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STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

In the Matter of
Boyne Falls Public Schools
and
Boyne Falls Education Association /

Michigan State University
LABOR RELATIONS MATERIAL
RELATIONS LIBRARY

FACT FINDING OPINION AND RECOMMENDATION

Lawrence J. Verdier Fact Finder

MEMORANDUM

BOYNE FALLS EDUCATION ASSOCIATION

Mrs. Maurine Wyatt, Michigan Education Association
Mr. James Everest, President, Boyne Falls Education Association
Mr. Joseph Johnson
Mr. Glenn Grieve

BOYNE FALLS PUBLIC SCHOOLS

Mr. Raymond M. Mouch, Superintendent
Board Negotiators and certain members of the Boyne Falls Board
of Education

Boyne Falls Public Schools

The Boyne Falls Education Association requested fact finding under Section 25 of Act 176 of the Public Acts of 1939, as amended. A hearing was held by the undersigned fact finder at which both the Association and the School Board stated that all issues had been resolved and agreed upon between them except the salary schedule for teachers holding the B. A. and M. A. degree. It had previously been agreed that a non-degree teacher shall receive 80% of the salary of a teacher at the same step holding the degree of B. A.

The Association and the Board were ably represented and made excellent presentations accompanied by comprehensive exhibits. Both the Association and the Board supplied additional information and exhibits to the fact finder subsequent to the hearing.

At the date of the hearing the actual amount of aid to be received from the State of Michigan was not known. The Association, in its Exhibit No. 8, page 9, "Anticipated Revenue", estimated State Aid at a total of \$80,711.92. The Board estimated total State Aid as \$80,850.00 in its exhibits and stated that such aid for the previous year had been \$93,142.69.

The Association estimated that total revenue of the School District would be \$213,109.51 (Exhibit 8) and the Board estimated total revenues of \$215,427.00. By letter dated November 4, 1969, the Board advised that the State Allocation had been determined based on 294 students on count day at \$274.61 per student resulting in a total State Aid figure of \$80,735.24.

Thus, the fact finder accepts the higher of the two estimates of School District Revenue - the Board's estimate of \$215,427.00.

The Board's presentation and exhibits established that the High School had lost its accreditation by the University of Michigan in 1946, that it had obtained voter's approval of an additional nine mills of taxation in June, 1969 to repay \$18,100 borrowed for 1968-69 operations, add courses of instruction, upgrade the curriculum, purchase additional books for the library and take other steps in seeking to regain accreditation.

The Board stated that the increased nine mills would bring in approximately \$36,000.00 which would be used almost entirely to pay the 1968-69 borrowing and to provide for the salaries of two new teachers to be added to the staff.

The Association and the Board were in agreement that the total millage of the District is 33.3 mills. The Board stated that this was the highest millage vote of any district in the Charlevoix-Emmet County Intermediate School District. The Board further pointed out that in June of 1970, fifteen mills for operation will retire which must be voted upon for renewal. The Board's Exhibit 6-A showed expenditures exceeding income during each of the last three years of operation. The Association's Exhibit 7 shows a deficit of \$4,418.00 in the District's General Fund Equity of 1968-69.

The Board has estimated that the Elementary and Secondary teachers' salaries under its offer will total \$113,850.00. The Association (Exhibit 16) shows the total cost of its salary proposal at \$113,490.00. Yet, the Board's proposal is for a B. A. schedule of ten steps from \$6,500 to be \$9,100 with an M. A. schedule from \$6,900 to \$9,400 while the Association proposes a ten step schedule for the B. A. degree of \$6,700 to \$9,918, and \$7,100 to \$10,318 for the M. A. degree.

It appears that most of the difference between the two estimates of total cost arises from the fact that the Board has included the full salary of a teaching principal while the Association has included only 2/7ths of the principal's salary on the ground that her teaching occupies only 2/7ths of her working time. In its discussion of the District's financial ability to pay salaries, the Association ignores 5/7ths of the principal's salary. The Association may be correct in not including that portion of the principal's salary which is for time spent as an administrator in considering amounts spent for teaching. However, we cannot ignore the fact that administrators are necessary and whatever division may be made of the principal's salary, it still must be paid and cannot be ignored in the School District's fiscal planning.

The existing deficits in the General Fund Equity, the present tax rate of 33.3 mills, the June, 1969 approval of the nine mills of taxation, the efforts being made to regain accreditation for the high school, the present amount of State Aid, and the proposed budget of the School Board reflecting the proposals of the Board for teachers' salaries cause the fact finder to recommend that the Board's salary proposal be agreed upon as the basis of the 1969-70 salary schedule. Exhibit A attached hereto sets forth said salary schedule as presented to the fact finder.

Dated: November 25, 1969

Respectfully submitted,
Lawrence J. O'Donoghue

Exhibit A
Fact Finder's Recommendation
Boyne Falls Board of Education
and
Boyne Falls Education Association

Boyne Falls Public Schools
1969-70 Salary Proposal

<u>Step</u>	<u>B. A.</u>	<u>Increase Over</u> <u>1968-69</u>	<u>M. A.</u>	<u>Increase Over</u> <u>1968-69</u>
0	6,500	500	6,900	500
1	6,750	510	7,150	510
2	7,000	510	7,400	510
3	7,250	500	7,650	500
4	7,500	480	7,900	480
5	7,750	449	8,150	449
6	8,100	507	8,400	407
7	8,350	453	8,650	353
8	8,600	387	8,900	287
9	8,850	308	9,150	208
10	9,100	216	9,400	116