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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

In the matter of:

KALAMAZOO EDUCATION ASSOCIATION

and

Case No. L 75 F-490

KALAMAZOO CITY SCHOOL DISTRICT

Daniel Kruger

HEARINGS OFFICER'S FACT FINDING REPORT

APPEARANCES:

LABOR AND INDUSTRIAL

RELATIONS LIBRARY

Michigan State University

For the Kalamazoo Education Association

Lynn Carcione
Bonnie Frye
Norman L. Lyons
James Mitchell
Terry Dorcy

Michigan Education Association,
Kalamazoo County
Executive Director

Robert J. Sikkenga

For the Kalamazoo City School District

Robert A. DeYoung
William Coats
Fletcher Lewis
Harold Sturkin
James Davis
Mahlon L. Lantz
Albert P. Flowers
John G. Manske
Tom Combs

Assistant Superintendent
Superintendent

Attorney
Attorney

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INTRODUCTION

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..."

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 35. Briefly, this Rule states that the Hearings Officer will issue a report with recommendations with respect to the issues in dispute.

The Fact Finder was appointed on September 8, 1975. The hearing was held on October 30 and October 31, 1975 at the Kalamazoo Public Schools Office Building in Kalamazoo, Michigan.

ISSUES IN IMPASSE

At the outset of the hearing, the Hearings Officer asked Mr. Robert Sikkenga, Executive Director, Kalamazoo Education Association, to identify the issues in impasse. He indicated that the following issues were in impasse:

- (1) Salary Schedule (Appendix B)
- (2) Extra Duty Salaries (Appendix C)

The calendar was initially in dispute, but the parties have negotiated and agreed upon the calendar for 1975-76. Mr. Tom Combs, Attorney for

the District, concurred that the Salary Schedule and Extra Duty Salaries were the only two issues in dispute. The index used in the Salary Schedule is not an issue.

DISCUSSION OF ISSUES AND HEARINGS OFFICER'S RECOMMENDATIONS

The Kalamazoo Education Association is the bargaining representative of the teachers, nurses and librarians. There are 906 teachers, 26 librarians and 6 nurses in the bargaining unit. The current contract is a two-year agreement effective 1974-76 (Joint Exhibit #1). The agreement provides for a reopener of the calendar, (Appendix A), Salary Schedule B for teachers, Salary Schedule B-1 for librarians and Salary Schedule B-2 for nurses and dental hygienists, and Appendix C.

EXTRA DUTY SALARIES:

Teacher Salaries

The Education Association in seeking a 10.22 percent increase in the salaries of members of the bargaining unit for 1975-76. The School District has offered a 5 percent increase. Table I shows the Salary Schedule for 1974-75, the Board offer for 1975-76, the Education Association proposal for 1975-76 and the dollar difference between the Board offer and the Association proposal for 1975-76. The Board offer for 1975-76 is \$9,660 for the BA, \$10,433 for the MA, \$11,206 for the MA plus 30 hours and \$11,978 for the Doctorate. The Association is seeking \$10,140 for the BA, \$10,951 for the MA, \$11,762 for the MA plus 30 hours and \$12,574 for the Doctorate.

Table I. Comparison of 1974-75 Salary Schedule, Board Offer and Education Association Salary Proposals for 1975-76.

BACHELOR SCHEDULE				
Step	Schedule 1974-75	Board Offer 1975-76	Education Association Proposal 1975-76	Dollar Diff. Betw. Board Offer and Association Proposal 1975-76
1	\$ 9,200	\$ 9,660	\$10,140	\$480
2	9,660	10,143	10,647	504
3	10,120	10,626	11,154	528
4	10,580	11,109	11,661	552
5	11,316	11,882	12,472	590
6	11,776	12,365	12,979	614
7	12,236	12,848	13,486	638
8	12,696	13,331	13,993	662
9	13,432	14,104	14,804	700
10	13,892	14,587	15,311	724
11	14,352	15,070	15,818	748
12	15,088	15,842	16,629	787

Table I. Continued.

MASTER'S SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Board Offer 1975-76</u>	<u>Education Association Proposal 1975-76</u>	<u>Dollar Diff. Betw. Board Offer and Association Proposal 1975-76</u>
1	\$ 9,936	\$10,433	\$10,951	\$518
2	10,396	10,433	11,458	542
3	10,856	11,399	11,965	566
4	11,316	11,882	12,472	590
5	12,052	12,655	13,283	628
6	12,512	13,138	13,790	652
7	12,972	13,621	14,297	676
8	13,432	14,104	14,804	700
9	14,168	14,876	15,615	739
10	14,628	15,359	16,123	764
11	15,088	15,842	16,630	788
12	15,824	16,615	17,441	826
13	16,284	17,098	17,948	850
14	17,020	17,871	18,759	888

Table I. Continued.

MASTER'S + 30 SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Board Offer 1975-76</u>	<u>Education Association Proposal 1975-76</u>	<u>Dollar Diff. Betw. Board Offer and Association Proposal 1975-76</u>
1	\$10,672	\$11,206	\$11,762	\$556
2	11,132	11,689	12,269	580
3	11,592	12,172	12,776	604
4	12,052	12,655	13,283	628
5	12,788	13,427	14,095	668
6	13,284	13,910	14,602	692
7	13,708	14,393	15,109	716
8	14,168	14,876	15,616	740
9	14,964	15,649	16,427	778
10	15,364	16,132	16,934	802
11	15,824	16,615	17,440	825
12	16,560	17,388	18,252	864
13	17,020	17,871	18,759	888
14	17,756	18,644	19,570	926

Table I. Continued.

DOCTORATE SCHEDULE				
Step	Schedule 1974-75	Board Offer 1975-76	Education Association Proposal 1975-76	Dollar Diff. Betw. Board Offer and Association Proposal 1975-76
1	\$11,408	\$11,978	\$12,574	\$596
2	11,868	12,461	13,081	620
3	12,328	12,944	13,588	644
4	12,788	13,427	14,095	668
5	13,524	14,200	14,906	706
6	13,984	14,683	15,413	730
7	14,444	15,166	15,920	754
8	14,904	15,649	16,427	778
9	15,640	16,422	17,238	816
10	16,100	16,905	17,745	840
11	16,560	17,388	18,252	864
12	17,296	18,161	19,063	902
13	17,756	18,644	19,570	926
14	18,492	19,417	20,381	964

Source: 1974-75 Salary Schedule Joint Exhibit #1.
 Board Offer (Board Exhibit #11).
 Association Proposal (Association Exhibit #15).

Table II shows the 1974-75 Salary Schedule, the Board offer for 1975-76 which is a five (5) percent increase on all steps in the schedule, the actual dollars the individual teacher will receive in moving from the 1974-75 step to the appropriate next step in the 1975-76 salary schedule and the percent increase of that salary adjustment for 1975-76. The salary adjustment reflects the five (5) percent increase in the base and the movement from the appropriate 1974-75 step to the next step on the 1975-76 schedule.

Under the Board's offer:

- Teachers on the BA schedule will receive an average salary adjustment of 9.77 percent for 1975-76.
- Teachers on the MA schedule will receive an average salary adjustment of 9.43 percent for 1975-76.
- Teachers on the MA plus 30 hours schedule will receive an average salary adjustment of 9.17 percent for 1975-76.
- Teachers on the Doctorate schedule will receive an average salary adjustment of 8.97 percent for 1975-76.

Table II. Comparison of 1974-75 Salary Schedule, Board Offer 1975-76, Dollar Amount of Step Increase and Percent Increase in 1975-76 Step Increase.

BACHELOR'S SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Board Offer 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$ 9,200	\$ 9,660		
2	9,660	10,143	\$ 943	10.25%
3	10,120	10,626	966	10.00%
4	10,580	11,109	989	9.77%
5	11,316	11,882	1,302	12.31%
6	11,776	12,365	1,049	9.27%
7	12,236	12,848	1,072	8.34%
8	12,696	13,331	1,096	8.95%
9	13,432	14,104	1,408	11.09%
10	13,892	14,587	1,155	8.60%
11	14,352	15,070	1,178	8.50%
12	15,088	15,842	1,490	10.38%
Average Salary Adjustment Increase =				9.77%

Table II. Continued.

MASTER'S SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Board Offer 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$ 9,936	\$10,433		
2	10,396	10,916	\$ 980	9.86%
3	10,856	11,399	1,003	9.64%
4	11,316	11,882	1,026	9.45%
5	12,052	12,655	1,339	11.83%
6	12,512	13,138	1,086	9.01%
7	12,972	13,621	1,109	8.86%
8	13,432	14,104	1,132	8.73%
9	14,168	14,876	1,444	10.75%
10	14,628	15,359	1,191	8.41
11	15,088	15,842	1,214	8.3 %
12	15,842	16,615	1,527	10.12%
13	16,284	17,098	1,256	7.93%
14	17,020	17,871	1,587	9.75%
Average Salary Adjustment Increase =				9.43%

Table II. Continued.

MASTER'S PLUS 30 HOURS SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Board Offer 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$10,672	\$11,206		
2	11,132	11,689	\$1,017	9.53%
3	11,592	12,172	1,040	9.34%
4	12,052	12,655	1,063	9.17%
5	12,788	13,427	1,375	11.41%
6	13,284	13,910	1,122	8.77%
7	13,708	14,393	1,109	8.35%
8	14,168	14,876	1,168	8.52%
9	14,904	15,649	1,481	10.45%
10	15,364	16,132	1,228	8.24%
11	15,824	16,615	1,251	8.14%
12	16,560	17,388	1,564	9.88%
13	17,020	17,871	1,311	7.92%
14	17,756	18,644	1,624	9.54%
Average Salary Adjustment Increase =				9.17%

Table II. Continued.

DOCTORATE SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Board Offer 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$11,408	\$11,978		
2	11,868	12,461	\$1,053	9.23%
3	12,328	12,944	1,016	9.01%
4	12,788	13,427	1,099	8.91%
5	13,524	14,200	1,412	11.04%
6	13,984	14,683	1,159	8.57%
7	14,444	15,166	1,182	8.45%
8	14,904	15,649	1,205	8.34%
9	15,640	16,422	1,518	10.19%
10	16,100	16,905	1,265	8.01%
11	16,560	17,388	1,288	8.00%
12	17,296	18,161	1,601	9.67%
13	17,756	18,644	1,348	7.79%
14	18,492	19,417	1,661	9.35%
Average Salary Adjustment Increase =				8.98%

Source: Salary Schedule 1974-75 (Joint Exhibit #1).
Board Offer (Board Exhibit #11).

Table III shows the 1974-75 Salary Schedule, the Education Association Salary Proposal for 1975-76, the dollar amount of the step increase of the teacher moving from the 1974-75 step to the appropriate step for 1975-76 and the percent increase of the salary adjustment in moving from the 1974-75 schedule to the appropriate step on the 1975-76 proposed schedule. The salary adjustment reflects the 10.22 percent increase in the base and the movement from the appropriate 1974-75 step to the next step on the 1975-76 schedule.

