

9/5/68

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## STATE OF MICHIGAN

BEFORE THE FACT FINDING HEARINGS OFFICER OF THE

LABOR MEDIATION BOARD

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

IN THE MATTER OF

DUNDEE BOARD OF EDUCATION  
and  
DUNDEE PROFESSIONAL TEACHERS  
ASSOCIATIONFACT FINDING  
HEARINGS OFFICER  
REPORTDavid Robb /

In response to a Joint Petition for Fact Finding dated August 20, 1968 from both the Association and the Board of Education, the Labor Mediation Board by letter of August 21, 1968 appointed the Hearings 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.

Pursuant to that letter the Hearings Officer contacted the parties and set a Hearing date of Wednesday, August 28, 1968. The date was confirmed by a Hearings Officer letter to the parties dated August 22, 1968.

The facts presented at the Hearing covered two basic areas of a proposed two year labor contract:

1. Salary Schedules
2. Class Size

and the position of both the Board and the Association were incorporated in the salary schedule which is attached hereto.

The Board's position was presented by Mr. Maatsch, attorney for the Board, and Mr. Nelson, Superintendent, with the President and Secretary of the Board in attendance.

The position of the Association was presented by Mr. Curtis of the MEA with Marjorie Weghorst, Nila Craig and Eugene Wilcox as the negotiating team.

*Dundee Board of Education*

Both sides are to be commended for the clarity in which the facts were brought to the Hearings Officer. Further, the Hearings Officer was impressed by the concern and interest in the educational system evidenced by the members of the Board of Education at the Hearing and at subsequent conferences.

### RECOMMENDATIONS

Based on the facts presented this Hearings Officer issues the following recommendations with respect to the matters in disagreement:

1. The salary schedule over the two years of the contract be as follows:

	1968-1969.		1969-1970.	
	BA	MA	BA	MA
1	\$6,600.00	\$7,100.00	\$7,000.00	\$7,500.00
2				
3				
4				
5				
6				
7				
8				
9				
10	\$10,100.00	\$11,300.00	\$10,550.00	\$12,000.00

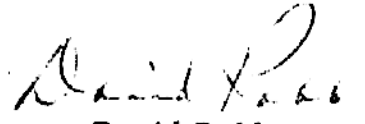
The approximate amount of the entire two year contract to be \$1,415,300.00.

2. The class size to be 36 for the year 1968-1969 and to be reduced to 35 in the year 1969-1970.

It is the belief of the Hearings Officer that a two year contract would be in the best interest of both parties and would provide a respite period in negotiations. Although the recommended salary schedule may be higher on the top of the BA and MA than was originally considered by the Board it is the opinion of the Hearings Officer that the aforementioned salary proposal would be a fair and equitable settlement for the parties.

The original of this report has been filed with the Labor  
Mediation Board and copies served upon the respective parties.

Respectfully submitted,

  
David Robb  
Hearings Officer

68-69 Teachers Last  
OFFICE  
69-70

68-69 Bds Last OFFICE  
69-70

BA	MA	BA	MA	BA	MA	BA	MA
6,550	7,100	6,800	7,500	6,400	7,100	7,000	7,500
4,750	7,300	7,100	7,700	6,400	7,300	7,200	7,700
7,050	7,650	7,350	8,100	7,050	7,560	7,450	7,970
7,375	8,050	7,650	8,500	7,350	7,880	7,750	8,310
7,725	8,500	8,000	8,975	7,700	8,260	8,100	8,720
8,100	8,900	8,400	9,575	8,100	8,700	8,500	9,200
8,500	9,350	8,850	10,150	8,550	9,200	8,950	9,750
8,950	9,800	9,350	10,850	9,050	9,760	9,450	10,370
9,475	10,200	9,900	11,555	9,600	10,350	10,000	11,060
10,100	11,300	10,550	12,250	10,200	11,000	10,500	11,750
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
672,350	742,925	672,895	743,020				

1,415,275

1,418,395

BOARD POSITION

Class Size as it now stands for  
68-69 and back to 35 in 69-70

Association Position - Class Size  
Agreed on Class size maximum of 36  
for 68-69. Association proposes a system  
of averages of 32 for 69-70 with 36  
as maximum.  
i.e. 4 classes - 1 study hall - 128 students  
5 classes - 160 students