

## STATE OF MICHIGAN

## MICHIGAN EMPLOYMENT RELATIONS COMMISSION

In re Fact Finding:

FARMINGTON SCHOOL DISTRICT

-and-

FARMINGTON EDUCATION ASSOCIATION

FARMINGTON SCHOOL DISTRICT  
FARMINGTON, MICHIGAN  
Michigan State University

Farmington School District

FACT FINDER'S REPORT  
AND RECOMMENDATIONS

The collective bargaining impasse now existing between the Farmington School District (hereinafter sometimes called "Board" or "District") and the Farmington Education Association (hereinafter sometimes called "Association" or "Teachers") can perhaps be described by the old adages, "So close, but yet so far" and "You can't say we haven't tried".

The impasse has been reached over the following issues: Teacher salary schedule, special assignment - B 1 compensation, medical and hospitalization insurance, holiday pay checks, retirement pay, longevity, driver education pay, summer school pay, mileage allowance and distribution of pay checks at the beginning of the school year. During Fact Finding the parties reached agreement on life insurance, medical and hospitalization insurance and the mileage allowance, thereby eliminating these issues from Fact Finding.

F.F.

George T. Roumell, Jr

The parties held 42 collective bargaining meetings including 7 meetings with a state appointed expert mediator.

The reaction of the Fact Finder to this situation is that the parties did try to reach and were indeed close to settlement, but just could not find the final ingredients that would produce an agreement.

Though there are a number of issues which have resulted in the impasse, the basic issue is the salary schedule. The parties did make offers, and counteroffers concerning the salary schedule during their negotiations. Immediately prior to Fact Finding, the Board offered a salary schedule beginning at the BA minimum of \$8,050 and ending at the MA maximum of \$15,180 for a total dollar cost of \$8,991,383. The cost for Teachers in the 1969-70 contract was \$8,307,325. The Board's offer represented an increase in cost over the previous year of \$683,000.00.

The Teachers in response demanded a salary schedule beginning with \$8,000 at the BA minimum to \$15,500 at the MA maximum for a total cost of \$9,172,675. This meant that the parties were \$181,292 apart.

Even during Fact Finding, offers and counteroffers were made. The Board made an offer that would have amounted to a total cost of \$9,028,877 or \$37,494 more than their last offer. With this offer the parties were still \$143,798 apart. The Teachers then made a counteroffer costing \$9,124,295 meaning

that the parties were then about \$95,000 apart.

This illustrates that the old adage is applicable, namely, that the parties were, "Close, but yet so far a part". \$95,000, when one is speaking of a \$9,028,000 figure, represents approximately a 1.05% difference.

This Fact Finder has no bag of tricks from which he can resolve the impasse, but he can apply certain criteria that have been consistently followed by Fact Finders in resolving impasses between public employers and their employees. There are three basic criteria applicable to the salary issue as well as the other issues in Farmington, namely, the past and present bargaining history of the parties, comparisons with what other comparable school districts are paying their teachers in terms of salaries and other benefits and the financial ability of the district to pay.

With 42 bargaining sessions, including 7 with a state appointed mediator, the present bargaining history of the parties is indeed important here. During mediation, the Mediator made a proposal to both parties which was not accepted. He proposed a salary schedule of \$8,000 at the BA minimum and \$15,300 at the MA maximum. This salary schedule would have a total cost, based upon the number of Teachers in the Farmington system, of \$9,069,800. This is about \$41,000 more than the Board's offer made at Fact Finding. It is about \$57,000 less than the last offer made by the Teachers at Fact Finding.

The bargaining history criteria is a guide to the Fact Finder as to the chemistry of the situation. The movement of the parties in coming to their final offer before Fact Finding and the fact that they made movement even during the Fact Finding hearing toward the Mediator's proposal indicates that the Mediator's proposal represented the right ingredients which could result in a chemical formula that could produce a final settlement.

