

10/1/70 Thomas LoCiero FF
1970

SN
ALGONAC COMMUNITY SCHOOLS

and

ALGONAC EDUCATION ASSOCIATION

MICHIGAN STATE UNIVERSITY
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

REPORT OF FACTS AND RECOMMENDATIONS
BY FACT-FINDER

The undersigned was appointed fact-finder by the Michigan Employment Relations Commission on September 2, 1970, and, by agreement of the parties, a hearing was held at Algonac, Michigan on September 22, 1970.

Both parties made very fine presentations of their points of view and information.

Three issues were presented for recommendations:

1. Salaries
2. Insurance
3. Class Size

1. Salaries

The Association's latest position as of September 16, 1970, was as follows:

Algonac Community Schools

<u>EXPERIENCE</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>
0	\$ 8,000	\$ 8,150	\$ 8,550	\$ 8,750
1	8,360	8,510	9,012	9,212
2	8,736	8,886	9,499	9,699
3	9,129	9,279	10,012	10,212
4	9,540	9,690	10,553	10,753
5	9,969	10,119	11,123	11,323
6	10,418	10,568	11,723	11,923
7	10,887	11,037	12,356	12,556
8	11,377	11,527	13,023	13,223
9	11,889	12,039	13,726	13,926
10	12,424	12,574	14,467	14,667

In support of its position, the Association pointed out:

1. That the district has sufficient funds to meet the cost of its demands; that the increased cost over 1969-70 amounts to \$174,330, while revenues in '70-'71 will produce some \$98,734 over expenses.

2. That among the districts in Region 6 (made up of some 28 districts in Macomb and St.

Clair counties, including Algonac,) the salary schedule in 1969-1970 for Algonac excluded the average salaries for Region 6 by \$88 at the B. A.

level and by \$43 at the M. A. level.

that if the Association's proposed salary schedule were adopted, Algonac's average would exceed the Region 6 average by \$3 at the B. A. level and by \$77 at the M. A. level.

Several additional comparisons were made with settled '70-'71 salary schedules in Region 6 supporting the contention that the Association's proposed rates should be accepted by the Board.

Among these comparisons, it was contended that the Association's increases amounted to 8.8% for B. A. salaries at the minimum, while the median in Region 6 was 8.0%; and at the maximum, the Association's increase was 8.0% while the median of Region 6 was 9.4% increase.

For M. A. salaries, the Association's schedule calls for a 7.5% increase at the minimum, against the Region 6 median of 7.6%; and, at the maximum, the Association's increase is 16.2%, while the Region 6 median is 11.3%.

On the other hand, the Board's last offer is the following:

<u>EXPERIENCE</u>	<u>BA</u>	<u>MA</u>
0	7,825	8,475
1	8,175	8,925
2	8,575	9,375
3	8,975	9,875
4	9,425	10,375
5	9,875	10,875
6	10,325	11,375
7	10,775	11,875
8	11,275	12,375
9	11,775	12,875
10	12,275	13,375

In support of its proposal, the Board contends that its salary schedule is equal to or above any salary schedule in St. Clair County, and that it represents an increase of 11.2% at the minimum for B. A. to 11.1% at the maximum or *of 10.6%*; an average *and an increase of 12.2%* at the minimum for M. A. to 7.4% increase at the maximum, or an average of 11.2% increase over last year.

However, an analysis shows these percentages include the normal annual step increase the teacher was already scheduled to receive by continuing an additional year, and that the actual increase this year, not considering the step increase, would be

6.45% at the minimum or B. A., and 7.0% at the maximum, or an average of 6.32% increase.

In terms of actual money, teachers holding B. A. degrees would receive a step increase of \$350 plus \$475 actual increase or a total of \$825 at the minimum and a step increase of \$500 plus \$725 actual increase or a total of \$1,225 at the maximum. Teachers holding M. A. degrees would receive a step increase of \$450 plus \$500 actual increase, or a total of \$975 at the minimum, and a step increase of \$450 plus \$925 actual increase, or a total of \$1,375 at the maximum.

The Board contends that its salary schedule should not be compared with districts outside St. Clair County, that it is located in a residential resort area with little or no industry to depend on for tax base, and that past comparisons have been with school districts in St. Clair County only. It also points out that proposed millage increases were defeated on three occasions last year, and there is no hope that a millage increase would be obtained in future years.

Finally it says that its proposed salary schedule meets the highest salaries in effect in

the county, namely, that of the East China school district, which includes Marine City and St. Clair.

Recommendations

Based on past practice and comparability of school districts, it is my judgment that comparisons of the Algonac school district with those located in like communities is very reasonable.

To compare this district with those included in Region 6 is unfair, in my judgment.

However, in analyzing the increases granted teachers in St. Clair County school districts, I find that higher increases than those included in the Board's proposed salary schedules were granted in the other districts in St. Clair County. For example I find that the following increases were granted in:

	B. A. Min.	B. A. Max.	M. A. Min.	M. A. Max.
Marysville	\$600	900	650	1,050
East China	475	.775	525	925
Port Huron	500	748	551	879
Average Increases	525	808	575	951

In other words, the average increase for these districts was \$525 at the B. A. minimum, or 7.14%; and \$808 at the B. A. maximum, or 7.02%. This is an average increase of 7.08%. For M. A. salaries

the average increase was \$575 at the minimum or 7.23%, and \$951 at the maximum, or 7.63%. This is an average of 7.4%. Incidentally, in calculating percentage increases, I do not believe it is realistic to include step increases. A teacher is already entitled to a step increase simply on the basis of longevity and would receive it even if no change were made in the salary schedules.