Under the Education Association's salary proposal:

- Teachers on the BA schedule will receive an average salary adjustment in 1975-76 of 15.29 percent.
- Teachers on the MA schedule will receive an average salary adjustment in 1975-76 of 14.88 percent.
- Teachers on the MA plus 30 hours schedule will receive an average salary adjustment in 1975-76 of 14.60 percent.
- Teachers on the Doctorate schedule will receive an average salary adjustment in 1975-76 of 14.39 percent.

Table III. Comparison of 1974-75 Salary Schedule with Education Association Proposal, Dollar Amount of Step Increase and Percent Increase in Step Increase in 1975-76 over 1974-75.

BACHELOR'S SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Education Association Proposal for 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$ 9,200	\$10,140		
2	9,660	10,647	\$1,447	15.73%
3	10,120	11,154	1,494	15.46%
4	10,580	11,661	1,541	15.23%
5	11,316	12,472	1,892	17.88%
6	11,776	12,979	1,663	14.70%
7	12,236	13,486	1,710	14.52%
8	12,696	13,993	1,757	14.36%
9	13,432	14,804	2,108	16.60%
10	13,892	15,311	1,879	13.99%
11	14,352	15,818	1,926	13.86%
12	15,088	16,629	2,277	15.86%
Average Salary Adjustment Increase =				15.29%

Table III. Continued.

MASTER'S SCHEDULE				
Step	Schedule 1974-75	Education Association Proposal for 1975-76	Actual Dollars in Step Increase	Percent Increase of Step Increase
1	\$ 9,936	\$10,951		
2	10,396	11,458	\$1,522	15.32%
3	10,856	11,965	1,569	15.09%
4	11,316	12,472	1,616	14.88%
5	12,052	13,283	1,967	17.38%
6	12,512	13,790	1,738	14.42%
7	12,972	14,297	1,785	14.27%
8	13,432	14,804	1,832	14.12%
9	14,168	15,615	2,183	16.25%
10	14,628	16,123	1,955	13.80
11	15,088	16,630	2,002	13.69%
12	15,824	17,441	2,353	15.60
13	16,284	17,948	2,124	13.42
14	17,020	18,759	2,475	15.20
Average Salary Adjustment Increase =				14.88%

Table III. Continued.

MASTER'S PLUS 30 HOURS SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Education Association Proposal for 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$10,672	\$11,762		
2	11,132	12,269	\$1,597	14.96%
3	11,592	12,776	1,644	14.77%
4	12,052	13,283	1,691	14.59%
5	12,788	14,095	2,043	16.95%
6	13,284	14,602	1,814	14.19%
7	13,708	15,109	1,825	13.74%
8	14,168	15,616	1,908	13.92%
9	14,904	16,427	2,259	15.94%
10	15,364	16,934	2,030	13.62%
11	15,824	17,440	2,076	13.51%
12	16,560	18,252	2,428	15.34%
13	17,020	18,759	2,199	13.28%
14	17,756	19,570	2,550	14.98%
Average Salary Adjustment Increase =				14.60%

Table III. Continued.

DOCTORATE SCHEDULE				
<u>Step</u>	<u>Schedule 1974-75</u>	<u>Education Association Proposal for 1975-76</u>	<u>Actual Dollars in Step Increase</u>	<u>Percent Increase of Step Increase</u>
1	\$11,408	\$12,574		
2	11,868	13,081	\$1,673	14.66%
3	12,328	13,588	1,720	14.50%
4	12,788	14,095	1,767	14.33%
5	13,524	14,906	2,118	16.56%
6	13,984	15,413	1,889	13.97
7	14,444	15,920	1,936	13.84
8	14,904	16,427	1,983	13.73%
9	15,640	17,238	2,334	15.66%
10	16,100	17,745	2,105	13.46%
11	16,560	18,252	2,152	13.37%
12	17,296	19,063	2,503	15.11%
13	17,756	19,570	2,274	13.15%
14	18,492	20,381	2,625	14.78%
Average Salary Adjustment Increase =				14.39%

Source: 1974-75 Salary Schedule (Joint Exhibit #1).
 Education Association Proposal (Association Exhibit #15A).

Table IV shows the 1974-75 Salary Schedule for Librarians, the Board offer for 1975-76, the Association proposal for 1975-76 and the dollar difference between the Board and Association's positions.

Table IV. Comparison of the Salary Schedule for Librarian 1974-75, the Board Offer and the Education Association Proposal for 1975-76.

BACHELOR'S SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Education Association Proposal for 1975-76</u>	<u>Dollar Diff. Betw. Board Offer & Assn. Proposal for 1975-76</u>
1	\$10,488	\$11,012	\$11,560	\$548
2	11,012	11,563	12,138	575
3	11,537	12,113	12,716	603
4	12,061	12,664	13,294	630
5	12,900	13,545	14,219	674
6	13,425	14,095	14,797	702
7	13,949	14,646	15,375	729
8	14,473	15,197	15,953	756
9	15,312	16,078	16,878	800
10	15,837	16,628	17,456	828
11	16,361	17,179	18,034	855
12	17,200	18,060	18,958	898

Table IV. Continued.

(Librarian) MASTER'S SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Education Association Proposal for 1975-76</u>	<u>Dollar Diff. Betw. Board Offer & Assn. Proposal for 1975-76</u>
1	\$11,327	\$11,893	\$12,485	\$ 592
2	11,851	12,444	13,063	614
3	12,376	12,994	13,641	647
4	12,900	13,545	14,219	674
5	13,739	14,426	15,144	718
6	14,264	14,976	15,722	746
7	14,788	15,527	16,300	773
8	15,312	16,078	16,878	800
9	16,152	16,958	17,802	844
10	16,676	17,509	18,380	871
11	17,305	18,170	19,074	904
12	18,039	18,941	19,883	942
13	18,564	19,491	20,461	970
14	19,403	20,372	21,386	1,014

Table IV. Continued.

(Librarian) MASTER'S PLUS 30 HOURS				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Education Association Proposal for 1975-76</u>	<u>Dollar Diff. Betw. Board Offer & Assn. Proposal for 1975-76</u>
	\$12,166	\$12,774	\$13,410	\$ 636
2	12,690	13,325	13,988	663
3	13,215	13,875	14,566	691
4	13,739	14,426	15,144	718
5	14,578	15,307	16,068	761
6	15,103	15,857	16,646	789
7	15,627	16,408	17,224	816
8	16,152	16,958	17,802	844
9	16,991	17,839	18,727	888
10	17,515	18,390	19,305	915
11	18,039	18,941	19,883	942
12	18,878	19,822	20,808	986
13	19,403	20,372	21,386	1,014
14	20,242	21,253	22,311	1,058

Table IV. Continued.

(Librarian) DOCTORATE SCHEDULE				
Step	1974-75 Schedule	Board Offer for 1975-76	Education Association Proposal for 1975-76	Dollar Diff. Betw. Board Offer & Assn. Proposal for 1975-76
1	\$13,005	\$13,655	\$14,334	\$ 679
2	13,530	14,205	14,912	707
3	14,054	14,756	15,440	734
4	14,578	15,309	16,068	759
5	15,417	16,188	16,993	805
6	15,942	16,738	17,571	833
7	16,466	17,289	18,149	860
8	16,991	17,839	18,727	888
9	17,830	18,720	19,652	932
10	18,354	19,271	20,230	959
11	18,878	19,822	20,808	986
12	19,717	20,703	21,733	1,030
13	20,242	21,253	22,311	1,058
14	21,081	22,134	23,236	1,102

Source: 1974-75 Schedule (Joint Exhibit #1).
 Board Offer (Board Exhibit # 11A).
 Education Association Proposal (Association Exhibit 15B).

Table V shows the 1974-75 salary schedule for librarians, the Board salary offer for 1975-76, the dollar amount of the step increase of the librarian moving from the 1974-75 steps to the appropriate step for 1975-76 and the percent increase of the salary adjustment in moving from the 1974-75 schedule to the appropriate step on the 1975-76 proposed schedule. The salary adjustment reflects the five (5) percent increase in the base and the step increase from the 1974-75 salary schedule to the 1975-76 schedule.

Under the Board's salary proposal:

- Librarians on the Bachelor's Schedule will receive an average salary adjustment of 9.83 percent
- Librarians on the Master's Schedule will receive an average salary adjustment of 9.44 percent.
- Librarians on the Master's plus 30 hours Schedule will receive an average salary adjustment of 9.19 percent.
- Librarians on the Doctorate Schedule will receive an average salary adjustment of 8.98 percent.

Table V. Comparison of Librarian 1974-75 Schedule, Board Offer for 1975-76, Dollar Amount of Step Increase and Percent Increase.

BACHELOR'S SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$10,488	\$11,012		
2	11,012	11,563	\$1,075	10.25
3	11,531	12,113	1,101	10.00
4	12,061	12,664	1,127	9.77
5	12,900	13,545	1,484	12.30
6	13,425	14,095	1,195	9.26
7	13,949	14,646	1,221	9.09
8	14,473	15,197	1,248	8.95
9	15,312	16,078	1,605	11.09
10	15,837	16,628	1,316	8.59
11	16,361	17,179	1,342	8.47
12	17,200	18,060	1,699	10.38
Average Salary Adjustment Increase =				9.83%

Table V. Continued.

(Librarian) MASTER'S SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$11,327	\$11,893		
2	11,851	12,444	\$1,117	9.86
3	12,376	12,994	1,143	9.64
4	12,900	13,545	1,169	9.44
5	13,739	14,426	1,523	11.80
6	14,264	14,976	1,237	9.00
7	14,788	15,527	1,263	8.85
8	15,312	16,078	1,290	8.72
9	16,152	16,958	1,646	10.75
10	16,676	17,509	1,357	8.40
11	17,305	18,170	1,494	8.96
12	18,039	18,941	1,636	9.45
13	18,564	19,491	1,452	8.05
14	19,403	20,372	1,808	9.74
Average Salary Adjustment Increase				= 9.44%

Table V. Continued.

(Librarian) MASTER'S PLUS 30 HOURS				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$12,166	\$12,774		
2	12,690	13,325	\$1,159	9.53
3	13,215	13,875	1,185	9.34
4	13,739	14,426	1,211	9.16
5	14,518	15,307	1,568	11.41
6	15,103	15,857	1,279	8.77
7	15,627	16,408	1,305	8.64
8	16,152	16,958	1,331	8.52
9	16,991	17,839	1,687	10.44
10	17,515	18,390	1,399	8.23
11	18,039	18,941	1,426	8.14
12	18,878	19,822	1,783	9.88
13	19,403	20,322	1,494	7.91
14	20,242	21,253	1,850	9.53
Average Salary Adjustment Increase				= 9.19%

Table V. Continued.

