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STATE OF MICHIGAN
LABOR MEDIATION BOARD
LABOR RELATIONS DIVISION

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
LABOR RELATIONS DIVISION

In re:

MANTON CONSOLIDATED SCHOOLS
-and-
MANTON EDUCATION ASSOCIATION

Michigan State University
LABOR AND HUMAN
RELATIONS LIBRARY

FACT FINDING OPINION AND RECOMMENDATIONS

Lawrence J. Verdier, Fact Finder

APPEARANCES:

MANTON CONSOLIDATED SCHOOLS

Mr. Samuel Williams, President
Mr. Hessel Shotwell, Superintendent
and Members of the Board of Education

MANTON EDUCATION ASSOCIATION

Mr. Maurice Wyatt, Michigan Education Association
Mrs. Doris Dieke, M.E.A.
Mrs. Ida Nieuwkoop, M.E.A.
Mr. Richard Lyon, M.E.A.
Mr. Kenneth Tidey, M.E.A.
Mr. Richard Dickinson, M.E.A.
Mr. Robert Dunn, M.E.A.
Mr. Colby Johnson, M.E.A.

Pursuant to a Petition filed by the Manton Education Association, the Labor Mediation Board of the State of Michigan appointed the undersigned Fact Finder in the current dispute between the Manton Consolidated Schools and the Manton Education Association.

The Petition For Fact Finding

The Petition filed by the Manton Education Association states that the issues involved are as follows:

Economic Items:

A--Salary

The Association's proposal for B.A. starts at \$7,000 progressing to \$10,362 in ten steps on a 1.4 progressive index. The Board's last

Manton Consolidated Schools

proposal is for the B.A. to begin at \$6,800 progressing to \$9,250 in ten steps on a 1.4 index.

B-Insurance

Association proposes 3% of B.A. Base.

Board proposes not more than 2% of B.A. Base.

Facts developed at the hearing disclosed that the 1968-1969 fully qualified B.A. degree salary schedule began at \$6,200 and progressed to \$8,700 at the tenth step. The increases were \$100, \$150, \$200 and \$250 respectively from the first through the fourth steps. A \$300 per step increase was in effect from the fourth through the tenth steps. An additional \$500 in each step was in effect for a master's degree. There was no insurance plan and no funds were paid for any insurance program.

The 1968-69 Agreement contained provisions for a unit fund which was defined in the following language:

"The 'Unit' fund will be composed of all money to be accrued from the hiring of incoming teachers below the fifth step on the proposed salary schedule and the step they are on-plus 70% of any increases State aid over that which was anticipated."

Statements made at the hearing indicated that the total of the unit fund was divided by the total step accumulation of all of the teachers in order to arrive at a dollar amount per step. This was \$114.24 per step. Then each teacher received his or her step multiple of that amount. Thus a beginning teacher received nothing from the unit fund while a teacher at the tenth step received \$1,142.40 from the unit fund. Representatives of the Board of Education and the Teachers Association both stated their dissatisfaction with the unit fund and said that it had been abandoned and was not an issue. It has been described here only to show the compensation picture for 1968-69. Provisions for longevity pay, although not set forth in the 1968-69 Agreement, were stated to begin after fifteen years of employment.

Representatives of the Board and the Association agreed that provision should be made for insurance in the 1969-70 Agreement. None had

been made in the 1968-69 Agreement. The Association has asked for 3% of base pay for each teacher and the Board has offered 2% of such base pay. No information was given as to any benefits or insurance program to be purchased - just that the total amount available would be used as each teacher might decide to purchase insurance coverage available through the Michigan Education Association.

It appeared that the only other differences between the parties consist of the amount at which the salary schedule for a B.A. degree shall begin and the method by which the step increases are to be determined.

The parties are in agreement that the holder of a masters degree shall receive an extra \$500 for each of the steps in the B.A. salary schedule.

On the question of determining step increases the Board proposes a total percentage increase, a division of the total by ten to give an equal amount of increase for each of the steps. This is referred to by the Board as a "True Index". Thus a \$6,800 base with a 1.4 True Index increase would result in increases of \$272 for each of the ten steps. On this scale, step ten would call for a salary base of \$9,520.

The Association has proposed a progressive percentage increase which is described as the application of an agreed upon percentage to each of the steps. Applying a 4% increase to a \$6,800 base schedule would result in an increase of \$272 to a first step base of \$7,072. The tenth step would carry a base salary of \$10,055.

Recommendations

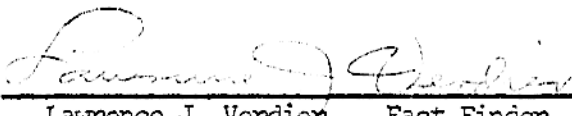
It is the recommendation of the Fact Finder that the fully qualified B.A. degree salary schedule begin at a base of \$6,900 with a 1.3 progressive index as set forth in Schedule A attached hereto.

It is further recommended that the insurance benefit be the amount of 2% of each teacher's base salary.

The recommended salary schedule results in the increases over the 1968-69 schedule shown in Exhibit A. Both the Board and the Association characterized the unit fund method of compensation as unfair and unwanted. Therefore, the unit fund results should not be considered in any compensation of 1968-69 and 1969-70 compensation. The recommendation recognizes the progressive index approach desired by the Association. The higher starting

base recognizes the Board's interest in being able to compete for teachers.

The Electors of the Manton Consolidated School District have approved millage on April 1, 1969 and June 9, 1969. The general increase in costs and the increases in costs set forth in any 1969-70 salary schedule, it is submitted, can be met from revenues available under the present taxation structure.



Lawrence J. Verdier, Fact Finder

MANTON CONSOLIDATED SCHOOLS

Exhibit A

	<u>1968-69</u> <u>B.A. Degree</u> <u>Salary Schedule</u>	<u>Recommended</u> <u>1969-70 B.A.</u> <u>Degree Salary</u> <u>Schedule 1,3 Index</u>	<u>Increase</u> <u>Over 1968-69</u>
0.	6,200	6,900	700
1.	6,300	7,107	807
2.	6,450	7,320	870
3.	6,650	7,540	890
4.	6,900	7,766	866
5.	7,200	7,999	799
6.	7,500	8,239	739
7.	7,800	8,486	686
8.	8,100	8,741	641
9.	8,400	9,003	603
10.	8,700	9,273	573
	Masters degree \$500 additional in each step	Masters degree \$500 additional in each step	