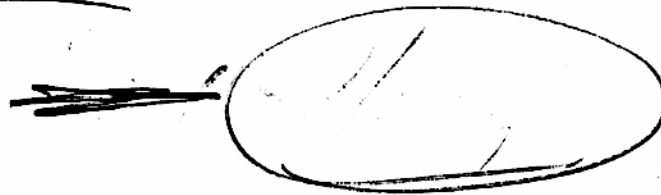


Roscommon

4/19/75

Roscommon
Contains Salaries

1188



file - Gerrish-Higgins
contract file

Roscommon Education Association
Box 582
Higgins Lake, Michigan 48627

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MICH. ASSOC. OF SCHOOL BOARDS

and

APR 20 1975

Gerrish-Higgins Public Schools
814 Lake
Roscommon, Michigan 48653

LANING, MICH. 48908

Binding Fact Finding

Norm:
For your info
this is the 2nd time
a fact-finder has
ruled increments are
new money
Hane

S. E. Bychinsky
Fact Finder
April 19, 1975

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Gerrish-Higgins Public Schools

Following a fact finding hearing that was held on February 24, 1975, pursuant to an earlier application to the Michigan Employment Relations Commission, a Fact Finding report dated March 8, 1975 was presented to the parties as a recommended basis for settlement of their contract for the year 1974-1975 and the year 1975-1976. Following consideration of this report differences arose as to the interpretation of the application of the recommendation.

Following this interpretation, the parties were unable to reach an agreement as to Salary Schedule and sought additional counsel of the Fact Finder. Subsequently, the Fact Finder offered to assist the parties further on their acceptance of the following conditions: specifically that

1. Both parties request a reopening of the Fact Finding procedure to permit either a re-emphasis of previously presented data or the presentation of new data.
2. The Finding emanating from the new hearing would be binding on both parties.

Following receipt by this Fact Finder of letters citing resolutions of both parties accepting these terms, a new hearing was held on Friday, April 11, 1975.

This Fact Finder recommended, in his March 8, 1975 report, that the 5% retirement program be fully funded by the School Board, an increase in insurance benefits amounting to approximately 1 1/2%, and an additional salary increase of 4 1/2%. The difference in interpretation that was mentioned previously arose due to assertion, by the Teachers Association, that the 4 1/2% increase in Salary should be applied after the application of the step increments that had been provided for in the prior years contract. This contention, it was claimed, was reinforced by an earlier decision of the School Board to grant these step increases

at the beginning of the 1974-75 school year despite the absence of a contract. As the steps for each teacher were roughly a 5% step, this interpretation would have meant that the Board would have had to pay a total of 5% for retirement, 4.5% for salary increases, 1 1/2% for insurance benefits and about 5% for the steps, or a total of about 16%. This interpretation was not the intent of the original Fact Finding recommendation.

At the rehearing, it was established that the Consumer Price Index rose by 11% from 1973-1974. Also it appeared the the 1972-1973 increase of 7% more or less matched the 6+% increase in the Consumers Price Index for that period.

It should also be noted that the granting of the 5% retirement pay retroactive to the commencement of the 1974-1975 contract will provide the Teachers Association with more than a 5% benefit, due to the tax free nature of this particular benefit, and further, that the 5+% amount will be paid to the teachers (who have been paying this amount under a pay deduction system) in a lump sum.

Relative to the insurance benefit improvements that were recommended in the earlier report - as there can be no gain to the teachers by reason of the delay in effecting this contract, it would be appropriate to now delay the effect of this equalizing benefit until the commencement of the fall term 1975-1976 and accordingly adjust the 74-75 pay schedule an appropriate equivalent amount.

It is projected by most economists that the rate of inflation over the next year will slow down somewhat, but that the decrease in the value of money will still be rather marked. The Fact-Finder initially proposed a salary increase for 1975-76 of 9%. This appears now to be quite sufficient to cover the projected cost of living increase. It is therefore my recommendation that the 1975-76 salary increase be one step on the salary schedule plus an aggregate amount that will bring the increase in total salaries to

9%. The residual amount, between a one-step increment and the 9% increase in total salaries, will be divided equally among all eligible employees. This amounts to \$450.00 per step, and the attached schedule provides for the amount. This together with the 1 1/2% increase in insurance benefits provided a total package for the 2 year period of 11.3% for 1974-75 and 10 1/2% for 1975-1976. This cost of this award is well within the parameters that were set by the School Board as representing a cost that they could live with.

1974-1975 Salary
Schedule

<u>Step</u>	<u>BA</u>	<u>BA + 15</u>	<u>MA</u>	<u>MA + 15</u>
0.	8300	8500	8900	9100
1.	8773	8985	9407	9619
2.	9212	9434	9877	10100
3.	9652	9885	10360	10599
4.	10106	10355	10854	11104
5.	10565	10826	11347	11608
6.	11024	11296	11840	12114
7.	11484	11767	12334	12618
8.	11943	12238	12828	13123
9.	12402	12708	13321	13627
10.	12862	13179	13815	14132
11.	13321	13650	14308	14636
12.	13781	14121	14801	15136

1975-1976 Salary
Schedule

<u>Step</u>	<u>BA</u>	<u>BA + 15</u>	<u>MA</u>	<u>MA + 15</u>
0.	8750	8950	9350	9550
1.	9223	9435	9857	10069
2.	9662	9884	10327	10550
3.	10102	10335	10810	11049
4.	10556	10785	11304	11554
5.	11015	11276	11797	12058
6.	11474	11746	12290	12564
7.	11934	12217	12784	13068
8.	12393	12688	13278	13573
9.	12852	13158	13771	14077
10.	13312	13629	14265	14582
11.	13771	14100	14758	15086
12.	14231	14571	15251	15585

Award

The salary schedules per the attachments hereto are to be made a part of the 1974-1975 and 1975-1976 contracts for the Teachers of the Gerrish-Higgins School District.

Additionally, the Board will, reimburse each teacher the contribution of that teacher to the retirement fund for the year 1974-1975, and such reimbursement will be made prior to the end of the current school year. The Board will also pay each teacher any difference between the Salary Schedule herein and that as observed by the Board to date. For the 1975-1976 contract year the Salary Schedule set forth herein will be observed, and additionally, each teacher will be provided with \$7500 life insurance and the Board will pay, effective with the commencement of the 2nd year of this contract, a maximum of \$60.00 per teacher per month for health insurance or other health related benefits of the teachers choice.

The added duty salaries will be adjusted by 11.3% for the 1974-1975 school year. and by 9% for the 1975-1976 school year. The 5% retirement benefit will be paid by the Board hereafter.

Respectively submitted



S. E. Bychinsky
4-19-75