(Librarian) DOCTORATE SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Offer for 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$13,005	\$13,655		
2	13,530	14,205	\$1,200	9.23
3	14,054	14,756	1,226	9.06
4	14,578	15,309	1,255	8.93
5	15,417	16,188	1,610	11.04
6	15,942	16,738	1,321	8.57
7	16,466	17,289	1,347	8.45
8	16,991	17,839	1,373	8.34
9	17,830	18,720	1,729	10.18
10	18,354	19,271	1,441	8.08
11	18,875	19,822	1,468	8.00
12	19,717	20,703	1,825	9.67
13	20,242	21,253	1,536	7.80
14	21,081	22,134	1,892	9.35
Average Salary Adjustment Increase				= 8.98%

Source: Joint Exhibit #1.
Board Exhibit #11B.

Table VI shows the 1974-75 salary schedule for librarians, the Education Association salary proposal for 1975-76, the dollar amount of the step increase of the librarian moving from the 1974-75 step to the appropriate step for 1975-76 and the percent increase of the salary adjustment in moving from the 1974-75 schedule to the appropriate step on the 1975-76 proposed schedule. The salary adjustment reflects the 10.22 percent increase in the base and the step increase from the 1974-75 salary schedule to the 1975-76 proposed schedule.

Under the Education Association's salary proposal:

- Librarians on the Bachelor's Schedule will receive an average salary adjustment of 15.3 percent.
- Librarians on the Master's Schedule will receive an average salary adjustment of 14.89 percent.
- Librarians on the Master's plus 30 hours Schedule will receive an average salary adjustment of 14.63 percent.
- Librarians on the Doctorate Schedule will receive an average salary adjustment of 14.4 percent.

Table VI. Comparison of Librarian Schedule 1974-75, Association Proposal 1975-76, Dollar Amount of Step Increase and Percent Increase of Step Increase.

BACHELOR'S SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Education Association Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$10,488	\$11,560		
2	11,012	12,138	\$1,650	15.73
3	11,537	12,716	1,704	15.47
4	12,061	13,294	1,757	15.23
5	12,900	14,219	2,158	17.89
6	13,425	14,797	1,897	14.71
7	13,949	15,375	1,950	14.53
8	14,473	15,953	2,004	14.37
9	15,312	16,878	2,405	16.62
10	15,837	17,456	2,144	14.00
11	16,361	18,034	2,197	13.87
12	17,200	18,958	2,597	15.87
Average Salary Adjustment Increase				= 15.3%

Table VI. Continued.

(Librarian) MASTER'S SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Education Association Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$11,327	\$12,485		
2	11,851	13,063	\$1,736	15.33
3	12,376	13,641	1,790	15.10
4	12,900	14,219	1,843	14.89
5	13,739	15,144	2,244	17.40
6	14,264	15,722	1,983	14.43
7	14,788	16,300	2,036	14.27
8	15,312	16,878	2,090	14.13
9	16,152	17,802	2,490	16.26
10	16,676	18,380	2,228	13.79
11	17,305	19,074	2,398	14.38
12	18,039	19,883	2,578	14.90
13	18,564	20,461	2,422	13.43
14	19,403	21,386	2,822	15.20

Average Salary Adjustment Increase = 14.89%

Table VI. Continued.

(Librarian) MASTER'S PLUS 30 HOURS				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Education Association Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$12,166	\$13,410		
2	12,690	13,988	\$1,822	14.98
3	13,215	14,566	1,876	14.78
4	13,739	15,144	1,929	14.60
5	14,578	16,068	2,329	16.95
6	15,103	16,646	2,068	14.19
7	15,627	17,224	2,121	14.04
8	16,152	17,802	2,175	13.92
9	16,991	18,727	2,575	15.94
10	17,515	19,305	2,314	13.62
11	18,039	19,883	2,368	13.52
12	18,878	20,808	2,769	15.35
13	19,403	21,386	2,508	13.28
14	20,242	22,311	2,908	14.99
Average Salary Adjustment Increase				= 14.63%

Table VI. Continued.

(Librarian) DOCTORATE SCHEDULE				
<u>Step</u>	<u>1974-75 Schedule</u>	<u>Education Association Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$13,005	\$14,334		
2	13,530	14,912	\$1,907	14.66
3	14,054	15,490	1,960	14.49
4	14,578	16,068	2,014	14.33
5	15,417	16,993	2,415	16.57
6	15,942	17,571	2,154	13.97
7	16,466	18,149	2,207	13.84
8	16,991	18,727	2,261	13.73
9	17,830	19,652	2,661	15.66
10	18,354	20,230	2,400	13.46
11	18,878	20,808	2,459	13.37
12	19,717	21,733	2,855	15.12
13	20,242	22,311	2,594	13.16
14	21,081	23,236	2,994	14.79
Average Salary Adjustment Increase				= 14.40%

Source: Joint Exhibit #1.
Association Exhibit 15B.

Table VII shows the 1974-75 salary schedule for Non-Degree Nurses and Dental Hygienists, the Board's salary proposal for 1975-76, the dollar amount of the step increase of the Non-Degree Nurse/Dental Hygienist moving from the 1974-75 step to the appropriate step for 1975-76 and the percent increase of the salary adjustment in moving from the 1974-75 schedule to the appropriate step on the 1975-76 proposed schedule. Non-Degree Nurses and Dental Hygienists receive 84 percent of the teacher BA salary base. The salary adjustment reflects the five (5) percent increase in the base and the step increase from the 1974-75 salary schedule to the 1975-76 proposed schedule.

Under the Board proposal, Non-Degree Nurses and Dental Hygienists would receive a salary adjustment of 9.73 percent.

Table VII. Comparison of Non-Degree Nurse and Dental Hygienist (84% of Teacher Base) 1974-75 Schedule with Board Proposal 1975-76, Dollar Amount of Step Increase and Percent of Step Increase.

<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$ 7,728	\$ 8,114		
2	8,114	8,520	\$ 792	10.25
3	8,501	8,925	811	10.00
4	8,887	9,331	830	9.76
5	9,505	9,880	993	11.17
6	9,892	10,386	881	9.27
7	10,278	10,792	900	9.10
8	10,665	11,197	919	8.94
9	11,283	11,846	1,181	11.07
10	11,669	12,252	969	8.59
11	12,056	12,658	989	8.48
12	12,674	13,307	1,251	10.38
Average Salary Adjustment Increase				= 9.73%

Source: Joint Exhibit #1.
Board Exhibit #118.

Table VII-A shows the 1974-75 salary schedule for Degree Nurses and Dental Hygienists, the Board's salary offer for 1975-76, the dollar amount of the step increase of the Degree Nurse/Dental Hygienist moving from the 1974-75 step to the appropriate step for 1975-76 and the percent increase of the salary adjustment in moving from the 1974-75 schedule to the appropriate step on the 1975-76 proposed schedule. Degree Nurses and Dental Hygienists receive 92 percent of the teacher BA salary base. The salary adjustment reflects the five (5) percent increase in the base and the step increase from the 1974-75 salary schedule to the 1975-76 proposed schedule.

Under the Board's salary proposal, the Degree Nurse and Dental Hygienist would receive a salary adjustment of 9.83 percent.

Table VII-A. Comparison of Degree Nurse and Dental Hygienist (92% of Teacher Base) 1974-75 Schedule , Board Proposal 1975-76, Dollar Amount of Step Increase and Percent Increase of Step Increase.

<u>Step</u>	<u>1974-75 Schedule</u>	<u>Board Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Perccny Increase</u>
1	\$ 8,464	\$ 8,887		
2	8,887	9,331	\$ 867	10.24
3	9,310	9,776	889	10.00
4	9,734	10,220	910	9.77
5	10,411	10,931	1,197	12.30
6	10,834	11,375	964	9.26
7	11,257	11,820	986	9.10
8	11,680	12,264	1,007	8.95
9	12,357	12,975	1,295	11.09
10	12,781	13,419	1,062	8.59
11	13,204	13,864	1,083	8.47
12	13,881	14,575	1,371	10.38
Average Salary Adjustment Increase				= 9.83%

Source: Joint Exhibit #1.
Board Exhibit # 11B

Table VIII and Table VIII-A show the 1974-75 salary schedules of the Non-Degree Nurse and Dental Hygienist, the Degree Nurse and Dental Hygienist, the Education Association salary proposals, the dollar amount of the step increase of the individual moving from the 1974-75 schedule to the appropriate salary step for 1975-76 and the percent increase of the salary adjustment in 1975-76 over the salary for 1974-75, respectively. The Non-Degree Nurse and Dental Hygienist receive, respectively, 94 percent and 92 percent of the teacher BA salary base. The salary adjustment reflects the 10.22 percent increase in the base and the step increase from the 1974-75 salary schedule to the 1975-76 proposed schedule.

Under the Education Association salary proposal,

- The Non-Degree Nurse and Dental Hygienist would receive a salary adjustment of 15.30 percent.
- The Degree Nurse and Dental Hygienist would receive a salary adjustment of 15.30 percent.

Table VIII. Comparison of Non-Degree Nurse and Dental Hygienist (84% of Teacher Base) 1974-75 Salary Schedule, Association Proposal 1975-76, Dollar Amount of Step Increase, and Percent of Step Increase.

<u>Step</u>	<u>1974-75 Schedule</u>	<u>Association Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$ 7,728	\$ 8,518		
2	8,114	8,944	\$1,216	15.73
3	8,501	9,370	1,256	15.48
4	8,887	9,796	1,295	15.23
5	9,505	10,477	1,590	17.89
6	9,892	10,903	1,398	14.71
7	10,278	11,329	1,437	14.53
8	10,665	11,755	1,477	14.37
9	11,283	12,436	1,771	16.60
10	11,669	12,862	1,579	13.99
11	12,056	13,288	1,619	13.87
12	12,674	13,970	1,914	15.88
Average Salary Adjustment Increase				= 15.30%

Source: Joint Exhibit #1.
Association Exhibit #15C.

Table VIII-A. Comparison of Degree Nurse and Dental Hygienist (92% of Teacher Base) 1974-75 Salary Schedule, Association Proposal for 1975-76, Dollar Amount of Step Increase, and Percent of Step Increase.

<u>Step</u>	<u>1974-75 Schedule</u>	<u>Association Proposal 1975-76</u>	<u>Dollar Amount of Step Increase</u>	<u>Percent Increase</u>
1	\$ 8,464	\$ 9,329		
2	8,887	9,795	\$1,331	15.72
3	9,310	10,262	1,325	15.47
4	9,734	10,728	1,418	15.23
5	10,411	11,475	1,741	17.88
6	10,834	11,941	1,530	14.70
7	11,257	12,408	1,574	14.53
8	11,680	12,874	1,617	14.36
9	12,357	13,620	1,940	16.61
10	12,781	14,087	1,730	14.00
11	13,204	14,553	1,772	13.86
12	13,881	15,300	2,096	15.87
Average Salary Adjustment Increase				= 15.3%

Source: Joint Exhibit #1.
Association Exhibit #15C.

The Education Association, in support of its proposal for a 10.22 percent salary increase, cited data showing the increases in the Consumer Price Index, U.S. Department of Labor (Association Exhibit #3). According to these data, the Consumer Price Index rose from 143.9 in April 1974 to 158.6 in April 1975, an increase of 10.22 percent, the same percent increase in salaries sought by the Education Association.

