

1543
Ottawa Area Intermediate
School District
Board of Education

FACT FINDING

-and-

Michigan Education Associates
Organization
(Teachers Aides, Secretaries
and Custodians)

LABOR AND INDUSTRIAL
APPEARANCES
LIBRARY

For the Association:

Carl Treutler, Michigan Education Associates
Organization

For the Board of Education:

Marsha J. Orr, Michigan Association of School Boards
Roger Troupe, Superintendent

(Signature)
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Fact Finder
SS# 368-14-1758

Date: June 22, 1978

Ottawa Area Intermediate Schools

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By agreement of the parties, a hearing was conducted in Grand Haven, on June 9, 1978, in the offices of the Ottawa Area Intermediate School District, and the rules and regulations that normally pertain to fact finding hearings were, also by agreement, observed. At the hearing both parties were afforded full opportunity to present data in support of their positions, and to challenge the data supplied by the other side. It was the belief of both parties that by having a fact finding hearing, the parties would be more likely to reach agreement on those issues on which they are at impasse.

The issues that separate the parties from effecting a contract are as follows:

1. Duration
2. Hourly Wage
3. Fringe Benefits
4. Financial Responsibility (Agency Shop)

1. Duration

Noting that the parties are operating on a 1976-77 base and that any agreement that is reached must go back to the 1977-78 school year, and the coming year, 1978-79 is well upon the parties, it is only reasonable that the parties consider a three year contract, and give themselves a year in which time will not have to be used in bargaining.

2. Hourly Wage

The Association membership consists of 2 secretaries, 2 custodians, (one a head custodian) and 26 aides. The aides can be grouped in two categories; those who work for 230 days a year, and those who work 135 days per year. Of the 26 aides, 8 have been in the District for seven years, 3 for four years,

2 for three years, and 9 completed their first year.

Aides

1977-78
Board Proposal

Association Proposal

Starting - 3.00
7th Step - 4.00

3.10
4.40

In the 1977-78 contract year, aides received \$2.84 as a starting hourly rate and 7th step aides received \$3.69 per hour.

	<u>1976-77</u>	<u>1977-78</u>		<u>1978-79</u>		<u>1979-80</u>	
		<u>Bd.</u>	<u>Assoc.</u>	<u>Bd.</u>	<u>Assoc.</u>	<u>Bd.</u>	<u>Assoc.</u>
Step 1	2.84	3.00	3.10	3.20	3.40	3.40	No
2		3.35	3.40	3.55	3.65	3.75	
3		3.50	3.60	3.70	3.90	3.90	Proposal
4		3.65	3.80	3.85	4.15	4.05	
5		3.80	4.00	4.00	4.40	4.20	
6		3.95	4.20	4.15	4.65	4.35	
7	3.69	4.10	4.40	4.30	4.90	4.50	

In comparing the 11 other Districts that lie within the Ottawa Intermediate School Area, quite a variance is observable in what is paid to aides. The minimum wages, for a beginning aide, ranges from \$2.65 (the State minimum rate) to \$3.40 per hour in Hamilton. Maximum rates, in the 1977-78 year ranged from a low of \$3.20 in Saugatuck to a high of \$4.00 per hour at Zeeland. It is to be noted, in this comparison that the duties of an aide in an Intermediate School District is dealing with either the severely mentally impaired or with the trainable mentally impaired, have duties and working conditions measurably distinct from the teacher aides in the regular K through 12 classroom.

To make a comparison of the hourly rates for teacher aides in the Intermediate School District, it is necessary to

go beyond the normal area from which it is necessary to recruit teacher aides, to provide a further essential facet for consideration. In viewing other "ISDs", we find a beginning salary range of from \$2.65 to \$3.82 per hour and a maximum rate of \$3.73 to \$6.54 per hour in an eight county surrounding area.

It is therefore necessary to consider in more detail the qualifications and duties of a teacher's aide in an "ISD" situation. While the qualifications are not distinguishable, in terms of formal education, a needed quality of an ISD aide is about infinite patience and understanding of the mentally impaired. No doubt the ISD can draw on the local community for their staff, but certainly these aides are exposed to conditions not comparable to the K through 12 aide.

In view of the above, it is recommended that the 1977-78 hourly rate for aides be set at \$3.05 per hour minimum and that progression in the steps for years of service reach a maximum of \$4.25, with each step being divided as follows:

	<u>1977-78</u>	<u>1978-79</u>	<u>1979-80</u>
Step 1	3.05	3.25	3.45
2	3.25	3.45	3.65
3	3.45	3.65	3.85
4	3.65	3.85	4.05
5	3.85	4.05	4.25
6	4.05	4.25	4.45
7	4.25	4.45	4.65

Longevity of 2% for 8th year service effective 1978-79 and 1979-80.

Secretaries

The Board proposal is as follows:

	<u>1977-78</u>	<u>1978-79</u>	<u>1979-80</u>
New Secretaries	3.00	3.00	3.05
Present Secretaries	3.84	4.03	4.21

The Association requests:

	3.00	3.25	3.50
Secretary # 1	3.00	3.45	3.75
Secretary # 2	3.95	4.30	4.65

Wage comparisons in this area is more difficult as comparables are of a local area only. Allowing for a cost of living adjustment plus a small increment for the added years experience the following is recommended:

- 1977-78 - Retirement paid for by the Board + 2%
- 1978-79 - COLA rounded to the next full percentage
- 1979-80 - The 1978-79 increase + 1/2 of one percent.

Custodians

The same percentages as that afforded to the Secretaries in the above schedule.

3. Fringe Benefits

Basically, the Association seeks some form of health insurance for all of its members, i.e. the aides, the secretaries, and the custodians. This request is supported by the generally accepted practice of most School Districts affording some form of health insurance to aides who are employed full time for at least 9 months of the year and to full time secretaries and custodians.

It is recommended that a progressive program be instituted along the following lines:

1977-78	No change
1978-79	Full single subscriber coverage - individual option to 80% of purchase price of 2 persons or full family protection.
1979-80	80% of insurance cost for up to full family coverage with options for other types of insurance coverage.

4. Financial Responsibility (Agency Shop)

Since the fact finding hearing that was held on June 9, 1978, this fact finder has learned that the Intermediate School District and the certified teachers in the district have ratified a contract for the ongoing period. The teacher contract that was effected included a clause that related to so-called financial responsibility (Agency Shop). It is therefore recommended that these parties accept the language of the teacher contract in settlement of this issue. The Michigan Education Associates Organization is an affiliate of the Michigan Education Association, the representative of the teachers' collective bargaining unit, and it would appear that the language of the teachers' contract would be acceptable to both the Michigan Education Associates Organization and the Board.

Respectfully Submitted


S. Eugene Bychinsky
Fact Finder

Date: June 22, 1978