

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION

In the matter of:

GERRISH-HIGGINS BOARD OF EDUCATION

-and-

ROSCOMMON EDUCATION ASSOCIATION

*Daniel Kruger*

HEARING OFFICER'S FACT FINDING REPORT

APPEARANCES:

For the School Board

Tom DeWitt  
Hans Lantzsch  
A. R. Murphy

Board Member  
Superintendent  
President

For the Education Association

David Brown  
G. M. March  
John Meeder  
Thomas J. Patterson  
Virginia Price  
Fred Swaffer

Roscommon Education Association  
Negotiator  
Michigan Education Association staff  
M.E.A. Staff Representative  
Roscommon Education Association  
Roscommon Education Association

This is a fact finding report under the provisions of Section 25 of Act 176 of the Public Acts of 1939, as amended, which provides in part as follows:

"Whenever in the course of mediation under Section 7 of Act No. 336 of the Public Acts of 1947, being Section 423, 207 of the Compiled Laws of 1948, it shall become apparent to the Board that matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known the Board may make written findings, with respect to the matters in disagreement. Such findings shall not be binding upon the parties but shall be made public..."

*Gerrish - Higgins Board of Education*

In accordance with the Commission's Rules and Regulations relating to fact finding, the undersigned Hearings Officer was designated to conduct a hearing in the matter and to issue a report in accordance with Employment Relations Commission General Rules and Regulations Rule 35. Briefly, this Rule states that the Hearings Officer will issue a report with recommendations with respect to the issues in dispute.

### THE ISSUES

In its Petition for Fact Finding, the Roscommon Education Association submitted the following Statement of Facts constituting the issues involved in its impasse with the Gerrish-Higgins Board of Education:

#### ASSOCIATION

##### 1. Health Insurance:

MESSA Super Med II Full Family health insurance or a comparable Blue Cross-Blue Shield program at a full 12 month period. (\$57.50)

##### 2. Health Insurance Option

Employees not wishing health insurance may apply the equivalent of an individual employee's single subscriber premium toward any of the MESSA options. (\$21.48)

##### 3. Teacher Salary Schedule

B.A. Base of \$8,200.00.  
10 Increments at 5.75% each for a maximum of \$12,910.00.

B.A. +15 Base of \$8,400.00.  
10 Increments at 5.75% each for a maximum of \$13,230.00.

M.A. Base of \$8,800.00.  
10 Increments at 5.75% each for a maximum of \$13,860.00.

#### BOARD

##### 1. Health Insurance:

No change from present contract benefit. Maximum monthly contribution of \$41.56.

##### 2. Health Insurance Option:

No change from present contract benefit. Maximum monthly contribution of \$15.09.

##### 3. Teacher Salary Schedule

(All increments based on B.A. Base of \$8,200.00).

B.A. Base of \$8,200.00.  
10 Increments at \$430.00 each for a maximum of \$12,500.00.

B.A. Base +15 of \$8,400.00.  
10 Increments at \$430.00 each for a maximum of \$12,700.00.

## ASSOCIATION

M.A. +15 Base of \$9,000.00.  
10 Increments of 5.75% each for  
a maximum of \$14,170.00

### 4. Extra Pay for Extra Duty Schedule:

Proposed changes:

Athletic Director: 12% (up 1)  
Freshman Football: 5% (up 1)  
Middle School Football: 5% (new)  
Basketball - Girls:

Head Varsity: 11% (up 5)  
Asst. & J.V.: 7% (up 3)  
Middle School GAA: 7% (new)  
Elementary: 3% (new)

#### Baseball:

Varsity: 8% (up 3)  
J.V.: 5% (up 2)

Softball - Girls: 5% (new)  
Wrestling - Head: 11% (up 6)  
Wrestling-Asst.: 7% (new)  
Track-Middle School:

Boys: 5% (up 2)  
Girls: 5% (new)

Cheerleading Coach: 3.75% (up 1.25)  
Forensics Coach: 2.25% (up .125)  
Extra Chorus: 7% (up 3)  
Student Council-Sr. High:

3.25% (up .25)  
Nat'l. Honor Society: 1.5% (up .14)  
Class Sponsor-Sixth: 5% (new)  
Debate: 2.5% (up .38)

#### Driver Training

Coordinator: \$150.00 (new)  
Driver Training (2 sessions-  
30 students per session):  
\$2,100.00 (up \$200)

## BOARD

M.A. Base of \$8,800.00.  
10 Increments at \$430.00 each  
for a maximum of \$13,100.00.

