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FACT-FINDING AND RECOMMENDATION

Pursuant to Section 25 of the Michigan Labor Mediation Act, Act No. 176, P.A. 1939, as amended, and Part 3 of the General Rules and Regulations of the Michigan Employment Relations Commission.

In the matter of:

MANISTIQUE AREA PUBLIC SCHOOLS
BOARD OF EDUCATION

-and-

MANISTIQUE EDUCATION ASSOCIATION, MEA

REPORT OF FINDINGS,
CONCLUSIONS, AND
RECOMMENDATION

MERC Case No. G82 F-1384

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Fact-Finder:

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Michigan Technological University
Houghton, Michigan 49931

STATE OF MICHIGAN
BUREAU OF EMPLOYMENT RELATIONS
DETROIT OFFICE

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Manistique Area Public Schools

October 27, 1982

I.

PROCEEDINGS

March 17, 1982	Negotiations initiated by the parties pursuant to impending termination of collective bargaining agreement.
June 17, 1982	Mediated negotiations convened.
July 20, 1982	Mediated negotiations convened.
July 28, 1982	Petition for fact-finding filed with the Michigan Employment Relations Commission by the Manistique Education Association, MEA (hereinafter referred to as "Association").
August 11, 1982	Answer filed by Manistique Area Public Schools Board of Education (hereinafter referred to as "Board").
August 23, 1982	Fact-finder appointed and hearing ordered by the Michigan Employment Relations Commission.
August 31, 1982	Prior collective bargaining agreement expires.
September 10, 1982	Exchange by parties of final bargaining positions.
September 13, 1982	Hearing scheduled by Fact-Finder for September 23, 1982 at Manistique, Michigan.
September 23, 1982	Hearing convened at 4:00 P.M. in the Manistique High School Building, at which were present: For the Board: Richard Bonifas, Superintendent of Schools Margaret Cain, Administrative Assistant Jack R. Jones Jr., Auditor For the Association: Sandra Walker, UniServ Director, MEA
September 23, 1982	Oral presentations entered, documentation filed, and hearing adjourned.
October 4, 1982	Post-hearing briefs received by Fact-Finder.
October 27, 1982	Report of findings, conclusions, and recommendation issued.

II.

ISSUES IN DISPUTE

Initially, three issues were listed by the parties for consideration at hearing, as follows:

1. Salary increase and schedule.
2. Vision correction insurance and dental insurance coordination of benefits provision.
3. Academic calendar.

Immediately prior to formal commencement of hearing, the parties conferred and stipulated to withdrawal of the academic calendar issue.

III.

FINDINGS

Background of the Dispute

Negotiations between the parties began on March 17, 1982 and in general have shown little real progress in the major area of concern, salaries. Although negotiations were mediated on June 17 and again on July 20, there was little movement until early September, after the Michigan Employment Relations Commission had ordered fact-finding on August 23.

At that time, the Board increased its original offer of a flat-rate salary increase of \$200 per teacher across the board to \$450 per teacher, for approximately a 2.57% increase (see Appendix C). This offer was based on the previous schedule of the 1981-82 contract (see Appendix A). Concurrently, the Association submitted its final salary increase and revised salary schedule demand (see Appendix B), which proposed an average \$1,040 increase per teacher in a new structure weighted to improve increases with years of service.

The Association's demand for added fringe benefits in the form of vision correction insurance and a coordination of benefits provision in the dental insurance, and its views concerning the internal arrangement of the academic calendar, remained the only further issues. At hearing, the calendar issue was dropped by mutual stipulation.

Accordingly, the specific differences between the positions of the parties at hearing related to (a) the total size of any salary increase, (b) the proportions in which any such salary increase would be allocated among individual teachers, and (c) whether health insurance coverage should be extended to vision correction and to dental coordination of benefits.

Negotiating Position of the Association

The Association has placed major emphasis at fact-finding hearing on a salary increase of about 5.93 % and on a totally restructured salary schedule. It urges that the restructuring, which would weight the customary maturity curve salary progression in favor of longer-service personnel, is equitable in that it would improve the eventual payout from the Michigan teacher retirement plan by creating a higher average salary for the last five years of teaching.

