

Mio AuSable  
Board of Education

and

Mio AuSable  
Education Association

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

Fact Finding

MERC

Case No.  
G76 J-1433

Mio AuSable  
Board of Education

Appearances:

Mio AuSable Board of Education

Jack Ferris	-	Superintendent
Ruphael Kinney	-	Chairman of Board
Vera Blomfield	-	Board Member
Kate Velten	-	Board Member
Forest Rhoads	-	Board Member
Kathryn Lasky	-	Board Member
John Lee	-	Board Member
Tim Galbraith	-	Board Member

Mio Education Association

Don Hinman	-	Uni-Serv Director, M.E.A.
Lyle Kline	-	Chairperson, Michigan Education Association
Mike Kaufman	-	Mio Education Association
Mary Brown	-	Mio Education Association
Judy Olsen	-	Mio Education Association

S. E. Bychinsky  
Fact Finder

Pursuant to a request filed by Mio AuSable Education Association for fact finding, the Michigan Employment Relations, having reviewed that application, concluded that the matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known.

The instant Fact Finder was appointed as its Hearings Officer and Agent to conduct a fact finding hearing and to issue a report with recommendations with respect to the matters in disagreement.

Prior to the public fact finding hearing, preliminary hearings were held on January 6, 1977 and February 28, 1977 for the purpose of establishing the procedures for the fact finding hearing and to define the issues more concisely.

On March 15, 1977, a public hearing was held and the facts as presented herein were presented.

The issues on which the parties could not reach agreement included the following:

#### **I. Salary Schedule**

##### **Association's position:**

An 8.5% increase on each step of the salary schedule; A difference of \$1,000 between B.A. and M.A. with other vertical columns (B.A. + 5, B.A. + 10, etc.) remaining at a constant increase of \$50 per five credits.

##### **Board's position:**

A \$617 increase which would include the increment.

##### **Facts:**

The salary schedule of the Mio AuSable School District, as set forth in Appendix A dated January, 1976, effective the 1975-1976 school year was as follows:

<u>Step</u>	<u>B.A.</u>	<u>5 hrs.</u>	<u>10 hrs.</u>	<u>15 hrs.</u>	<u>20 hrs.</u>	<u>25 hrs.</u>	<u>30 hrs.</u>	<u>M.A.</u>
1	8,820	8,870	8,920	8,970	9,020	9,070	9,120	9,320
11	12,002	12,052	12,102	12,152	12,202	12,252	12,302	12,502

Considering the so-called "League" schools of this area, for the 1976-77 school year, the following appears. (Ex. A-2)

	<u>B.A. Min.</u>	<u>B.A. Max.</u>	<u>M.A. Min.</u>	<u>M.A. Max.</u>
AuGres Sims	9,604	14,054	9,804	14,804
Hale	9,360	14,822	10,169	15,679
Arenac Eastern	9,275	14,375	9,775	14,875
Hillman	9,100	13,638	9,700	14,307
Atlanta	9,075	13,125	9,575	13,475
Posen	9,047	12,369	9,619	13,819
Fairview	9,000	13,175	9,640	13,240

Of 27 schools in the Type M classification (having between 500 to 999 students) and Type IV (having under 500 pupils), the B.A. Min. Salaries range between a high of \$9,794 in Gaylord to a low of \$8,600 for Vanderbilt with all but 6 of the schools having a starting salary of at least \$9,000 for a B.A. degree teacher. Of the same schools, all but 7 have a B.A. Max. in excess of \$13,000. Nine schools have a M.A. Max. under \$14,000.

With the Board offer of \$617, including the increment, Mio would rank 25 of 38 schools in the B.A. Base Category, for schools in region 14 and 15, whereas in the prior year they ranked 18 of 43 schools, & 13 of 48 schools in the 74-75 school year. In the B.A. Max. Category, and with the Board's offer, they would be 42 out of 44 schools for the current year; 31 out of 41 in the M.A. Min.; and 42 out of 42 in the M.A. Max. Category.

Under the salary schedule set forth herein and before, each 5 hours of post-baccalaureate credit entitles a teacher to receive a \$50 per year increase in salary. It was pointed out by the Association that the cost of the 5 hours of credit comes to approximately \$355. This means that after earning the 5 hours of credit for attempting to maintain a degree of currency in the teaching profession, it would take over 7 years to recover the average cost of that effort.

Further, data presented at the hearing indicated, with figures that were within reason, that a single teacher, in this area, did indeed have a very difficult time breaking even on living costs in the first year of teaching. The same was true of a B.A. + 25 credits, who might be attempting to purchase a home in this community. Only when a married couple, with both of the parties teaching and at Step 6, with 2 children could the family begin to attain a degree of self-dependency.

From data presented by the Association, it was apparent that Mio ranked 202 out of 530 schools in the State of Michigan insofar as total general fund is concerned, but ranked 416 out of 530 insofar as instructional salaries are concerned; and ranked 445 out of 530 in average amount of teachers' salaries.