M.A. +15 Base of \$9,100.00.  
10 Increments at \$430.00 each  
for a maximum of \$13,400.00.

### 4. Extra Pay for Extra Duty Schedule:

Retain same as last year.

The Board of Education, in answering the Petition for Fact Finding, admitted the issues as presented by the Roscommon Education Association to be in dispute.

It was agreed that both parties had attempted to engage, in good faith, mediation regarding the unresolved issues but their mediation had failed to resolve the matters in dispute. The Commission concluded that matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known. Accordingly, the Commission appointed Daniel H. Kruger as its Hearings Officer and Agent.

The Hearing was held on January 10, 1974 at 3:00 p.m. at the Board of Education office in Roscommon. The parties agreed that they both would submit post-Hearing briefs which would be mailed to the Fact Finder on January 18, 1974.

#### DISCUSSION OF UNRESOLVED ISSUE AND RECOMMENDATION

The only issue before the Fact Finder is the issue of salary. This was the only issue discussed at the hearing and the only issue further discussed in the post-hearing briefs.

Table I shows the salary proposals of both the Roscommon Education Association and the Gerrish-Higgins Board of Education for 1973-74 and the dollar differences between the proposals. Both proposals are in agreement for the BA minimum and the MA minimum. The range of difference on the BA schedule is from \$41 at Step 1 to \$410 at Step 10. For the MA, the range

TABLE I

## COMPARISON OF SALARY PROPOSALS FOR 1973-74

GERRISH-HIGGINS BOARD OF EDUCATION

and

ROSCOMMON EDUCATION ASSOCIATION

and

DOLLAR DIFFERENCE\*

BA

Step	Education Assn. Proposal	School Board Proposal	Dollar Difference
0	8,200	8,200	---
1	8,671	8,630	41
2	9,142	9,060	82
3	9,613	9,490	123
4	10,084	9,920	164
5	10,555	10,350	205
6	11,026	10,780	246
7	11,497	11,210	287
8	11,968	11,640	328
9	12,439	12,070	369
10	12,910	12,500	410

\*Source of salaries - Application For Fact Finding.

TABLE I

BA+15

<u>Step</u>	<u>Education Assn. Proposal</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>
0	8,400	8,400	---
1	8,883	8,841	42
2	9,366	9,282	84
3	9,849	9,723	126
4	10,332	10,164	168
5	10,815	10,605	210
6	11,298	11,046	252
7	11,781	11,487	294
8	12,264	11,928	336
9	12,747	12,369	378
10	13,230	12,810	420

TABLE I

MA

<u>Step</u>	<u>Education Assn. Proposal</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>
0	8,800	8,800	---
1	9,306	9,262	44
2	9,812	9,724	88
3	10,318	10,186	132
4	10,824	10,648	176
5	11,330	11,110	220
6	11,836	11,572	264
7	12,342	12,034	308
8	12,848	12,496	352
9	13,354	12,958	396
10	13,860	13,420	440

TABLE I

MA+15

<u>Step</u>	<u>Education Assn. Proposal</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>
0	9,000	9,000	---
1	9,517	9,472	45
2	10,034	9,944	90
3	10,551	10,416	135
4	11,068	10,888	180
5	11,585	11,360	225
6	12,102	11,832	270
7	12,619	12,304	315
8	13,136	12,776	360
9	13,653	13,248	405
10	14,170	13,720	450



of dollar differences is from \$44 at Step 1 to \$440 at Step 10. Put another way, the Education Association salary proposal for the BA minimum/maximum is \$8,200 - \$12,910 as compared with the Board of Education salary proposal for the BA of \$8,200 - \$12,500. At the MA, the Education Association has proposed a minimum of \$8,800 and a maximum of \$13,860 compared to the Board of Education minimum of \$8,800 and a maximum of \$13,420.