The Education Association presented data showing salary increases, fringe benefit improvement and increases in the Consumer Price Index from 1969-70 to 1975-76 for the teachers in the School District. The data appear in Table IX.

Table IX. History of Salaries, Fringe Benefit Improvements and Increase in the Consumer Price Index (CPI) 1969-70 to 1975-76.

<u>Year</u>	<u>Length of Contract</u>	<u>Salary</u>	<u>% Increase in Salary</u>	<u>Fringe Benefit Improvements</u>	<u>Increase in CPI April to April</u>
1969-70	1 year	\$ 7,200 BA			
1970-71	1 year	7,600 BA Base 14,060 MA Max.	5.5	+ \$100 Health Insurance	\$ 5.98
1971-72	2 years	8,000 BA Base 14,800 MA Max.	5.3	+ \$100 Health Insurance	4.34
1972-73		8,280 MA Base 15,318 MA Max.	3.5	+ Dental Insurance (1)	3.41
1973-74	1 year	8,694 BA Base 16,084 MA Max.	5.0	None	5.15
1974-75	2 years with salary reopener	9,200 BA Base 17,020 MA Max.	5.8	Full Family Super Med II (2)	10.10
1975-76	Board:	9,660 BA Base 17,871 MA Max.	5.0	None	10.22
	Association:	10,140 BA Base 18,759 MA Max.	10.22	None	

(1) Estimated cost \$180 per teacher per year.

(2) Estimated cost \$800 per teacher per year.

Source: Education Association Exhibit #4c.

The thrust of the Education Association's position is that the salary adjustments and improvements in fringe benefits between school year 1969-70 to 1973-74 approximated increases in the Consumer Price Index for this time period. It maintained that teacher salaries in the last two years have not kept pace with increases in the Consumer Price Index and, as a result, the purchasing power of the teachers has eroded (Association Exhibit #4b).

The Association also presented data comparing the actual BA Base salary from April 1971 to April 1975 with a BA Base which reflected the year-to-year increases in the Consumer Price Index (Association Exhibit #4a). The data show that if salary increases of the teachers had kept pace with the increases in the Consumer Price Index, the teacher salaries would have been higher. The exhibit does not, however, include data on the cost of the fringe benefits during this period, especially the cost of health insurance.

It also presented salary data from 1975-76 for Kalamazoo and surrounding school districts, Battle Creek and surrounding school districts, Jackson and surrounding school districts, and Ann Arbor and surrounding school districts (Association Exhibit #6). These data, according to the Association, show that the salaries of Kalamazoo teachers, under the Board's proposal, do not compare favorably with the cities of Battle Creek, Jackson and Ann Arbor. Moreover, the data show that under the Board's

salary proposal, the salaries of the Kalamazoo teachers are below those of smaller nearby districts. The data for the Kalamazoo City School District and nearby districts appear below:

	<u>BA Base</u>	<u>MA Maximum</u>
Kalamazoo		
Board Proposal	\$ 9,660	\$17,871
Education Assn. Proposal	10,140	18,759
Comstock	9,873	18,374
Portage	9,375	18,276
Parchment	9,572	17,996
Gull Lake	9,664	17,682

(Source: Association Exhibit #6)

The Education Association also presented data comparing the salaries of the teachers in the Kalamazoo School District with those of the teachers in the Battle Creek School District from the period 1972-75 (Association Exhibit #5A and #5B). The data show that both the BA Base and MA Maximum in Battle Creek is higher than the BA Base and MA Maximum in Kalamazoo. Moreover, in Battle Creek, the Board of Education paid the five (5) percent retirement contribution in 1975. The Board in Kalamazoo does not currently pay the five (5) percent retirement contribution.

The Board of Education presented data on the mean salaries of teachers in the District from 1966-67 to 1975-76.

In 1966-67 the mean salary was \$7,576 and in 1975-76, \$14,775, an increase of 95 percent (Board Exhibit #1, p. 30). The Board also presented data showing what would have happened to the mean teacher salary during this same period if only cost of living adjustments, as reflected in the Consumer Price Index, had been made to teacher salaries. Under its calculation, the mean salary of a teacher in 1966-67 was \$7,576 and \$12,033 in 1974-75. No mean salary was presented for 1975-76. The Board did not include the cost of fringes in its calculations. It used the Consumer Price Index data from September to August, the normal school year, in its calculation of the increase in the C.P.I. (Board Exhibit #1, p. 30). These data were presented to show that an actual mean salary of teachers was higher than the salary of a teacher who just received cost of living adjustments during the period 1966-67 to 1973-74 (Board Exhibit #1, p. 31).

The Board presented data on the history of the BA Base and the top of the Master's + 30 hours salary schedule for the years 1966-67 to 1975-76. A summary of this history is shown below.

	<u>BA Base</u>	<u>Top Step MA + 30 Hours</u>
1966-67	\$5,500	\$ 9,725
1975-76	9,660	18,644
Percent Increase:	75.6 percent	91.8 percent

(Source: Board Exhibit #1, p. 32, p. 33).

The Board introduced data presented in Table X below showing the history of hospital and dental benefits negotiated between the parties, and their costs from 1966-67 to 1975-76. In 1966-67 the cost of health insurance per teacher was \$48.00 and in 1975-76, \$827.00. Dental Insurance was negotiated in 1972-73 and the cost per teacher was \$198.00. In 1975-76 the cost of health and dental insurance was \$1,044 per teacher.

Table X. History of Health and Dental Benefits in Kalamazoo School District, Their Costs per Teacher and Percent Increase, 1966-67 to 1975-76.

<u>Year</u>	<u>Health</u>	<u>Dental</u>	<u>Cost per Teacher</u>	<u>Percent Increase</u>
1966-67	\$ 48	\$ 0	\$ 48	---
1967-68	160	0	160	233.3
1968-69	160	0	160	0.0
1969-70	200	0	200	25.0
1970-71	300	0	300	50.0
1971-72	400	0	400	33.3
1972-73	400	198	598	49.5
1973-74	400	198	598	0.0
1974-75	719	217	936	56.5
1975-76	827*	217	1,044	11.5

*Full Family.

Source: Board Exhibit #1, p. 34.

The Board presented data on the mean teacher salary and fringe benefit costs (total compensation costs) for the years 1966-67 to 1975-76. Under this calculation the mean salary plus fringe costs rose from \$7,624 ($\$7,576 + \48) in 1966-67 to \$15,769 ($\$14,775 + \$1,044$). [Note: The figure \$15,769 appears to be in error. The mean salary on p. 30 of Board Exhibit #1 is \$14,775, the total cost of health and dental insurance per teacher, on page 34 of Board Exhibit #1, is \$1,044. $\$14,775 + \$1,044 = \$15,819$.] See Board Exhibit #1, p. 35.

The Board presented data to show that the median total compensation costs (salary + fringes) of the teacher was higher than if a teacher had only received total compensation based on adjustments in the Consumer Price Index (Board Exhibit #1, p. 35 and p. 36).

It also presented data on other benefits and improved working conditions for the years 1966-67 and 1975-76 (Board Exhibit #1, p. 37). The Board introduced data to show salary and benefit increases for typical teachers in the District for 1966-67 to 1975-76 (Board Exhibit #1, pp. 38-48). All these exhibits, according to the Board, show that total compensation to teachers have improved very significantly in this ten-year period.

The Board called attention to the fact that for every \$100 increase in the BA base, the teacher salary costs would increase by an amount of \$140,000. Thus for example if the BA base was increased by \$200, the teacher salary costs would increase an additional \$280,000.

The Board stated that one-third of the taxpayers in the District are blue collar workers. It, therefore, introduced data to show that the mean teacher salary (corrected from 10 to 12 months) was higher than blue collar annual earnings in each of the years from 1966 to 1974 (Board Exhibit #1, p. 48).

The Board also introduced data showing the wage and salary percent increases for the city employees represented by the Kalamazoo Municipal Employees Association. In 1973, city workers negotiated a five (5) percent increase; in 1974, a six (6) percent increase; and in 1975, a nine (9) percent increase. Exempt city employees (employees not covered by a collective bargaining agreement) received a 5.5 percent increase in 1973, a 6.5 percent increase in 1974 and a 9.5 percent increase in 1975 (Board Exhibit #10).

The Board presented data on wage and salary percent increases for the employees of Kalamazoo County for the years 1969 to 1976. In 1973, county workers received a 5.5 percent increase, in 1974 the employees in the first ten ranges received a 5.5 percent increase and the exempt employees a 2.75 percent increase; in 1975, they received a 6 percent increase and they will receive a 7 percent increase in 1976 (Board Exhibit #9).

Table XI, below, shows percent increases in the salaries and wages of Kalamazoo teachers, Kalamazoo Municipal workers and Kalamazoo County workers for the years 1970-1976.

Table XI. Comparison of Wage and Salary Percent Increases for Teachers, City and County Employees, 1970-76.

<u>Year</u> ⁽⁴⁾	<u>Percent Wage and Salary Increases</u>		
	<u>Teachers</u> ⁽¹⁾	<u>City</u> ⁽²⁾	<u>County</u> ⁽³⁾
1970	5.5%	6%	5%
1971	5.3	7	4
1972	3.5	6	5.5
1973	5.0	5	5.5
1974	5.8	6	(5.5 for first 10 ranges (2.75 for exempt
1975-76 Board Proposal	5.0	9	6
1975-76 Assn. Proposal	10.22	--	7

(1) Board Exhibit #1, p. 32; Association Exhibit #4c.

(2) Board Exhibit #10.

(3) Board Exhibit #9.

(4) Teacher salary increases based on school year: 1970-71, 1971-72, 1972-73, 1973-74, 1974-75, and 1975-76.

In 1970, the three groups of employees--teachers, city and county employees--received salary and wage increases ranging from 5 percent to 6 percent. In 1971, the City employees received a 7 percent increase, teachers a 5.3 percent and County employees a 4 percent increase. In 1972, City workers received a 6 percent increase, County workers a 5.5 percent and teachers a 3.5 percent increase. In 1973, all groups received about the same increase, ranging from 5% to 55%. Again in 1974, the three groups received about the same increase from 5.5% to 6% and County exempt

employees, however, received only a 2.75 percent increase. In 1975, County employees got a 6 percent increase and City employees a 9 percent increase. The Board has offered a five (5) percent increase on the BA teacher base and the Education Association is seeking a 10.22 percent increase on the base. However, the average salary adjustment under the Board salary proposal for 1975-76 is 9.335 percent (See Table II). Under the Education Association salary proposal for 1975-76, the average salary adjustment is 14.79 percent (See Table III).

The second issue in impasse deals with Extra Duty Salaries (Appendix C of the Agreement).

Chart A presents Appendix C in the 1974-75 Agreement. The salary data appear in Table XII below.

Chart B shows the Board's proposal for Appendix C for 1975-76. The salary data appear in Table XII below.

