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September 5, 1969

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Superintendent
Corunna Public Schools
Eveleth School, North State Road
Corunna, Michigan 48817

Miss Peggy Snyder
803 N. Water
Owosso, Mich. 48867

Re: Corunna Public Schools
-and-
Corunna Education Association

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Gentlemen:

J.R. Dempsey

An employment relations dispute has arisen between the Corunna Public School Board of Education and the Corunna Education Association (C.E.A.).

Fr. J. R. Dempsey, S.J. was appointed as a fact finder by the Michigan Employment Relations Commission to make recommendations regarding the issues in this dispute.

After holding a hearing on Thursday, September 4, 1969 from 9:30 a.m. to 8:30 p.m. in the offices of the Corunna Intermediate School District, Fr. Dempsey makes the following recommendations on the issues raised and based on the facts developed by the parties to the dispute:

- First, Class Size. It is the recommendation of the hearing's office that Mr. Raymond Dennis write a letter of understanding to the C.E.A. which would include a statement of his intent to keep the class sizes within projected levels, and even to reduce them if possible. His statements during the hearing itself were sufficiently clear and reasonable so that if they are reduced to writing, the best interests of all concerned, students, teachers and administrators would be protected.

Second, Fringes. The C.E.A. demanded \$200.00, the Board of Education offered \$150.00 worth of health and income protection. In view of the financial condition of the school district with the limited amount of money available, it is recommended that \$175.00 be made available to each teacher for this type of protection

Third, Salary. The last offer of the school board was a package that amounted to an increase in salaries of \$139,116.00. The proposal of the C.E.A. included a salary scale that would require increase for the year 1969-70 of \$177,596.00.

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
MEDATION DIVISION
DETROIT OFFICE

Corunna Public Schools

Both parties were in substantial agreement on the projected revenues for 1969-70 coming from state aid and local taxes. The only disagreement concerned a reduction in federal money for supplemental services under Title I, II and III of the Poverty Program to the amount of \$11,000.00 approximately.

According to the C.E.A., there was in rounded figures \$245,000.00 of increased revenue in 1969-70. The school board asserted that the figure should be reduced by the \$11,000.00 to leave only \$234,000.00.

It is recommended that 62% of the \$245,000.00 of additional revenue be used to determine the amount of money available for increased teacher salaries. In view of the fringe benefit recommendation and the fact that students may lose services because of using the \$245,000.00 figure rather than the \$234,000.00 one, it is further recommended that a rounded-off figure of \$150,000.00 be used as the total amount of money to increase teacher salaries. This amount of money should be distributed in a salary scale that includes 10 steps instead of 11 as a present.

Fourth, Binding Arbitration. In view of the fact that the present grievance procedure has never been used, it is recommended that binding arbitration be the terminal step to the grievance procedure as it presently is worded.

Fifth, Agency Shop. Since only one very small number of eligible personnel are not members of the Association, it is recommended that the Agency Shop be included in the contract. Those who choose not to join the Association and who are presently employed should be allowed to remain outside the Agency Shop provisions if they so choose.

JR Dempsey SJ