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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

IN THE MATTER OF THE FACT FINDING BETWEEN

PINCKNEY SCHOOL DISTRICT

MERC Case No.: D03 G-1994

-and-

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PINCKNEY EDUCATION ASSOCIATION,
MEA

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REPORT AND RECOMMENDATION

APPEARANCES

For the Employer

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For the Association

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REPORT

A fact finding hearing was held on April 27, 2004 pursuant to the petition of the Employer. Comprehensive exhibits were submitted and reviewed by the fact finder prior to the hearing. The parties have waived the requirement in the General Rules for the Reasons and Basis for the findings, conclusions and recommendations in this matter.

Wages and Insurance for 2003-2004

Because of the financial crisis faced by the District, caused by the lack of adequate funding, an insufficient increase in enrollment, and escalating insurance costs, only step increases and a modest lump sum payment to those teachers at the top of the scale can be afforded. A give-back in insurance premiums would not be appropriate. However, teachers should be eligible for column movements.

Wages and Insurance for the Second Contract Year, 2004-2005

A continuing financial crisis is expected. If there is a continuation of promised state funding and the pupil count does not erode excessively, there should be a modest increase in wages.

The teachers should begin contributing to the cost of their current insurance plan, with the expectation that at less expensive plan will come on line the fall. Teachers should pay a modest fee for their current plan, and a lesser fee for the new plan, if they receive a salary increase that is greater than their out-of-pocket insurance costs. Fact finding should be introduced on the health care issue,

if necessary, to create a recommendation in time for the next insurance year.

Cash in Lieu of Health Insurance

The current amount should be frozen for cost protection for the employer, but it should not be reduced in order to encourage teachers to use the procedure.

Prep Time for Elementary Teachers

The evidence supports a continuation of current contract on this issue.

Calendar

Work days and teacher obligations should remain the same; however, this matter should be remanded to the parties.

No Child Left Behind

There should be discussion prior to the implementation of the Board's proposal.

RECOMMENDATION

Current School Year 2003-2004

Wages and Insurance

One percent off the schedule (lump sum) for those teachers who did not receive a step increase.

No out-of-pocket payment for insurance by teachers until July of 2004.

Second Contract Year 2004-2005

Wages

Column movement for eligible teachers at the beginning of the school year.

Step increases frozen until the second semester

Wages increased ½ percent first semester if $6,700 foundation grant is provided and blended student count is 5,088. If the blended student count is between 5,088 and 5,060, the ½ percent increase will be prorated. If the blended student count is below 5,060,no increase will be required.

Wages increased an additional ½ percent, or the prorated amount above, for the second semester if a foundation grant of $6,700 is provided.

Insurance

Starting July 1, 2004 teachers pay $25 per month for current insurance plan.

September 1, 2004, MESSA Choices II replaces current plan, if it is available. Until it is available, teachers will continue to contribute $25.00 per month.

September 1, 2004 or at the time MESSA Choices II becomes effective, teachers contribute $10 per month for health care, unless the preconditions for a salary increase that exceeds the $10 payment in the second contract year are absent. If the teachers are not receiving a potential wage increase in either the first or second semesters that exceeds $10 per month, the health care contribution will be abated.

The parties agree to begin negotiations on the successor provision to Article XVIII/INSURANCE not later than December 1, 2004. If the parties have not reached agreement on that Article by February 15, 2005, they shall jointly petition the MERC for fact finding on that Article alone and request that the MERC *immediately* appoint a fact finder in the event that the parties are unable to reach mutual agreement on that appointment. The parties agree that the fact finding proceeding, including the issuance of a recommendation by the fact finder, shall be completed not later than May 15, 2005.

Cash in Lieu of Health Insurance

The payment for cash in lieu of health care will be frozen at $4,273

Prep Time for Elementary Teachers

Current contract on prep time for elementary teachers will continue

Calendar

The work days and teacher obligation days shall remain the same; however, this issue will be remanded to the parties.

No Child Left Behind

The Board may adopt its position. However, there shall be discussion before implementation.

Mark J. Glazer, Fact Finder

May 17, 2004