

3/11/81 Lib FF
OCT 22 1981

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In the matter
of
Fact Finding

Lowell Area Schools
&
Kent County Education
Association, KCEA

MERC
Case # 681 D 432

Appearances

For the Association:

A. Stephens	- M.F.A.
G. Rivers	- Negotiating Team
V. De Waard	- "
G. Tycos	Lowell Ed. Assoc. Pres.
Z. Price	Negotiating Team
G. Stegmaier	" "

For the Board of Education:

E. Alkema	Attorney
B. Etheridge	"
G. Kemp	H.S. Principal
S. Townsend	Cadm. Asst.
D. Kelly	Sept.
J. Jacobs	Asst. Sept.

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Eugene Bychinsky 9-11-81

EE Bychinsky
Fact Finder
381-803004

Following the appointment of
the undersigned as Fact Finder by
the Michigan Employment Relations
Commission, & in accordance with
rules & regulations applicable thereto,
a ~~low~~ Fact Finding hearing was held
on September 5, 1981 in the offices of
the Lowell Area Schools. At the hearing
both sides had full opportunity to present
testimony through exhibits & witnesses
& to present arguments in support of
their positions. Because of the feeling
of the ^{perceived} need for a Fact Finder's recommendation
as expeditiously as possible, ~~both~~ the
parties stipulated that detailed supporting
statements would be dispensed with &
that the Fact Finder's recommendation

on each of the twelve issues left that
separates the parties would continue, &
requested that these recommendations
be submitted to the parties do not
later than the the weekend of September

12. 1981

Issue #1 - Salary Schedule

Recommendation : -

7% increase

- Longevity

Recommendation : -

Use current system

Issue #2 Calendar

Recommendation :

- Use same total days as last year - one student day more but one faculty day less than last year.
- Two year calendar is agreed upon

Issue "3" Insurance

Recommendation:-

Remove freeze on classification
but they double coverage.

Issue "4" Class Size

Recommendation:-

Do not change class size
limitations

Issue "5" Vacancies

Recommendation:-

Leave final authority with
Board in selection process but
provide for timely input from
individual teachers who want
to contribute opinions.

Issue "6" Lay off.

Recommendation:-

Basically the procedure
is approved, BUT, the
Board should not be
permitted to hire an outsider
without experience where an
insider has had a major but
no experience + is laid off.

Issue "7" Sick Leave

Recommendation:-

No change in existing
sick days earned rate.

Issue #8 Personal Leave

Recommendation:

change language to provide
one day without explanation but
with current restriction, +
second day on an as needed
basis, allow for grievance if
unreasonably denied.

Issue #9 Association Leave

Recommendation:

allow for more than 2 leaves
at the same time provided
substitutes are available.

Issue #10 No Strike Clause

Recommendation:

Provide for no strike clause.

Issue #11. Suspension

Recommendation:-

Maintain going duty leave
but require use of personal
days for non school related
visitors requirements otherwise
allow leave with out pay..

Issue #12 Sub Contracting

Recommendation:

Do not allow attrition of
Bargaining unit by sub Contracting.