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9/24/68 FF

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September 24, 1968

Department of Labor
 Labor Mediation Board
 932 Trust Building
 Grand Rapids, Michigan 49502

68 Fact finding
 Report
 LABOR G.R. (University)
 RELATIONS LIBRARY
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Re: Cadillac Public Schools and Cadillac Education Association

Gentlemen:

After due deliberation I would like to submit my findings as a result of the fact finding session conducted September 21, 1968.

1. Duty Free Lunch Period - This issue was resolved prior to fact finding.
2. Health Insurance - This issue was also settled prior to fact finding.
3. Extra Duty - Extra Pay - Based on the facts submitted to me, I recommend that in order to benefit the largest group of teachers, this issue remain unchanged. I feel all effort should be placed on the major salary issue.
4. Salary Schedule - BA Minimum

<u>Present</u> <u>Salary</u>	<u>Teachers</u> <u>Proposal</u>	<u>Boards</u> <u>Offer</u>	<u>Budgeted</u> <u>by Board</u>	<u>Fact Finders</u> <u>Recommendation</u>
				<u>Amount</u> <u>%</u>
\$5,800	\$6,500	\$6,100	\$6,200	\$6,270 8.1%

The above salary schedule is proposed because it offers the teachers a salary that is competitive with other school districts in the area, and it can be financed out of the school board's present budget.

The board has budgeted a deficit for the present school year of approximately \$87,000.00. My recommendations are based upon amounts that should allow the school board to stay within that budget. The proposed increase can be paid for as follows:

\$100.00 of the increase was already in the budget.

\$70.00 of the increase was in the budget in the form of increased staff. To date these positions have not been filled or are there any applicants.

Cadillac Public Schools

If the board can not control expenditures to the amount budgeted they will be in serious financial difficulty within the school year.

In order to maintain parity between the BA and MA positions I recommend the MA minimum be increased by \$500.00 which is equivalent to a 8.1% increase.

I would like to thank the school board and the teachers for their cooperation in this matter.

Respectfully,

Elbert Purdon

Elbert Purdon
Certified Public Accountant

EP:lp

cc: Mr. Neil Sheridan

cc: Mr. Stewart L. Olmstead