Table II compares the 1972-73 salary schedule and the Education Association salary proposal for 1973-74. The data are arranged to show the step increase which a teacher on the 1972-73 salary schedule will receive as he or she moves to the next step on the 1973-74 proposed salary schedule. For example, a BA teacher on Step 2 in 1972-73 received \$8,910 and will move to Step 3 on 1973-74 proposal and will receive an annual salary of \$9,613. This represents a \$703 increase, or 7.9 percent over 1972-73. A teacher at Step 9 on the BA schedule in 1972-73 received \$11,745 and will move to Step 10 on the 1973-74 schedule where the salary will be \$12,910. This is an increase of \$1,165 or 9.9 percent increase. The smallest percent increase will go to the teacher at Step 10 in 1972-73 who moves from \$12,150 in 1972-73 to \$12,910 in 1973-74, an increase of \$760 or a 6.3 percent increase. As noted, the average percent increase is 8.4 percent.

On the Education Association proposed MA salary schedule for 1973-74 the step increases from the 1972-73 schedule range from \$606 to \$1,245. A teacher on the MA schedule at Step 0 in 1972-73 will receive a \$606 increase or 7.0 percent over 1972-73. A teacher at Step 9 in 1972-73 received \$12,615

TABLE II

COMPARISON OF STEP INCREASES OF 1972-73 SALARY SCHEDULE  
and  
ROSCOMMON EDUCATION ASSOCIATION SALARY PROPOSAL FOR 1973-74  
and  
PERCENT INCREASE

BA				
Step	1972-73 Contract	Education Assn. Proposal	Dollar Difference	Percent Increase
0	8,100	8,200	---	---
1	8,505	8,671	571	7.0
2	8,910	9,142	637	7.5
3	9,315	9,613	703	7.9
4	9,720	10,084	769	8.3
5	10,125	10,555	835	8.6
6	10,530	11,026	901	8.9
7	10,935	11,497	967	9.2
8	11,340	11,968	1,033	9.4
9	11,745	12,439	1,099	9.7
10	12,150	12,910	1,165	9.9
			760	6.3

Average Percent Increase = 8.4

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposed for Step 10.

Source: Petition for Fact Finding.

TABLE II

BA+15

<u>Step</u>	<u>1972-73 Contract</u>	<u>Education Assn. Proposal</u>	<u>Dollar Difference</u>	<u>Percent Increase</u>
0	8,300	8,400	---	---
1	8,715	8,883	583	7.0
2	9,130	9,366	651	7.5
3	9,545	9,849	719	7.9
4	9,960	10,332	787	8.2
5	10,375	10,815	855	8.6
6	10,790	11,298	923	8.9
7	11,205	11,781	991	9.2
8	11,620	12,264	1,059	9.5
9	12,035	12,747	1,127	9.7
10	12,450	13,230	1,195	9.9
			780	6.3

Average Percent Increase = 8.4

Note: Those at Step 10 on the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposed for Step 10.

TABLE II

MA				
<u>Step</u>	<u>1972-73 Contract</u>	<u>Education Assn. Proposal</u>	<u>Dollar Difference</u>	<u>Percent Increase</u>
0	8,700	8,800	---	---
1	9,135	9,306	606	7.0
2	9,570	9,812	677	7.4
3	10,005	10,318	748	7.8
4	10,440	10,824	819	8.2
5	10,875	11,330	890	8.5
6	11,310	11,836	961	8.8
7	11,745	12,342	1,032	9.1
8	12,180	12,848	1,103	9.4
9	12,615	13,354	1,174	9.6
10	13,050	13,860	1,245	9.9
			810	6.2

Average Percent Increase = 8.4

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposed for Step 10.

TABLE II

<u>Step</u>	MA+15		<u>Dollar Difference</u>	<u>Percent Increase</u>
	<u>1972-73 Contract</u>	<u>Education Assn. Proposal</u>		
0	8,900	9,000	---	---
1	9,345	9,517	617	6.9
2	9,790	10,034	689	7.4
3	10,235	10,551	761	7.8
4	10,680	11,068	833	8.1
5	11,125	11,585	905	8.5
6	11,570	12,102	977	8.8
7	12,015	12,619	1,049	9.1
8	12,460	13,136	1,121	9.3
9	12,905	13,653	1,193	9.6
10	13,350	14,170	1,265	9.8
			820	6.1

Average Percent Increase = 8.3

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposed for Step 10.

and on Step 10 in 1973-74 will receive \$13,860, a gain of \$1,245 or 9.9 percent. The average salary increase for the MA under the 1973-74 Education Association proposal is 8.4 percent.