As secondary issues, the Association urges extension of the present health insurance program (full family Super Med 2 medical coverage and the minimum dental plan) to include vision correction insurance and a dental coordination of benefits provision. It contends that the benefit to the teacher is great in relation to cost (about \$7,439 in this situation), and that dental coordination of benefits (costing about \$1,336 in this situation) can permit cost savings and aid in making the entire extension of the health insurance package modest in cost.

The Association also has contended and has offered considerable data intended to demonstrate:

- (a) That the overall financial status of the school district is sound and somewhat improved over the 1981-82 fiscal year, despite Michigan executive order cutbacks and delays in state aid payments.
- (b) That the salary offer by the Board would leave teacher salaries at the bottom of a list of regional schools of comparable size.
- (c) That the state aid formula has increased over the formula used in 1981-82.
- (d) That the executive order cutbacks in state aid in 1981-82 that the Board complains of had only a slight impact (\$4,512) on school district revenues.
- (e) That the fund equity left from the 1981-82 fiscal year is very substantial according to the figures released to the news media by the Board itself, and is more than sufficient to cover the minimal salary increase demanded by the Association.
- (f) That the school district is among the top ten schools in the state in credit rating.
- (g) That the school district was financially able in 1981-82 to restore its swimming pool, once again meet the cost of school extra-curricular activities, and restore other school activities that had been cut from its two previous budgets.
- (h) And that "this district's problem is not financial ability to pay the Association's demands; it's entirely political."

Negotiating Position of the Board

The Board has emphasized the inherent limitations on its ability to absorb more than modest increases in salary and fringes without cutting back other program expenditures.

The Board contends that the Association's demands are excessive in view of the financial constraints on school revenues in the present economic climate of Michigan, and offers considerable data intended to demonstrate:

- (a) That the demand for vision correction insurance is not minimal in cost, and would add \$7,439 to present fringe costs of \$256,042.
- (b) That the dental coordination of benefits provision would require an added premium cost for six spouses of \$1,336 rather than permitting a cost saving as predicted by the Association.

- (c) That while the levels of BA and MA minimums in the salary schedule are low, as the Association points out, it is only because the beginning bases in all five categories have been left unchanged over a three year period.
- (d) That salaries are competitive with other regional schools at BA and MA maxima; higher than three-quarters of other schools in the BA category and at mid-range in MA.
- (e) That district taxpayers are supporting their schools well with 31.6 mills, but 4.6 of this is for debt retirement and therefore the district's operating revenues are low in comparison with other districts.
- (f) That a continuing drop in enrollment (from a high of 1,893 to the presently expected 1,418) has reduced state aid greatly, and this is currently being accompanied by a variety of other cutbacks and freezes of state funds.
- (g) That the history of local millage elections has been unfortunate with only two requests for additional millage having passed in 16 elections over the past ten years (see Appendix D).
- (h) That salary progress over the past four years, while somewhat behind inflation rates during part of the period, have totaled about 2% or at least as good as teacher salary progress generally in this region.
- (i) That while the June 30 audit indicated a fund balance of \$355,435 the auditor estimated that only about \$254,000 of this could be carried over to 1982-83, even assuming no unforeseen expenditures or short-term borrowing.
- (j) That a present updating of the 1982-83 budget threatens a possible deficit of \$337,882 if the Association's demands and other potential contingencies are considered; setting off the estimated \$254,000 against this figure still leaves a deficit of \$83,882 if no program cutbacks are made to compensate.
- (k) And that the Association has not at any time demonstrated in its arguments the district's ability to pay the Association's salary and fringe demands.

IV.

CONCLUSIONS

General Considerations

It is beyond the scope and potential of any fact-finding to undertake to reduce disputed complex data and issues to precise quantitative evaluations. Unfortunately, the accepted fact-finding procedure is adversarial, and the input of information by the parties is necessarily incomplete, inherently biased, only occasionally directly comparable, and all too frequently better suited to confusing or deceiving than to clarifying.

However, certain information sources are both readily available and incontrovertable. These include the certified audit of school finances, documented information concerning compensation practices in other school districts of comparable size and economic base, and knowledge of generally accepted principles of salary administration in schools and businesses. With these basic sources, against which input by the parties may be judged, it is possible to evaluate the disparate contentions. Such an evaluation necessarily is qualitative in part, and is "correct" or "best" or "justified" only in a relative sense.