Chart C shows the Education Association's proposal for Appendix C for 1975-76. The salary data appear in Table XII below.

The Board seeks to calculate the percentage to be paid for extra duty activities on the BA base of \$9,200. By comparison, the Education Association seeks to have the percentages based on the 1975-76 BA base.

CHART A

1974-75 Agreement

APPENDIX C

EXTRA DUTY SALARIES

Section A: The following pay scale shall apply to fully certificated, qualified teachers for performing the following extra duties. The percentages shown are of the base or starting rate for the Bachelor's degree: (B.A. base 1974-75--\$9,200.00) (For figures, refer to "Comparison of Extra Duty Salaries," p. 61.

Section B: A maximum of five (5) years' credit outside Kalamazoo may be allowed, provided however, said experience is from a school comparable to Kalamazoo Central or Loy Norrix. Allowable experience shall be Senior High School experience in the specific sport and in the coaching position.

Section C: No coach shall be assigned to more than two coaching positions except in emergency situations.

Section D: Add to the salary of each coach 2 percent of the coaching base for each year of allowable Kalamazoo coaching experience, said experience shall be limited to ten (10) years and shall be in the same activity being coached, provided however, that this shall not apply to elementary intramurals. "Coaching base" is the dollar amount arrived at by multiplying the base salary for the B.A. degree by the appropriate percentage specified above.

Section E: The Senior High Athletic Director shall be assigned five (5) class periods, one (1) planning period.

Section F: Intramural assignments and activities shall be made by the Physical Education Supervisor. No time will be authorized without his approval.

Section G: Bookstore Managers shall have no homeroom assignments.

Source: Joint Exhibit #1.

CHART B

Board of Education Proposal

APPENDIX C

EXTRA DUTY SALARIES
1975-76

- Section A: The following pay scale shall apply to fully certificated, qualified teachers for performing the following extra duties. The percentages shown are of the base or starting rate for the Bachelor's degree: (B.A. base 1974-75--\$9,200.00) (For figures, refer to "Comparison of Extra Duty Salaries," p. 61.
- Section B: A maximum of five (5) years' credit outside Kalamazoo may be allowed, provided however, said experience is from a school comparable to Kalamazoo Central or Loy Norrix. Allowable experience shall be Senior High School experience in the specific sport and in the coaching position.
- Section C: A high school coach shall not be assigned to more than two coaching positions except in emergency situations.
- Section D: A junior high school coach may be assigned to not more than three coaching positions.
- Section E: Add to the salary of each coach 2 percent of the coaching base for each year of allowable Kalamazoo coaching experience, said experience shall be limited to ten (10) years and shall be in the same activity being coached, provided however, that this shall not apply to elementary intramurals. "Coaching base" is the dollar amount arrived at by multiplying the base salary for the B.A. degree by the appropriate percentage specified above.
- Section F: Intramural assignments and activities shall be made by the Physical Education Coordinator. No time shall be authorized without his approval.
- Section G: Bookstore Managers shall have no homeroom assignments.

Source: Board Exhibit #12.

CHART C

Kalamazoo Education Association Proposal

APPENDIX C

EXTRA DUTY SALARIES
1975-76

- Section A: The following pay scale shall apply to bargaining unit members who perform the following duties.
- Section B: The following extra duty positions shall be bargaining unit positions. If there are no qualified applicants within the system, the position may be offered to qualified personnel outside the system, but the pay rate below shall apply.
- Section C: The Board agrees that any extra duty position for pay will be paid at the rates specified below, and if any new position is created which is not listed below, or if the duties of any extra duty position are changed, salary for such position shall be negotiated with the KEA.
- Section D: A maximum of five (5) years' credit outside Kalamazoo may be granted to each coach who has held a comparable position in the same sport with another school district.
- Section E: No coach shall be assigned to more than two coaching positions except in emergency situations.
- Section F: Add to the salary of each coach 2 percent of the coaching base for each year of allowable Kalamazoo coaching experience, said experience shall be limited to ten (10) years and shall be in the same activity being coached, provided however, that this shall not apply to elementary intramurals. "Coaching base" in the dollar amount arrived at by multiplying the base salary for the BA degree by the appropriate percentage specified below.
- Section G: Intramural assignments and activities shall be made by the Physical Education Coordinator. No time will be authorized without his approval.
- Section H: Bookstore Managers shall have no homeroom assignments.

(continued)

(Chart C - continued)
KEA Proposal
Appendix C - Extra Duty Salaries

Section I: Any non-salaried extra-duty position (club advisor, etc.) shall be voluntary. Announcement of openings shall be a written communication shared with the total building staff describing such available positions.

Source: Education Association Exhibit #11.

The Board proposal for 1975-76 deletes Section E of the 1974-75 Appendix C, which deals with the Senior High Athletic Director. It added a new section (Section D) covering junior high school coaches. Section D under the 1974-75 Appendix C becomes Section E in the 1975-76 Appendix. Sections F and G in the 1975-76 Appendix C are the same as in the 1974-75 Appendix C.

Under the Education Association's proposal, Appendix C, Sections A, B and C are new sections. Section D is the same as Section B in the 1974-75 Appendix C. Section E is the same as Section C in the 1974-75 Appendix C. Section F is the same as Section D in the 1974-75 Appendix C. Section G is the same as Section F in the 1974-75 Appendix C. Section H is the same as Section H in the 1974-75 Appendix. Section I is new and is included according to the Education Association to eliminate pressure placed on teachers by administrators to perform these duties.

The School District has developed for 1975-76 a very unique formula for the payment of compensation for faculty members who coach the various sport programs (Appendix C). This formula is designed to provide a rational method of determining equitable compensation in both the men and women sports programs in the District. The formula of the District is based on seven factors, each worth a percentage value. Each sport is evaluated against the seven factors and their values. The percentages are tabulated for each sport and the sum of the percentage points represents the compensation paid for that sport.

The seven factors used by the School District and their values appear below (See Board Exhibit #1, p. 25 and p. 26).

1. Length of Season. For each week of the season of the sport there is a 0.5% value. For example, their men's basketball season is 17 weeks, thus, the coach will receive 8.5 percent points for the length of the season. By comparison, the season for Women's Basketball is 14 weeks and the coach would receive 7.0 percent points for this factor.

2. Vertical Control. This applies only to football and basketball. The coaches of these two sports at the high school work with the coaches of these sports at the Junior High School on techniques, plays, etc. If total vertical control, there is a 2 percent value, or if a modified vertical control, there is a one percent value for this factor.

3. Number of Assistant Coaches. If there are assistant coaches involved in a given sport, the Head Coach is given a one percent value for each assistant coach, with a maximum of three assistants or three percentage points. For example, there are three assistant football coaches so the Head Coach would receive three points.

4. Budget Responsibilities. Each sport has a budget and one of the coaches' responsibilities is to manage the budget. The formula is:

<u>Size of Budget</u>	<u>Point Value</u>
\$ 500 - \$2,999	.5 percent
\$3,000 - \$5,999	1 percent
\$6,000 and over	2 percent

The Education Association has modified the formula for budget responsibilities as:

<u>Size of Budget</u>	<u>Point Value</u>
\$ 0 - \$ 499	.5 percent
\$ 500 - \$2,999	1.0 percent
\$3,000 - \$5,999	1.5 percent
\$6,000 +	2.0

5. Number of Contests. For less than ten games or contests, there is one percentage value. For more than 10 games or contests, there is a two percentage point value.

6. Revenue Producing Capabilities. This factor is related to gate receipts or the gross sales of tickets for the events. The formula is:

<u>Gate Receipts</u>	<u>Point value</u>
\$1,000 - \$4,999	1 percent
\$5,000 or more	2 percent

In using this factor, it is important that the District charge the same admission price for similar sports. For example, the price of admission should be the same for women's basketball as men's basketball.

The Education Association has altered this factor. It wants to use the number of spectators rather than the gate receipts (Association Exhibit #12). One difficulty in using the number of spectators is how they will be counted. It is relatively easy to count the gate receipts

against the number of tickets sold. If there is no admission cost, there must be a reliable way to count spectators in order to minimize potential grievances. The number of spectators, if used, would affect compensation of the coaches.

7. Number of participants or team members. If there are 1 - 20 team members or participants in the sport, there is a one percent value. If there are 20 or more team members or participants, there is a two percentage value.

The School District has utilized this formula to determine the rate of pay for the coaches in the sport programs noted below:

Men's Sports: Cross Country
 Football
 Golf
 Hockey
 Swimming
 Basketball
 Wrestling
 Baseball
 Tennis
 Track and Field
 (Source: Board Exhibit #1, p. 26)

Women's Sports: Cross Country
 Tennis
 Swimming
 Basketball
 Volleyball
 Gymnastics
 Softball
 Golf
 Track and Field
 (Source: Board Exhibit #1, p. 25)

The Education Association, in Exhibit #11, applies the modified formula in addition to the sports programs listed above to the following activities:

High School

Debate Coach
 Forensics Coach
 Assistant Debate Coach = 70% of Head Coach's Base Salary
 Assistant Forensics Coach = 70% of Head Coach's Base Salary
 Dramatics Coach
 Cheer Leader Director - Football
 Cheer Leader Director - Basketball

and in the following activities at the Junior High:

Football, Basketball (men and women), Track (men and women), Tennis (men and women), Wrestling, Women's Softball, Women's Volleyball, and the Cheer Leader Directors for Football and Basketball.

The Board of Education did not use the formula in calculating salaries of the junior high school sports activities.

Table XII compares the extra duty schedules for Appendix C, 1974-75 and the proposals of the School District and the Education Association for 1975-76. The positions of Athletic Director and Assistant Athletic Director have been eliminated for 1975-76. The Hockey Coach, Assistant Hockey Coach and Assistant Cross Country Coach have been added to the 1975-76 Appendix C. Women's Field Hockey Assistant Coach has been eliminated. Women's Golf, Volleyball Coach, Cross Country and Women's Assistant Track and Field and Women's Head Gymnastics have been added for 1975-76. All of the above apply to sports activities at the high schools.

Both the Board and the Education Association are in agreement that assistant coaches are to be paid at a rate which is 70 percent of the Head Coaches' salary.

The Board has continued in 1975-76 to have a position for Debate and Forensics and another for Assistant Debate and Forensics. The Education Association has proposed that these positions be separated and has proposed payment for Debate Coach, Forensic Coach, Assistant Debate Coach and Assistant Forensic Coach.

At the Junior High, the position of Athletic Director has been eliminated for 1975-76. Women's Softball and Women's Volleyball have been added. Both parties agree on these positions.

The Education Association seeks to add the following positions at the Junior High School: Yearbook Advisor, Newspaper Advisor, Elementary Service Squad Supervisor, Elementary Safety Patrol Supervisor. In addition, it seeks to have the Subject chairperson be paid 4 percent of the BA base. Currently the chairpersons have one day released time per month, or ten days a year.