Table III compares the salary schedule for 1972-73 with the salary proposal of the Board of Education for 1973-74. The data are arranged as in Table II to show the step increase which a teacher on the 1972-73 schedule will receive as he or she moves to the next step on the 1973-74 proposed salary schedule. For example, a teacher with a BA on Step 2 in 1972-73 will move from a salary of \$8,910 to a salary of \$9,490 on Step 3 of the 1973-74 proposed schedule. This represents an increase of \$580 or a gain of 6.5 percent over his or her 1972-73 salary. The average salary increase on the Board of Education proposed salary schedule is 6.1. The teacher receiving the smallest increase is the teacher who moves from Step 10 in 1972-73 to Step 10 in 1973-74. The salary increase is \$350 or a 2.9 gain over the 1972-73 Step 10 salary.

On the Board of Education proposal MA salary for 1973-74, the range of step increases is from \$562 to \$805. A teacher moving from Step 0 in 1972-73 where the salary was \$8,700 to Step 1 in 1973-74 where the salary will be \$9,262 receives an increase of \$562 or 6.5 percent. A teacher at Step 9 MA received \$12,615 in 1972-73 and will receive \$13,420 at Step 10 in 1973-74, a gain of \$805 representing a 6.4 percent increase over the 1972-73 salary. A teacher at the MA Step 10 in 1972-73 will receive a \$370 increase in 1973-74 or a 2.8 gain over 1972-73.

TABLE III

COMPARISON OF STEP INCREASES OF 1972-73 SALARY SCHEDULE WITH  
GERRISH-HIGGINS SCHOOL BOARD SALARY PROPOSAL  
FOR 1973-74

BA				
<u>Step</u>	<u>1972-73 Contract</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>	<u>Percent Increase</u>
0	8,100	8,200	---	---
1	8,505	8,630	530	6.5
2	8,910	9,060	555	6.5
3	9,315	9,490	580	6.5
4	9,720	9,920	605	6.5
5	10,125	10,350	630	6.5
6	10,530	10,780	655	6.5
7	10,935	11,210	680	6.5
8	11,340	11,640	705	6.4
9	11,745	12,070	730	6.4
10	12,150	12,500	755	6.4
			350	2.9

Average Percent Increase = 6.1

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposal for Step 10.

Source: Board Exhibit.

TABLE III

BA+15				
<u>Step</u>	<u>1972-73 Contract</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>	<u>Percent Increase</u>
0	8,300	8,400	---	---
1	8,715	8,841	541	6.5
2	9,130	9,282	567	6.5
3	9,545	9,723	593	6.5
4	9,960	10,164	619	6.5
5	10,375	10,605	645	6.5
6	10,790	11,046	671	6.5
7	11,205	11,487	697	6.5
8	11,620	11,928	723	6.5
9	12,035	12,369	749	6.4
10	12,450	12,810	775	6.4
			360	2.9

Average Percent Increase = 6.2

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposal for Step 10.



TABLE III

MA

<u>Step</u>	<u>1972-73 Contract</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>	<u>Percent Increase</u>
0	8,700	8,800	---	---
1	9,135	9,262	562	6.5
2	9,570	9,724	589	6.4
3	10,005	10,186	616	6.4
4	10,440	10,648	643	6.4
5	10,875	11,110	670	6.4
6	11,310	11,572	697	6.4
7	11,745	12,034	724	6.4
8	12,180	12,496	751	6.4
9	12,615	12,958	778	6.4
10	13,050	13,420	805	6.4
			370	2.8

Average Percent Increase = 6.1

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposal for Step 10.

TABLE III

## MA+15

<u>Step</u>	<u>1972-73 Contract</u>	<u>School Board Proposal</u>	<u>Dollar Difference</u>	<u>Percent Increase</u>
0	8,900	9,000	---	---
1	9,345	9,472	572	6.4
2	9,790	9,944	599	6.4
3	10,235	10,416	626	6.4
4	10,680	10,888	653	6.4
5	11,125	11,360	680	6.4
6	11,570	11,832	707	6.4
7	12,015	12,304	734	6.3
8	12,460	12,776	761	6.3
9	12,905	13,248	788	6.3
10	13,350	13,720	815	6.3
			370	2.8

Average Percent Increase = 6.0

Note: Those at Step 10 in the 1972-73 contract have step increases for 1973-74 determined by subtracting their former salary from the salary proposal for Step 10.

