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STATE OF MICHIGAN
DEPARTMENT OF LABOR
LABOR MEDIATION BOARD

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

In the Matter of

BOARD OF EDUCATION OF BRONSON
COMMUNITY SCHOOLS

-and-

BRONSON EDUCATION ASSOCIATION
Bronson, Michigan

On August 19, 1968 the undersigned, LEON J. HERMAN, was appointed by the Labor Mediation Board as its Hearings Officer and Agent to conduct a fact finding hearing relative to the matters in dispute between the above parties, pursuant to Section 25 of Act 176 of Public Acts of 1939 as amended, and the Board's regulations. Accordingly, and upon due notice, a hearing was scheduled and held on August 26, 1968 at 10:00 AM at Bronson High School, Bronson, Michigan.

Gordon Van Wieren, Superintendent of Schools; George Jeffery, President, and Nolan Hooker, Richard Himebaugh, Clarence Snyder and Roy A. Bloom, members of the Board of Education; and Rolland G. Norten, Financial Assistant, represented the Board.

Bob Nicholson, P. N. Consultant, MEA; Lloyd Fiesel, Field Representative, MEA; Doris Kehoe, P. N. Chairman; Keith Tracy, Salary Chairman; Gordon Scully, President; Charles H. Clark, Vice President; Joyce Kehoe and Ronald Sullins, P. N. Committee; and Marjorie Abramson, represented the Association.

Bronson; Board of Education

In the course of the hearing, all non-economic issues were settled to the satisfaction of both parties. The calendar was agreed upon. The parties accepted an Agency Shop arrangement, to apply to all teachers except for two instructors presently on the staff. The Board also undertook to deduct and transmit BEA dues at regular intervals, without charge for the service. A satisfactory provision was made for teacher support and protection, and for notice of pending vacancies on the staff.

Apart from the above changes and except for economic issues, the contract for the previous year was readopted.

The Board had made an offer of \$574,939 to cover salaries, health and hospitalization insurance, extra curricular activities and released time from lunch and recess duty, plus a salary schedule of \$6400 to \$8379 for Bachelors and \$7056 to \$9135 for Masters on a nine step schedule.

By increasing its total package to \$602,343 the Board was enabled to increase the salary schedule as follows:

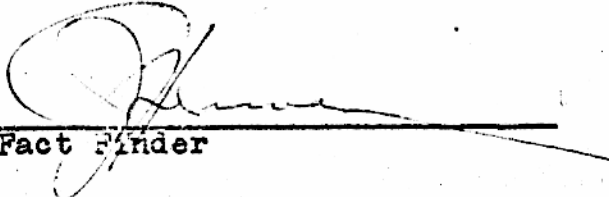
Year	BACHELOR	MASTER
1st	\$ 6400	\$ 6800
2nd	6600	7050
3rd	6800	7300
4th	7050	7550
5th	7300	7850
6th	7550	8150
7th	7850	8450
8th	8150	8850
9th	8450	9250

I find as a fact:

That the proposed salary schedule is at the maximum the Board can pay, and is in line with other salary settlements in the area.

I recommend to the members of the Association that the proposed salary schedule and accompanying agreed changes in their contract be accepted.

The Professional Negotiating team of the Association has agreed to persuade the membership, if possible, to return to school duties at the prescribed time pending a vote upon ratification of the proposed contract.



Fact Finder

Detroit, Michigan,

August 28, 1968