, Boys Head Golf, Head Cross Country
6.5%	Head Coach: Junior High Girls Basketball, Junior High Boys Basketball, Head Weight Coach
5.5%	Junior High Football, Junior High Volleyball, Junior High Girls Track, Junior High Boys Track, Junior High Baseball, Junior High Softball,
5.0%	Newspaper/Yearbook, Drama (2 plays per year per person)
4.0%	Football Cheerleading Sponsor, Basketball Cheerleading Sponsor, Student Council Sponsor, Girls Basketball Chaperon, Junior Class Concessions Sponsor, Assistant Weight Coaches (2)
3.0%	Co-OSHA, Junior Class Prom Sponsor, Elementary Music, If more than 18 students are out, the following coaches may be added: Assistant Junior High Softball, Assistant Junior High Baseball, Assistant Junior High Football, Assistant Junior High Volleyball, Assistant Junior High Girls' Basketball, & Assistant Junior High Boys' Basketball.
1.0%	Forensics, Junior High and High School TAG
.50%	Sponsors – Senior, Sophomore, Freshman, 8th Grade, 7th Grade
	Coaches who function as bus drivers to school athletics outside of East Greene District – per trip $20.00

Longevity pay for extracurricular sponsors will 5% of the supplemental salary after 5 years in that activity and 10% of the supplemental salary after 10 years in that activity.

ARTICLE XVI: INSURANCE

Section A. Types

1. Health and major medical, dental, life insurance, and disability policies are available to all full-time employees (Board 402.6 A 1 C). The Board agrees to pay the employee's share of the present health, major medical, dental, life insurance, and disability plan. (See Section B. Coverage) If the employee chooses to buy a more expensive coverage, the employee will pay the difference.

2. The employee, eligible for family policy may option the fringe benefit of 100% of the previous year's family premium, rounded to the nearest dollar amount annual paid by the Board at a lowered salary base, or option the full payment of the salary schedule. It is hereby agreed, however, that should the State of Iowa or the federal government declare withholding taxes must be deducted on the insurance premium payment, the employee shall stand the expense by payroll deduction. This section of the contract regarding family coverage in its entirety shall not be grievable.

3. If an employee opts not to take the health and major medical insurance, they will be given 25% of the monthly premium applied toward an annuity or $131.96 per month, whichever is higher. .

Section B. Coverage

The Board will pay the monthly amount in Section A above for twelve consecutive months starting September 2005 through August 2006, but employee is responsible for the premium above the whole dollar amount of major medical insurance. (For the 2005-2006 contract, see wording with the salary schedule.)

Section C. Selection of Carriers

All employees will be covered under the Coventry program.

ARTICLE XVII: DUES DEDUCTION

Section A. Authorization

Any employee who is a member of the Association or who has applied for membership may sign and deliver to the Board secretary an authorization card, furnished by the Board, authorizing payroll deduction for professional dues.

Section B. Limitations

1. Deductions will be collected only for professional dues.
2. All authorized cards must be handed to the Board secretary by the first of September of each new school year.
3. According to state law individuals must give thirty days notice in writing to the Board to terminate the dues deduction.

Section C. Responsibilities

The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, suits, or other forms of liability and all costs between the parties for dues deductions.

Section D. Remittance

The total amount deducted shall be remitted to the East Greene Educational Association.

Section E. Limitations

Dues deduction shall not include any political contributions nor any fines or special assessments of the East Greene Education Association.

ARTICLE XVIII: SAVINGS CLAUSE

If any provision of this agreement is or shall at any time be contrary to or unauthorized by law, then such provisions shall not be applicable or performed or enforced, except, to the extent permitted by law, provided that in such event all other provisions of this agreement shall continue to effect.

ARTICLE XIX: DURATION

This agreement shall be in full force for one (1) year.

IN WITNESS WHEREOF, the parties here to have caused this agreement to be signed by their respective presidents, attested to by their respective chief negotiators, and their signatures placed thereon, all on this 10 day of May 2006.

EAST GREENE COMMUNITY SCHOOL	EAST GREENE EDUCATION ASSOC
by_____	by_____
Its President	Its President
by_____	by_____
Its Chief Negotiator	Its Chief Negotiator