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STATE OF MICHIGAN LABOR MEDIATION BOARD
DETROIT OFFICE
BEFORE THE FACT FINDING HEARINGS OFFICER OF THE

LABOR MEDIATION BOARD

IN THE MATTER OF

CRESTWOOD BOARD OF EDUCATION
and
CRESTWOOD EDUCATION ASSOCIATION

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY
FACT FINDING
HEARINGS OFFICER
REPORT

David Robb /

By letter of August 23, 1967, the Hearings Officer was appointed by the Labor Mediation Board 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 was the result of a request by telegram dated August 22, 1967 from Melvyn S. Goldstein, attorney for the Crestwood Education Association, petitioning for such appointment.

The Hearings Officer immediately contacted the parties and at the request of Mr. Targan, attorney for the School District, scheduled the Hearing for September 6, 1967. Mr. Targan asked for the ten day period to prepare the position of the School District.

On September 6, 1967, the parties met in a hearing room of the State Labor Mediation Board located at 1400 Cadillac Square Building, Detroit, Michigan and after an oral Statement of the District's position, Mr. Targan submitted a written Statement of Discontinuance of Fact Finding dated September 6, 1967 which has been attached to this Report and incorporated herein. After conference, the representatives of the School District removed themselves from further participation in fact finding.

The Hearings Officer then conducted a unilateral hearing, accepting and reviewing the evidence submitted by the Crestwood Education Association

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including Crestwood Exhibits I through 8 which are attached hereto and incorporated herein. Included in these Exhibits was a Proposed Salary Schedule (Exhibit 4) which had been offered to the School District beginning at \$6500 as the base on the BA to \$11,500 as the maximum on the MA and cost breakdown figures in support of that salary proposal.

Prior to the Hearings Officer filing his report the parties again requested a hearing on the facts in dispute and it was held on September 19, 1967, reconvened the evening of September 20, 1967 and continued into the morning of September 21, 1967. At these Hearings, the Education Association restated its position and the School District introduced Exhibits 1 through 6B. The School District Exhibits included as 6A in direct response to Exhibits 4 through 7B introduced by the Education Association which included their proposed salary schedule. Further, the breakdown of the professional personnel who are employees of the District were included in Exhibit IV as well as employees the District anticipated would be hired.

The introduction of the Exhibits at the fact finding sessions led to agreement by the parties as to the number of personnel presently in the employ of the District and agreement on the vacancies which the District believed should be filled to sustain the teaching program. It was pointed out by the District that a certain amount needed to be earmarked for the transportation program which the District had cut out but which was being reinstated in accordance with a State Law requirement.

It appeared that any cuts should be made in additional personnel and perhaps some reductions in capital outlay and other minor reductions throughout the budget. It seemed clear, however, that the major cost-cutting could be made in the vacancies to be filled and the proposed increases in positions contemplated by the School Board.

Another fact which was orally introduced by both parties at the fact finding sessions but was not incorporated in the Exhibits involved the millage proposals which had been requested by the District. During the year, three millage proposals had been presented to voters in January as a part of a bond issue, in May and in June at the election of the School Board. It was not disputed that the millage proposals had been advanced with force and yet the taxpayers had rejected all three proposals. The School District also indicated that in October they would again approach the taxpayers of the District with a one mill proposal to cover the anticipated transportation costs. This indicated to the Hearings Officer that every effort was being made by the District to meet the financial obligation to the teachers and the school area they represented.

It was the further feeling of the Hearings Officer that presentation by the Crestwood Education Association was very clear and lucid and the Exhibits presented their position fairly.

The last salary proposal of the School District began at \$6100 to \$9600 on the B. A. and \$6600 to \$10,800 on the M. A. while the Education Associations' schedule is included in the Exhibits aforementioned.

RECOMMENDATIONS

1. It is the belief of the Hearings Officer that the parties had not negotiated the basic issues in interest prior to the time they came to fact finding. The Mediation process was not utilized as far as the economic issues were concerned and they had not discussed fully the salary proposals and the evidence in support of those proposals. It was evident that the Financial Report of the Auditors had not been received in detail in negotiation sessions. Further, the parties had not worked out the personnel requirements of the

District prior to the fact finding sessions. Although every effort had been made by the appointed mediator, the parties had not in fact used his services on the salary and personnel issues.

It is recommended that the parties in the future be prepared to discuss these issues at an earlier date so that the extreme pressures at fact finding do not materialize.

2. The Hearings Officer was impressed by the willingness of the Education Association to exhaust every administrative remedy, and did not feel that the School District had the same desire.

It is recommended that the School District utilize every administrative remedy so as not to delay the proceedings and final determination by the Hearings Officer.

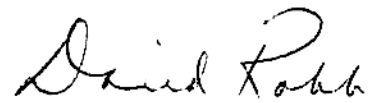
3. The Hearings Officer has issued a preliminary report to the School District, the Crestwood Education Association and the State Labor Mediation Board, dated September 22, 1967, which is incorporated herein, setting forth the salary schedules he would propose.

It is the opinion of the Hearings Officer that to alleviate future discord a two year contract be entered into. Bargaining sessions will again be imposed on the parties within a short period of time, and it is believed that an additional breathing spell would be in the best interest of all concerned.

Further, it is the opinion of the Hearings Officers that the School District does not have need for all the teachers which they have proposed and will be unable to fill the vacancies which are presently evident. The additional fiscal burden must be undertaken to obtain a satisfactory level of teaching. Therefore, it is recommended that the following salary proposals be instituted by the parties:

- A. Bachelor's Degree beginning at \$6,200 to \$9,700 in the first year, and \$6,900 to \$10,500 as the maximum in the second year on a 9 step schedule.
- B. Master's Degree beginning at \$6,700 to \$10,900 in the first year, and \$7,400 to \$11,600 as the maximum in the second year on a 10 step schedule.

Respectfully submitted,


David Robb