Essential in the Teachers' thinking is that the final salary schedule should be consistent with the construction of the schedule in the 1969-70 school year contract. Teachers take this position because they are interested in preserving a salary schedule structure that they consider consistently fair as to each increment step. The Teachers are also most concerned that whatever schedule is arrived at, it should compare competitively with other Oakland County School Districts.

The important thing from the Board's viewpoint is whether it has the ability to pay the cost of the salary schedule.

This Fact Finder believes that the salary schedule construction should remain intact and be as near as possible to the 1969-70 schedule construction as it is inherently fair. He believes that the Mediator's proposal will indeed result in a competitive salary schedule. The Fact Finder also believes that the Board has the ability to pay the salaries constituting the Mediator's proposal and that the Mediator's proposal is consistent with the percentage of the budget that the Board in previous years had been willing to pay for Teachers' salaries. It is about

\$41,000 more than what the Board was willing to offer to Teachers at Fact Finding. Therefore, the Fact Finder is recommending that the Mediator's proposal be in fact the salary schedule in the 1970-71 contract in the Farmington School District.

Thus, the Fact Finder is recommending a BA base salary of \$8,000, a BA maximum salary at the tenth step of \$13,200, a MA base salary of \$8,800 and a MA maximum salary at the tenth step of \$15,300. The actual salary schedule recommended by the Fact Finder is attached to this Report as Appendix A. The educational specialist track should be based on these recommendations and be constructed as it was in the 1969-70 contract.

The above recommendations of the Fact Finder are competitive with other comparable districts. A problem with comparisons that often exist between Boards and Teachers are the comparables to be used. This is not a problem here, because it would be fair to make the comparisons with other Oakland County School Districts. Oakland County is somewhat unusual in that it has a number of high paying districts as well as some relatively low paying districts. The key to the comparisons is to examine the relative position of the Farmington Teacher salaries as negotiated in 1969-70 with other Oakland County districts and then compare this position with the Fact Finder's recommendation for 1970-71. In making this comparison, one must recognize that in 1969-70, the parties reached an agreement without the aid of Fact Finding. The salary schedule arrived at in that year represents what the parties themselves deemed fair. It represents what the parties were willing to agree to in the past school year

as to the relative position of the Farmington School District in terms of salary as compared to other Oakland County School Districts, including the high and the low paying districts.

Attached to this report is Appendix B which is a list of 23 Oakland County School Districts listing their relative positions as to BA minima, BA maxima, MA minima and MA maxima for the school year, 1969-70 and for the school year, 1970-71.

It should be noted, that with some exceptions, the Oakland County School Districts listed on Appendix B kept relative comparative positions with each other as to their respective salary schedules between 1969-70 and 1970-71.

The Fact Finder's recommendations should be compared with Appendix B. In 1969-70, Farmington at the BA minimum was paying \$7,450 which would place it in the top third of the compared districts. At the BA maximum for 69-70, Farmington was paying \$12,050 which again placed it in the top third. During the same period, Farmington was paying \$13,850 at the MA maximum which would place it among the top three of the districts compared. For 1970-71, the Fact Finder has recommended a BA minimum of \$8,000, a BA maximum of \$13,200 and a MA minimum of \$8,800 all of which again places the District in the top third of the Oakland Districts compared. At the MA maximum, the recommendation for 1970-71 is \$15,300 which again places Farmington near the very top (top four).

Two bordering ( to Farmington) districts, Birmingham and Southfield and the nearby Bloomfield Hills district are among the better paying Oakland County school districts. Comparing the Fact Finder's recommendations with these better paying Oakland County School Districts, it becomes more evident that the recommendations are indeed competitive. Birmingham at the BA does pay \$8,225, but at the MA maximum pays \$15,125. Bloomfield Hills BA minimum is \$8,300, a figure never, in the final stages of negotiations, discussed by the parties in Farmington, but the BA maximum in Bloomfield Hills is \$13,000 as compared to Farmington's \$13,200. The Bloomfield Hills maximum is \$15,100 compared to the recommended \$15,300.