The Education Association seeks to have the per hour rate for Summer School Classroom Teaching, Adult Education teacher, Driver Education teacher and Curriculum Development raised from \$7.00 per hour to \$10.00 per hour. Moreover, it wants to raise the Intramurals (including Dance Club) from \$6.25 per hour to \$7.00 per hour. It also seeks to add

Athletic Workers at \$7.00 per hour and Red Cross Workers (teachers who collect money for the Red Cross) who would be compensated at one percent of BA base.

The Education Association also wants secondary teachers who teach more than twenty-five (25) class periods per week to be paid an additional 20 percent of their per diem rate for each additional class period taught. The current practice is to pay the teacher one-sixth of the per diem rate.

The Education Association also proposes that assignment to summer school and adult education classes be on a system-wide seniority basis. The most senior applicant certificated for the position shall be first selected, the second senior next, etc. The current practice is for applicants to volunteer and assignments are rotated.

The Education Association maintained the Kalamazoo School District is capable of paying the 10.22 percent salary increase it seeks. It presented data to show that the School District's Fund Equity on June 30, 1974 was double the average Fund Equity of 20 Type C schools. The average Fund Equity of the 20 Type C schools in June 1974 was \$884,167, as compared with \$1,725,941 for the Kalamazoo Public Schools (Association Exhibit #7).

The Association also presented data to show that the Board could pay the 10.22 percent increase. It showed that bargaining unit

TABLE XII
COMPARISON OF EXTRA DUTY SALARIES (Appendix C) FOR
1974-75 WITH PROPOSALS OF THE SCHOOL DISTRICT AND
THE EDUCATION ASSOCIATION FOR 1975-76

<u>ACTIVITY</u>	<u>1974-75</u>	<u>Board Proposal 1975-76</u>	<u>Association Proposal 1975-76</u>
BA Base	\$9,200	\$9,200	1975-76 Base
<u>Senior High School</u>			
	<u>% BA Base</u>	<u>% BA Base</u>	<u>% BA Base</u>
Athletic Director	22	----	----
Head Football Coach	18	18	20.00
Head Basketball Coach	18	18.5	19.50
Head Swimming Coach	14	14	17.5
Head Wrestling Coach	14	13.5	18.5
Head Baseball Coach	13	11.5	14.5
Assistant Athletic Director	13	----	----
Reserve Football Coach	10	12.6*	14.0*
Reserve Basketball Coach	11	12.9*	13.65*
Head Track Coach	10	11	14.00
Cross Country Coach	9	11	11.50
Tennis Coach	9	8	11.50
Golf Coach	9	9	9.50
Hockey Coach	---	14	16.50
<u>Assistants:</u>			
Football	10	12.6*	14.00*
Baseball	9	8.05*	10.15*
Swimming	9	9.8*	12.25*
Track	9	7.7*	9.80*
Wrestling	9	9.4*	12.65*
Cross Country	---	7.7*	8.05*
Hockey	---	9.8*	11.55*
Women's Field Hockey	5	----	----
Women's Tennis	6	8	9.50

*Both District and Education Association proposals call for 70% of Head Coaches' Base Salary.

Table XII. Continued.

ACTIVITY	1974-75	Board Proposal 1975-76	Association Proposal 1975-76
	% BA Base	% BA Base	% BA Base
Women's Basketball	9	12.5	17.00
Women's Reserve Coach Basketball	6	8.75*	11.90*
Women's Track	7	10	13.50
Women's Softball	6	9	13.00 ²
Women's Golf	---	7.5	11.00 ² (9.50) ¹
Women's Volleyball Coach	---	9.0	14.00
Women's Cross Country	---	7.5	11.50
Women's Swimming	6	10	12.50
Women's Asst. Track & Field	---	7*	9.45*
Women's Head Gymnastics	---	10	13.5
(The length of the seasons for the sports stated above is defined as three (3) weeks before the first scheduled game through the District Tournament)			
Department Heads	7	7	7 ³
Co-op. Heads	3	3	5
Senior Class Sponsor	3	3	5
Junior Class Sponsor	3	3	5
Sophomore Class Sponsor	2	2	5
Debate and Forensics	9	9	----
Assistant Debate & Forensics	4	4	----
EBY Liaison Teacher	3	3	5
Dramatics Coach	8	8	9.50
Cheer Leader-Director Football	4	4	11.00
Cheer Leader-Director Basketball	7	7	14.00
Senior High Band Director	16	16	19.00

*Both District and Education Association proposals call for 70% of Head Coaches' Base Salary.

¹The figure 9.50 appears in Education Association Exhibit #11.

²The figure 11.00 percent appears in Education Association Exhibit #12.

³Twenty-seven percent, or 7% and one extra planning period. This is the current practice.

Table XII. Continued.

ACTIVITY	1974-75	Board Proposal 1975-76	Association Proposal 1975-76
	% BA Base	% BA Base	% BA Base
Senior High Choral Director	10	10	19.00
Senior High Orchestra Director	10	10	19.00
Debate Coach	---	---	14.00
Forensic Coach	---	---	14.00
Assistant Debate Coach	---	---	9.80*
Assistant Forensic Coach	---	---	9.80*

Junior High School

Athletic Director	22	---	---
Head Football Coach	8	8	11.5
Assistant Football Coach	7	7	9.0
Ninth Grade Basketball Coach	8	8	11.5
Eighth Grade Basketball Coach	7	7	10.0
Track Coach	6	6	9.0
Tennis Coach	6	6	7.5
Wrestling Coach	7	7	12.0
Women's Basketball Coach	7	7	11.5
Women's Track and Field	5	6	9.0
Women's Tennis Coach	5	5	7.5
Cheerleader-Director Football	4	4	8.0
Cheerleader-Director Basketball	5	5	10.0
Women's Softball	---	5	8.5
Women's Volleyball	---	5	8.5

(Board statement on length of season: The length of each sport season is determined on the basis of a five day per week schedule as follows: Eighth and Ninth Grade Football--9 weeks; Men's Ninth Grade Basketball--11 weeks; Men's Seventh and Eighth Grade Basketball--10 weeks; Men's Wrestling--11 weeks; Men's Track--9 weeks; Men's Tennis--8 weeks; Women's Tennis--6 weeks; Women's Basketball--9 weeks; and Women's Track & Field--7 weeks.)

(The Education Association's statement on length of season: The length of each sport season is determined on the basis of a five day per week schedule as follows: Football--9 weeks; Basketball--11 weeks; Wrestling--11 weeks; Track--9 weeks; Tennis--8 weeks; Volleyball--10 weeks.)

*Both District and Education Association proposals call for 70% of Head Coaches' Base Salary.

Table XII. Continued.

ACTIVITY	1974-75	Board Proposal 1975-76	Association Proposal 1975-76
	% BA Base	% BA Base	% BA Base
All City Advanced and Junior Band and Orchestra Directors	4 ⁴	4	6.5
Junior High Yearbook Advisor		---	5.0
Junior High Newspaper Advisor		---	5.0
Elementary Service Squad Supvr.		---	7.0
Elementary Safety Patrol Supvr.		---	7.0
Junior High Subject Chairperson		---	4.0 and one day released time per month.
<u>Other Extra Duty Assignments</u>			
Summer School Classroom Teaching ⁵	\$7.00 per hr.	\$7.00 per hr.	10.00 per hr.
Adult Education Teacher ⁵	\$7.00 " "	\$7.00 " "	10.00 per hr.
Driver Education Teacher	\$7.00 " "	\$7.00 " "	10.00 per hr.
Music Teachers	\$7.00 " "	\$7.00 " "	---
Intramurals (incl. Dance Club)	\$6.25 " "	\$6.25 " "	7.00 per hr.
Curriculum Development	---	\$7.00 " "	10.00 per hr.
Red Cross Worker			1.00% of BA Base
Athletic Workers (ticket sellers, ticket takers, security, timers, judges and officials not requir- ing state athletic association certification)	---	---	\$7.00 per hr.

The Education Association proposes that secondary teachers who teach more than twenty-five (25) class periods per week shall be paid an additional 20 percent of their per diem rate for each additional class period taught. The current practice is to pay the teachers one-sixth of the per diem rate.

Source: Joint Exhibit #1; Board Exhibit #12; Education Association Exhibits #10, #11 and #12.

⁴Not in the Agreement, but current rate of pay.

⁵The Education Association proposes that assignment to summer school and adult education classes be on a system-wide seniority basis. The most senior applicant certificated for the position shall be the first selected, etc.

salaries for 1974-75 were \$12,351,708. Under the Board salary offer for 1975-76, total salary costs would be \$12,926,824 or \$575,116 over the 1974-75 salary costs. This represents a 4.66 percent increase in salary costs. The costs of teacher salaries under the Association's proposal for 1975-76 is estimated to be \$13,569,470 or \$1,217,762 over the 1974-75 costs. This represents a 9.86 percent increase in salary costs for 1975-76. The difference in costs between the Board's salary offer and the Association's proposal, according to the Education Association, is \$642,646 which it argued could be financed out of Fund Equity (See Association Exhibit #8). The calculations of the Education Association in its Exhibit #8 on differences in salary costs between the Board's offer and its proposal did not include salaries of the nurses, dental hygienists and librarians. Moreover, it did not include the costs of its proposals for extra duty activities (Appendix C of the Agreement).

The School District has estimated in Table XIII that a five percent increase in the base salary schedule would cost \$13,091,686 for 1975-76. This represents an increase in teacher salaries over 1974-75 of \$573,626 or an increase of 4.6 percent over total teacher salaries for 1974-75. In addition to the teacher salaries, the librarians' salaries would be increased by a total of \$10,338 for 1975-76 over 1974-75 or a 2.7 percent increase. The total increase in nurse salaries would be \$4,147 for 1975-76 over 1974-75, or 5.5 percent.

While fringe benefits are not an issue in impasse, the premiums for health insurance for members of the bargaining unit will cost \$477,982 for 1975-76 which represents an increase of \$128,025 or 36.6 percent over 1974-75. Extra Duty costs will be \$380,079 for 1975-76, the same as in 1974-75. The extended school year costs for 1975-76 will be \$29,647 which is \$1,412 or 5.0 percent over costs for 1974-75. Total compensation costs of members of the bargaining unit will rise from \$13,925,708 for 1974-75 to \$14,643,256 in 1975-76, an increase of \$717,548 or 5.2 percent over 1974-75.

Table XIII. School District Costs of Salary and Benefits for 1975-76 as Compared with 1974-75 (Based on Board Offer).

	<u>Costs 1974-75</u>	<u>Board Offer Costs 1975-76</u>	<u>Increase</u>	<u>Percent Increase</u>
Teacher Salaries	\$12,518,060	\$13,091,686	\$573,626	4.6
Nurse Salaries	74,855	79,002	4,147	5.5
Librarian Salaries	378,242	388,580	10,338	2.7
Hospital Insurance	349,957	477,982*	128,025	36.6
Dental Insurance	196,280	196,280*	-0-	0.0
Extra Duty	380,079	380,079*	-0-	0.0
Extended School Yr.**	<u>28,235</u>	<u>29,647</u>	<u>1,412</u>	<u>5.0</u>
TOTAL	\$13,925,708	\$14,643,256	\$717,548	5.2

*Covers costs for members of the bargaining unit.