It is my recommendation, therefore, that the average percentage increase of 7.08% be added to each step on the '69-'70 salary schedule for B. A. Teachers, and the average percentage increase of 7.4% for the M. A. Teachers. The results would be as follows:

B. A. Teachers

<u>Steps</u>	<u>'69-'70</u>	<u>7.08%</u>	<u>Total</u>
0	\$7350	\$520	\$7870
1	7700	545	8245
2	8100	573	8673
3	8500	602	9102
4	8900	630	9530
5	9300	658	9958
6	9700	687	10387
7	10150	719	10869
8	10600	750	11350
9	11050	782	11832
10	11500	814	12314

<u>Steps</u>	<u>'69-'70</u>	<u>7.08%</u>	<u>Total</u>
0	\$ 7950	\$588	\$8538
1	8400	622	9022
2	8850	655	9505
3	9300	678	9978
4	9750	721	10471
5	10200	755	10955
6	10650	788	11438
7	11100	821	11921
8	11550	855	12405
9	12000	888	12888
10	12450	921	13371

2. Insurance

The Association's position on insurance contributions is, essentially, that it wants a payment of \$36.96 per month to provide full family health care benefits with a freedom of choice as to whether the carrier shall be the M. E. A. Supermed Health Care Protecting Plan, or the Blue Cross-Blue Shield M 75 Plan. The \$36.96 per month requested is the cost of the M. E. A. Supermed Health Plan claimed to be superior to the Blue Cross-Blue Shield M 75 Plan.

Last year, the Board provided each teacher with the Blue Cross-Blue Shield M 75 full family plan at a cost of \$28.00 per month for a period of time, and then at an increased cost of \$32.89. Where the spouse also taught, the Board provided the spouse with single person

coverage. Apparently, all but two teachers were covered by the Blue Cross-Blue Shield Plan, while two teachers chose the M. E. A. Plan.

Concern was expressed that Blue Cross-Blue Shield coverage could not continue if more than 15% of the teachers chose another carrier. I have checked into this question and have been authoritatively assured by Blue Cross-Blue Shield representatives that there is no minimum requirement and that the two plans are compatible.

This year, the Board offers to continue to provide the money equivalent of the Blue Cross-Blue Shield Plan (\$32.89) and freedom of choice of carrier to each teacher, and where the spouse also teaches to pay that spouse \$28.00 per month with freedom to apply it as the teacher pleases.

Recommendations

⁴ I believe that each teacher should be treated alike. Under the Board's proposal, one teacher in the family would be given \$32.89 per month for insurance, while another in the same family would receive \$28.00 per month. I find no justification for such a differentiation and, therefore, recommend each teacher

be provided with the same amount for this benefit.

As to the amount, I feel the Board's offer is reasonable. It is enough to provide a good, recognized, and reliable carrier, and although it may be argued that there are equivalent or even better plans, the fact remains that this sum of money, \$32.89, does what the M. B. S. A. wants \$36.96 to provide. Under these circumstances, I will have to recommend that the Board should be asked to pay the more reasonable amount with freedom of choice to the teacher as to which he or she may choose.

3. Class Size

Both parties presented detailed facts relative to class size. I find it unnecessary to spell them out in this report, except to emphasize that they are both in full agreement that all classes should be reduced to no more than 30 pupils. It appears that through many changes made in recent years, all but a handful of classes have been reduced in size to less than 35.

I feel that the Board has gone to extremes in doing what it could and as rapidly as it could to reach this goal, and, as requested by

the Association, guarantee that by next year all remaining classes will be reduced to 35.

I, therefore, believe and so recommend that the Board's proposal should be accepted. Under this proposal, in the kindergarten to 5th grades, a ratio of 35 to each teacher would be the goal, and whenever exceeded, a conference will be held to determine whether paraprofessional aid should be provided in such cases that a reduction is not made if the affected teacher so desires.

For Junior High (6 to 8 grades), the goal would be no more than 175 pupils per teacher per day, and if not attained, the same procedure would follow as outlined above.

For 9 to 12 grades, compliance with North Central Association Standards would be maintained.

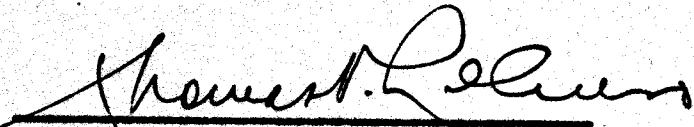
From present indications, these goals can be attained this year, but the Board also agrees, by letter, that next year these goals will be guaranteed, with the understanding that all teachers will accept early or late teaching hours as needed, provided that a request for volunteers would be made.

Actually, I find this year's problem to be minimal and that the Board has made a very

serious effort to meet the requests of the
Association.

Respectfully Submitted

October 1, 1970


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