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TELEPHONE 962-4677
ROE H. HEAL
OF COUNSEL

THOMAS V. LO CICERO
ALFRED W. WILKE

September 5, 1967

Department of Labor
Labor Mediation Board
1400 Cadillac Square Building
Detroit, Michigan 48226

Attention: Mr. Hyman Parker

Re: Melvindale-Northern Allen Park
Public Schools
-and-
Melvindale Federation of Teachers

Dear Mr. Parker:

Pursuant to your letter of August 25, 1967 appointing me as Fact Finding Officer in the above dispute, I forward herewith my report of the result of the agreement made between the parties settling the dispute.

Copies of the within report are being forwarded to the parties in question as a record of that agreement.

Thank you for your courtesies in this matter.

Sincerely yours,

[Signature]
THOMAS V. LO CICERO

TVL:tms
enclosures

cc: Mr. Richard D. Evans, Chairman, Board
of Education Bargaining Team

Mr. William A. Bain, President, Melvindale
Federation of Teachers

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LABOR RELATION DIV.

*Melvindale-Northern Allen Park
Public Schools*

REPORT OF FACT FINDING
HEARINGS OFFICER

IN RE: MELVINDALE-NORTHERN ALLEN
PARK PUBLIC SCHOOLS -and-
MELVINDALE FEDERATION OF SCHOOLS

The undersigned having been appointed as a Fact Finding Hearings Officer by the Labor Mediation Board of the State of Michigan on August 25, 1967, pursuant to a joint request of the above-named parties dated August 24, 1967, makes the following report of the settlement of that dispute.

Hearings were conducted on August 29, September 1, and September 2, 1967 at the offices of the Board of Education in Melvindale, Michigan, at which hearing both parties presented information and arguments with reference to the matters herein-after set forth and after many hours of bargaining, the following matters were agreed upon:

1. A schedule of salaries for teachers with a B.A. Degree and those with an M.A. Degree were agreed upon as follows:

| <u>B.A.</u> | <u>Year</u> | <u>M.A.</u> |
|-------------|-------------|-------------|
| 6,200 | 1 | 6,700 |
| 6,525 | 2 | 7,050 |
| 6,850 | 3 | 7,450 |
| 7,200 | 4 | 7,850 |
| 7,550 | 5 | 8,250 |

| | | |
|--------|----|--------|
| 7,900 | 6 | 8,725 |
| 8,250 | 7 | 9,175 |
| 8,650 | 8 | 9,650 |
| 9,150 | 9 | 10,175 |
| 10,100 | 10 | 11,100 |

Intermediate steps in each of the above schedules and for teachers with Doctorate Degrees will be worked out between the parties based upon the foregoing rates.

2. Life Insurance, provided at present in the amount of \$4,000.00 to be increased to \$5,000.00.

✓ 3. On OPEN HOUSE DAY classes will be released one (1) hour earlier than normally scheduled.

✓ 4. A revision of the transfer policy will be made as agreed upon heretofore between the parties themselves.

✓ 5. A full-time remedial reading teacher staff will be increased from three (3) to five (5).

✓ 6. The state approved special education program at the High School will be instituted as agreed upon between the parties heretofore.

7. The time limitations in the grievance procedure will be reduced, as agreed upon between the parties heretofore.

8. A verbal agreement has been reached providing that on two (2) days of the week the Board of Education will provide one class period to the present Federation President for the purpose of handling Federation-Administration problems.

✓ 9. The Federation will set forth in detail the duties expected of them in attending Parent-Teachers Association Meetings and other staff meetings and, if acceptable to the Board of Education, these will then be substituted in lieu of the "40 hour" requirement presently followed.

10. A revision of the extra contractual compensation schedule for Summer School teachers, Drivers Education teachers, Federal Program Title No. 1 teachers and Certified Adult Education instructors will be immediately referred to a committee for the purpose of determining comparable rates in surrounding districts, which committee shall make its report within sixty days from date and any revised rate of a compensation to be made retroactive to September 1, 1967.

11 & 12. The new contract to provide a Waiver Clause, Management Rights Clause, Binding Arbitration and No-Strike Clause, as now provided in the non-teacher contract, except that arbitration may be requested by either party. These provisions shall be subject to approval of the language by the Federation's attorney, Mr. Fieger, with the further understanding that all or none will be included.

13. The new contract to provide for longevity pay of \$100.00 per annum after 15 years of service in the system, as now in effect, but not as part of the salary progression schedule.

14. The column scheduling "Bachelor plus 16 hours" rates to be amended to include "1/2 requirement for M.A. Degree", pursuant to past practice, with the understanding and agreement that no teacher who is now receiving the half step salary shall be reduced in pay and that it will apply only to those teachers who become eligible for such half pay from and after the date of this agreement.

15. Workmen's Compensation supplemental pay to be provided as in the non-teachers contract now in effect.

16. Payment for Hospitalization and Group Life Insurance shall be extended to three months after the exhaustion of sick leave, as in the non-teacher contract in lieu of present policy.

17. One year contract for the year September 1, 1967 to September 1, 1968.

18. The problem of revising the sick leave program now in effect shall be referred to a Special Committee on the basis of adding one sick leave day to the ten now being granted by the Board of Education to each employee and one sick leave day to be contributed by each teacher from his allowance, both to a "CATASTROPHE-EMERGENCY SICK LEAVE FUND", the said committee to study methods, terms and conditions under which such a fund may be operated, and if adopted, the present practice of paying the teacher the difference between his rate of pay and that of the sub shall be discontinued.

19. Incorporate in the agreement the 10-20-30 hour payment plan beyond the Masters Degree, as heretofore agreed upon.

The undersigned wishes to thank each of the parties for their cooperation and understanding and offers to help in the event any misunderstanding or other question may arise between the parties in this matter.



THOMAS V. LO CICERO

Dated:
September 5, 1967