**Two weeks additional time are worked by Counselors and Coop Coordinators.

Source: Board Exhibit #1, p. 23.

The Board has estimated the costs of the Education Association proposals for 1975-76 in Table XIV below. According to these estimates the total compensation costs for 1975-76 are \$15,557,553 or \$1,631,845 over the 1974-75 total compensation costs. This represents an increase of 11.7 percent in total compensation costs in 1975-76 over 1974-75.

Table XIV. Costs of the Kalamazoo Education Association Proposals for 1975-76

	<u>Costs 1974-75</u>	<u>Costs 1975-76</u>	<u>Increase</u>	<u>Percent Increase</u>
Teacher Salaries	\$12,518,060	\$13,739,591	\$1,221,531	9.8
Nurse Salaries	74,855	82,499	7,644	10.2
Librarian Salaries	378,242	408,520	30,278	8.0
Hospital Insurance	349,957	477,982	128,025	36.6
Dental Insurance	196,280	196,280	-0-	0.0
Extra Duty	380,079	621,566	241,487	63.5
Extended School Yr.*	<u>28,235</u>	<u>31,115</u>	<u>2,880</u>	<u>10.2</u>
TOTAL	\$13,925,708	\$15,557,553	\$1,631,845	11.7

*Two weeks additional time are worked by Counselors and Coop Coordinators.
Source: Board Exhibit #1, p. 28.

Table XV shows the costs of both the Board and Association proposals for Extra Duty Schedules (Appendix C) for 1975-76, the difference in costs expressed both in dollars and percent. The Board costs are \$380,079 as compared to Association costs of \$621,566, the difference being \$241,487. Put another way, the Association costs for Appendix C for 1975-76 are 63.5 percent greater than the Board costs for Appendix C.

Table XV. Comparison of Extra Duty Costs (Appendix C) of Board and Association Proposals for 1975-76.

	Board Proposal Costs	Association Proposal Costs	Difference in Costs Between Board & Assn. Proposals	Percent Increase
MONTHLY*				
CHS	\$ 14,945	\$ 37,022	\$ 22,077	
Loy Norrix	14,606	40,462	25,856	
El-J.H.	2,714	3,878	1,164	
	\$ 32,265	\$ 81,362	\$ 49,097	152%
COACHES				
CHS	\$ 23,935	\$ 30,357	\$ 6,422	
	10,166	16,575	6,409	
Loy Norrix	24,003	30,914	6,911	
	10,716	17,570	6,854	
Hillside	9,829	16,892	7,063	
Milwood	10,148	17,334	7,186	
Northeastern	9,651	16,556	6,905	
Oakwood	9,489	16,278	6,789	
South	9,762	16,663	6,901	
	\$117,699	\$179,139	\$ 61,440	52%
ASN				
**ADULT ED 03702 (1974-75 costs)	\$ 71,032	10,147 hrs/\$10 \$101,470	\$ 30,438	43%
**SUMMER SCHOOL (1974-75)	98,450	14,140.5 hrs. 141,405	42,955	44%
**DRIVERS TRAINING (1974-75)	29,733	4,248 hours 42,480	12,747	43%
**CURR. DEVELOPMENT (1974-75)	14,948	2,135 hours 21,350	6,402	43%
***INTRAMURALS	6,952	7,786 12% increase	834	12%
COST OF SUBSTITUTE TEACHERS	9,000	9,000	-0-	0%
ADDED POSITION PAYMENTS		37,574	37,574	0%
	\$380,079	\$621,566	\$241,487	63.5%

*All costs which accrue for the entire year are paid in the monthly E.D. payroll. Examples are department heads, Coop. Coordinator and Choir Directors.

**\$7.00 per hour.

***\$6.25 per hour.

Source: Board Exhibit #1, p. 24.

The Association has proposed additional positions to Appendix C for 1975-76 which appear below in Chart D. The cost of the added positions is \$37,574. No estimate can be made as to the cost of Athletic Workers who will be paid at the rate of \$7.00 per hour.

As a result of the financial position of the state, the governor and the legislature will have to reduce state expenditures to bring expenditures in balance with the revenues. The State Constitution does not permit a deficit. Accordingly, while the magnitude of the cutbacks is not known, preliminary indications are that there will be reductions in state aid. The School District introduced Board Exhibit #13 which showed that the cutbacks in state aid as originally announced would reduce revenues to the District in the amount of \$537,361 (Board Exhibit #13). This calculation was based on a 2.4 percent reduction. Any reduction in state aid to education or in any of the other categories of state support of K-12 education will be absorbed by the District out of its current operating budget.

The budget adopted by the School District for 1975-76 is \$24,449,448 (Board Exhibit #4). Of this amount, the following amounts come from the state:

State Aid	\$2,010,752
Vocational Education	27,000
Driver Training	36,000
Transportation	300,000

plus state and county aid for special education.

CHART D

KALAMAZOO EDUCATION ASSOCIATION PROPOSALS
FOR ADDITIONAL POSITIONS TO APPENDIX C
EXTRA DUTY FOR 1975-76

Employment Bound Youth Liaison additional 2% of BA Base (\$10,140) ---	2 persons X \$203	= \$ 406.
Junior High Yearbook Advisers 5% of BA Base (\$10,140) -----	5 persons X \$507	= \$2,535.
Junior High Newspaper Advisers 5% of BA Base (\$10,140) -----	5 persons X \$507	= \$2,535.
Elementary Service Squad Supervisors 7% of BA Base (\$10,140) -----	9 persons X \$710	= \$6,390.
Elementary Safety Patrol Supervisors 7% of BA Base (\$10,140) -----	9 persons X \$710	= \$6,390.
Forensics Coach 14% of BA Base (\$10,140) ----- plus experience	2 persons X \$1,420	= \$2,840.
Assistant Forensics Coach 9.8% of BA Base (\$10,140) ----- plus experience	2 persons X \$994	= \$1,988.
Junior High Subject Chairperson English Social Studies Math Industrial Arts - Home Economics Art - Music Physical Education 4% of BA Base (\$10,140) -----	30 persons X \$405.60	= \$12,168. (6 Subject areas for 5 schools)
Red Cross 1% of BA Base (\$10,140) -----	23 persons X \$101.40	= \$ 2,322

TOTAL: \$37,574.00

Plus Athletic Workers - No estimate can be made.

Source: Board Exhibit #1, p. 24A and p. 24B.

RECOMMENDATIONS

After carefully analyzing all the data presented at the hearing the Fact Finder strongly recommends:

1. The BA base will be increased by five percent to \$9,660, the MA to \$10,433, the MA plus 30 hours to \$11,206 and the Doctorate to \$11,978. This increase will give the teachers an average salary adjustment of 9.335 percent for 1975-76 (See Table II).

2. Teachers, librarians, nurses and dental hygienists who are at the top of their respective schedules and who will not receive a step increase in 1975-76 will be given an additional four (4) percent salary increase only for 1975-76. In framing this recommendation, the Fact Finder noted that 347.1 teachers out of a total of 902.2 in 1974-75 were at the top of their respective schedules as follows:

	<u>Number of Teachers</u>	<u>Percent of Total</u>
BA Step 12	105.1	11.6
MA Step 14	206.7	22.9
MA + 30 Hours Step 14	32.3	3.6
Doctorate	<u>3.0</u>	<u>.3</u>
	347.1	38.4

The 347.1 teachers represented 38.4 percent of all teachers in the School District. Under the Board proposal, they would only receive a five (5) percent salary increase. Since they are at the top of their schedules, they would not receive any step increase. Other teachers, as noted above, will receive an average salary adjustment of 9.335 percent. In order for

all teachers to have a salary adjustment of approximately nine (9) percent, those at the top of their respective schedules and who will not receive a step increase will be given an additional four (4) percent to raise their salary percent increase to nine (9) percent for the 347 teachers. This additional four (4) percent will cost \$229,097 for 1975-76.

The calculation is as follows:

1974-75 BA Step 12 = \$15,088 X .04 = 603.52 X 105.1 teachers =	\$63,430
MA Step 14 = \$17,020 X .04 = 680.80 X 206.7 teachers =	140,721
MA + 30 Step 14 = \$17,756 X .04 = 710.24 X 32 teachers =	22,727
Ph.D. Step 14 = \$18,492 X .04 = 739.68 X 3 teachers =	<u>2,219</u>
	\$229,097

According to payment authorization dated September 27, 1974 for the Library, there were five librarians at MA Step 14 in 1974-75 (Board Backup Material for p. 23, Board Exhibit #1). An additional four (4) percent for these five librarians will cost \$3,880 for 1975-76. The calculation is as follows:

1974-75 MA Step 14 Librarian = \$19,403 X .04 = 776.12 X 5 = \$3,880.

The number of nurses and dental hygienists, both non-degree and degree who are at the top of their respective schedules is not known. Therefore, no cost data can be presented for the additional four (4) percent. The additional payment of four (4) percent is not to be folded into the salary schedule. [my italics]

3. The Extra Duty Activities (Appendix C) will be calculated on the BA Base of \$9,660. No compelling arguments were advanced by the Board as to the reasons it based the 1975-76 Appendix C on the \$9,200 BA Base. The cost of the Board's offer on Extra Duty will increase by five (5) percent. This amounts to additional costs of \$7,498, calculated as follows from Table XIV:

$$\begin{array}{rcl} \$ 32,265 \times .05 & = & \$1,613 \\ 117,699 \times .05 & = & \underline{5,885} \\ \text{Total} & & \$7,498 \end{array}$$

4. In calculating the pay rates for high school athletic activities, the formula as proposed by the Board will be used for both men and women sports. The formula factors are:

- (1) Length of season - each week .05 percent.
If teams are involved in tournaments, the coaches will be paid an additional 0.5 percent for each additional week.
- (2) Total Vertical Control - 2 percent.
Modified Vertical Control - 1 percent
- (3) Number of Assistant Coaches
Per Coach (maximum of 3) - 1 percent
- (4) Budget Responsibilities

\$ 500 - \$2,999	-	.5 percent
\$3,000 - \$5,999	-	1.0 percent
\$6,000 or more	-	2.0 percent
- (5) Number of Contests

Less than 10	-	1 percent
Ten or more	-	2 percent
- (6) Revenue Producing Capabilities

Gross \$1,000 - \$4,999	-	1 percent
\$5,000 or more	-	2 percent

- (7) Number of Participants
 1 - 20 - 1 percent
 20 or more- 2 percent

The Fact Finder cannot accept the modification by the Education Association in substituting number of spectators for revenue producing capabilities. It is difficult to ascertain the number of spectators for sports which do not charge an admission fee. Estimates of attendance can vary and this could lead to numerous grievances. The Fact Finder must note that identical admission fees should be charged for sports involving both men's and women's sports where such a fee is charged.