Also, three truisms loom large in a fact-finding of this nature. First, a school board exercises a public trust, one part of which is to administer public resources so as to maintain to the extent possible an effective and reasonably satisfied instructional staff. Obviously, this requires a full effort to compensate teachers adequately. This duty is complicated by the fact that a school budget in a large school (the operating budget in this district is about \$3,300,000) almost always can be manipulated to produce additional funds for a particular one-time purpose by shorting money already allocated to one purpose in order to inflate funds for another purpose, in effect robbing Peter to pay Paul. But unless this is done with great care and judgement it can create a series of ever greater future crises. Ultimately, school budgets really are not very flexible.

Second, no instructional staff is ever absolutely entitled by either custom or law to an increase in compensation or to any particular amount of increase, although such a staff may well deserve an increase or one of a particular size. Factors such as current ability of a school district to pay, economic conditions affecting future revenue sources, and the practices of other school districts, are all influential in regulating public school salary negotiations. The existence of a legally mandated collective bargaining procedure does not change this.

Third, a school district's search for additional funds is limited to borrowing, to obtaining increased tax revenues by means of millage elections, and to improving state aid by increasing enrollments or by changing the aid formula. Public schools are totally dependent on public discretion and cannot unilaterally impose on others a greater price for educational services.

Financial Status of the Manistique Schools

The larger part of presentations by the parties at hearing touched on in one way or another the financial capacity of the school district to pay the salary and fringe benefit increases demanded by the Association. Careful review of the June 30 audit report and the 1982-83 budget projections suggest that the district's situation is neither as grim as the Board has indicated nor as comfortable as the Association has pictured it.

The budget contains no evidence of administrative excesses. The Association pointed to restoration of the swimming pool and to ending the reliance on an athletic booster club for meeting extra-curricular activity expenses as evidence to the contrary, but meeting customary responsibilities of a school district hardly could be construed as excessive.

There has been extensive discussion of the district's "fund equity" from the 1981-82 fiscal year. Certainly the June 30 audit indicates a fund balance of \$355,435. However, as the Board stresses, fund balance is merely the difference between current total assets and total liabilities. It must cover a wide variety of uncertain or delayed receivables, inventory replacements, emergency physical plant repairs, short-term borrowing costs, cash flow funding, and many other like contingencies. School districts do not budget specific contingency reserves, and in no sense is fund balance the equivalent of available cash.

The auditor, in his testimony, estimated that about \$254,000 of the fund balance can be carried over as fund equity into the 1982-83 fiscal year if unanticipated contingencies are minimal, and the Fact-Finder perceives no basis for quarrelling with the auditor's opinion.

Unfortunately, there is no firmly established accounting principle that would determine the proper size of fund balance. It inevitably is a judgemental matter. However, it is a well known fact that school administrators in this region worry a lot if the fund balance drops substantially below 10 % of operating budget. The operating budget of this school district is about \$3,300,000 and accordingly the \$355,435 balance of June 30 must be considered a reasonable level, and not a high level.

Indicators of the near future economic environment for this school district are mixed. In the judgement of the Fact-Finder, the overall trend is downward. Three executive order funding cuts have affected state aid payments (one of these is merely a delay) to the schools about 2 or 3 %. Some minor areas of state support have been either reduced or frozen at prior levels, but transportation and special education have been improved slightly. The revised state aid per pupil formula has been improved slightly, but the actual payout still will penalize schools such as this district which are experiencing decreasing enrollments. Prospects for better state support of education in the next ten years are very poor, and there is at least as good a chance that further reductions in support will occur.

Data such as regional household income levels, state equalized property valuation, regional salary levels, and the like have little meaning in relation to the financial situation of a school district. Such information merely suggests that most Michigan Upper Peninsula school districts operate on an economically marginal base. The Manistique district already is on the Michigan Department of Education's "watch" list (districts where there is a potential for development of serious problems of a financial nature), but undoubtedly this is partly due to the dismal history of local millage elections (see Appendix D).

In summary, this district enters its 1982-83 fiscal year in a sound financial position but with few if any discretionary funds. The Board probably could meet immediately in a juggling fashion the Association's entire salary and fringe demands, but it would leave the district in a precarious and imprudent situation. This view considers the likelihood that the Michigan economy will remain depressed for several years to come, and the improbability that attempts to obtain additional operating millage by the election process could be successful.

Salary Increase Equities

The parties are agreed that a salary increase is justified and will be implemented. The issue concerns the size of the increase and the proportions in which it will be distributed.

