

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
LABOR RELATIONS DIVISION

IN THE MATTER OF
ONEKAMA CONSOLIDATED SCHOOL

and

ONEKAMA EDUCATION ASSOCIATION
William Carpenter

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

REPORT OF FACT FINDER
AND RECOMMENDATION

THIS PROCEEDING was held pursuant to Section 25 of the Labor Mediation Act and Part 3 of the Board's General Rules and Regulations whereby the facts of the matter in dispute between the parties involved shall be determined and publicly known.

In conformity with Section 2 and 3 of Rule 34 of the General Rules and Regulations of the Board a hearing was held at Onkama, Michigan beginning at 8:30 a.m. and terminating at approximately 12:00 p.m. on Friday August 29, 1969 at the Onkama High School Library located in that city at which time the representatives of both of the parties were present and an opportunity given to both for a full and complete presentation of their respective positions with regard to the matters in dispute after which time the representatives of both parties were requested to file post-hearing memorandums and it was agreed that the same would be filed with the Fact Finder as soon as it was reasonably possible.

The following appearances were noted in the record of the proceedings:

FOR THE ONEKAMA CONSOLIDATED SCHOOL:

Robert E. Fitch
School Superintendent

Clarence Mallison
High School Principal

Al Hughes
Elementary School Principal

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
MEDATION DIVISION
DETROIT OFFICE

Onkama Consolidated Schools

FOR THE ONEKAMA EDUCATION ASSOCIATION:

Harry Bishop
M.E.A. Staff Representative

Don Stroup
Chairman of Negotiating Team

Jim Taylor
Member of Negotiating Team

Verna Gates
Member of Negotiating Team

Ray Eldridge
Member of Negotiating Team

STATEMENT OF ISSUES

The issues presented to this Fact Finder for consideration were as follows:

1. Teachers' Salaries
2. Health Insurance
3. School Calendar

FINDING OF FACTS

Statements were made in behalf of the Onekama Education Association by Mr. Harry Bishop, M.E.A. Staff Representative with respect to the position of the Association which statements were supported by a total of twenty (20) exhibits in support of the claims made by the Association and statements were likewise made in behalf of the Onekama Consolidated School District by Robert E. Fitch, Superintendent of Schools, with respect to the position of the School Board for said District which statements were supported by three (3) exhibits all of which have received due and proper attention from your Fact Finder.

ISSUE NO. ONE - TEACHERS' SALARIES

A. That the Onkama Education Association is a labor organization as provided in the Public Employees Relation Act, the same being Act No. 336 of the Public Acts for the State of Michigan of 1947 as amended.

B. That the proposed salary schedule of the Board of Education of Onkama Consolidated School is as follows:

BOARD EXHIBIT #1

Teachers' Salary: Teachers will be placed on the step for years of experience within this system plus not more than five (5) years in other systems.

<u>Steps</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Non-degree</u>
0	\$6,700	\$ 7,200	\$6,400
1	7,020	7,520	6,550
2	7,340	7,840	6,700
3	7,660	8,160	6,850
4	7,980	8,480	7,000
5	8,300	8,800	
6	8,620	9,120	
7	8,940	9,440	
8	9,260	9,760	
9	9,580	10,080	

Head
Football \$ 600

B.A. + 15 Sem. Hrs.

Head
Basketball 600

50% of M.A. Schedule

Head
Baseball 325

Head Track 325

Ass't.
Football 475

Ass't.
Basketball 475

Jr. High
Basketball 275

BOARD EXHIBIT #1 - CONTINUED

Athletic
Director \$ 375

F.H.A.
Leader 250

Drama Club
Leader 250

Cheerleader
Coach 150

whereas the proposed salary schedule on the part of the Onokama
Education Association is as follows:

ASSOCIATION EXHIBIT #10

O.E.A. Proposed Salary Schedule

Bachelor's degree

<u>Index</u>	<u>Level</u>	<u>Salary</u>
1.00	1	\$6800
1.05	2	7140
1.10	3	7480
1.15	4	7820
1.20	5	8160
1.25	6	8500
1.30	7	8840
1.35	8	9180
1.40	9	9520
1.45	10	9860

Master's degree

1.00	1	\$7300
1.05	2	7665
1.10	3	8030
1.15	4	8395
1.20	5	8760
1.25	6	9125
1.30	7	9490
1.35	8	9855
1.40	9	10220
1.45	10	10585

C. That the difference between the Board's proposed salary schedule and that of the Association amounts to the sum of approximately Fifteen Thousand Dollars (\$15,000.00) which includes both salary and a proposal to cover insurance.

D. That the proposed disbursements on the part of the Board of Education and the estimated total revenue for 1969-1970 shows a difference between estimated revenue and estimated disbursements of approximately Twenty-One Thousand Dollars (\$21,000.00) and that the proposed salary schedule on the part of the Onkama Education Association is well within the estimated financial ability of the Board of Education of Onkama Consolidated School.

E. That at the hearing before this Fact Finder the Board of Education did not deny its financial ability to meet the salary schedule as proposed by the Onkama Education Association and therefore we are not concerned with a potential deficit resulting from such proposal.

F. That the basic difference between the salary schedule as proposed by the Onkama Education Association and that proposed by the Board of Education creates the question as to which is fair and reasonable and whether or not a comparison can be drawn between either proposal and other school districts in the immediate area of similar character.

G. That the Board of Education for Onkama Consolidated School of Onkama, Michigan is by law vested with what might be considered managerial powers which gives the Board of Education the right to do and perform what is considered in the best interests of the school district.