Table IV shows a comparison of the step increases from the 1972-73 salary schedule to the salary proposals of 1973-74 of both the Education Association and the Board of Education. There are, in the Fact Finder's view, significant differences in the step increases in the two proposals. These differences can be explained by the construction of the schedules. The Education Association proposed schedule is built on 10 increments of 5.75 percent, while the Board of Education proposed schedule is based on 10 increments of 5.25 percent. Translated to dollars, the Education Association proposal has increments of \$471 and the Board of Education proposal is based on increments of \$430. The step increases have two components. One is the increment under the 1973-74 proposal and the second is the percent increase between the 1972-73 schedule and the 1973-74 proposed schedule. When a teacher, for example, moves from BA Step 7 on the 1972-73 schedule to BA Step 8 in 1973-74, he or she would receive a step increase reflecting both the increment on the new schedule plus the percent increase of the new schedule over the previous year.

Table V shows the distribution of teachers on the 1973-74 schedule. There are a total of 71 teachers. Twenty of them are at Steps 0, 1 and 2. Twenty-four, or one-third of the teachers are at Step 10. The Fact Finder does not know how many of the teachers at Step 10 in 1973-74 moved to this step in 1973-74 or how many were at Step 10 in 1972-73.

The Education Association is seeking a salary schedule which reflects the increases in the cost of living (Consumer Price Index) since the 1972-73 Agreement was negotiated. In addition, it wants a salary schedule comparable with what other districts in the Jack Pine Conference have. The Board is concerned with ability to pay and sought to compare itself to the other districts in the COOR Intermediate School District. The Fact Finder examined carefully all the exhibits submitted by the parties as to the comparison between Gerrish-Higgins School District and other districts. Moreover, he examined carefully the budget and other financial data submitted by the Board.

TABLE IV  
COMPARISON OF STEP INCREASES OF THE 1972-73 SALARY SCHEDULE  
and  
THE 1973-74 SALARY PROPOSALS OF THE EDUCATION ASSOCIATION  
and  
THE BOARD OF EDUCATION

<u>Step</u>	<u>Step Increases Under Education Assn. Proposal</u>	<u>Step Increases Under Board of Ed. Proposal</u>	<u>Step Increases Under Education Assn. Proposal</u>	<u>Step Increases Under Board of Ed. Proposal</u>
	<u>BA</u>		<u>BA+15</u>	
0				
1	571	530	583	541
2	637	555	651	567
3	703	580	719	593
4	769	605	787	619
5	835	630	855	645
6	901	655	923	671
7	967	680	991	697
8	1,033	705	1,059	723
9	1,099	730	1,127	749
10	1,165	755	1,195	775
	760	350	780	360
	<u>MA</u>		<u>MA+15</u>	
0				
1	606	562	617	572
2	677	589	689	599
3	748	616	761	626
4	819	643	833	653
5	890	670	905	680
6	961	697	977	707
7	1,032	724	1,049	734
8	1,103	751	1,121	761
9	1,174	778	1,193	788
10	1,245	805	1,265	815
	810	370	820	370

Source: Table II and Table III.

TABLE V

## DISTRIBUTION OF TEACHERS ON THE 1973-74 SCHEDULE

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>Total</u>
0	9	0	0	0	9
1	5	1	2	0	8
2	2	1	0	0	3
3	2	1	1	0	4
4	4	0	0	0	4
5	2	0	1	0	3
6	3	1	2	0	6
7	0	0	0	0	0
8	2	2	3	0	7
9	1	2	0	0	3
10	<u>7</u>	<u>8</u>	<u>6</u>	<u>3</u>	<u>24</u>
Total:	37	16	15	3	71

Source: Board of Education Post-Hearing Brief.

### RECOMMENDATION FOR 1973-74 SALARY SCHEDULE

The Fact Finder strongly recommends that the salary schedule contain the following:

BA Minimum	- \$8,200	BA Maximum	- \$12,567
BA+15 Minimum	- \$8,400	BA+15 Maximum	- \$12,877
MA Minimum	- \$8,800	MA Maximum	- \$13,498
MA+15 Minimum	- \$9,000	MA+15 Maximum	- \$13,808

The 1973-74 schedule appears on Table VI, as does the 1972-73 salary schedule. The 1973-74 recommended salary schedule is based on a 7 percent increase. By this, the Fact Finder means that each teacher moving from a given step on the 1972-73 salary schedule to the next higher step on the 1973-74 Recommended Salary Schedule will receive a seven percent salary increase. Teachers at Step 10 on the 1972-73 salary schedule will receive a 7 percent increase.

