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STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

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In the Matter of
ONSTED COMMUNITY SCHOOLS

-and-

ONSTED EDUCATION ASSOCIATION

On August 24, 1970, the undersigned, Leon J. Herman, was appointed by the Employment Relations Commission as its hearings officer and agent to conduct a fact finding hearing relevant to the matters in dispute between the above parties, pursuant to Section 25 of Act 176 of Public Acts of 1939, as amended, and the Commission's regulations. Accordingly, and upon due notice, hearings were scheduled and held on September 1, 1970 at Onsted High School, Onsted, Michigan.

James T. Maatsch and Patrick J. Bernardo, attorneys; Eugene Deuel, Superintendent; Charles Van Wagner, Elementary Principal; Charles Redding, Principal; Clifford Tripp, Assistant Principal; and Richard Blackman, Fred Morse and Harvey K. Warrick, Board Members, represented the Board of Education.

Warren Culver, Executive Director, Jackson County Education Association; Al Short, President, Jackson County Education Association; Fern Snyder, Chief Negotiator; Elizabeth Hoag and Rollin Clark, members of the Negotiating Committee; and Ronald Gillespie, MEA Service Unit Staff, appeared on behalf of the Onsted Education Association.

Onsted Community Schools

The Onsted Community Schools employs 58 teachers who service approximately 1400 pupils. It is located in a rural area in Lenawee County. At 16.5 mills it ranks second from the bottom in voted millage in this part of the state. Nevertheless, it is a fairly well to do district with no bonded indebtedness. It has a sizable fund equity and has never had a history of financial difficulties. The increase in revenue for the 1970-71 year is \$104,359, of which state aid amounts to \$83,404 and its SEV increase is \$20,955.

At the hearing the Board had reached agreement with the Association on all matters except for salary and insurance coverage. During the course of the hearing, the Board offered to pay \$200 across the board for all teachers to be applied to any insurance the teachers request. The Negotiating Committee for the Association indicated that this offer was acceptable.

During the course of the hearing the Board made a new salary proposal to the Association:

<u>Step</u>	<u>Bachelors</u>	<u>Masters</u>
0	7100	7700
1	7375	8060
2	7650	8420
3	7925	8780
4	8200	9140
5	8475	9500
6	8750	9860
7	9025	10220
8	9300	10580
9	9575	10940
10	9850	11300

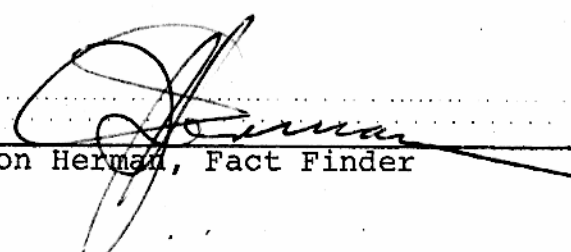
The salary range at the beginning step has been acceptable to the Association. It complains that offer at the top of the schedule is too low. The Committee indicated that an offer of \$10,000 at the top of the Bachelors' schedule and \$11,400 at the top of the Masters' schedule would be acceptable. Obviously the parties are so close together that it seems pointless to continue extended negotiations over what is relatively a small amount of cost to the Board and of little increase to individual teachers.

I realize that making a compromise suggestion of splitting the difference is not good practice. Nonetheless, with the amount of variance so small, it would seem that a splitting of the difference at the top of the schedule, with due adjustment made inversely from the top step towards the lower steps should be a reasonable and practical way to settle the contention between the parties. I therefore recommend that the difference of \$150 at the tenth step of the Bachelor's schedule be resolved by adding \$75 to the Board's offer. The \$100 difference at the top of the Masters' schedule could be settled by adding \$50 at the tenth step, making corresponding adjustments in the next lower steps of the schedule. I propose that the following salary range be adopted:

<u>Step</u>	<u>Bachelors</u>	<u>Masters</u>
0	7100	7700
1	7375	8060
2	7650	8420
3	7935	8780
4	8215	9140
5	8500	9500
6	8785	9870
7	9070	10240
8	9355	10610
9	9640	10980
10	9925	11350

It is, of course, understood that this salary schedule covers 52 teachers and does not include 2 life, 1 no-degree and 3 specialists. These salaries were not discussed during the course of the hearing and it is suggested that the Board proposal as to these instructors be accepted.

To summarize, I recommend that the Board pay \$200 per teacher for insurance; that it pay the salary schedule that I have proposed above and that it pay to teachers not included in the salary schedule the salaries that the Board has proposed. I reiterate that the difference in cost to the Board of the proposed schedule is minuscule, amounting in my calculations to only \$1955. The difference to the teachers can be reckoned in pennies per week. It hardly seems worthwhile to continue a salary dispute over such petty amounts. I therefore recommend that the foregoing proposals be accepted.



Leon Herman, Fact Finder

Southfield, Michigan
September 11, 1970