Of 60 selected schools that are about the same size as Mio, current operational expenditures rank Mio 19th out of 60, but average salaries rank Mio 34th out of 60.

In the past 5 years, the general fund equity has steadily increased from \$75,000 in 1970-71 to \$281,000 in 1975-76. However, teachers' salaries have declined from 54% of expenditures in 1971-72 to 50.1% in 1975-76.

While data was presented that indicated that the Board and the Association had concluded that differing amounts would be collected from taxes, it was generally agreed that the differences that were indicated arose primarily due to the question of timing of collecting of delinquent taxes, and not so much a question of the total that would ultimately be available.

#### Conclusions:

1. The minimums and maximums for both the baccalaureate degree teachers and the masters degree teachers are still well below average for the school districts of Northern Michigan.
2. The cost of implementation is within the total dollar amount available to the Board.
3. The general pattern of the 1975-76 salary schedule is retained; the dollar increment for each step in each degree and credit column is identical (\$365), and the dollar difference between the several baccalaureate columns is modified.
4. The dollar difference and the percentage difference from the starting salary to the last step in each column was increased somewhat; but both are still lower than for most of the districts in Northern Michigan.
5. There has been a gradual, but real, increase in general fund equity over the past few years; at the same time, the percentage of the general fund used for teacher salaries has declined substantially.

#### Recommendation:

1. That the 5 credit hour increments between B and B + 30 be consolidated to the following schedules:

B

B + 15

Masters

Those teachers that were at the in-between category maintain their differential until such time as they

attain the +15 or Masters, (or M Level), with the following schedule.

2. Recommended Salary Schedule:

<u>Step</u>	<u>B.A.</u>	<u>B.A. + 15</u>	<u>M.A.</u>
1	9,065	9,365	9,665
2	9,430	+300 at each step	+300 at each step
3	9,795		
4	10,160		
5	10,525		
6	10,890		
7	11,255		
8	11,620		
9	11,985		
10	12,350		
11	12,715		

II. Health Insurance

Facts

Under the 75-76 contract, all teachers in Mio received up to full family Super Med. I Major Medical Expense Insurance with 12 month coverage or Blue Cross-Blue Shield equivalent benefit coverage. The teachers who wish to have both dental and vision coverage as an option in place of health insurance coverage may request MESSA Dental III Plan and MESSA Vision Plan II.

It is particularly noted that at the time of this writing, the school year is largely over.

Recommendation:

It is recommended that the same provisions be applicable for the balance of the current school year (1976-1977).

III. Extra-Curricular Compensation

Facts

In the 1975-1976 contract extra dollar compensation for various duties are spelled out. It would simplify the ongoing relationships of the parties to have the dollar amounts changed to percentages for the year 1975-1976 and then have these percentages apply to the new 1976-1977 rates.

Recommendation:

Convert all of the 1975-1976 extra-duty dollars to a percentage based on the 1975-1976 rates, and then apply those percentages to the 1976-1977 figures that were recommended herein.

IV. Terminal Pay

Facts

The prior year contract provided that a teacher might accumulate up to 50 days of sick leave, and that on retirement, shall receive 40% of the salary represented during the current contract.

Recommendation:

That 50% of up to 80 days be paid to a retiring teacher based on the daily rate of the then current contract.

V. Longevity

Facts

Currently (the 75-76 contract), the teachers are granted a longevity pay after 10 years of service of \$50.

Recommendation:

That longevity pay be increased to \$60.

VI. Leave Days

Facts

In the past year's contract, a maximum of 100 leave days were allowed to accumulate. Currently, no one in the district is affected by this limitation.

Recommendation:

Leave as is.

VII. Responsibility for Payment of Unemployment for Teachers Terminated

**Facts**

This has not been a problem in this district.

**Recommendation:**

Leave out of contract.

Noting that the recommendations set forth herein are urged for the current school year that commenced about 8 months ago and has only 2 months more to run, the parties are urged to undertake an agreement that will provide for a second year term to be effective for the school year 1977-1978.

The general framework for a second year agreement would be

1. Adjust each step of the B.A., B.A. + 15 and M.A. Scale by the following percentages:

1	-	3%
2	-	4%
3	-	4%
4	-	5%
5	-	5%
6	-	5%
7	-	6%
8	-	6%
9	-	6%
10	-	7%
11	-	7%

The purpose of these differing percentages is to attain a greater spread between each of the steps, to thereby make the Mio Schedule more in tune with the schedules of the schools of comparable size and location.

All other terms of the contract are recommended to be unchanged. It's particularly noted that the recommendations of this report, including improvements at each step, the increment and other benefits quite closely approximates the increase in the cost of living between 1975 and 1976. The parties are urged to adopt all recommendations.

Respectfully submitted,



S. E. Bychinsky

4-11-77