For example, a teacher at BA Step 10 in 1972-73 will receive an increase of \$417 on the 1973-74 salary schedule plus an additional payment of \$434 which, together, represent a seven (7) percent salary increase. The additional payments to those teachers who will not receive a step increase on the 1973-74 salary schedule appear on Table VI. These additional payments when added to the increase provided in the Recommended Salary Schedule for 1973-74 will represent a seven (7) percent salary increase over the 1972-73 salary.

In addition, the Fact Finder strongly recommends that the Board of Education pay in a lump sum payment the difference between the amount of dollars paid by the Board of Education to the teachers for the period

TABLE VI  
COMPARISON OF THE 1972-73 SALARY SCHEDULE  
AND THE FACT FINDER'S AWARD  
FOR 1973-74

<u>BA</u>			
<u>Step</u>	<u>1972-73 Contract</u>	<u>Fact Finder Award</u>	<u>Step Increase</u>
0	8,100	8,200	---
1	8,505	8,667	567
2	8,910	9,100	595
3	9,315	9,534	624
4	9,720	9,967	652
5	10,125	10,400	680
6	10,530	10,834	709
7	10,935	11,267	737
8	11,340	11,700	765
9	11,745	12,134	794
10	12,150	12,567	822
		For Step 10	417
			(434)*
<u>BA+15</u>			
0	8,300	8,400	
1	8,715	8,881	581
2	9,130	9,325	610
3	9,545	9,769	639
4	9,960	10,213	668
5	10,375	10,657	697
6	10,790	11,101	726
7	11,205	11,545	755
8	11,620	11,989	784
9	12,035	12,433	813
10	12,450	12,877	842
		For Step 10	427
			(445)*

\*A teacher at Step 10 on the 1972-73 salary schedule will receive the increase provided in the Recommended Salary Schedule 1973-74 plus this amount which, together, represent a seven percent increase.

TABLE VI

MA

<u>Step</u>	<u>1972-73 Contract</u>	<u>Fact Finder Award</u>	<u>Step Increase</u>
0	8,700	8,800	
1	9,135	9,309	609
2	9,570	9,774	639
3	10,005	10,240	670
4	10,440	10,705	700
5	10,875	11,170	730
6	11,310	11,636	761
7	11,745	12,102	792
8	12,180	12,567	822
9	12,615	13,033	853
10	13,050	13,498	883
		For Step 10	448
			(466)*

MA+15

0	8,900	9,000	
1	9,345	9,523	623
2	9,790	9,999	654
3	10,235	10,475	685
4	10,680	10,951	716
5	11,125	11,428	748
6	11,570	11,904	779
7	12,015	12,380	810
8	12,460	12,856	841
9	12,905	13,332	872
10	13,350	13,808	903
		For Step 10	508
			(427)*

\*A teacher at Step 10 on the 1972-73 salary schedule will receive the increase provided in the Recommended Salary Schedule 1973-74 plus this amount which, together, represent a seven percent increase.



September 1 through January 31, 1974 on the 1972-73 salary schedule and the amount of dollars they should have received during the period September 1, 1973 to January 31, 1974 if the Recommended Salary Schedule for 1973-74 had been in effect. This lump sum payment is to be made to the teachers within 30 days of the date of this Award.

The Fact Finder selected a seven percent salary increase for the 1973-74 salary schedule because the Consumer Price Index, U.S. Department of Labor increased seven (7) percent between September 1972 and September 1973. He fully understands and appreciates the concerns of teachers and all wage and salary workers to try to keep pace with the increases in the cost of living which, in turn, affects the purchasing power of their income. He sought to provide some relief to the steady erosion of teachers' purchasing power. The increases in the Consumer Price Index are beyond the control of the Board of Education. The Board has only so many dollars available to operate the schools.

