

968

134^{FF}

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

REPORT OF FACT FINDER
IN THE MATTER OF
EAST DETROIT BOARD OF EDUCATION
AND

RECEIVED
SEP 9 - 1969

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
MEDICATION DIVISION
DETROIT OFFICE

EAST DETROIT FEDERATION OF TEACHERS NO. 698

Dudley Whiting

FOR THE BOARD

Harold A. Cominsky
William L. Ashton
Rosemary L. Pemberton
Jane H. Mahin
Harold Keas
Michael Emlaw
Robert Kohloff
F. R. Shedd

FOR THE FEDERATION

Hugh Jarvis
Roger Craig, Attorney
Henry B. Linne
David A. O'Leary
David W. Barrows
Philip A. Gentile
Betty J. Brogan
Diana Lamprides
John Converse

East Detroit Board of Education

The undersigned was appointed by the Labor Mediation Board as its Fact Finding Hearings Officer on August 29, 1969, pursuant to Section 25 of Act 1 76 of Public Acts of 1939, as amended. A hearing was conducted on September 2, 1969.

THE ISSUE

The only unresolved issue is the 1969 - 1970 salary schedule.

BACKGROUND

Since 1966 two millage proposals were defeated in this district. Meanwhile salaries were increased annually. The Board reduced the staff of teachers, introduced half day sessions, for some grades, eliminated some courses, and incurred deficits totaling over \$960,000.00.

Late in 1968 a Committee for Adequate Education campaigned for additional millage with promises of full day sessions for all grades, restoration of courses, and payment of the deficit in two years. This resulted in voter approval of additional millage on January 22, 1969.

The Board undertook implementation of those promises for the 1969 - 1970 school year by hiring 88 additional teachers, scheduling full day sessions for all grades, and budgeting payment of one-half of the accumulated deficit. The budget comprehends approximately \$149,000.00 for salary increases within the existing salary schedule for teachers due to length of service increments and additional degree credit attainment. There is available \$250,000.00 for increases in the salary schedule,

which would provide an annual average increase of about \$420.00.

The Federation does not accept this allocation of funds and insists that the teacher salary scale must be competitive, which it views as maintenance of its ranking among school districts in Wayne, Oakland and Macomb Counties. While the information provided is in a different form this appears to me to involve an average increase of about \$700.00. The salary scale proposal of the Federation made in negotiations involves considerably more money than this.

The Federation stated that the teachers had decided not to report to work until a satisfactory agreement has been reached.

ANALYSIS

It is apparent that salary increases negotiated for teachers in school districts in Wayne, Oakland and Macomb Counties for 1969 - 1970 contracts do exceed considerably the amount budgeted by this Board for that purpose. This is probably inevitable in a period of continuing inflation. In view of such settlements it is obvious that something more than has been offered by the Board is necessary to break the impasse.

Upon consideration of where any additional money can be found in the budget for that purpose, it appears that amortization of the deficit is the most likely source. Since it appears that the existing deficit was accumulated over a period of three school years, it would not be unreasonable to pay it off over a like period.

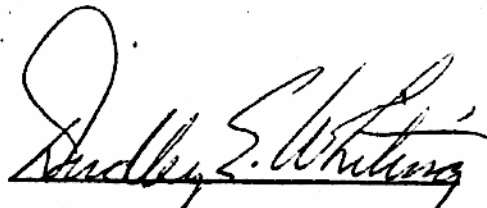
This would reduce the amount required to be paid thereon this year by about \$160,000.00 and make available something slightly in excess of \$400,000.00 for improvement of the salary schedule.

Such a sum would provide an average increase of about \$690.00 and proper allocation by the parties within the salary schedule would keep it reasonably competitive. Moreover this sum could be thus available without any reduction of the educational improvements anticipated by the voters when they approved the millage. Accordingly I find it to be a reasonable solution to the impasse between the parties and urge their acceptance thereof.

RECOMMENDATION

I recommend that the board make available approximately \$400,000.00 for increases in the salary schedule for allocation by agreement between the parties and that this be accepted by the Federation in lieu of its salary proposals.

Dated at Southfield, Michigan, this 8th day of September.


DUDLEY E. WHITING,
FACT FINDER