



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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8/7/67

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August 7, 1967

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Chairman  
LEO W. WALSH  
PHILIP WEISS

**Paul Madison, Assistant Superintendent  
Grand Blanc Community Schools  
6-11920 South Saginaw Road  
Grand Blanc, Michigan 48439**

**Edmund Burke, President  
Grand Blanc Education Association  
6-8004 S. Saginaw Street  
Grand Blanc, Michigan 48439**

Gentlemen:

**Re: Grand Blanc Community Schools  
- and -  
Grand Blanc Education Association**

## NOTICE OF APPOINTMENT OF FACT FINDING HEARINGS OFFICER

The Labor Mediation Board having reviewed the request for fact finding from: **Joint request from Grand Blanc Education Association and Grand Blanc Community Schools, dated August 3, 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 **Father Joseph Richard Dempsey** 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:  
**Father Joseph Richard Dempsey, Associate Professor  
University of Detroit - 4001 W. McNichols  
Detroit, Michigan 48221  
Telephone: 342-1000**

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

Very truly yours,

For the LABOR MEDIATION BOARD

*P. Weiss*

Philip Weiss, Board Member

cc:



*J.R. Dempsey*

*Grand Blanc Community Schools*

*Quillico*

To the Grand Blanc Community Schools and Education Association

The overwhelming concern of all the parties including the fact-finding Hearings Officer appointed by the Michigan State Mediation Board is that the Grand Blanc Community Schools be opened on September 5, 1967. In line with this objective, the Grand Blanc Education Association has narrowed its proposals before the Hearing Officer to the single one of salary schedule. All other matters of disagreement are to be resolved by the parties themselves. To this end, Mr. Walter Quillico of the State Mediation Service has been requested to set up a meeting between the participants at a mutually convenient time and place.

In presenting its case before the Hearings Officer, the Grand Blanc Education Association (G.B.E.A.) requested a schedule that pivoted around a starting salary of \$7,000 for the B.A. with no seniority. Arguments were presented that gave great strength to the position that such a sum of money was fair and reasonable, needed and possible.

The fact that such a schedule was necessary to make teacher salaries competitive with private industry seemed to be beyond dispute. And in fact the representative of the Grand Blanc Community Schools (G.B.C.S.) did not try to deny this.

The question of whether the \$5,800 offer of the G.B.C.S. was consistent with area practice was argued by both sides. That it was not seemed clear to the Hearings Officer.

The questions of whether the \$7,000 demand could be paid out of

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LABOR MEDIATION BOARD  
LABOR RELATIONS

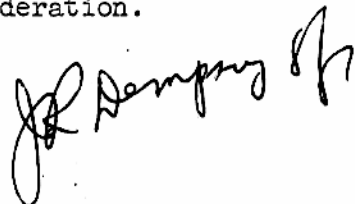
anticipated revenues for 1967-68 was discussed at great length by both parties. On the one hand, the G.B.E.A. maintained that \$500,000 to \$900,000 revenue above 1966-67 was available. On the other hand, the G.B.C.S. argued that the figure was closer to \$200,000.

The existence of a reserve fund of \$42,000 was pointed out as a possible source of money for teacher salaries. The claims against this fund were also outlined.

After considering the factors influencing the ability to pay of the G.B.C.S. and the financial needs and equities of the G.B.E.A., it is the opinion and recommendation of the Hearings Officer that the G.B.C.S. must approximate the area practice with a starting salary schedule of \$6,150 with the present differentials for additional class work and seniority continued in full force and effect. Whatever drain on the reserve fund and rearrangement of expenditures necessary should be made by the G.B.C.S.

Whether the G.B.C.S. should request additional millage to make the teacher salaries competitive with industry or certain other school districts is beyond the scope of the commission of the Hearings Officer given by the State Mediation Board at this time.

It is the recommendation of the Hearings Officer, Fr. Dempsey, that \$6,150 be the starting salary for the schedule of teachers salaries that last year started at \$5,600, all other matters are to be resolved by the parties themselves. In view of the long range necessity to make teacher salaries more competitive it is also recommended that a millage increase be given urgent consideration.

A handwritten signature in dark ink, appearing to read "Fr. Dempsey", is located at the bottom right of the page. The signature is stylized and cursive.

# GRAND BLANC COMMUNITY SCHOOLS

G-11920 SOUTH SAGINAW ROAD  
GRAND BLANC, MICHIGAN 48439  
TELEPHONE 313-694-8211

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AUG 7 1967

LABOR MEDIATION BOARD  
LABOR RELATION DIV.

August 3, 1967

Michigan State Labor Mediation Board  
1400 Cadillac Square Building  
Detroit, Michigan

Attention: Mr. Parker

Gentlemen:

The Board of Education, Grand Blanc Community Schools and the Grand Blanc Education Association mutually agreed on Wednesday, August 2nd, 1967, to request the services of a fact finder, in the hope of resolving an impasse.

Mediation of this dispute has been unsuccessful.

Items involved in the impasse are a salary schedule and fringe benefits.