H. That it further appears that the proposal of the Onkama Education Association places the salaries at the top of the proposed schedule to a greater degree than that which is acceptable to the Board of Education of Onkama Consolidated School and this is the greatest single item of contention between the parties.

I. That the five per cent (5%) index as proposed by the

Onkama Education Association is not acceptable by the Board of Education as a result of its unanimous decision.

J. That there are four (4) school districts in Manistee County and the proposed salary schedule of the Board of Education of Onkama Consolidated School is comparative with every other district except the Manistee District excepting only that the other districts with which comparison might be made also offer an insurance plan which is not part of the present proposal on the part of the Board of Education.

K. That the salary schedule proposed by the Board of Education represents an increase of nine and five tenths per cent (9.5%) over the salaries paid during the last school year and that while the proposed salary schedule will not bear comparison with all other districts in the State of Michigan that nevertheless the salaries paid are competitive with like school districts in the county in which Onkama Consolidated School is located.

L. That it is the contention of the Onkama Education Association that their proposal will attract more experienced teachers and encourage them to remain with Onkama Consolidated School whereas it is contended by the Board of Education for Onkama Consolidated School that since salaries for teachers are negotiated on an annual basis it is reasonable and proper that the Board of Education be in a position to negotiate base pay increments and the maximum without being tied to a specific index.

RECOMMENDATION

As to issue no. one which is entitled "Teachers' Salaries". it is recommended by this Fact Finder that the proposal made by the Board of Education for Onkama Consolidated School as hereinbefore set forth be adopted as a reasonable approach to this particular problem, it being the opinion of your Fact Finder that said proposal is reasonable and compares favorably with other districts of like size and character and represents an increase beyond what might be expected in view of the increase in the cost of living.

Much emphasis was placed by the Onokama Education Association upon the fact that the proposed schedule does not give the experienced teacher equal treatment with the less experienced teacher and would therefore discourage them from remaining in the employ of the Onokama Schools and my answer to that contention is that experience will prove to the School Board for Onokama Consolidated School if the salary schedule proposed by them does in fact result in their losing experienced teachers, since the management of the operation known as Onokama Consolidated School rests with the Board of Education, I am sure that they will in due course seek a method to correct any inequities resulting from experience.

It was quite definitely established that Onokama Consolidated School would have the financial ability to meet the proposal of the Onokama Education Association, however the mere ability to pay does not in and of itself justify payment and it therefore is my recommendation that the Onokama Education Association accept the proposal of the Board of Education with the addition of payment for an insurance plan as hereinafter set forth.

ISSUE NO. TWO - HEALTH INSURANCE

This issue was given proper attention by the parties and resulted in an offer being made by the Board of Education of Onokama Consolidated School of Ten Dollars (\$10.00) per month for twelve (12) months or a total of One Hundred Twenty Dollars (\$120.00) to cover an insurance plan whereas the Onokama Education Association proposes that the sum of Fifteen Dollars (\$15.00) per month for twelve (12) months be granted and comparisons were made with other districts providing for such insurance which leads this Fact Finder to believe that the sum of Fifteen Dollars (\$15.00) per month or a total of One Hundred Eighty Dollars (\$180.00) is a more realistic approach to the matter of providing insurance.

RECOMMENDATION

It is the recommendation of this Fact Finder that the parties agree upon the sum of Fifteen Dollars (\$15.00) per month for twelve (12) months or a total of One Hundred Eighty Dollars (\$180.00) to cover an insurance plan.

ISSUE NO. THREE - SCHOOL CALENDAR

After considerable discussion and a caucus held by the Negotiating Committee for Onkama Education Association, it was agreed that the school calendar as presented by the School District reading as follows:

BOARD EXHIBIT #2

1969 - 1970

ONEKAMA CONSOLIDATED SCHOOLS

Calendar

Monday, September 1, 1969	Labor Day
Tuesday, Sept. 2, 1969	Teacher Orientation
Wednesday Sept. 3, 1969	Classes begin (A.M. only)
Friday October 24, 1969	MEA Conference
Thursday & Friday November 27-28 1969	Thanksgiving Vacation
Tuesday December 23 1969	Schools Close-Moon Christmas Vacation
Thursday January 1, 1970	New Year's Day
Monday January 5, 1970	Schools reopen
Friday January 23, 1970	End of semester Classes A.M. only
Friday, March 27, 1970	Schools Close-Moon Easter Vacation
Monday April 6 1970	Schools reopen
Saturday May 30, 1970	Memorial Day
Friday, June 5, 1970	Schools close no classes

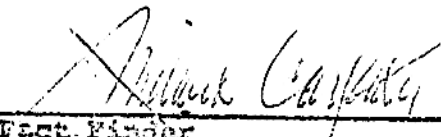
181 Attendance Days

Robert E. Fitch
Superintendent

is accepted by the parties and the subject was therefore considered as adjusted excepting only that there appeared to be a question as to the negotiability of such calendar and your Fact Finder stated his opinion to be that the subject of a school calendar was negotiable within the guidelines as presented or established by the State Board of Education and which would provide 181 school attendance days.

RECOMMENDATION

It is recommended that the parties agree on the school calendar as hereinbefore set forth with the further understanding that such calendar shall hereafter be the subject of negotiations between the parties subject only to the guidelines as may be established by the State Board of Education and which will provide for 181 school attendance days.


Fact Finder

Dated at Detroit, Michigan
this 3rd day of September, 1969.