Southfield at the BA minimum pays \$8,000, exactly what is recommended as to Farmington, but at the BA maximum pays \$12,900 as compared to the recommended \$13,200 in Farmington. It is true that Southfield does pay \$15,400 at the MA maximum as compared to the recommended \$15,300. This only illustrates that comparisons cannot be exact. One also has to look at the entire salary schedule. One of the cardinal principles of the Fact Finder's recommendations is that the salary schedule maintain the same structure that it had the previous year. The Teachers requested this and the request was indeed a reasonable one because it was a fair structure. Anyway one compares, it becomes very evident that Farmington will continue, if the recommendations are followed, to be a leading paying school district in Oakland County and its relative position remains constant.

The question still remains as to whether or not the Board has the ability to pay the salaries recommended by the Fact Finder.

During discussion at the Fact Finding hearing of its ability to pay, the Board entered its Exhibit No. 5 setting forth its financial picture. The Fact Finder has taken Board's Exhibit 5 and interpolated by adding new figures based upon his recommendations. The exhibit as now changed is as follows:

BOARD FUNDS AVAILABLE

Fund Equity	\$	707,281.00
Revenue		<u>14,676,823.00</u>
Available Funds	\$	15,384,104.00
Estimated Expenditures		<u>14,663,773.00</u>
Anticipated Fund Balance	\$	720,331.00
Cost of Fact Finder's salary schedule and other recommendations		-761,312.24
Cost of additional proposed fringe benefits		
(Life Insurance, etc.) agreed upon cost items (department chairmen, etc.)		<u>- 10,000.00</u>
Anticipated balance after cost of Fact Finder's Recommendations.	\$	(50,981.24)
		(Deficit)



Some comments are in order. The figure referred to as Fund Equity or Fund Balance refers to the General Fund Equity that each school district has. This represents the reserves (if any) after deducting expenses from revenue. A General Fund Equity does not constitute all cash. It may be partly cash. It may represent delinquent taxes collectible. It may represent inventory which obviously cannot be used to pay salaries. The estimated expenditures of the Board as reported above included Teachers' salaries based upon the 1969-70 contract. The \$741,461 deducted in the above computation represents the additional cost for Teachers based on the Fact Finder's salary recommendations, plus the B 1 special assignment schedule as latter recommended by the Fact Finder, over and above the cost of hiring the same Teachers under the 1969-70 salary schedule.

On first blush, it is abundantly clear that the Board cannot pay the recommendations. Using its entire General Fund Equity plus all its current revenue, the Board still would have a 1970-71 deficit of \$50,981.34.

On re-examination the Fact Finder concludes that the Board does have the ability to pay the recommended salaries because of three factors.

The most telltale evidence that the Fact Finder's recommendation as to the salary schedule is fair to both the Board and the Teachers is the percentage of the total budget represented by the Teachers' salaries as recommended.

Under date of September 25, 1970, the Board and the Association wrote the following joint letter to the Fact Finder:

"Dear Mr. Roumell:

The percentages of the Farmington Public School budgets, for the school years indicated, allocated to teachers' salaries, are as follows:

1966 - 67	61.9%
1967 - 68	62.6%
1968 - 69	63.6%
1969 - 70	61.9%

If the Board Offer #1 to the Fact Finder were used, the percentage for the 1970-71 school year would be: 61.4%.

The undersigned chief negotiators have reviewed the computations and percentages arrived at and agree to their accuracy.

EDUCATION ASSOCIATION

BOARD OF EDUCATION

By /s/  
Roger K. Allen  
M.E.A. District Representative

By /s/  
LeRoy R. Bartman  
Chief Negotiator"

The Board's offer number 1 had a total cost of \$9,028,000. It was that offer that was 61.4% of the total budget. It is noted that that offer represented a smaller percentage of the total budget than the Board had given the Teachers in the last four years.

The Fact Finder's recommendations come to 61.85% of the total budget. If the extra-assignment pay is added, based upon the Fact Finder's recommendations thereto which appear later herein, the percentage for Teacher salaries would be 61.98%, clearly within the past bargaining history of the parties. The parties themselves, beginning in 1966, have recognized that the percentage of budget given to Teacher salaries including extra-assignment pay varies from 61.9% to 63.6%. On this basis, the recommendations are right on target.

