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STATE OF MICHIGAN  
DEPARTMENT OF LABOR  
EMPLOYMENT RELATIONS COMMISSION

In the Matter of  
SOUTH LYON COMMUNITY SCHOOL DISTRICT

-and-

SOUTH LYON EDUCATION ASSOCIATION

LABOR AND EMPLOYMENT  
RELATIONS

On August 28, 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 196 of Public Acts of 1939, as amended, and the Commission's regulations. Accordingly, and upon due notice, hearings were scheduled and held on September 3 and 12, 1970, at the High School, South Lyons, Michigan.

Fred B. Schwarze, Attorney; Donald W. Burns, Superintendent; Ray Madigan, Director of Curriculum; Don Otto, Elementary Principal; William L. Adams, High School Principal; and Bernard Miller, Business Manager, represented the Board of Education.

Bruce Ames and Jim Matteson, of the Michigan Education Association; Alvar Kurin, President; Marcy Streight, Chief Negotiator; David Keller, Vice President; Sandra Trombley and Kathleen Cleary appeared on behalf of the Association.

*South Lyon Community Schools*

The South Lyon Community School District and South Lyon Education Association are in the second year of a two year agreement. The agreement provides that certain items are renegotiable for the second year upon due notice. Such notice has been given. Following negotiation the parties are at variance on four issues: salaries; extra pay for extra duty; life, health and optional insurance; and sick leave for non-tenure teachers.

Under the contract, teachers under tenure are allowed 12 days of sick leave, two of which may be used for personal business if so desired. Teachers under contract for 11 or 12 months are credited with one or two additional days. Non-tenure teachers are credited with five days of sick leave, with an additional seven days allowed if the teacher is hospitalized or under a doctor's care at home.

The Association feels that the lesser allowance is "a slap in the face" to non-tenure teachers and asks that they be allowed the same 12 days as are granted to tenure teachers.

Because of its close proximity to Eastern Michigan University and the University of Michigan, this system has a high number of non-tenure teachers whose husbands attend the universities. As a result, its turnover in non-tenure teachers is higher than is normal. The Board complains that non-tenure teachers whose husbands are in the universities tend to use up their sick leave when their husbands graduate from the universities and the teachers leave the system to join them.

It is agreed, however, that there is no substantial difference in actual total usage of leave time between tenure teachers and non-tenure teachers, in the experience of this school system. While the tenure teachers have a 100 day sick leave bank, this has not been exceeded except for one teacher who was involved in a serious accident.

In view of the good record of non-tenure teachers in using their leave time it would seem that a higher allowance could be made to protect those who suffer from illness or injury during the year. The Board feels, however, that a higher allowance would be used up at the end of the school year to the increased expense of the Board for substitutes.

I cannot see that the restricted leave time for non-tenure teachers is such an affront as to cause disharmony in the system. The teachers are informed when hired of the limitation and they accept it when they sign their contracts. If they actually need more than the five days, because of confinement to a hospital or while under a physician's care at home, they are granted an additional seven days, so that in event of illness they are actually in the same position, except for the requirement to verify, which a tenure teacher enjoys. The Board has expressed its willingness to continue the present provision unchanged. I believe that its position is reasonable and I recommend that no change be made in the sick leave policy for non-tenure teachers.

With respect to supplementary pay for extra duty, the Association has proposed that the pay scale of a number of classifications

be increased. It asks that the Senior High School Band Director be increased \$100 to \$1,000; the Junior High School Band Director be increased \$150 to \$650. It asks no increase for other extra duties except that certain functions which have not heretofore been compensated should be paid. The Future Farmers Association Director should receive \$300, the GAA Junior High School Advisor \$200, the Senior High School Student Council Advisor \$300 and the Junior High School Student Council Advisor \$200. These advisors have been functioning in the past without payment, although the programs have been in effect for a considerable length of time. The Future Farmer Association program in particular is a 12 month program.

The Board has proposed that no increases be made and that the unpaid functions remain unpaid.

As to athletic coaches, a schedule of flat rate compensation is included in the current contract. The Association proposes that these payments be changed to a 14% increment over the bachelor minimum. It estimates the increased cost to be \$1839. The Board proposes that the payments presently set up be continued.

To enable the Board to make the increases hereinafter proposed, I recommend that no increase be made in coaches salaries, nor that any supplemental pay schedule presently in effect be increased. I do recommend, however, that those projects for which no compensation is presently paid should provide some compensation. As an initial step, I recommend that the Future Farmers Association Director be paid \$150 per year; that the GAA Senior High School Advisor receive \$150 per year; the GAA Junior High School Advisor receive

\$100 per year; the Senior High School Student Council Advisor be paid \$100 per year and the Junior High School Student Council Advisor be paid \$100 per year. The total increase in cost would amount to \$600, which is hardly consequential in a budget of this size and would make the work involved more attractive to the persons who undertake it.

The teachers currently are allowed \$200 per year for health and hospitalization insurance if not otherwise covered through their spouses. If a husband and wife both teach in this school system the allowance is \$300. This insurance last year cost the Board of Education \$20,000 and, if continued on the present basis, would amount to \$27,000 during the current year. The Board has proposed a \$15 increase.

Health and hospitalization insurance has become a necessity for people in all walks of life today. The tendency throughout industry is that the employer pay the full cost of full family health and hospitalization insurance. This practice has been carried over to the school systems as well. Of 28 schools reported in Oakland County in the 1969-70 school year, 19 paid full family insurance, 1 paid \$421 and 2 others paid \$360 and \$348 respectively. Full family insurance last year cost approximately \$360. This year it will cost over \$400. Of these 28 schools, 15 had settled their contracts by August 25, 1970. Of the schools settled, 9 paid full family insurance and 4 paid \$402. One small district settled at \$346 and another at \$300.

