

**Michigan Technological University**

Houghton, Michigan 49931  
Area Code 906/482-1800

August 29, 1969

Mr. Reino S. Koivunen, Attorney  
200 Fifth Street  
Calumet, Michigan 49913

Mr. Charles A. Wicker  
413 Pewabic Street  
Laurium, Michigan 49913

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Gentlemen:

Pursuant to the assent of both parties in the Matter of Public Schools of Calumet and Calumet Educational Association, and in recognition that time is of the essence in reporting the determinations and recommendations of the Fact Finder in the hearing of August 26, my recommendations together with their principal rationale where pertinent are forwarded informally herewith.

A full report will be forwarded in the near future.

Very truly yours,

*William E. Barstow, Jr.*  
William E. Barstow, Jr.

WEB/hb

Copies to: Mr. Robert G. Howlett (3)  
Attachment

Calumet Public Schools

Recommendations: Calumet Public Schools

(1) Bachelor's Degree Salary Schedule

Base of \$6900 with progression in nine increments of 4.5% each to \$10,254 as follows:

Base	\$ 6,900
1	7,211
2	7,535
3	7,874
4	8,228
5	8,598
6	8,985
7	9,389
8	9,812
9	10,254

Principal Rationale: About \$300 is required just to keep pace with the cost-of-living increase of the past year. The additional \$500 required to reach the recommended new base of \$6,900 amounts to the 7 - 8% increase necessary to bring the Calumet salary schedule to the level competitive with regional school salary patterns.

(2) Master's Degree Differential

10% of base (\$690) plus Bachelor's Degree at each step as follows:

Base	\$ 7,590
1	7,901
2	8,225
3	8,564
4	8,918
5	9,288
6	9,675
7	10,079
8	10,502
9	10,944

Principal Rationale: Ten percent is about the minimum required to (1) motivate, and (2) compensate in some degree for the cost of additional education.

(3) Extra Credit Differential

\$100 plus Bachelor's or Master's Degree salary schedule after 20 credits have been earned beyond degree (essentially the School Districts last offer).

(4) Longevity Pay

Increases of \$200 at 15 years and an additional \$100 at 20 years (same as past agreement).

(5) Extra Duty Pay.

It is mandatory that the parties bargain these out.

Principal Rationale: A third-party recommendation in these issues is undesirable because each type of duty reflects local nuances which an outsider lacks both sophistication and information to evaluate within the usual scope of a fact finding hearing.

(6) Medical Insurance

Full premium of full family Master Med (Blue Cross) or Super Med (MEA) to be paid by the School.

Principal Rationale: There is a predominant trend, both (1) regionally and state wide, and (2) in public and private employment, to this fringe structure.

(7) Class Size

If 30 pupils are exceeded for more than 20 school days, a committee will be convened including the teacher involved to recommend a solution (essentially the last School District offer).

Principal Rationale: Any greater regulation would cripple the ability of school administration to deal efficiently with short-term fluctuations in pupil strength or instructional staff. This is essentially a matter for management ingenuity and community educational standards.

(8) Agency Shop

Any teacher included in the representational unit who fails to pay designated CEA dues or negotiational fee shall not be offered employment for the following school year.

Principal Rationale: It is no longer questioned by any serious student of labor relations that a secure union tends to be a constructive union, the issue is clearly bargainable under Michigan law, the agency shop is clearly legal under Michigan law as of this time, and such security clauses are the rule rather than the exception today throughout the state.

(9) Reduction in Staff

Reductions in staff shall be accomplished by strict seniority within instructional certification, subject of course to notice provisions of the Tenure Act.

Principal Rationale: There is some substantial evidence (100% CEA membership, unfriendly interpersonal comments, introduction of the demand itself) that the instructional force believes that School District is capable of acting in an arbitrary manner.