It is not a question of how much money, but it is a question as to how that money is being allocated. The Board cannot really argue with recommendations that allocate the money in the same percentage of the budget as the Board had been willing to do so for the last four school years. Likewise, the

Teachers cannot complain concerning salary recommendations that are consistent with the percentage of the budget that the Teachers have been getting and have agreed to in the last four school years.

The above analysis leads directly to a second factor. The anticipated expenditures of \$14,663,773 no doubt could be cut in certain areas. There is no question in the Fact Finder's mind that all the items in the budget are desirable items and are in the best interest of education in Farmington. But when faced with rising cost for Teacher salaries as well as the Supreme Court of Michigan decision requiring the District to furnish free textbooks and supplies to the student of the District (an estimated cost of \$250,000) the Board must again review its budget and consider some re-allocations or cuts in order to again provide Teachers with approximately 61.9% of the total budget. Note, this budget percentage represents a salary schedule that is competitive and not out of line with other Oakland County School Districts.

Evidence of the fact that the Board was willing to make some adjustments in its budget is the fact that it made an additional offer at Fact Finding over its last offer. The base salary recommendations of the Fact Finder are \$41,000 more than the \$9,028,000 cost of the last Board's offer. Certainly, with a \$14,663,773 budget, an additional \$41,000 can be re-allocated for a fair salary schedule.

The third influencing factor can best be described as "preparing a budget is not an exact science". There are many variables, particularly in the district as large as Farmington, in preparing a school district budget. The Teachers made this point by suggesting that the history of the development of the

1969-70 school year budget showed that the Board originally over-estimated its expenditures and underestimated its revenue. The Teachers suggest that this history would indicate that the Board will spend less than it is anticipating for the 1970-71 school year and will receive more than it is anticipating in revenue in the 1970-71 school year. This may be true, but not to the extent suggested by the Teachers. All the Teachers' point does is emphasize that preparing budgets is not an exact science. The Board pointed out that in fact its preparation of the 1969-70 budget was accurate. In so doing, the Board submitted the following memorandum to the Fact Finder:

"Budget dated Oct. 6, 1969 provided:

Estimated Revenue 1969-70	\$	12,958,237
Estimated Expenditure 1969-70		<u>13,412,579</u>
Deficit[\$		454,342]

Budget was revised Dec. 18, 1969, presented at Public Hearing and adopted by the Board of Education.

Estimated Revenue 1969-70	\$	12,971,237
Estimated Expenditure 1969-70		<u>13,550,930</u>
Deficit[\$		579,693]

Actuals as shown in audited statement June 30, 1970

Revenue 1969-70	\$	13,367,634
Expenditure 1969-70		<u>13,384,508</u>
Deficit[\$		16,874]

Estimated Revenue	\$	12,971,237
Actual Revenue		<u>13,367,634</u>
Difference	\$	396,397

percent of error 2.97% of actual

The difference of \$396,397 included \$274,740 which was the result of a change in accounting procedure from a cash to accrual basis, insofar as receivables for vocational education and special education are concerned. It also included an amount of \$33,427, the result of earned income on investments, and an amount of

\$30,000, an unanticipated adjustment in State aid payments to the district. If the difference of \$396,397 is adjusted by the total of these items, the adjusted difference becomes \$58,230.

Adjusted percent of error .4% of actual

Estimated Expenditures	\$	13,550.930
Actual Expenditure		<u>13,384,508</u>
Difference	\$	166,422

Percent of error 1.2% of actual

The difference of \$166,422 included items that were budgeted for, but not completed by June 30, 1970.

\$ 25,000	in open purchase orders
22,000	(approx.) for paving contracts
<u>20,000</u>	(approx.) for gas conversions in school building
\$ 67,000	

If the difference of \$166,422 is adjusted by the total of the above items, the adjusted difference becomes \$99,422.

