

FF 10/22/82

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

Roseville Community Schools

and

MERC No: D82 F-3079

Roseville Federation of Teachers

Fact Finder: Benjamin C. Stanczyk
11220 Whittier Avenue
Detroit, Michigan 48224

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

STATE OF MICHIGAN
BUR. OF EMPLOYMENT RELATIONS
DETROIT OFFICE

1982 OCT 25 AM 9:49

RECEIVED

Roseville Community Schools

REPORT OF FACT FINDER

The Fact Finder was appointed on September 24, 1982. A Conference was held on September 29th, and a full hearing commenced October 6th, continued to October 8th and October 21, 1982.

HISTORY AND BACKGROUND

The Roseville School District has a history of labor disputes as indicated by three work stoppages since 1976 and many references of disputes to Arbitration and Fact-Finding since that time.

The school district has about 8,000 students, a total budget of \$20,000,00 per annum, teaching salaries are \$9,300,000 per annum. School population has been decreasing because of an aging population in the district. The teaching force has been reduced by 120 members in recent years because of this decrease. The current budget has been reduced by \$2,000,000, state aid was ordered cut by one million as a result of executive order. The teaching employees returned to work at the opening of school without a contract for 1982-83. Teacher salaries are generally near the bottom one-fourth of all districts in the Tri-County area.

In an effort to expedite this process of FACT-FINDING all parties have asked that the fact finder make recommendations

without any lengthy discussions of background facts or reasons for his findings.

SALARY

Since this is the most important aspect of current negotiations your fact-finder addresses this issue first because its resolution will make the remaining issues simpler to resolve.

Information provided the fact finder at the hearing of October 6th indicated that there are no funds available for any substantial pay increase; some economies can be made which will result in funds being available for a modification of the salary scale. Accordingly, I recommend that reinstating the COLA language of the existing contract in Article IX, Sec. I Par. C. This COLA shall be paid in one lump sum on or before June 30, 1983. The provision for payment of COLA will be applicable for this fiscal year only and will not become part of the salary base for computing salary increases in subsequent years.

This is in addition to the contract increments which range between \$600 and \$3,000 per annum, and the longevity pay which ranges between \$100 and \$500 per annum.

SCHOOL DAY RECESS

Because of changes in the curriculum dictated by economy, what were formerly two 15 minute recess periods taken one in mid morning and one mid afternoon have been thrown into the lunch period which is now 75 minutes.

The Fact Finder finds this is an intolerable situation, creating problems in supervision, discipline etc. It is recommended that there be two recess periods of 15 minutes scheduled by the principal and they shall be duty free for teachers, one in the morning and the other in the afternoon, and that the lunch period be 45 minutes.

RESTORATION OF PROGRAMS

As a cost cutting measure the Board eliminated art, music and physical education for grade school students.

In anticipation of passage of a three mill tax in November 1982 the teachers seek contract language that the money from such millage will be used to restore these programs as auxilliary services. The Federation does not feel secure with a resolution adopted by the Board of Education on October 4, 1982. It is the Fact-Finders recommendation that the new contract include language which will guarantee this restoration.

This is in keeping with the spirit of the Board resolutions.

SENIORITY AND TRANSFERS

Both parties have raised no serious objections to adopting the following language dealing with assignments, transfers and seniority problems resulting from transfers of teachers into the administrative ranks and their subsequent return to teaching duties:

1. Only those administrators who have previous Roseville teaching experience could accrue administrative seniority.
2. This total seniority could only be accumulated until they were returned to the teaching ranks.
3. After having returned to the teaching ranks, if they are returned to an administrative position for any reason, their total teaching seniority would be frozen at the point they entered the second administrative position and that is the amount of seniority they would have should they be forced to return to the teaching ranks a second or third time.
4. Upon return to teaching ranks, the administrators would have no form of super seniority but would be guaranteed a job only according to their seniority. They would not pick in the order of seniority, but would in effect bump the least senior teacher who they could replace.
5. Although the administrators' names would remain in the seniority list, an appendix would be added in which the seniority was accounted for in both teaching and administrative time so there would be no question of how much teaching seniority the person had if he or she was forced to return to the teaching ranks.

AUXILLIARY SERVICES

The elimination of art, music and physical education from the grade schools means that teachers have students for an additional 110 minutes each week, which was time spent in those three classes. The change in the curriculum was mandated by the need to cut costs. Teachers feel that they must have compensation for the elimination of the preparation time they enjoyed previously. High school teachers have one free period each day of 50 minutes.

The Fact-Finder recommends that in exchange for the 110 minutes preparation time lost by teachers each week, that the teachers work year be reduced from 184 days to 182 days and that the union demand for disability pay be recognized,; that this give disabled teachers 60% of salary after 180 days of illness, not to exceed \$1,500 per month.

MISCELLANEOUS MATTERS

The school district seeks the right to appoint administrators as athletic directors. In view of the acute financial condition of the school district the Fact-Finder recommends that the Board have this right. Similarly, the school district seeks to hire athletic coaches from the ranks of laid-off teachers and also to have the right to go beyond this category. The Fact-Finder recommends this be adopted.

POSSIBLE NEW REVENUES

It is the Fact-Finders recommendation that any new millage voted at the election of November 22, 1982 should be used for the restoration of programs and not used for any salary increases.


BENJAMIN C. STANCZYK

Dated: October 22, 1982
Detroit, Michigan

RECEIVED
1982 OCT 25 AM 9:49
STATE OF MICHIGAN
BUR. OF EMPLOYMENT RELATIONS
DETROIT OFFICE