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Comstock Park

10/11/75

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Comstock Park
Board of Education

and

Comstock Park
Education Association
- MEA

FACT FINDING

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S. E. Bychinsky
Fact Finder
October 11, 1975

Comstock Park Public School

Appearances:

For the Education Association
Clifford Warden, MEA
Thomas Waltz, Chief Negotiator
Howard Meyers, Negotiator
Eugene Bowler, Negotiator
Lawrence Race, Negotiator
Mike Wolven, Negotiator

For the Board of Education
Dale DeHaan, Business Manager
Tom Allen, Board President
Byron Chitwood, Elementary Principle

days. It is urged, by the Board that days for Parent-Teacher Conferences be doubled from 2 to 4 days and that the days for teacher record keeping be reduced from 2 to 1½. The Education Association on the other hand, contend that for any days to be meaningful, the extra days should be justified. Other than the argument that more days were desirable for parent-teacher days-- no other justification was presented. While in some situations an increase in Parent-Teacher Conference days may be considered desirable, the increase sought in this situation is not supported, by a specific plan for the utilization of such additional days. The Comstock Park requirement for such days is already among the top 5 of the 19 surrounding Districts.

It is therefore recommended that the extra day requirement for the duration of this contract be set at 6 extra days, and that these days be accorded the following purposes:

- 2 days - Parent-Teacher Conferences
- 2 days - In service education
- 2 days - Teacher record keeping

With Respect to the Duration of the Agreement

The parties to this Fact Finding have just completed a three year contract, and are now well into the current school year without a contract. While the School Board would like the stability of a multi year contract, it is the Education Associations contention that the teachers salaries have suffered, during that three year period, because of the unforeseen inflation that has caused teacher real income to decrease during this three year period despite the increments that the prior contract provided. As will be shown in the section dealing with the salary schedule, both the School Board and the Association agree that the teachers of Comstock Park did not fair very well, salary wise, during the past three years, with respect to other teachers in the area, or with respect to the increase in cost of living. Nevertheless, this community has enjoyed exemplary relations between the teachers and the School Board. It is the argument of the Board of Education that they be given time in which to improve the

Assuming then that the schedule as proposed by the Board does in fact support their claim that it represents an 11% increase for the teachers, this increase exceeds, by a fraction of a percent, the cost of living increase, but does not allow for any "make up" in base salary that would appear to be demanded by the differences that exist in the surrounding District schedules.

A BA starting salary of \$9300.00 for the year 1975-76 retroactive to the beginning of the school year, with a proportionate percentage increase for each step in the salary schedule, would bring Comstock Park teachers to a starting salary matching the 22nd and 23rd positions in the list of 24 schools in the area. While it may be necessary to sacrifice the cash reserve in order to accomplish the recommended salary schedule, extreme economy in the operations must be made. Comstock Park, with a 28 mil levy, and with a 19 mil authorization for collection through December of 1975, must now move rapidly to sustain its fiscal responsibility.

The salary schedule thusly recommended for 1975-1976 is as follows:

B.A.	B.A. 20	M.A.	M.A. 10	M.A. 20	M.A. 30
\$9300	\$9750	\$10,200	\$10,500	\$10,800	\$11,100

It is further recommended that the 5% increments in the prevailing schedule of 12 steps and step 16 be observed.

For the 1976-1977 school year the following schedule is recommended.

1. That the 5% increment between steps be observed.
2. That the base salary of each step be adjusted by 9% (1% over the estimated cost of living) to make up for the less than 10% adjustment that was afforded the 1975-76 salary schedule.


With Respect to the Addendum

It is noted that with the increase in base salary, as recommended in this report the cost of the addendum percentage as proposed by Board will yield an increase in dollar amount to those teachers involved in extra curriculum activities. Accordingly the Boards percentage proposal, revised to reflect the Base Salary recommended herein, and rounded off upwardly to eliminate the fractional percentages, is recommended. Thusly 1.4 would become 2.0; 2.2 would become 3.0 ----- and 8.7 would become 9%.

With Respect to Fringe Benefits

Because of the increased emphasis that this report urges for the area of base salary, and the requirement that the Board of Education take rather severe steps to enable it to pay for the proposed schedules, this Fact Finder is constrained to recommend the giving of the Board maximum latitude in selecting an insurance carrier for the duration of this contract. However, it should be noted that the arguments of the Board that MESSA may or may not have contributed service fees or data processing fees to MEA is not considered relevant to the issue. If, in keeping with its need to "shop" for the most economical insurance carrier, consideration of benefits to the teacher of comparable plans, at the least cost should be the only concern. It is urged that the Association accept the coverage as offered by the Board, (Board Exhibit #5) with the option that if any MESSA policy is favored by sufficient members of the association to enable it to be procured, that the Board will contribute the dollar amount that its' proposal would cost, toward the selected MESSA policy. It is further recommended that the Board accept the practice of paying for insurance coverage for all 12 months of the year unless any teacher accepts employment elsewhere before the starting of the next school year.

Respectfully submitted


S. E. Bychinsky
10-11-75