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2/17 FF 9 1967

STATE OF MICHIGAN  
STATE LABOR BOARD

BLOOMFIELD HILLS EDUCATION ASSOCIATION,

Plaintiff

-vs-

BLOOMFIELD HILLS SCHOOL SYSTEM,

Defendant

INDUSTRIAL RELATIONS LIBRARY

FACT FINDER'S REPORT

THIS MATTER having come on for hearing, and the parties herein having freely presented all of the evidence before your fact finder, therefore, your fact finder does report and conclude as follows:

1. That the basic apparent issue between the Union and the School Board is whether or not the School Board shall be required to pay the highest salary and fringe benefits of any school system on the horizon in the State of Michigan. Your factfinder is unable to accept the Union's position, particularly, since the Bloomfield Hills School Board indicates that it does not wish to be number one insofar as paying salaries and fringe benefits for teachers.

2. Using the B.A. Degree position as the beginning norm the fact finder does conclude that a total salary and fringe benefit at this level of between \$6,500.00 and \$7,150.00 is upper-range for teacher's benefits and fringe benefits. The Bloomfield Hills School Board has offered the teachers at this level \$6,350.00 as a beginning salary, with \$534.00 fringe benefits per teacher. It is the judgment of your fact finder that this is fair and reasonable, and, undoubtedly, in the upper

ten percent of the highest paid school benefits for this position. Your fact finder is also satisfied <sup>after</sup> ~~for~~ private conversations with the Union representatives that they, too, would be satisfied with this beginning range.

3. The difficulty between the parties is with reference to the number of steps involved in the salary schedule and the maximum limits for each position, and that this is where the real controversy lies between the parties, and accordingly, your factfinder does conclude as follows:

A. That for the B.A. position, your fact finder is satisfied to retain the Board's present twelve (12) annual steps. Using the Board's own figures, your fact finder is satisfied that the minimum range for the B.A. position should be \$6,350.00, with a maximum of \$9,765.00 (doing away with the old incentive method, but retaining the range thereby created).

B. As for B.A. plus eighteen (18), your fact finder is satisfied to retain the Board's present twelve (12) annual step method, and as above indicated, to set the minimum at \$6,550.00 and the maximum at \$9,975.00, for the same reason.

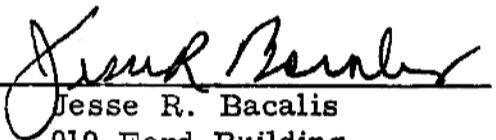
C. As for M.A. , your fact finder is satisfied to accept the Board's present thirteen (13) annual step, plus fifteen-year step, with a minimum range of \$6,850.00 and a maximum range of \$12,075.00, for the same reasons as indicated above.

D. As for M.A., plus thirty (30), your fact finder is willing to adopt the Board's thirteen (13) annual steps, plus the fifteen (15) year step, and the twenty (20) year step, with a minimum of

\$7,150.00, and a maximum of \$12,400.00, for the reasons indicated above.

4. Your fact finder is satisfied that the fringe benefit package offered by the Board is more than satisfactory and more than reasonable, and the same ought to be adopted as proposed. This includes full individual hospitalization, life insurance: \$5,000.00, sick and accident benefits up to thirty-nine (39) weeks, long-term disability after one year up until age sixty-five (65) years, severance pay, terminal leave, income protection, teacher aids, substitutes for teacher coverage, and noon aids, for an average per teacher cost of \$534.50.

Respectfully submitted,



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