On its face, the Association's demand for a 5.93% increase, viewed in relation to a 1982 annual inflation rate of about 5%, is very reasonable. This is particularly true in that increases over the past four years have not kept pace with the sometimes double-digit inflation during the period, although this district probably did all that it could do to keep up by averaging about 7% annually.

There are certain questionable aspects of the Association's demand, however. First, in conjunction with the additional fringe benefits also demanded at a cost of \$7,439 and \$1,336, the increase becomes a cash outlay of \$83,159 for a 6.6% increase in these three budget lines. In the opinion of the Fact-Finder, this would reduce the present fund equity to dangerously low levels. The economic future of the state is too speculative, and the opposition to additional millage by district taxpayers is too clear, to accept voluntarily such a risk.

Second, while the demanded salary increase alone would be an average increase per teacher of approximately \$1,040, the actual individual increase for various teachers would range from less than \$500 to over \$2,300. This is so extreme a dispersal as to be capricious. Many teachers might consider such a pattern to be a breach of the Association's duty to provide them with fair representation.

The Association has questioned whether the Manistique salary schedule will be competitive with other regional school districts unless a substantial

improvement can be implemented. The Board has acknowledged that comparisons are unfavorable at introductory steps, but asserts that those steps were deliberately left unchanged in previous agreements. The Board urges that with it offered \$450 flat rate increase the schedule will be in a range competitive with the larger regional districts and well above the smaller districts. The facts confirm this contention.

Structure of the Salary Schedule

The Association has embodied its salary increase demand in a broad revision of the maturity curves which form the salary schedule (see Appendix A and Appendix B). The proposed new structure would reduce the number of categories from the present five to three. Instead of reducing the size of the increments in the annual steps beyond ten as the typical maturity curve does, the Association's proposal weights the final steps for the purpose of maximizing average salary during the last five years of service on which the Michigan teacher retirement plan formula is based.

It is doubtful that anyone with expertise in salary administration would find this proposal acceptable. It ignores the truism that work experience after the first ten years adds little to quality of performance in that job category. It would reduce the attractiveness of entry job levels, and would provide an incentive to continue on the job at a point in teacher seniority at which turnover is in some ways advantageous to the school district. It overlooks the fact that the purpose of the maturity curve type of salary schedule is to reward personnel in relation to present performance, rather than to provide qualification for higher retirement income.

The structure would be inherently discriminatory as to junior employees. While it may have great appeal to the present instructional staff in this district, where 40 of the 71.5 teaching positions already have incumbents with over ten years of service, it is questionable that it would satisfy younger teachers. Under this structure, the average increase of \$1,040 per teacher demanded by the Association would be distributed as follows:

6	less than \$500
34	\$500 to \$1,100
7	\$1,100 to \$1,300
22	\$1,300 to \$2,300
2	over \$2,300

To the extent that average service years of the instructional staff increase, this structure would accelerate the drift toward a top-heavy compensation relationship tending to create potential problems in budgeting salary cost.

Vision Correction Insurance

The Association has demanded additional fringes in the form of vision insurance and a coordination of benefits provision in relation to the present dental insurance plan. The cost of the two additions would be \$7,439 and \$1,336 respectively.

Addition of these fringes would tend to round-out the health benefit package now offered by this school district and make the package more competitive with fringes now provided by the larger districts in this region. The Association urges that addition of these benefits would help reconcile the instructional staff to smaller salary increases than have been typical in the recent past.

In one view, it might seem that granting an additional fringe or fringes at a time when school expenditures must be carefully controlled is less than prudent. On the other hand, completing the health insurance package would be even more meaningful at a time when the need to economize restricts the capacity of the school district to implement liberal salary improvements.

Of the nine other school districts most comparable to Manistique, five already offer vision insurance. In itself, the cost of the demanded fringes is substantial. Nevertheless, it would be a modest expense in relation to other elements of health insurance, and would tend to enhance the attractiveness of the total package.

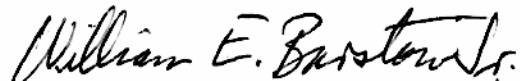
v.

RECOMMENDATIONS

The Fact-Finder recommends, on the basis of the above findings and conclusions, as follows:

1. Approval of the Board's offer of a flat-rate \$450 per teacher increase at each step of the salary schedule.
2. Retention of the salary schedule from the 1981-82 contract as the basic structure for implementing the above increase.
3. Approval of the vision correction insurance plan demanded by the Association.
4. Approval of the dental insurance coordination of benefits provision demanded by the Association.

