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BEFORE THE FACT FINDING HEARING OFFICER OF THE  
EMPLOYMENT RELATIONS COMMISSION

IN THE MATTER OF

ALLEN PARK PUBLIC SCHOOLS,  
Wayne County, Michigan

and

ALLEN PARK EDUCATION ASSOCIATION

FACT FINDING  
HEARINGS OFFICER  
REPORT

David Robb

By letter of August 26, 1969, the Hearings Officer was appointed by the Employment Relations Commission as its Officer and Agent to conduct a fact finding hearing pursuant to Section 25 of Act 176 of Public Acts of 1939, as amended, and the Board's Regulations thereunder. The appointment arose from a Petition from the Allen Park Public Schools dated August 26, 1969.

The Hearings Officer contacted the respective parties and the initial fact finding was held on September 2, 1969 and adjourned to September 3, 1969 and terminated on that date. On September 4, 1969 the Hearings Officer wrote a preliminary letter report recommending a certain Salary Schedule. On September 5, 1969 the Hearings Officer advised the parties by telephone of his proposed recommendations on the remaining issues which are included in this Report.

Prior to the hearing, the Hearings Officer was provided with a statement of the positions of the Board of Education and the Union, which is attached hereto and included herein as Exhibit A, to which reference will be made from time to time in this report. Certain corrections have been made by the Hearings Officer to Exhibit A in order to conform with the paragraphs in the labor contract.

The Hearings Officer was impressed by the clarity of the presentation by both parties and on the basis of all the evidence presented, would make the following recommendations:

*Allen Park Public Schools*

### Recommendations

- A. Board of Education's position.
- L. Board of Education's position.
- T. V. Z & AA Resolved during fact finding.
- BB Board of Education's position.
- DD Board of Education's position.
- EE Board of Education's position
- HH Resolved during fact finding.

### ARTICLE X - Teacher Leave Days

- A. Resolved during fact finding.
- B. The Hearings Officer recommends the following language  
"Sick leave days shall accumulate to a maximum of  
one hundred forty-four (144) days."
- C. Resolved during fact finding.
- D 1 Resolved during fact finding.
- D 5 Board of Education's position.
- E. F. & G Resolved during fact finding.
- I. Board of Education's position.

### ARTICLE XXII - Professional Compensation

- C 2 The Hearings Officer recommends the following language  
"All graduate credit hours beyond the M. S. degree after  
January 1, 1962 and approved by A. C. A. Committee  
shall be paid at the rate of sixteen dollars and fifty  
cents (\$16.50) per semester hour to a maximum of  
forty-five (45) hours.
- D. Resolved during fact finding.

- F. The Hearings Officer recommends the following language  
"The instructional substitution rate shall be six dollars  
(\$6) per hour."
- O. The Hearings Officer recommends the following language  
"Sixteen dollars and fifty cents (\$16.50) per semester  
graduate credit hours shall be paid after the hours a  
teacher needs for permanent certification to a maximum  
of thirty (30) hours."

ARTICLE XXIII - Insurance Protection

- A. Board of Education's position.
- B. Resolved during fact finding.
- C. Union's position with the following language added at the  
end of the paragraph "as selected by the teacher".
- D. Resolved during fact finding.

ARTICLE XXIV - Special and Student Teaching Assignments

- A. Resolved during fact finding.

ARTICLE XXX - InService Professional Education

- A. Union's position with the second sentence in the para-  
graph to read as follows: "The Board recognizes the  
importance of tranquility within a committee or sub-  
committee and agrees to give the Association the right  
to recommend administrators from those appointed to  
the committee or subcommittee to serve in the capacity  
of co-chairmen. "
- B. C & D. Resolved during fact finding.

Salary Schedule

<u>Steps</u>	<u>B. A.</u>	<u>M. A.</u>
0	7, 500	8, 400
1	7, 875	8, 900
2	8, 250	9, 400
3	8, 625	9, 925
4	9, 025	10, 450
5	9, 450	10, 975
6	9, 925	11, 525
7	10, 400	12, 075
8	10, 900	12, 650
9	11, 450	13, 250
10	12, 000	13, 900

1. Teachers possessing an education specialist degree shall receive \$750 above the appropriate step on the MA Schedule.
2. Teachers possessing an earned Doctoral degree shall receive \$2, 000 above the appropriate step on the MA Schedule.

Respectfully submitted,

  
David Robb