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REPORT OF FACT FINDER

FREDRIC A. GRIMM

RE:

THE NEWAYGO PUBLIC SCHOOLS

AND

THE NEWAYGO EDUCATION ASSOCIATION

Newaygo Public Schools

At a preliminary meeting held, on August 22, 1968, for the purpose of outlining the issues and establishing rules of procedure, representatives of the Newaygo Board of Education and the Newaygo Education Association agreed that the fact finding hearing should be limited to matters relating solely to the issue of the 1968-1969 salary schedule. The parties advised the undersigned that, once the salary schedule issue was resolved, they could readily settle the remaining issues in dispute between themselves.

Based upon the foregoing agreement, a fact finding hearing was held at Newaygo, Michigan, on August 28, 1968, relative to the issue of the 1968-1969 salary schedule.

Present:

For the Board

Charles Wyman, President
David Olwin, Vice President
Robert Frederiksen, Trustee
Donald Rathbun, Superintendent

For the Association

Stanley Thomas
Clara Roche
Gordon Norman, M.E.A. Representative

STATEMENT OF FINDINGS OF FACT

From the data submitted by the respective parties; Schedule A of the 1967-1968 Professional Education Agreement between the parties; the Michigan Education Association's Teacher Salary Schedule Study, 1967-1968; and the Michigan Education Association Teachers Contract Settlement Report 2 K, dated August 19, 1968, relating to 1968-1969 contract settlements; the following findings of fact are herewith made:

1. The salary schedule for the 1967-68 school year was:

<u>STEP</u>	<u>NON-DEGREE</u>	<u>A. B. or B.S.</u>	<u>M. A.</u>
0	\$5,400.00	\$5,700.00	\$6,100.00
1	5,700.00	6,000.00	6,400.00
2	6,100.00	6,400.00	6,800.00
3	6,500.00	6,800.00	7,200.00
4	6,800.00	7,100.00	7,500.00
5	7,100.00	7,400.00	7,800.00
6	7,300.00	7,600.00	8,100.00
7	7,500.00	7,800.00	8,300.00
8	7,700.00	8,000.00	8,500.00
9	7,900.00	8,200.00	8,700.00
10	8,100.00	8,400.00	8,900.00

2. A comparison of the Newaygo 1967-1968 salary rate ranges with those of the other school districts in Newaygo County, i. e. Fremont, Grant, Hesperia and White Cloud, reveals that:

(a) For teachers having a B. A. degree, Newaygo had the lowest minimum salary, but on the maximum end of the range was second only to Fremont (\$8,500.00).

(b) For teachers having an M. A. degree, Newaygo had the lowest minimum salary (along with Hesperia), but on the maximum end was in the middle of the field, slightly below the countywide median of \$8,921.00.

(c) In 1967 the Newaygo teachers received an average annual increase of \$300.00. This compares quite favorably with the average annual increases granted in the other four school districts of the county, i. e. \$240.00 to B. A. degree holders and \$255.50 to those teachers having M. A. degrees.

(d) Under the 1967-68 salary schedule set forth above, the ratio of the minimum starting salary to the maximum starting salary in the three rate ranges are as follows:

Non-Degree	1.50
B. A.	1.47
M. A.	1.46

3. The Newaygo Board of Education has proposed the following 1968-1969 salary schedule:

<u>STEP</u>	<u>NON-DEGREE</u>	<u>B. A.</u>	<u>M. A.</u>
1	\$6,000	\$6,300	\$6,700
2	6,300	6,600	7,000
3	6,700	7,000	7,400
4	7,000	7,300	7,700
5	7,200	7,500	7,900
6	7,500	7,800	8,200
7	7,700	8,000	8,400
8	7,900	8,200	8,600
9	8,100	8,400	8,800
10	8,300	8,600	9,000
11	8,500	8,800	9,200

4. The Newaygo Education Association 1968-69 salary schedule proposal is:

<u>STEP</u>	<u>NON-DEGREE</u>	<u>B. A.</u>	<u>M. A.</u>
1	\$6,000	\$6,400	\$6,900
2	6,300	6,700	7,200
3	6,700	7,100	7,600
4	7,100	7,500	8,000
5	7,400	7,800	8,300
6	7,700	8,100	8,600
7	8,000	8,400	8,900
8	8,300	8,700	9,200
9	8,600	9,000	9,500
10	8,800	9,200	9,700
11	9,000	9,500	10,000

5. Five new teachers have been added to the Newaygo Public School roster for the 1968-69 school year, bringing the total teacher complement to 48.

6. Thirty-One of the aforesaid 48 teachers, or 64.6% of the total, are presently at the maximum salary level.

7. For the 1968-69 school year the teaching staff falls within the 11 increments of the salary schedule as follows:

<u>STEP</u>	<u>NON-DEGREE</u>	<u>B. A.</u>	<u>M. A.</u>
1		5	
2		2	
3			
4	1	2	1
5		1 1/2	1
6		1	
7			
8			
9		2 1/2	
10			1
11	<u>3</u>	<u>22</u>	<u>6</u>
	4	35	9

8. On the basis of the information set forth in paragraph No. 7 above, the Board's salary schedule proposal (as set forth in paragraph 3 above) would cost out at \$397,750.00 for the 1968-69 school year.

9. On the same basis, the basic cost of teacher salaries for the 1968-69 school year under the Association's proposal would amount to \$424,000.00.

