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THE SCHOOL DISTRICT OF THE CITY OF DETROIT

-and-

ORGANIZATION OF SCHOOL ADMINISTRATORS
AND SUPERVISORS, LOCAL 28, AFL-CIO

Case No. D77 J-2717

The Fact Finder, Edward Simpkins, was appointed Hearing Officer in the above matter after a determination by the Michigan Employment Relations Commission that the disputed issues between the parties might be more readily settled if the facts involved were determined and made publicly known. Following the Commission's determination the undersigned was appointed effective January 18, 1978. Hearings were conducted at the Offices of the Michigan Employment Relations Commission on March 9, 1978 and March 27, 1978. Representing the parties were:

Union

Donald F. Sugarman, Esq.
Eleanor H. Saluk, Esq.
Robert Baker, President
Leonard Minkwi, Vice President
Milton H. Spencer
Walter Jenkins
Olin Meador

Jerome H. Brooks, Esq.
Lenora A. Thomas
Dennis J. Makulski

BACKGROUND AND ARGUMENT

Negotiations between the parties began on September 14, 1977 in compliance with a reopener clause in the current contract between them. Following six negotiation sessions mediation was attempted. At issue was the question of revising the salary schedules for the approximately 1300 employees represented by the Organization of School Administrators and Supervisors. OSAS proposed an index system which would establish a direct relationship between classifications which it represents and the Master's maximum salary of teachers. The Board offered as a total settlement an Increase "... not ... exceeding 2.8%" OSAS turned down the offer. Following mediation, fact finding was requested. Proceedings began on March 9, 1978.

Witness School District

ARGUMENTS

OSAS argued that the cost of living has increased significantly since its contract went into effect. Milton Spencer who was called to testify for OSAS stated that the index is expected to rise 7.1% over the eighteen month period from December, 1977 to July, 1978. The witness further noted the index rise in the twelve month period preceding the hearing to be 6.9% on the unrevised index. Although unit members received a bonus for the 1976-77 school year which represented a 2% adjustment, these monies were not added to the base salary of administrators. OSAS argues that the bonus monies averaging approximately \$510 per member should be folded into the base and that dollar adjustments ranging from \$647 to \$2,000 should be added to that figure for 1977-78 in the classifications represented in this dispute. In addition OSAS would have a 1% increase effectuated on February 7, 1978 added to the base salary schedule of the employees in each of the units in classifications that it represents.

Essentially there was no dispute regarding the stepped up responsibilities which school administrators have undertaken over the past several years. The employer did point out that actual administrator performance cannot be measured on the basis of the output of selected individuals. However, OSAS did establish that the added responsibilities are real and mandated by external authorities and new program needs which do lengthen the principal's work day and compound the number of reports for which such persons are responsible. The claims of other members represented by OSAS based on the expanded productivity argument were not clearly established. However, the general standard, a 6.9% rise in the consumer price index, is found to be applicable to all. Hence the Fact finder recommends the following:

1. Each member of the OSAS unit shall receive the amount of monies previously designated as a bonus as an adjustment in base pay retroactive to July 1, 1977 and in addition,
2. The salary schedule for all classifications represented by OSAS shall be adjusted by 3%, not including physical plant managers, which also shall be retroactive to the above date.

3. The above retroactive monies shall be decreased by any payments already made in the form of bonuses or as salary resulting from the one per cent adjustment effective February 7, 1978.
4. Staff Coordinators shall be raised to the level of Department Head and along with members in the Department Head classification, Assistant Department Head classifications, the Elementary Assistant Principal classification, the Level Two Assistant Principals, Jr. Administrative Assistants (10 months), Day School for Deaf Specialists, they shall be awarded an additional \$200 on the salary schedule.
5. Physical Plant Managers who are excluded from the 3% Increase accorded other members in the unit under item 1 above, shall receive a \$2,000 adjustment in their salary schedule and whatever bonus monies previously designated for members of the unit.
6. Items 1 through 5 above shall be implemented in the first pay period after July 1, 1978.

April 21, 1978
Date

Edward Simpkins
Fact Finder