Adjusted percent of error .7% of actual

This results then in a total adjusted error of 1.1% of budgeted to actual expenditures and revenues."

The above memo indicates that the deficit suggested by the Board in its Exhibit 5 may or may not materialize depending on the variables. The memo only emphasizes that preparing a school district budget is not an exact science.

In concluding that the Board does have the ability to pay the recommended salary and other remuneration recommended later in this Report, the Fact Finder does recognize that there are other personnel in the district which whom negotiation must be concluded. This only emphasizes that the Board must again review its budget. The cardinal point is that this Fact Finder is not asking the Board to give a higher budget percentage to the Teachers than it has done previously, but only to give the Teachers a similar percentage of the budget as has been given in the past four school years.

There is one other point that the Board and the Teachers must realize. Costs are going up. The General Fund Equity in the Farmington School District has been decreasing yearly. Board Exhibit 5, previously discussed by the Fact Finder, gives some ominous warning signs. These warning signs dictate that a thorough study of the district's, finances including future prospects should be made.

As in the case of salary schedules, the other items in dispute can one way or another be disposed of by applying the bargaining history, comparison and ability to pay criteria. The possible exception to this are the issues in dispute as to beginning of the school year payroll procedure and holiday pay procedure. These two issues can be disposed of by what can be best termed as the "practical criteria".

Outside of salaries, apparently pay for special assignments seems to be the most perplexing issue separating the parties. Special assignment pay in Farmington is based on a percentage of the BA salary schedule. The Teachers have asked for increases in the percentages paid those participating in the inter-scholastic athletic program and have asked that the vocationally certified as well as junior high vocal teachers be added to the special assignment pay program. There is also a request for a change in the method of payment for the yearbook advisor.

The bargaining history and comparison criteria when applied to Farmington easily settles the special assignment pay dispute. At the bargaining table, the Board apparently took

the position that it was willing to increase "all coaches supplemental pay one (1) percent across the scale", provided, however, that the Teachers would agree that as to other special assignments, the percentages be eliminated, and, in their place, a flat rate be substituted. The Teachers claim that this demand as to non-coaches was an after thought. The Board points out, for example, that the special funds it will receive for reading specialists will be limited and that the Board does need more cost control than the use of percentages permit. As to adding vocationally certified teachers to the extra-assignment pay schedule, the Board points out that its salary schedule is sufficient without resort to additional pay to attract vocationally certified teachers.

The Fact Finder believes that the coaches should receive an increase. The compensation for coaches in surrounding school districts varies. Some are paid more, some are paid less than in Farmington. Farmington has an excellent school system with a salary schedule designated to attract top teachers. Its coaching salary schedule should also be among the more attractive schedules so that good coaches can be induced to stay and can be attracted to the Farmington School District.

The Board obviously agrees with this. In a letter dated September 10, 1970, apparently distributed to all Farmington school teachers, the Board stated:

"The Board agreed to raise all coaches' supplemental pay 1% across the scale. There was a request by the Board to change the percentage paid in some areas to a flat dollar rate in future years with no one on staff presently being affected by the change."

Under the above circumstances, the Fact Finder will recommend that all coaches supplemental pay be raised 1% across the scale. This raise would apply to all positions listed in Schedule B-1 Special Assignment under "inter-scholastic athletics".

The above quote from the September 10, 1970 letter reaffirms the Board's position concerning a flat rate as to the other special assignment pay positions in the so-called Appendix B 1. In the area of non-coaching special assignment pay, the Fact Finder is relying on the bargaining history criteria. The percentages in the contract were the same as negotiated the previous year. No persuasive arguments were made indicating why there should be a change in the percentage method of payment. This statement also applies to adding any positions or changing the criteria for payment to the so-called Appendix B 1 - Special Assignments. A fair application of the bargaining history would mean equal treatment to both positions. Thus, the Fact Finder is recommending that the percentages and their application as to the non-coaching extra assignments remain as they were in the 1969-70 contract and that no new assignments be added to Appendix B-1.