10. Thus, the difference in cost, as between the two proposals, amounts to \$26,250.00.

11. According to the Annual Financial Report of the Newaygo Public Schools for the fiscal year ended June 30, 1968, the Schools received a total revenue (from taxes, State and Federal sources) of \$616,659.00. Total general fund expenditures, excluding transfers, during the period amounted to \$637,218.00. Thus expenditures, during the 1967-68 school year, exceeded revenue by \$20,559.00.

12. The aforesaid annual financial report showed a reduction, in the General Fund Equity, from \$109,188.00, as of June 30, 1967, to \$74,783.00, as of June 30, 1968, a difference of \$34,405.00. Similarly, said annual financial report shows a reduction of cash in banks from \$75,803.00, as of June 30, 1967, to \$38,182.00, as of June 30, 1968, a difference of \$37,621.00.

13. A comparison of expenditures, by the Newaygo Public Schools for the school year 1967-68 and those estimated for the year 1968-69 is as follows:

	<u>1967-68</u>	<u>1968-69 (est.)</u>
Instruction	\$443,587.00	\$496,215.00 *
Administration	26,037.00	25,000.00
Health	2,103.00	2,700.00
Transportation	44,079.00	47,410.00
Operation	60,995.00	62,127.00
Maintenance	24,925.00	15,000.00
Fixed Charges	11,217.00	15,000.00
Capital Outlay	19,542.00	10,500.00
Student Services	4,440.00	5,000.00
	<u>\$637,218.00</u>	<u>\$678,952.00</u>

*Breakdown:

a. Principals' salaries	\$ 45,200.00
b. Teachers' salaries	401,200.00

c. Substitute teachers	\$ 3,200.00
d. Insurance	
e. Teacher extra duties	8,300.00
f. Clerical and other salaries	10,815.00
g. Instructional supplies	26,000.00
h. Driver Education	<u>1,500.00</u>
	\$496,215.00

14. The 1968-69 school budget, as submitted by the Board, estimated anticipated revenues as follows:

State Aid (based on 1136 students) (includes Trans. & Spec. Ed.)	\$279,519.00
Local taxes	379,939.00
Other Sources (ND, E. A. & E. S. E. A.)	14,000.00
Driver Education	1,500.00
Special Education - County	2,000.00
Misc. Revenues	<u>3,595.00</u>
Total Revenue	\$680,553.00

15. Thus, the 1968-69 estimated revenues exceed the 1968-69 estimated expenditures by \$1,601.00.

16. While the breakdown of the Board's 1968-69 estimated Instruction Cost (paragraph 13 above) does not allocate any sum to Insurance, it is noted that its estimate of Fixed Charges includes the sum of \$9,200 for employee insurance.

17. It is further noted that the Board's 1968-69 estimated cost of teachers' salaries, amounting to \$401,200 (paragraph 13 above) exceeds

the undersigned's computation of the basic cost of the Board's current proposal, i. e. \$397.750 (as set forth in paragraph 8 above) by \$3,450.

The undersigned is advised that the major portion of this difference is an allocation of \$2500 for the salary of a parttime remedial reading teacher who is not included in the 48-teacher complement upon which the computation set forth in paragraph 8 was made.

18. The Board has granted an increase, for the 1968-69 school year, of 80 cents per day to school bus drivers (from \$6.00 per day to \$6.80 per day). This amounts to an increase of 13.33 per cent for the school bus drivers.

19. The Newaygo Public Schools pay for all school books used by all pupils, including those in the secondary grades. This is contrary to the practice in the majority of secondary grade schools throughout the state, wherein pupils pay for their own books, lab fees and the like.

20. During the 1967-68 school year the Board spent several thousand dollars for new band uniforms. While this is a so-called "one-shot" proposition, this practice differs from that in many schools who leave the purchase of new band uniforms to parent-teacher or band parent groups.

21. As of August 28, 1968, three of the four school districts in Newaygo County had completed their salary schedule negotiations for the 1968-69 school year. The salary rate range for these three schools, for the 1968-69 school year are as follows:

	<u>Min.</u>	<u>B. A.</u> <u>Max.</u>	<u>Min.</u>	<u>M. A.</u> <u>Max.</u>
Fremont	\$6400	\$9500	\$6825	\$10,400
Grant	6400	9108	7000	10,351
Hesperia	6300	9150	6800	9,650

CONCLUSIONS:

1. While the determination of salary rate ranges for teachers within the Newaygo Public School system is a matter which can be determined only on the basis of the resources available to the Newaygo Public Schools per se, nevertheless the salary ranges already determined in other schools within the area does form a guideline for the determination in this instance.

2. The setting of a salary schedule for the 1968-69 school year, at a point somewhere between that proposed by the Board and that requested by the Education Association, can be accomplished by means of an encroachment upon the general fund equity, without a serious diminution.

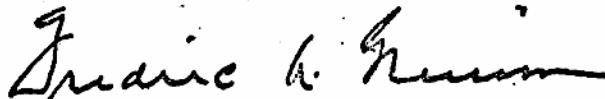
RECOMMENDATION

That the parties adopt the following salary schedule for the 1968-69 school year:

<u>STEP</u>	<u>NON-DEGREE</u>	<u>B. A.</u>	<u>M. A.</u>
1	\$6000	\$6300	\$6700
2	6300	6600	7100
3	6700	7000	7500
4	7100	7500	7900
5	7350	7800	8250
6	7600	8100	8600
7	7850	8400	8900
8	8100	8600	9100
9	8350	8800	9300
10	8600	9000	9500
11	8800	9200	9700

That the basic cost of the foregoing, based upon the information set forth in paragraph 7 above, would amount to \$413,450, an increase of \$15,700 over and above the basic cost of the Board's initial proposal.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Fredric A. Grimm".

Fredric A. Grimm

September 16, 1968