Both parties to the dispute respectfully request that the process of fact finding be initiated at the earliest possible date.

We attach a summary of the current status on issues both agreed upon and unresolved.

For the G.B.E.A.

For the Board of Education

Edmund Burke  
Edmund Burke, President

Paul Madison  
Paul Madison, Assistant Supt.,  
Business

g 8004  
So. Saginaw St  
Grand Blanc  
PM/el  
694-8125

BOARD OF EDUCATION  
GRAND BLANC COMMUNITY SCHOOLS

I. History of negotiation sessions:

The first negotiating session was held on February 27th, 1967. To date there have been twenty-four sessions, including a session involving the services of a state mediator.

II. Scope of negotiations:

We are currently operating under a two-year master agreement, which expires on June 30, 1968.

Under the terms of this agreement, negotiations were reopened for the singular purpose of negotiating a salary schedule and other items of compensation for the 1967-68 school year.

The negotiating annually of the school calendar is also a part of the master agreement.

III. Progress to date:

A. School Calendar for 1967-68 school year.  
Agreed on 3-8-67.

B. Compensation for services in operation of summer programs:

1. Driver training instructors, \$32.50 per student
2. Summer Recreation, \$110.25 per week
3. Summer School, \$105.00 per week
4. Curriculum Study, \$105.00 per week

Above rates agreed 4-7-67.

C. Reimbursement for mileage expenses:

Their request that mileage allowance be increased from \$.07 per mile to \$.10 per mile was agreed to on 3-22-67.

D. "Professional Growth" fund:

It was agreed on 4-7-67 that the stipend received by this School District from universities for participation in the student teacher training program would be set aside to be administered by the G.B.E.A. for teacher use in securing materials considered desirable for their "professional growth".

E. Academic Freedom Policy:

The principles and rough wording of a proposed policy on academic freedom was agreed on 6-23-67, with the exception of the time limitations for committee review and implementation of decisions. (It had been previously agreed under the master contract that a study committee would work on this topic during the 1966-67 school year and submit recommendations for implementation.)

F. Extra duty pay:

Rates of compensation for "extra duty" such as class sponsors, club sponsors, etc. were agreed to on 7-7-67, with one or two exceptions referred to later in this summary.

G. Cost of Tuberculosis examinations:

We agreed that cost of required T.B. examinations would be borne by the Board of Education, not to exceed a cost which the Board may be able to establish with a designated source. (Additional reimbursable expenses, mileage to clinic, etc. has not been resolved.)

IV. Unresolved issues:

A. Salary schedule:

Their only written demand to date begins at \$7,000.00 (copy of their proposed schedule attached).

Our only offer to date has a beginning salary of \$5,800.00 (copy of our proposal attached).

They have indicated in the course of negotiations that any offer will have to be more than \$6,300.00 to be acceptable.

B. Cost of living index:

Their proposal for a cost of living index (attached) was rejected by the Board of Education with no counter proposal. There is already a 5% index built in to the present and our proposed salary schedule.

C. Extra duty pay:

1. Although most rates in this category have been resolved and the rate of \$2.50 per day for teachers assigned "bus duty" was agreed upon, this item is not resolved, as we wish to reserve the right to establish and administer these assignments and they wish to stipulate the terms of the supervisory responsibilities.

2. Compensation for Adult Education Chairman.

D. Additional Compensation for Department Chairmen:

Presently, Department Chairmen have two unassigned preparation periods daily, of a six-period day.

Their demands are for three unassigned periods, plus a 10% index applied to the salary schedule.

This proposal was rejected by us with no counter proposal to date.

E. Additional Compensation for Teacher-Coordinators in vocational education:

At present, there is no differential for persons in this capacity.

Their demands are for a 15% index applied to the salary schedule.

This proposal was rejected by us with no counter proposal to date.

F. Compensation for Assistant Coaches:

The disagreement here is not in the amount of compensation, as we have agreed to their proposed amount.

They wish to negotiate the establishment of these positions, which we are unwilling to do. We will, however, negotiate the rates to be applied to a respective position, when established.

G. Hospitalization:

Presently the Board of Education pays \$6.50 per month toward the individual employee's Blue Cross.

We have offered to increase this to \$9.50 per month, which would cover an individual employee under the Blue Cross M-75 plan, with semi-private accommodations.

Their most recent demands are for \$15.00 per month, with the option of applying this amount, or the difference, toward life insurance.

H. Transfer of teaching experience:

Their demands include "unlimited" credit for teaching experience outside this School District. We presently acknowledge up to five years' experience outside this District in a teacher's placement on the salary schedule, with the provision that additional experience may be recognized at the Superintendent's discretion.

I. Sick Leave & "Personal Business" Days:

Their demands include 3 days allowable for personal business at the teacher's discretion, not to be counted as a part of their sick leave time.

At present, we allow three of the annual 10 days sick leave to be used for personal business, upon receipt of a written request for personal business reasons.

We have not reached agreement on maximum accumulation of sick leave.

It is believed that the preceding summary fairly presents the current status of negotiations between the Grand Blanc Community Schools and the Grand Blanc Education Association.