A special mention should be made as to the vocationally certified teachers. On the comparison criteria, it is not universal in Oakland County School Districts that vocationally certified teachers receive extra-assignment pay. Usually extra-assignment pay is given vocationally certified teachers where the general salary schedule is low and there is difficulty attracting such teachers. No one can say that the Farmington salary schedule is low. It is among the best in Oakland County.



There is apparently no difficulty in attracting vocationally certified teachers to the Farmington District. Under these circumstances there is no reason for adding vocationally certified teachers to Appendix B 1.

In regard to driver education pay, the Teachers are requesting a raise of 75 cents from \$6.50 to \$7.25 per hour for summer school and driver education pay. The past bargaining history will show the following raises in the following years.

67-68 per hour rate \$5.25,	50¢ increase
68-69 per hour rate \$6.00,	75¢ increase
69-70 per hour rate \$6.50,	50¢ increase

This history indicates that though the Association did receive one 75¢ an hour increase, in the past two out of the last three years, the increase was only 50¢. The average summer school pay in Oakland County is \$6.52. There are some districts paying \$8.00 per class hour, Berkley (actually \$8.05) and Oak Park. There are some districts paying \$6.00, Madison and Waterford. It is noted that Troy, with one of the highest salary schedules in the County, is only paying \$6.00 per class hour for summer school.

In regard to driver education, the average hourly rate in Oakland County is \$6.17 1/2. The rates vary from \$5.75 up to \$8.50 in Bloomfield Hills.

Considering the Oakland County averages as well as the parties bargaining history, it is the opinion of the Fact Finder that a 25¢ an hour increase in both the driver education rate and the summer school rate to \$6.75 an hour would be a fair raise. He so recommends.

In the 1969-70 contract between the parties there was no provisions for longevity pay. Although the Teachers have requested that longevity increments be part of the 1970-71 contract, they have not been able to persuasively demonstrate that longevity should be included in the contract. This follows because, of the 27 school districts in Oakland County surveyed, only 7 have longevity pay. This is about 25% of the surveyed Oakland County School Districts. Of the five school districts that border the Farmington District, (Southfield, Birmingham, Walled Lake, Novi and Clarenceville), only Novi has longevity pay. For these reasons, the Fact Finder will not recommend that there be longevity increments or pay in the 1970-71 contract.

The ability to pay has tempered to some extent the Fact Finder's recommendation in both the principal salary schedule area and other economic areas. His recommendations as to Appendix B - 1 will add about \$16,603.74 additional costs. The recommendations as to the 25¢ per hour increase for driver training and summer school will add another \$3,247.50 (\$2,662.50 for driver training and \$585.00 for summer school). The total additional cost for teacher salaries as a result of the recommendations concerning the B 1 special assignments, driver education and summer school will be \$9,089,554.04. The Fact Finder has made very clear that the Board does have a difficult financial situation. However, for the same reasons expressed earlier as to the Board's ability to pay, the Fact Finder believes that this additional approximately \$20,000 can be provided for in the budget and is consistent with the percentage (here, 61.98%) of the budget allocated for teachers' compensation in the past four years.

It is the Board's difficult financial situation that has persuaded the Fact Finder not to make any additional recommendations over what appeared in the 1969-70 contract as to terminal pay or retiremen benefits. Article VI, Paragraph K of the 1969-70 contract is as follows:

"K. Retiremen Benefit - Upon retirement, a payment of \$100.00 per year of service - up to thirty (30) years - in the Farmington Public Schools shall be paid. Retirement must be based on the Michigan Public Schools retirement plan to qualify for this retirement benefit; and provided further, that the teacher shall have been employed in the Farmington Public School District for at least ten (10) years."

The Teachers requested that this benefit be increased to \$500 per year. The Teachers maintained that, by virtue of the language in the aforementioned September 10, 1970 letter from the Board addressed to each Teacher, the Board was willing to provide a retirement benefit increase. Specifically, the Teachers referred to the following language in said letter:

"There was, on the Board's part, a willingness to increase the retirement allowance dependent on total dollar cost of the economic issues".