The Education Association expressed concern on the amount of dollars allocated to instructional salaries. There is nothing magical or sacred as to the historic allocations. Decisions have to be made as to how scarce dollars are to be allocated. These decisions are the responsibility of the Board of Education. The Board, in a period of rising prices, is faced with "hard reality". Two examples will suffice to explain what is meant by "hard reality". The cost of heating the buildings has increased. No one could have predicted what has been happening to the cost of gas or fuel oil. Prices have been raised frequently in recent months

and the schools must be properly heated. Another related increased cost factor is transportation. All of us are painfully aware that the prices of gasoline and diesel oil have increased significantly in recent months and will, in all probability, increase in the weeks and months ahead. Even if school busses have some kind of priority, the School District must pay the "going price" for gasoline and diesel oil for the busses. If the busses cannot operate, there would be fewer students in classes. Carried to its logical conclusion, without students there would be no need for teachers. The curtailment of schools in the northeastern states is a sobering experience.

The Fact Finder strongly urges the parties to accept the Recommended Salary Award for 1973-74. In his view, it is fair, equitable and reasonable, given the difficult economic situation in which all public employees in Michigan find themselves. The state is experiencing high unemployment rates which, in turn, will affect tax revenues. No one knows what the State Legislature will do with the budget for education.

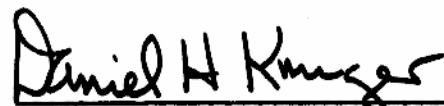
The Fact Finder costed out the Recommended Salary Schedule for 1973-74. (See Appendix A) The total cost of this salary schedule is \$785,525. With 71 teachers, this represents an average teacher salary of \$11,064 for 1973-74.

An additional comment is in order on the Schedule for Extra Pay for Extra Work. This schedule was not discussed at the hearing and in the post-hearing briefs. The Fact Finder must, therefore, assume that this is not an issue in impasse. If it were an issue, he would have recommended that the 1972-73 schedule be in effect until job descriptions and time

allocations for each position be developed. In his experiences as a Fact Finder since 1966, few school districts and teacher organizations have developed complete job descriptions with estimates of time involved for each position. He is at a loss as to how the various amounts of payment were decided. Moreover, he is at a loss to explain the relationships between the various amounts of payment for the positions on the schedule. The extra pay for extra work is becoming an increasingly important item in the budget. It is for this reason that he strongly recommends that the parties establish a study committee to reexamine this schedule in preparation for bargaining for 1974-75.

#### SUMMARY

The Fact Finder has sought to recommend a salary schedule for 1973-74 which is fair, equitable and reasonable, given all the economic facts. He, therefore, strongly urges that the parties accept it. He is concerned about the quality of goodwill existing between the teachers, the Administration and the Board of Education. Goodwill is essential to the educational process. Goodwill, moreover, is highly perishable. All parties--teachers, administrators, and Board Members--have the responsibility to work together to strengthen and improve the quality of goodwill to the end objective that high quality education is provided to the students.

  
Daniel H. Kruger  
Fact Finder

February 18, 1974  
East Lansing, Michigan

APPENDIX A  
COST OF FACT FINDER'S SALARY AWARD  
1973-74

<u>BA</u>				<u>BA+15</u>		
<u>Step</u>	<u>No. of Teachers</u>	<u>Salary</u>	<u>Total</u>	<u>No. of Teachers</u>	<u>Salary</u>	<u>Total</u>
0	9	8,200	73,800		8,400	---
1	5	8,667	43,335	1	8,881	8,881
2	2	9,100	18,200	1	9,325	9,325
3	2	9,534	19,068	1	9,769	9,769
4	4	9,967	39,868	0	10,213	---
5	2	10,400	20,800	0	10,657	---
6	3	10,834	32,502	1	11,101	11,101
7	-	11,267	---	0	11,545	---
8	2	11,700	23,400	2	11,989	23,978
9	1	12,134	12,134	2	12,433	24,866
10	7	12,567	87,969	8	12,877	103,016
<u>MA</u>				<u>MA+15</u>		
0	-	8,800	---	0	9,000	---
1	2	9,309	18,618	0	9,523	---
2	0	9,774	---	0	9,999	---
3	1	10,240	10,240	-	10,475	---
4	0	10,705	---	0	10,951	---
5	1	11,170	11,170	0	11,428	---
6	2	11,636	23,372	0	11,904	---
7	0	12,102	---	0	12,380	---
8	3	12,567	37,701	0	12,856	---
9	0	13,033	---	0	13,332	---
10	6	13,498	80,988	3	13,808	41,424

71 Teachers      \$785,525  
Average Salary    \$11,064