5. In calculating the pay rates for Junior High Athletics, the same formula as for High School Athletics should be used. This would give a rationale for such payments. The Fact Finder does not know if there will be additional costs involved if the formula is used for the calculation of pay rates for Junior High Athletics.

6. The positions of Debate and Forensics should not be separated at this time. The Education Association had sought to establish separate positions for Debate and Assistant Debate and Forensics and Assistant Forensics. No job descriptions were presented, nor were any estimates presented as to the time involved in each of the two activities--Debate and Forensics.

7. The positions of Junior High Yearbook Advisor, Junior High Newspaper Advisor, Elementary Service Squad Supervisor and Elementary Safety

Patrol Supervisors should not be added to the Appendix C for 1975-76. No job descriptions of these positions were introduced. It is not known how much time per day or per school year will be involved. Without such data and job descriptions, it is not possible to make a considered recommendation on these positions.

8. Junior High Subject chairpersons are currently receiving one day released time per month in their capacity as chairperson and the Board pays the costs of substitute teachers in the estimated amount of \$9,000. No data were presented on what are the job duties of the Subject Chairperson and how much time is involved in the discharge of these job responsibilities. If it can be shown that such duties are indeed time consuming, they should be paid at some rate commensurate with responsibilities and time involved.

9. The position of Red Cross Worker should not be added. The Fact Finder was told that these workers would collect from Red Cross. Twenty-three persons would be involved. It would appear that staff could be rotated to handle Red Cross business, and such an arrangement would give each individual these kinds of responsibilities. Red Cross is an activity which has been in schools for at least forty-five years which the Fact Finder can recall. To pay individuals to collect monies for a community service is unusual and would set a very undesirable precedent.

10. Athletic Workers should not be included in Appendix C. The Fact Finder makes this recommendation for two reasons. One is that the

School Board can hire retirees and community persons to collect tickets, etc. Secondly, it seems to the Fact Finder that having faculty members sell and collect tickets, etc., is an unwise utilization of a professional worker's time. This time could better be spent in self development pursuits.

11. The secondary teachers who teach more than twenty-five (25) class periods per week should continue to be paid at one-sixth of the per diem rate rather than at the one-fifth (20 percent) per diem rate proposed by the Education Association. It is the Fact Finder's understanding that there are six periods in a school day at the High School and, therefore, any one period carries a one-sixth per diem rate.

12. The assignment to summer school and adult education classes should not be made on a system-wide seniority basis as proposed by the Education Association. It is the Fact Finder's understanding that individuals currently volunteer for these assignments. It would seem to the Fact Finder that every effort should be made to have the most effective teachers teach in summer school classes, and especially in adult education classes. Regretfully, the most senior teacher is not necessarily the most effective teacher. Students enroll in summer school and adult education classes because they want to. Ineffective teachers can turn off students with the result that both programs can be adversely affected by declining enrollments.

13. The hourly rates for summer school teaching, adult education, driver education, music teachers and curriculum development should be compensated at the rate of \$7.50 per hour. The current rate is \$7.00 per hour.

14. The hourly rate for intramurals (including Dance Club) should be increased to \$6.70 an hour. The current rate is \$6.25 per hour.

15. The rate of High School Cheer Leader directors should be raised as follows:

Cheer Leader Director - Football, from 4 percent to 6 percent to reflect the length of the season.

Cheer Leader Director - Basketball, from 7 percent to 8.5 percent to reflect the length of the season.

Under the formula proposed by the Board, 0.5 percent is given for each week of the season. This seems to be a more equitable way to determine the pay of the Cheer Leader Directors. The other factors in the formula, in the Fact Finder's view, do not apply to the Cheer Leader directors at the High School.

16. The rate of Junior High Cheer Leader Director should be raised as follows:

Cheer Leader Director - Football, from 4 percent to 4.5 percent.

Cheer Leader Director - Basketball, from 5 percent to 5.5 percent.

These increases are based on the length of season and correspond to the

recommendation made for the High School Cheer Leader Directors (see Recommendation #15 above).

17. The recommended pay rates for Appendix C for 1975-76 appear in Table XVI. Except as noted above, the rates as proposed by the Board are recommended. Since the BA base was increased from \$9,200 to \$9,600, all individuals whose pay is calculated on the new base will receive an increase. Moreover, all those who are paid an hourly rate will receive a recommended increase.

18. All positions except athletics should be reviewed in preparation for bargaining for the next contract. Job descriptions, if not prepared, should be prepared, and time allocations determined. There is a need for a more rational and equitable basis for determining pay for extra duties.

19. With respect to Appendix C, the parties are in agreement with the following Sections in the 1974-75 Agreement: "B", "C", "D", "F" and "G".

The Board wants to add a new section "A Junior High coach may be assigned to not more than three coaching positions" and the Fact Finder recommends its inclusion.

Table XVI. Recommended Pay Rates for Appendix C for 1975-76
Calculated on BA Base \$9,600.

<u>Activity</u>	<u>Percent BA Base</u>
Head Football Coach	18
Head Basketball Coach	18.5
Head Swimming Coach	14
Head Wrestling Coach	13.5
Head Baseball Coach	11.5
Assistant Athletic Director	--
Reserve Football Coach	12.6*
Reserve Basketball Coach	12.9*
Head Track Coach	11
Cross Country Coach	11
Tennis Coach	8
Golf Coach	9
Hockey Coach	14
<u>Assistants:</u>	
Football	12.6*
Baseball	8.05*
Swimming	9.8*
Track	7.7*
Wrestling	9.4*
Cross Country	7.7
Hockey	9.8
Women's Tennis	8
Women's Basketball	12.5
Women's Reserve Coach - Basketball	8.75*
Women's Track	10
Women's Softball	9
Women's Golf	7.5
Women's Volleyball Coach	9.0
Women's Cross Country	7.5
Women's Swimming	10
Women's Assistant Track & Field	7*
Women's Head Gymnastics	10

* - Both District and Education Association Proposals call for 70% of Head Coaches' Base Salary.

Table XVI. Continued.

<u>Activity</u>	<u>Percent BA Base</u>
Department Heads	7
Coop. Heads	3
Senior Class Sponsor	3
Junior Class Sponsor	3
Sophomore Class Sponsor	2
Debate and Forensics	9
Assistant Debate & Forensics'	4
EBY Liaison Teacher	3
Dramatics Coach	8
Cheer Leader Director - Football	6
Cheer Leader Director - Basketball	8.5
Senior High Band Director	16
Senior High Orchestra Director	10
<u>Junior High School</u>	
Head Football Coach	8**
Assistant Football Coach	7**
Ninth Grade Basketball Coach	8**
Eighth Grade Basketball Coach	7**
Track Coach	6**
Tennis Coach	6**
Wrestling Coach	7**
Women's Basketball Coach	7**
Women's Track & Field	6**
Women's Tennis Coach	5**
Cheer Leader Director - Football	4.5
Cheer Leader Director - Basketball	5.5
Women's Softball	5**
All City Advanced and Junior Band and Orchestra Directors	4
Junior High Subject Chairperson	one day released time per month.

** - Fact Finder recommends that the appropriate factors of the Board formula be used to calculate pay rates.

Table XVI. Continued.

<u>Activity</u>	
Summer School Classroom Teaching	\$7.50 per hr.
Adult Education Teacher	7.50 per hr.
Driver Education Teacher	7.50 per hr.
Music Teacher	7.50 per hr.
Intramurals (including Dance Club)	6.70 per hr.
Curriculum Development	7.00 per hr.

The Education Association has proposed the following new sections for 1975-76. The Fact Finder recommends the inclusion of these four new sections with Appendix C.

Section A: "The following pay scale shall apply to bargaining unit members who perform the following duties."

Section B: "The following extra duty positions shall be bargaining unit positions. If there are no qualified applicants within the system, the position may be offered to qualified personnel outside the system, but the pay rate below shall apply."

Section C: "The Board agrees that any extra duty position for pay will be paid at the rates specified below, and if any new position is created which is not listed below or if the duties of any extra duty position are changed, salary for such position shall be negotiated with the KEA."

Section I: "Any non-salaried extra-duty position (club advisor, etc.) shall be voluntary. Announcement of openings shall be a written communication shared with the total building staff describing such available positions."

In summary, the Fact Finder has made salary recommendations which total \$14,226,669. However, when Hospital and Insurance costs are added, the total compensation for teachers for 1975-76 is \$14,900,931. This represents an increase in teacher costs of \$975,223 over 1974-75 or a 7 percent increase in total compensation costs.

The calculations are as follows:

	<u>1974-75 Costs</u>	<u>Recommendation Costs, 1975-76</u>	<u>Increase Over 1974-75</u>
1. Teacher salaries	\$12,518,060	\$13,091,686	\$573,626
2. Nurses salaries	74,855	79,002	4,147
3. Librarians	378,242	388,580	10,338
4. Add'l. payments of 4% to teachers at top of respective steps on schedule		229,097	229,097
5. Add'l. payments of 4% to librarians at top of MA schedule		3,880	3,880
6. Extra Duty - Bd. Proposal	380,079	380,079	---
7. Add'l. costs of App. C based on BA base of \$9,660		7,498	7,498
8. Add'l. costs of App. C based on raising the hourly rate from \$7.00 to \$7.50 for Summer School, Adult Ed., Driver Ed., Music and Curriculum Development		15,500	15,500
9. Add'l. costs of App. C in raising hourly rate of Intramural (incl. Dance Club) from \$6.25 to \$6.70		500	500
10. Add'l. costs in improving rates of pay for Cheer Leader Dir. at both Sr. & Jr. high schools		1,200	1,200
11. Extended School Year	28,235	29,647	1,412
SUB TOTAL -----	\$13,379,471	\$14,226,669	\$847,198
12. Hospital Insurance	349,957	477,982	128,025
13. Dental Insurance	196,280	196,280	---
SUB TOTAL ON INSURANCE \$	546,237	\$ 674,262	\$128,025
GRAND TOTAL COMPENSATION:	\$13,925,708	\$14,900,931	\$975,223

Percent Increase of Total Compensation = 7.00 percent.

Given all the facts and circumstances, the Fact Finder has made recommendations which could resolve the issues in impasse, if accepted by the parties. The salary adjustments recommended are in line with the salary adjustments received by other public employee groups in Kalamazoo. The pay increases received by other public employee groups in Kalamazoo were a very important factor in framing the salary adjustment recommendation for teachers for 1976-76. In the view of the Fact Finder to have recommended a total compensation adjustment significantly higher than that which other public employees in Kalamazoo had received would be detrimental to support by the taxpayers in future millage elections. The Fact Finder is very mindful of the changing adverse image which the taxpayers have of all education - elementary, secondary and postsecondary.

If the parties accept these recommendations they could then direct and devote their full energies to providing high quality educational experiences for all the students in the Kalamazoo Public Schools. In the final analysis, this is the central mission of the parties who comprise the School District.

Daniel H. Kruger
Hearings Officer

Dated: November 26, 1975