Based upon the recommendations herein as compared to what was on the table on September 10, 1970, the Board is faced with approximately (including the B 1 schedule), \$98,000 more cost than the offer the Board had made as of September 10, 1970. It is because of this that the Fact Finder will not recommend any change in Article VI, Paragraph K.

The Fact Finder also points out that in reviewing the comparisons with other Oakland County School Districts, he finds that the retirement benefit in Farmington is indeed competitive. For example in Birmingham, the maximum retirement benefit is \$3,000. This is also true in Farmington. In Clawson it is \$2,000. In Royal Oak it is 1/2 accumulated sick leave up to 50 days.

Thus, applying both the ability to pay criteria and the comparison criteria, the terminal pay or retirement benefit should

not be increased over the 1969-70 contract.

The last remaining items are the questions of the beginning of the school year payroll procedure and pay during the Christmas holidays. The recommendations as to these items are governed by what this Fact Finder had termed "practical criteria".

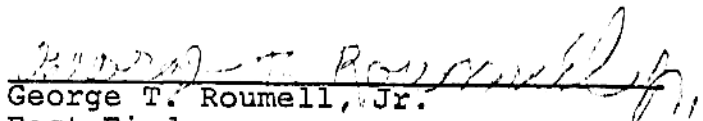
In regard to the holiday pay, the present language, Article VI, Paragraph O, provides:

"In the event a pay period ends during a scheduled holiday, checks will be issued on the last school day proceeding the holiday."

From a practical standpoint, this means that Teachers going on Christmas holiday should be paid the last school day before the holiday. The Board's basic objection is that they are paying the Teachers through a computer at the Oakland County Immediate School District; that if the Board has to meet this holiday pay requirement, it will mean buying some additional computer time. The Board admits, however, the cost of this additional computer time is indeed very minimal. Under these circumstances, there is no practical reason why the present contract language should not remain. Therefore, the Fact Finder recommends that Article VI, Paragraph O of the 1969-70 contract be incorporated into the 1970-71 contract.

The other payroll issue is that the Board at times holds back a week's pay. This is particularly true at the beginning of the school year. The Teachers would like to be paid up to date with each paycheck. This is a practical impossibility. It sounds nice, but it is quite customary in many businesses, because of payroll procedures and the attempt to control the costs in preparing payrolls, that some funds are held back. Because of this, the Fact Finder will recommend the same language appearing in the 1969-70 contract concerning payroll procedure be also put in the 1970-71 contract.

In the final analysis, the public should know that both the Board and the Teachers has contributed to what is an excellent school system. When the parties were at an impasse, they chose the peaceful method of settlement by going to Fact Finding rather than strike. They made able presentations on both sides. They are both to be complimented. The Teachers should study very carefully the financial situation of the Board and then make comparisons with other school districts. They will find that they have been treated fairly by the recommendations. Likewise, the Board should recognize that the recommendations are comparable to other Oakland County School Districts. The problem that does concern this Fact Finder is the financial situation of the Board in future years. This is something that the Board will have to review very carefully. The public should be aware of the financial problem in the Farmington School District and be prepared to give their very abled Board and its administrators the fullest of cooperation.

  
George T. Roumell, Jr.  
Fact Finder

Dated: October 16, 1970

APPENDIX A

	BA	MA
<u>Step</u>	<u>Salary</u>	<u>Salary</u>
0	\$ 8,000.00	\$ 8,800.00
1	8,450.00	9,305.00
2	8,900.00	9,810.00
3	9,410.00	10,370.00
4	9,920.00	10,930.00
5	10,430.00	11,545.00
6	10,940.00	12,160.00
7	11,505.00	12,835.00
8	12,070.00	13,620.00
9	12,635.00	14,405.00
10	13,200.00	15,300.00

