

8/10/78 FF

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August 10, 1978

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

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404 McNeil  
Jackson, Michigan 48203

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808 Industrial State Bank Building  
Kalamazoo, Michigan 49446

Re: Factfinding  
Hanover-Horton Schools

Gentlemen:

The purpose of this letter is to summarize the results of the factfinding at the above District held on August 9, 1978. There were four issues in dispute. These issues were as follows: (1) Salary; (2) exemptions from arbitration; (3) recess time; and (4) Schedule B.

It is my understanding that the parties reached the following agreement as to each of the issues:

- (1) Recess - The language shall continue in the contract as it has in the past.
- (2) Arbitration - The arbitration language will continue as in the past except that all teachers who obtain Schedule B positions shall not have the right to grieve concerning their appointment or reappointment to those positions for the first two years that they hold the position beginning with the 1978-79 school year. All present teachers who have Schedule B positions as of the end of the school year 1977-78 will continue to have grievance and arbitration rights as they have had in the past.
- (3) In regard to Schedule B, the Schedule will be as negotiated by the parties. However, any teacher having a Schedule B position, including the band director who is now being paid more than the Schedule B as negotiated, shall be red circled at his or her rate which will be a rate personal to that particular teacher.
- (4) Wages -
  - A. There shall be no retroactivity.

Hansen - Jacobs Schools

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B. The salary schedule as existing at the end of the 1976-77 school year shall be increased for the purposes of future computation by 3% at each level of the schedule. Based upon this new schedule, the salaries for the 1978-79 school year shall be a 5% minimum with a 7% maximum formula based upon a percent increase in the state formula language as agreed between the parties. For the school year beginning 1979-80, the salaries shall be the same on the same formula, namely a 5% minimum and a 7% maximum tied into the state aid formula. For the school year beginning 1980-81, the formula and salaries shall be the same, namely a 5% minimum and a 7% maximum based on the state aid formula. This formula shall apply at each level.

In addition, beginning with the school year 1978-79, the steps in the salary schedule at BA and MA will be increased two steps so that the salary schedules will now be a 12-step schedule, 0 to 11. The 9th and 10th step for the school year 1978-79 shall be ascertained by the previous formula of 3% applied to the 1976-77 schedules and the difference between the 8th and 9th steps will be divided in two with the lower amount now becoming the new 9th step; the higher amount becoming the 10th step and the 3% added on to the old 9th step now becoming the 11th step.

C. It is further understood that there are three teachers who at the end of the school year 1977-78 are on the 8th step. Those teachers should advance to the 10th step in the new salary schedule beginning in the school year 1978-79, and beginning in the 1979-80 school year said teachers will advance to the 11th step.

D. There shall be paid a bonus to all teachers in two equal installments on December 1, 1978, and December 1, 1979, respectively. This bonus will be based upon a 3% raise on their steps over their 1976-77 step plus increments less any raise over their 1976-77 salary they received from the School Board in the 1977-78 school year. However, this bonus will only be paid if the teacher is working for the District as of December 1, 1978, and as of December 1, 1979. The full amount of the bonus will be paid in the two equal installments. A teacher who quits the District for any reason except retirement between December 1978 and December 1979 shall not receive the second installment of the bonus. Furthermore,

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any teacher who may have been working for the District in the 1977-78 school year, but is not working as of December 1, 1978, will not be eligible for this bonus unless they retire. Retired teachers at any time they retire between June 1978, and the time of retirement shall be eligible to receive the total amount of the aforesaid bonus at the time of retirement.

5. The contract shall expire June 30, 1981.

Very truly yours,

  
GEORGE T. ROUMELL, JR.

GTR.JR/ps

cc: John Fehsenfeld  
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