Respectfully submitted,


William E. Barstow Jr.
Fact-Finder

MANISTIQUE AREA SCHOOLS

SALARY SCHEDULE 1981-82

<u>STEP</u>	<u>PROV</u>	<u>PERM</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
0	10,865	11,521	12,177	12,389	12,600
1	11,734	12,443	13,151	13,380	13,608
2	12,321	13,065	13,809	14,049	14,288
3	12,908	13,687	14,467	14,718	14,969
4	13,495	14,309	15,123	15,387	15,649
5	14,081	14,931	15,781	16,056	16,330
6	14,667	15,553	16,439	16,725	17,010
7	15,255	16,175	17,096	17,394	17,690
8	15,840	16,797	17,754	18,063	18,371
9	16,428	17,419	18,412	18,733	19,051
10	17,014	18,041	19,070	19,401	19,732
11		18,665	19,727	20,071	20,412
12		18,665	19,727	20,071	20,412
13		18,665	19,727	20,071	20,412
14		18,665	19,727	20,071	20,412
15		18,665	19,727	20,071	20,412
16		19,161	20,253	20,605	20,956
17		19,161	20,253	20,605	20,956
18		19,161	20,253	20,605	20,956
19		19,161	20,253	20,605	20,956
20		19,161	20,253	20,605	20,956
21		19,659	20,779	21,141	21,501
22		19,659	20,779	21,141	21,501
23		19,659	20,779	21,141	21,501
24		19,659	20,779	21,141	21,501
25		19,659	20,779	21,141	21,501
26		20,157	21,305	21,676	22,045
27		20,157	21,305	21,676	22,045
28		20,157	21,305	21,676	22,045
29		20,157	21,305	21,676	22,045
30		20,157	21,305	21,676	22,045
31 & Over		20,655	21,831	22,211	22,589

VOCATIONAL EDUCATION: Each vocationally certified teacher shall be paid \$50 per class hour of certified vocational courses where such courses are reimbursed by the State.

The above represents an 8% increase over 1980-81 salary. The 8% increase does not include an increment.

MANISTIQUE AREA SCHOOLS

APPENDIX B

SALARY SCHEDULE 1982-83

ASSOCIATION PROPOSAL

	<u>PR</u>	<u>CONT</u>	<u>MA</u>
entry	11,238	11,592	12,918
1	11,800	12,154	12,980
2	12,390	12,744	13,570
3	13,009	13,363	14,189
4	13,660	14,014	14,840
5	14,343	14,697	15,523
6	15,060	15,414	16,240
7	15,813	16,167	16,993
8	16,604	16,958	17,784
9	17,434	17,788	18,614
10	18,306	18,660	19,486
11			
(11-14)**			
19,220		19,574	20,400
12			
(15-20)**			
20,182		20,536	21,362
13			
(21-25)**			
21,191		21,545	22,371
14			
(26+)**			
22,251		22,605	23,431

NOTE: No teacher will receive less than increment earned in 1981-82.

** Years of Experience

Association demand:	\$74,385
Average increase/teacher:	\$1,040
Percentage size of increase:	5.93%
Average new salary:	\$18,583

MANISTIQUE AREA SCHOOLS

SALARY SCHEDULE 1982-83

BOARD PROPOSAL

<u>STEP</u>	<u>PROV</u>	<u>PERM</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
0	11,315	11,971	12,627	12,839	13,050
1	12,184	12,893	13,601	13,830	14,058
2	12,771	13,515	14,259	14,499	14,738
3	13,358	14,137	14,917	15,168	15,419
4	13,945	14,759	15,573	15,837	16,099
5	14,531	15,381	16,231	16,506	16,780
6	15,117	16,003	16,889	17,175	17,460
7	15,705	16,625	17,546	17,844	18,140
8	16,290	17,247	18,204	18,513	18,821
9	16,878	17,869	18,862	19,183	19,501
10	17,464	18,491	19,520	19,851	20,182
11		19,115	20,177	20,521	20,862
12		19,115	20,177	20,521	20,862
13		19,115	20,177	20,521	20,862
14		19,115	20,177	20,521	20,862
15		19,115	20,177	20,521	20,862
16		19,611	20,703	21,055	21,406
17		19,611	20,703	21,055	21,406
18		19,611	20,703	21,055	21,406
19		19,611	20,703	21,055	21,406
20		19,611	20,703	21,055	21,406
21		20,109	21,229	21,591	21,951
22		20,109	21,229	21,591	21,951
23		20,109	21,229	21,591	21,951
24		20,109	21,229	21,591	21,951
25		20,109	21,229	21,591	21,951
26		20,607	21,755	22,126	22,495
27		20,607	21,755	22,126	22,495
28		20,607	21,755	22,126	22,495
29		20,607	21,755	22,126	22,495
30		20,607	21,755	22,126	22,495
31 & Over		21,105	22,281	22,661	23,039