# APPENDIX B

## OAKLAND COUNTY 1969-70 & 1970-71 SALARY COMPARISONS

<u>MA MINIMUM</u>	<u>69-70</u>	<u>70-71</u>	<u>MA MAXIMUM</u>	<u>69-70</u>	<u>70-71</u>
1) Troy	\$7,957	\$8,931	1) Troy	\$12,810	\$15,582
2) Birmingham	8,000	8,925	2) Southfield	13,041	15,400
3) W. Bloomfield	8,100	8,910	3) Pontiac	14,012	15,362
4) Bloomfield H.	8,050	8,900	4) Berkley	13,275	15,300
5) Oak Park	8,300	8,900	5) W. Bloomfield	13,500	15,255
6) Huron Valley	8,064	8,855	6) Ferndale	13,400	15,225
7) Berkley	8,250	8,855	7) Birmingham	13,800	15,125
8) Ferndale	8,200	8,850	8) Bloomfield H.	13,800	15,100
9) Madison	8,200	8,850	9) Waterford	13,200	15,100
10) Hazel Park	8,300	8,800	10) Oak Park	13,700	15,100
11) Lake Orion	7,800	8,800	11) Walled Lake	13,358	15,001
12) Waterford	8,000	8,800	12) Clarenceville	12,900	14,900
13) Pontiac	8,100	8,750	13) Rochester	13,420	14,900
14) Lamphere	8,025	8,744	14) Madison	13,150	14,850
15) Novi	7,950	8,700	15) Hazel Park	13,379	14,800
16) Rochester	8,200	8,700	16) Novi	12,250	14,565
17) Walled Lake	8,025	8,667	17) Lamphere	13,070	14,293
18) Southfield	8,025	8,500	18) Huron Valley	12,522	14,096
19) Clarenceville	7,900	8,500	19) Lake Orion	12,928	14,065
20) Clarkston	8,050	8,465	20) Brandon	12,625	13,575
21) Oxford	7,775	8,300	21) Clarkston	12,684	13,550
22) Brandon	7,750	8,275	22) Holley	12,100	13,550
23) Holley	7,600	8,200	23) Oxford	12,484	13,328

# APPENDIX B

## OAKLAND COUNTY 1969-70 & 1970-71 SALARY COMPARISONS

<u>BA MINIMUM</u>	<u>69-70</u>	<u>70-71</u>	<u>BA MAXIMUM</u>	<u>69-70</u>	<u>70-71</u>
1) Bloomfield H.	\$7,500	\$8,300	1) Pontiac	\$12,362	\$13,415
2) Troy	7,300	8,253	2) Troy	11,753	13,410
3) Birmingham	7,450	8,225	3) Lamphere	12,218	13,357
4) Lamphere	7,500	8,200	4) Walled Lake	11,925	13,333
5) Oak Park	7,700	8,200	5) Berkley	12,300	13,300
6) Walled Lake	7,500	8,100	6) Ferndale	12,200	13,250
7) Pontiac	7,500	8,100	7) Hazel Park	12,090	13,200
8) Berkley	7,500	8,050	8) Waterford	12,000	13,200
9) Waterford	7,400	8,000	9) Novi	11,600	13,125
10) Southfield	7,500	8,000	10) Rochester	12,100	13,100
11) Novi	7,300	8,000	11) Oak Park	12,200	13,100
12) Madison	7,400	8,000	12) W. Bloomfield	12,200	13,054
13) Hazel Park	7,500	8,000	13) Birmingham	12,050	13,025
14) Ferndale	7,500	8,000	14) Madison	12,050	13,000
15) Clarenceville	7,400	8,000	15) Bloomfield H.	12,000	13,000
16) Lake Orion	7,200	8,000	16) Southfield	11,213	12,900
17) W. Bloomfield	7,500	7,950	17) Clarenceville	11,700	12,800
18) Rochester	7,500	7,900	18) Clarkston	11,581	12,490
19) Huron Valley	7,300	7,900	19) Brandon	11,500	12,425
20) Brandon	7,250	7,865	20) Lake Orion	11,442	12,307
21) Clarkston	7,355	7,840	21) Huron Valley	10,806	12,271
22) Oxford	7,265	7,800	22) Oxford	11,440	12,263
23) Holly	7,100	7,700	23) Holly	10,300	11,800