

1499
TO: NORTH DICKINSON COUNTY BOARD OF EDUCATION
615 EAST "B" STREET
IRON MOUNTAIN, MICHIGAN

ATTENTION: STEWART OJA

TO: NORTH DICKINSON EDUCATION ASSOCIATION
519 WEST "D" STREET
IRON MOUNTAIN, MICHIGAN

ATTENTION: DANIEL NYLUND

FF 9/9/70
225
THE UNDERSIGNED WAS APPOINTED AUGUST 27, 1970 IMPARTIAL
FACTFINDER BY STATE OF MICHIGAN TO MAKE OBJECTIVE FINDINGS AND
RECOMMENDATIONS TO NORTH DICKINSON COUNTY BOARD OF EDUCATION AND NORTH
DICKINSON ~~COUNTY BOARD OF~~ EDUCATION ASSOCIATION FOR SETTLEMENT OF TEACHER
CONTRACT DISPUTE.

BECAUSE DISPUTE IS DELAYING SCHOOL OPENING AND WITH AGREEMENT
OF BOARD AND TEACHERS, MADE AUGUST 29 DURING HEARING IN FELCH, THE FOLLOWING
FINDINGS AND RECOMMENDATIONS ARE SUBMITTED BY TELEGRAM CONFIRMING DECISION
RENDERED BY CONFERENCE TELEPHONE CALL AUGUST 30.

DISPUTE CONCERNS THIRTY-TEACHER RURAL DISTRICT IN ECONOMICALLY
DEPRESSED WESTERN UPPER PENINSULA, BUT DUE TO REVENUES FROM PIPELINE
AND MINING IN DISTRICT, OPERATING INCOME RESULTED IN \$75,000 SURPLUS LAST
FISCAL YEAR. STATE AID, LOCAL TAX AND MINE TAX SHOULD PRODUCE \$29,000
MORE INCOME THIS YEAR THAN LAST YEAR, EVEN ASSUMING 8 FEWER STUDENTS. AFTER
REPAYMENT OF A \$6,000 LOAN TO HUD, \$10,000 BUS PAYMENT, \$2,000 INCREASE
IN BLUE CROSS PREMIUMS, \$5,000 INCREASE IN NON-TEACHING WAGES, AND \$11,000
NEW ADMINISTRATION COST, THERE REMAINS SOME \$70,000 AVAILABLE FOR INCREASES
IN TEACHER SALARIES OR RESERVE FOR FUTURE NEEDS OF DISTRICT.

BOARD OFFERS SALARY INCREASES COSTING \$16,000 OF AVAILABLE
\$70,000. BOARD ARGUES THIS REPRESENTS SUBSTANTIAL INCREASE OVER LAST YEAR
AND THAT REMAINDER OF PROJECTED SURPLUS, ABOUT \$54,000, SHOULD BE HELD IN
RESERVE FOR PROGRAM IMPROVEMENTS WHEN NEW BUILDING OPENS NEXT YEAR.-
LIBRARIAN, COUNSELOR, PHYSICAL EDUCATION TEACHERS AND POSSIBLY OTHERS.

EDUCATION ASSOCIATION SUBMITTED DOCUMENTATION SHOWING

James H.
McCormick

CONVINCINGLY THAT SIX-AND-A-HALF PERCENT 1969 INCREASE, DESIGNED TO KEEP UP WITH COST OF LIVING DURING SECOND YEAR OF TWO-YEAR 1968 CONTRACT, CAUSED NORTH DICKINSON TEACHERS TO FALL CONSIDERABLY BEHIND OTHER DICKINSON COUNTY AND UPPER PENINSULA DISTRICTS. RAISES ELSEWHERE WERE GENERALLY MUCH HIGHER THAN INCREASE IN COST OF LIVING.

I FIND THE INCREASE PROPOSED BY THE BOARD ^{INSUFFICIENT} TO RESTORE TEACHERS TO PRE-1969 SALARY RANKING AND THAT DISTRICT BUDGET CAN AFFORD MORE WITHOUT DESTROYING RESERVE FOR NEXT YEAR'S IMPROVEMENTS. I FIND THAT TEACHERS ARE ENTITLED TO A LARGER INCREASE THAN OFFERED, BUT THAT TEACHERS DEMANDS ARE TOO HIGH ALSO. FAIR AND EQUITABLE SALARY MUST TAKE INTO CONSIDERATION FACT THAT TEACHERS HAVE AGREED TO ADD 5 DAYS TO LENGTH OF SCHOOL YEAR.

I WILL, HOWEVER, ACCEPT THE BOARD'S POLICY IN FAVOR OF MAINTAINING ONLY THREE SCHEDULES. MY RECOMMENDED SCHEDULE IS AS FOLLOWS:

BACHELOR DEGREE, THE BOARD'S LAST OFFER PLUS ONE ADDITIONAL STEP, THE NEW MAXIMUM BEING \$10,805.

BACHELOR PLUS FIFTEEN HOURS, THE BOARD'S LAST OFFER PLUS ONE ADDITIONAL STEP.

MASTERS DEGREE \$7,800 BASE PLUS FIVE STEPS AT FOUR PERCENT AND FOUR STEPS AT FIVE PERCENT, THE NEW MAXIMUM BEING \$11,530.

TEACHERS' POSITION REGARDING ASSOCIATION BUSINESS DAYS IS DEFINITELY IN LINE WITH THE ORDINARY INTENT OF SUCH CLAUSES, AND IS SUPPORTED BY PAST PRACTICE IN THIS DISTRICT, AND IS NOT IN CONFLICT WITH THE INTERESTS OF THE DISTRICT. SINCE FAILURE TO PAY TEACHER WOULD BREACH CONTRACT, HE SHOULD BE REIMBURSED.

*James H. McCormick
For Funder*