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STATE OF MICHIGAN
STATE LABOR BOARD

BRIDGEPORT EDUCATION ASSOCIATION,

Plaintiff

-vs-

No.

BRIDGEPORT SCHOOL SYSTEM,

Defendant

Jesse R. Bacalis /

Michigan State University
LABOR RELATIONS LIBRARY

FACT FINDER'S REPORT

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

The primary dispute between the Union and the School Board centers around whether or not the schedule or table of compensation with its index factor should be retained, and what should be the beginning base salary for B.A. position.

The fact finder does conclude that a fair increase for the teachers in the base pay of B.A. position would be \$6,000.00. This represents an increase of approximately 8%, and is consistent with the range offered in other communities.

The fact finder is not personally impressed with the necessity or desirability of the index factor compensation schedule previously used by the parties. However, the Union is adamant that it retain such a schedule. Your fact finder does recommend that said schedule be retained for the following reasons:

Bridgeport School System

1. The School Board is unwilling to make any kind of fringe benefit allowance to the Union. This is contrary to the apparent trend that is growing throughout the state.

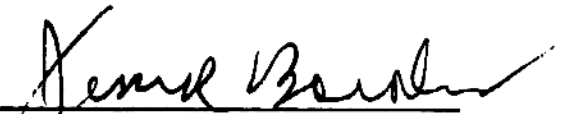
2. The School Board is granting an increase to administrators of approximately 22% (overall average) which is substantially higher as an increase than the teachers themselves receive.

3. The ratio between total budget and money spent for teacher's salaries is dropping almost 2.3% from the four-year average of 69% to 66.7% in the proposed budget of the Board.

4. In addition, your fact finder is overcome in his personal reluctance by the fact that the parties had previously adopted this compensation schedule with its index factor, and therefore, is reluctant to upset the joint judgment of the parties which had previously been freely entered into. There was evidence that various members of the administrative staff, as well as the School Board, had counseled the Union not to give up this index factor table of compensation.

THEREFORE, it is your fact finder's report that the compensation schedule should start with the B.A. Degree position at \$6,000.00, and the present compensation schedule with its index factor should be continued to be applied to determine the schedule of professional compensation as it was previously applied in the 1966-67 contract.

Respectfully submitted,


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