The school administration recognizes that full family insurance is an important factor in modern life, since it already

pays such insurance for all its administrators. It would appear only fair that it be paid as well for the teachers in its employ. I therefore recommend that the Board pay full family insurance for all teachers who are not presently covered through their spouses' insurance and single person insurance for single teachers. I appreciate that this will increase the Board's costs considerably, but it is an item which should be treated as a normal and necessary expense of operation and paid accordingly.

In order that the system may not be unduly burdened by extra costs, I make no recommendation for life insurance or other insurance at this time, although the trend is definitely in the direction of employer financing of such insurance and I would suggest that be it seriously considered by the Board in the next contract negotiations.

The South Lyon Community School District employs 161 teachers. It has an SEV per pupil of \$17,756. The District is spread over Oakland, Livingston and Washtenaw Counties. Because 42% of its geographical area is in Oakland County and 75% of its revenue is derived from that County, the Association has asked for a salary range which would be comparable to other districts in Oakland County. The Board has countered that districts in Livingston and Washtenaw County, where salary settlements have been on a lower scale, should be considered instead. My own opinion is that, in view of the large percentage of area and income attributable to Oakland County, that county should be the primary source for comparisons of salaries, with allowance for the fact that Livingston and Washtenaw County contribute to this district's income and settlements there should have some validity in comparisons.

The South Lyons teachers are presently on an 11 step schedule in the bachelor classification, with all other classifications on a 12 step schedule. The contract provides for higher rates for BA plus 15, MA plus 15, MA plus 30 and special education. This opinion discusses only the BA and MA classifications, since the rates for the other groups are on a standard fixed relationship to the basic BA and MA salaries.

The Association presented exhibits to show that in the 1969-70 school year 28 districts in Oakland County paid \$7100 to \$7700 at the BA minimum, \$10,300 to \$12,362 at the BA maximum, \$7600 to \$8300 at the MA minimum and \$12,000 to \$14,012 at the MA maximum. South Lyon paid the minimum salary in each case except for the BA maximum, which at \$10,800, was third from the lowest.

Sixteen districts in Oakland County had already been settled at the time the hearings in this matter were held. The salary range was \$7700 to \$8225 for a BA minimum, \$11,800 to \$13,357 for a BA maximum, \$8200 to \$8925 for MA minimum and \$13,328 to \$15,400 for MA maximum.

The Board has offered to pay \$7500 at BA minimum with \$11,714 at BA maximum. It proposed \$8,042 at the MA minimum with a maximum of \$13,010. It further proposed that the index be increased to 12 and 13 steps and its salary proposal was made upon that basis.

At my suggestion, the Board made a new computation based upon a 11 and 12 step schedule, which it specifically stated was not to be considered a firm proposal. Under this schedule the BA minimum would be \$7400 with the maximum \$11,600. The MA minimum proposed is \$7950 with a maximum of \$13,050.

The Association asks that the index be reduced to 10 and 11 steps with a salary range of \$8100 for BA minimum to \$12,000 for BA maximum and with \$8500 for MA minimum and \$13,900 for MA maximum.

The total cost of the Board's initial salary proposal is computed at \$1,481,814. The Association estimates its proposal at \$1,607,310, which is \$125,496 higher than the Board's offer. The estimated costs of the Association total package would be 62% of total revenues, anticipated by the Board to be \$2,669,644.

Certain elements must be taken into consideration in determining what would be a fair salary range in this district. For one thing it is a rural area as distinguished from a bedroom community. In SEV per pupil it ranks twelfth among the 28 reported schools in the Oakland County area. To my mind the District should pay salaries which are reasonable consistent with Oakland County salaries, tempered by the lower rates paid in Livingston and Washtenaw counties. I do not recommend an increase in the step index, as this is definitely contrary to the present trend among schools in the southern portion of Michigan. Nor do I recommend a decrease in the number of steps at this time because this system is not too far out of line with the others reported in the three counties. In 1969 6 of the 28 schools had an 11 step schedule, 20 were on 10 steps and 2 on 9 for bachelors. The 1970 report shows only 1 change in the number of steps. In the Masters indices in effect in 1969-70, 2 schools were at 12 steps, 8 at 11, 16 at 10 and 2 at 9. Only 3 changes were reported for 1970. The trend this year seems to be to maintain the number of steps in the index fairly constant. I recommend that it be continued in this District.



I further recommend that the Board institute a salary scale of \$7800 at the BA minimum, to increase to \$12,000 at the BA maximum. The minimum Master's salary should be \$8300, increasing to a maximum of \$13,600. A comparison with 16 Oakland County School Districts reported for this year would show this increase to put South Lyon at 15th on the BA schedules, and 13th on the MA listings. This will hardly establish the school system as a pioneer in salaries, since it is among the lowest of those surveyed in the Oakland County district. However, it does compare favorably with those reported for the other two counties in such districts as Novi, Dexter, Chelsea, Saline, Milan, Dundee, Lincoln, Pinckney, Howell, Manchester, Brighton and Whitmore Lake. These schools have settled at a bachelor range of \$7300 to \$12,000 and a master scale of \$7725 to \$13,330. The proposed schedule will place South Lyon in a position which it can well afford in relation to its income.

I strongly recommend that the foregoing recommendations be adopted.

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Fact Finder

Southfield, Michigan  
October 2, 1970