VOCATIONAL EDUCATION: Each vocationally certified teacher shall be paid \$50 per class hour of certified vocational courses where such courses are reimbursed by the State.

The above represents \$450 increase over 1981-82 salary. The \$450 increase does not include an increment.

Board offer:	\$32,175
Flat-rate increase /teacher:	\$450
Percentage size of increase:	2.57%
Average new salary:	\$17,993

MANISTIQUE AREA SCHOOLS
MILLAGE RECORD

			<u>Yes</u>	<u>No</u>
11/30/71	9 MILLS FOR 3 YEARS	PASSED	1309	1069
2/13/75	16 MILLS FOR 3 YEARS - 13 RENEWAL - 3 ADDITIONAL	DEFEATED	393	733
4/15/75	18 MILLS FOR 3 YEARS - 13 RENEWAL - 5 ADDITIONAL	DEFEATED	743	1581
6/ 9/75	<u>TWO PROPOSITIONS</u>			
1.	16 MILLS FOR 3 YEARS - 13 RENEWAL - 3 ADDITIONAL	DEFEATED	864	1143
2.	1.1 MILL FOR 1 YEAR 1.1 ADDITIONAL	DEFEATED	649	1352
7/28/75	<u>TWO PROPOSALS</u>			
1.	13 MILLS FOR 3 YEARS - 13 RENEWAL	PASSED	1370	815
2.	3 MILLS FOR 3 YEARS ADDITIONAL	DEFEATED	949	1228
9/12/75	3 MILLS FOR 3 YEARS ADDITIONAL	DEFEATED	558	1279
6/14/76	4 MILLS FOR 1 YEAR ADDITIONAL	DEFEATED	476	1127
11/ 9/76	2 MILLS FOR 1 YEAR ADDITIONAL	DEFEATED	599	1235
6/13/77	4.5 MILLS FOR 1 YEAR ADDITIONAL	DEFEATED	441	1122
6/12/78	19.64 MILLS FOR 3 YEARS - 13 RENEWAL - 6.64 ADDI- TIONAL	DEFEATED	908	1299
7/31/78	19.64 MILLS FOR 3 YEARS - 13 RENEWAL - 6.64 ADDI- TIONAL	DEFEATED	797	1291
9/12/78	19.64 MILLS FOR 3 YEARS - 13 RENEWAL - 6.64 ADDI- TIONAL	DEFEATED	1439	1446
10/23/78	19 MILLS FOR 3 YEARS - 13 RENEWAL - 6 ADDITIONAL	PASSED	2019	1231
3/25/81	19 MILLS FOR 5 YEARS - 19 RENEWAL	PASSED	820	582
6/ 8/81	3 MILLS FOR 5 YEARS ADDITIONAL	DEFEATED	634	947
6/14/82	.8 MILL FOR 4 YEARS ADDITIONAL	DEFEATED	432	761

MANISTIQUE AREA SCHOOLS
1982-83 TEACHER STEPS

APPENDIX E

STEP	PROV	PERM	MA	MA+
0	1			
1	1			
2	1			
3	1			
3½	1	1	1	
4	1	1		
5	1	1	2	
5½		1 ½-day		
6		1		
6½		1	1	
7		1		
7½		1		
8		2	2	
9		6	1	
9½		1		
10		1		
10½		1	1	
11		1	1	
11½		1		
12		3	2	
13		3	2	
13½		1		
14		1		
15				
15½			1	
16		1	1	
16½		1		
17		1		
18		1		
18½			1	
19		2		
19½			1	
20		2		1
20½		2		
21				
22			1	
23				
24		2		
25		1	1	
26				
27				
28				
28½		1		
29				
30				