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WAYNE COMMUNITY SCHOOL DISTRICT

and

WAYNE EDUCATION ASSOCIATION

Michigan State University  
LABOR AND INDUSTRY  
FACTS AND RECOMMENDATIONS  
BY FACT-FINDER RELATIONS LIBRARY

The undersigned was appointed fact-finder in the above matter on August 21, 1970 and by agreement of the parties, a hearing was held on September 1, 1970 at which a complete presentation on the issues was made.

Only one principal issue is involved, the organization of the school year and number of instruction days and teacher work days to be scheduled. The Association requests an instructional year of 181 days and 185 teacher work days. The Board desires a 186 day instructional year and 189 teacher work days.

More specifically, the following are the items actually in dispute:

1. Commencement Date.

Originally, the Board indicated a school opening

Wayne Community Schools

FF. Thomas  
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L. Cicero

on September 4th. However, the Association requested an opening day of September 8th, the day after Labor Day. At the time of the hearing, the Board had agreed to an opening date of September 8th so that no determination need be made on this particular item.

2. Christmas Vacation Period.

The Board has scheduled a Christmas vacation period commencing on December 24th and extending to January 4, 1971 with school reopening on the latter date. This would provide teachers seven actual working days of vacation.

The Association desires a Christmas vacation period to start on Saturday, December 19th extending to January 4th so as to give teachers a ten work day vacation period. The Association points out that a seven day vacation was last had in the years 1966 to 1968, but that they already enjoyed ten work days off in the calendar year 1968-69 and calendar year 1969-70.

The Association further points out that a number of other districts have settled their Christmas vacation or recess at ten work days: Allen Park,

Cherryhill, Lincoln Park, and Van Buren. It is also reported that a number of other local districts have settled at less than ten work days: Ecorse-9; Gibraltar-9; Grosse Ile-8; Grosse Pointe-3; Livonia-8; Plymouth-9; Redford Union-9; Southgate-9. It is interesting to note that all of the foregoing districts are scheduled to close on June 18th except Cherryhill which closes on June 11th, but it starts its school year on August 31st, instead of September 8th. Wayne concludes its school year on June 18th.

On the other hand, the Board points out that a number of other school districts have scheduled their Christmas vacations to start later than December 18th as follows: Warren, December 23rd; Bloomfield Hills, December 22nd; Lamphore, December 22nd; Port Huron, December 23rd; Plymouth, December 22nd; Milan, December 22nd; Marysville, December 23rd; Wyoming, December 24th; Armada, December 24th; Chippewa, December 23rd; East Detroit, December 23rd; Southlake, December 23rd; Van Dyke, December 22nd.

Some districts have scheduled their Christmas vacation to start December 18th: Birmingham, Lincoln Park,

Cherryhill, Richmond, Ypsilanti, Dearborn and Garden City.

3. Teacher Preparation Time.

The Board has scheduled the first day after Labor Day, September 8th, to be devoted to orientation in the morning, registration for K-12 in the afternoon with 1/2 day instruction and a full day for K-12 beginning on September 9th.

The Association desires to schedule September 8th for building orientation until 9:30 a.m. with the remainder of the day for teacher instruction preparation and on September 9th, registration in the classroom until 9:30 a.m. with classes the remainder of the school day.

The Association also complains that the Board has not actually bargained the opening week schedule but has arbitrarily set that week's activities without obtaining agreement from the Association. It further complains that the same experience was had in the 1969-70 year. The Association points out that in the 1966-68 opening week, teachers were allowed 1/2 day preparation time on Tuesday, Wednesday and Thursday after Labor Day. In the 1968-69 year, they were allowed 1/2 day teacher

preparation time on Wednesday and Thursday after Labor Day. In the 1969-70 year, they were allowed only 1/2 day on Wednesday after Labor Day for teacher preparation and the new schedule for 1970-71 provides no teacher preparation time and complains that teacher preparation time is essential to properly carry out their duties.

#### RECOMMENDATIONS

1. Opening Day. September 8, 1970

No comment is necessary relative to opening day, since the parties have agreed to September 8, 1970.

2. Christmas Vacation.

It is my judgment and recommendation that past practice should be followed in providing ten work days for Christmas recess. The present contract, negotiated in 1969 for a two year period, provides that:

"The Christmas holiday recess shall extend throughout the two-week period which includes Christmas and New Year's Day."

In 1971, New Year's Day falls on Friday which leads us to the conclusion that "the two-week period which includes Christmas and New Year's Day" must relate to

the two weeks prior to January 1st, or the week beginning December 21st. It is reasonable to assume that this was the intention of the parties as practiced in the year 1969-70. Only with this interpretation can the two week period required by the contract/ be satisfied. Of course, such two week period includes ten work days and apparently this is what the Association bargained for. Thus, I am compelled to make the recommendation indicated above.

3. Teacher Preparation Time.

It is my further recommendation that the schedule suggested by the Board for the first week's activities should be followed, especially if the Christmas recess period, as recommended above is to be followed.

In my judgment, it is essential that enough instruction time be allowed to make absolutely certain that State Aid will not be jeopardized for without such Aid a school system is not possible.

Where the school year is long enough, it is certainly constructive and reasonable to provide some preparation time to the teachers, but under the present

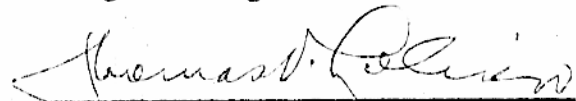
contract the maximum number of teacher work days available is too limited to permit any time to preparation in the first week of school. Also, one additional day off is granted to teachers in 1971 by virtue of Memorial Day being celebrated on Monday which again reduces the number of available work days.

CONCLUSION

By following these recommendations, there would be 183 instruction days and 185 teacher work-days. Teachers will still enjoy a full two week Christmas recess and an extra free day on Monday for Memorial Day, but will sacrifice some time for preparation. I feel confident both parties can work together under such a program without hardship.

Respectfully Submitted

September 4, 1970



Thomas V. Lo Cicero,  
Fact-Finder

2372 First National Building  
Detroit, Michigan 48226  
962-4677