# PROPOSED BY GRAND BLANC TEACHERS

## PROPOSED SALARY SCHEDULE FOR 1967-1968

<u>Steps</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+40 or MA</u>	<u>MA+15 or BA+45**</u>	<u>Specialist*** BA+70*</u>
1	7000	7350	7718	8104	8509
2	7350	7718	8104	8509	8934
3	7718	8104	8509	8934	9380
4	8104	8509	8934	9380	9849
5	8659	9085	9530	9999	10,491
6	9092	9539	10,007	10,499	11,016
7	9547	10,016	10,507	11,024	11,567
		10,517	11,032	11,575	12,145
			11,584	12,154	12,752

This schedule is a 5% cumulative index

\* \$150.00 at the 5th step

\*\* Must include the MA Degree

\*\*\* Specialist or Equivalent



PROPOSED BY  
BOARD OF EDUCATION  
FOR 1967-68

Step	B.A.	B.A. + 20	M.A. OR B.A. + 40	M.A. + 20	Specialist <sup>or</sup> OR B.A. + 20
1	\$5,800.	\$6,090.	\$6,395.	\$6,715.	\$7,051.
2	6,090.	6,395.	6,715.	7,051.	7,404.
3	6,395.	6,715.	7,051.	7,404.	7,774.
4	6,715.	7,051.	7,404.	7,774.	8,155.
** 5	7,201.	7,554.	7,924.	8,313.	8,681.
6	7,561.	7,932.	8,320.	8,729.	9,107.
7	7,939.	8,329.	8,736.	9,155.	9,525.
8	8,336.	8,745.	9,173.	9,623.	10,003.
9		9,182.	9,632.	10,104.	10,531.
10			10,114.	10,609.	11,131.

This schedule is a 5% cumulative index

\* Specialist or equivalent

\* \*\* Includes 5% index plus \$150.00

# COST OF LIVING INDEX PROPOSAL 1967-68

Rec'd  
5/10/67

## Proposal:

A cost of living adjustment of .4% of their 1967-68 contractual pay will be made in the salaries of all faculty members for each .4% rise or fall in the United States Bureau of Labor Consumer Price Index. Pay adjustments will be made on a quarterly (3 month) basis, numbering from the first day of school, and if consequent to a rise in the index will be made as a lump sum; but if consequent to a fall in the index, adjustment will be spread over the remaining pays to which a faculty member is entitled, except that no downward adjustment will be made for the last quarter of the individual's pay year, since no spread of decrease is possible.

## Data:

Following are costs estimates per quarter based on average pay per teacher on the \$7,000. base pay proposal previously reviewed.

per teacher  
1st quarter - \$8.20 .625

2nd quarter - 24.60 1.250

3rd quarter - 32.80 1.875

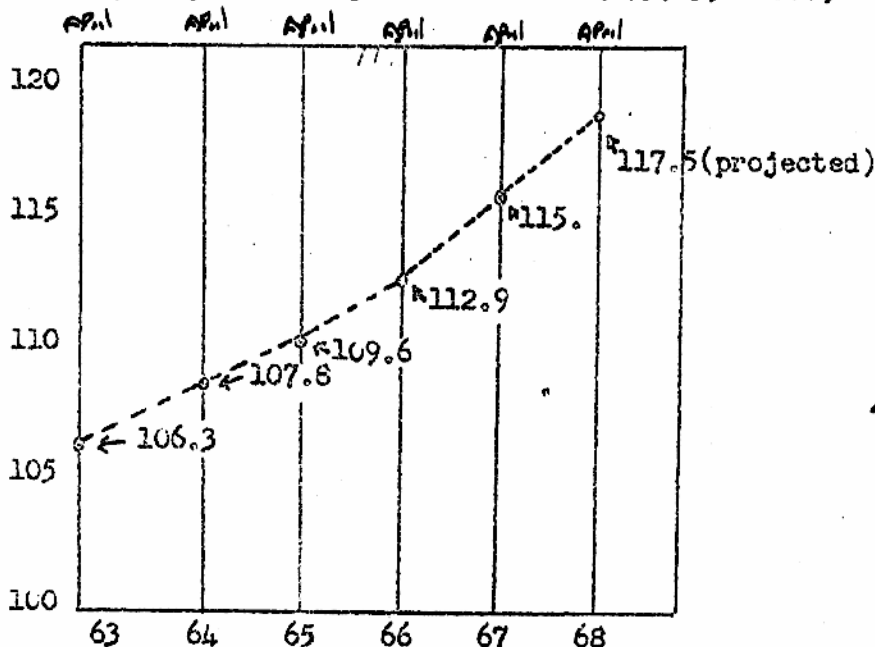
4th quarter - 41.00 2.5

Total per teacher:  
\$106.60

Total cost: (106.60 X 309 teachers) = \$32,939.40

must reach a full  
.4% before any  
adjustment is due  
and only in increments  
of .4%

C/P Index changes April each year indicated (1957-59 = 100)



This proposal  
assumes cost of living index  
will be applied to summer  
revenue?