



GEORGE ROMNEY, Governor  
THOMAS ROUMELL, Director

STATE OF MICHIGAN

# DEPARTMENT OF LABOR

## LABOR MEDIATION BOARD

1400 CADILLAC SQUARE BUILDING, DETROIT 48226 - Phone 222-3070

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### BOARD MEMBERS

ROBERT G. HOWLETT,  
Chairman  
LEO W. WALSH  
PHILIP WEISS

August 22, 1967

Mr. G. W. Davis, Asst. Supt.  
Charlotte Board of Educ.  
6505 Middle Lake Rd.  
Charlotte, Michigan

Charles E. Howe  
Charlotte Educ. Assoc.  
5000 Green Road  
Lake Orion, Michigan

Re: Charlotte Board of Education  
-and-  
Charlotte Education Association

Continued

### NOTICE OF APPOINTMENT OF FACT FINDING HEARINGS OFFICER

The Labor Mediation Board having reviewed the request for fact finding from: **Joint request dated August 22, 1967**

has concluded that the matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known.

The Labor Mediation Board has accordingly appointed **Thomas V. Loftness** as its Hearings Officer and Agent to conduct a fact finding hearing pursuant to Section 25 of Act 176 of Public Acts of 1939, as amended, and the Board's Regulations, and to issue a report with recommendations with respect to the matters in disagreement. Under the Board's Regulations regarding fact finding, the parties will have ten (10) days from date of service of the Hearings Officer's report within which written comments may be filed.

Thereafter the Labor Mediation Board will review the Hearings Officer's report, the entire record in the matter, and any written comments that may be filed, following which the Board will issue an appropriate report which will affirm, modify, or reverse the Hearings Officer's report.

The Hearings Officer's address and telephone number is:

Mr. Thomas V. Loftness  
2342 First National Bldg.  
Detroit, Mich. 48226  
Phone: 66-2-4677

He has been instructed to schedule a hearing in this matter as promptly as possible.

Very truly yours,

For the LABOR MEDIATION BOARD

cc: **Thomas V. Loftness**

Philip Weiss, Board Member

*Charlotte Board of Education*



LAW OFFICES OF  
**LO CICERO & WILKE**

2372 FIRST NATIONAL BUILDING

DETROIT, MICHIGAN 48226

September 5, 1967

AREA CODE 313  
TELEPHONE 982-4677

ROE H. HEAL  
OF COUNSEL

THOMAS V. LO CICERO  
ALFRED W. WILKE

Department of Labor  
Labor Mediation Board  
1400 Cadillac Square Building  
Detroit, Michigan 48226

Attention: Mr. Hyman Parker

Re: Clarkston Board of Education and  
Clarkston Education Association

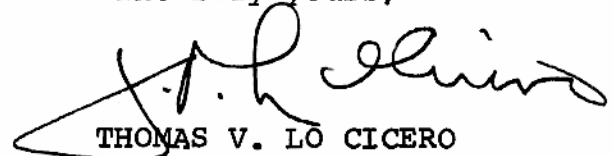
Dear Mr. Parker:

Pursuant to your letter of August 28, 1967 appointing me as Fact Finding Officer in the above dispute, I forward herewith my report of the result of the agreement made between the parties settling the dispute.

Copies of the within report are being forwarded to the parties in question as a record of that agreement.

Thank you for your courtesies in this matter.

Sincerely yours,



THOMAS V. LO CICERO

TVL:tms  
enclosures

cc: Mr. G. W. Barrie, Clarkston Board  
of Education, Assistant Superintendent

Mrs. Carolyn E. Moser, Clarkston  
Education Association

RECEIVED  
SEP 7 1967

LABOR MEDIATION BOARD  
LABOR RELATION DIV.

**REPORT OF FACT FINDING  
HEARINGS OFFICER**

**IN RE: CLARKSTON BOARD OF  
EDUCATION AND CLARKSTON  
EDUCATION ASSOCIATION**

The undersigned having been appointed as a Fact Finding Hearings Officer by the Labor Mediation Board of the State of Michigan on August 28, 1967, pursuant to a joint request of the above-named parties dated August 25, 1967, makes the following report of the settlement of that dispute.

Hearings were conducted on August 29, September 1, and September 2, 1967 at the offices of the Board of Education in Clarkston, Michigan, at which hearing both parties presented information and arguments with reference to the matter hereinafter set forth and after many hours of bargaining, the following matters were agreed, upon in settlement of their disputes:

1. A scale of salaries for teachers with a B.A. Degree and those with an M.A. Degree were agreed upon as follows:

<u>B.A.</u>	<u>Year</u>	<u>M.A.</u>
6,100	1	6,500
6,200		6,600
6,300	2	6,700
6,400		6,850
6,500	3	7,000

6,600		7,150
6,700	4	7,300
6,850		7,500
7,000	5	7,700
7,150		7,900
7,300	6	8,100
7,500		8,350
7,700	7	8,600
7,900		8,850
8,100	8	9,100
8,350		9,350
8,600	9	9,600
8,850		9,850
9,100	10	10,100
9,350		10,350
<u>9,700</u>	<u>11</u>	<u>10,700</u>

steps in each of the above schedules will be worked out between the parties based upon the foregoing rates.

2. The rates of pay for Summer School, Drivers Education and Adult Education assignments will be provided for in the contract between the parties at the same rates as paid in the past year, except as may be otherwise mutually agreed upon after a review of these rates.

3. The school calender shall provide for the Easter Vacation during the period from April 12, 1968 to April 21, 1968.

4. Blue Cross Insurance will be provided and paid for by the Board of Education for those teachers who desire to carry such coverage and without any cash allowance therefor on the basis of a \$50.00 deductible policy, with ward service, at a cost of \$7.70 per month for a person carrying single coverage,

\$15.00 per month for a person carrying married coverage and  
\$16.00 per month for those carrying family coverage.

The undersigned wishes to thank each of the parties for  
their cooperation and understanding and offers to help in the  
event any misunderstanding or other question may arise between  
the parties in this matter.



THOMAS V. LO CICERO

Dated:  
September 5, 1967