

STATE OF MICHIGAN

EMPLOYMENT RELATIONS COMMISSION

11/20/72 281 FF

In the matter of:

EAST LANSING BOARD OF EDUCATION

and

EAST LANSING EDUCATION ASSOCIATION

LABOR AND INDUSTRIAL
RELATIONS DIVISION

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
LABOR RELATIONS DIVISION

HEARING OFFICER'S FACT FINDING REPORT

APPEARANCES:

For East Lansing Board of Education:

Joseph Durkin, Chief Negotiator
Charles Fine, Attorney
Jerry Kusler
Ken Harper
Sally Swartz
Dr. Sal DiFranco

For East Lansing Education Association:

Alan Martel
Rosemary Kennedy
Harold Warner
Dorothy Rall
William Schewe
John Collins, Attorney
Leo Smedley

This is a fact finding report under the provisions of Section 25 of Act 176 of the Public Acts of 1939, as amended, which provides in part as follows:

"Whenever in the course of mediation under Section 7 of Act No. 336 of the Public Acts of 1947, being Section 423, 207 of the Compiled Laws of 1948, it shall become apparent to the Board that matters in disagreement between the parties might be more readily settled if the

Daniel Kruger

E. Lansing Board of Ed.

facts involved in the disagreement were determined and publicly known, the Board may make written findings, with respect to the matters in disagreement. Such findings shall not be binding upon the parties but shall be made public . . ."

In accordance with the Commission's Rules and Regulations relating to fact finding, the undersigned Hearings Officer was designated to conduct a hearing in the matter and to issue a report in accordance with Employment Relations Commission General Rules and Regulations 35. Briefly, this Rule states that the Hearings Officer will issue a report with recommendations with respect to the issues in dispute.

The Issues

In its petition for Fact Finding dated August 19, 1972, the East Lansing Education Association through its attorney, Mr. John L. Collins, stated the unresolved issues were:

- (1) The Agency Shop
- (2) Salaries for the 1972-73 School year
- (3) Management Rights
- (4) Teacher Security
- (5) Teacher Accountability
- (6) Definition of the professional and/or school year

The Association stated that negotiations had been conducted with the East Lansing Board of Education since April 1972. Extended negotiations took place. In addition mediation had been attempted without resolution of the unresolved issues. The Michigan Employment Relations Commission concluded that matters in disagreement between the parties might be more readily settled if the facts involved in disagreement were determined and and publicly known. Accordingly, the Commission appointed Daniel H. Kruger

as its Hearings Officer and Agent.

Following his appointment, the Hearings Officer contacted the parties to establish a date for the hearing. The parties informed the Hearings Officer that they were going to return to the bargaining table in an effort to resolve the issues in impasse. The Hearings Officer told the parties to keep him informed on the progress of negotiations. Subsequently, the parties notified the Hearings Officer that while some issues had been resolved there were still several unresolved issues. Accordingly, the Hearings Officer scheduled a Hearing on September 28, 1972. Prior to the date of the Hearing the parties requested a postponement in order to return to the bargaining table. The parties did resume negotiations but were unable to resolve two issues -- the salary schedule and schedules CI and CII which cover pay for extra work. Once again the Hearings Officer scheduled a date for the Hearing which was held at the East Lansing High School on October 25, 1972 at 6:30 p.m.

Discussion of Unresolved Issues and Recommendations

At the outset of the Hearing, the Fact Finder asked the parties to restate the unresolved issues for the record. Mr. John Collins, attorney for the East Lansing Teachers Association, stated that there were two unresolved issues: the basic salary schedule for 1972-73 and Schedules CI and CII. Mr. Joseph Durkin, Chief Negotiator for the East Lansing Board of Education, concurred that these were the two unresolved issues.

Basic Salary

The East Lansing Education Association is seeking a 6 percent salary increase over the 1971-72 salary schedule for 1972-73. Under its proposal the salary range would be:

BA Minimum - Maximum 8,586 - 14,098

MA Minimum - Maximum 9,116 - 15,688

The East Lansing Board of Education has proposed a salary range:

BA Minimum - Maximum 8,400 - 14,075

MA Minimum - Maximum 9,000 - 15,660

Table I compares the two proposals with the salary schedule for 1971-72.

The table also shows the dollar differences between the Education Association and Board of Education's proposals and the 1971-72 salary schedule. It also shows the dollar differences between the two proposals at each step on the salary schedule. The dollar differences between the Education Association and Board of Education BA proposals range from \$19 at Step 10 to \$363 at Step 5. The Board has offered \$44 more at BA Step 2 than the Education Association. At the BA minimum the difference between the proposals is \$186 and at the BA maximum it is \$23.

At the MA, as indicated in Table I the dollar differences range from \$14 at Step 2 to \$379 at Step 7. The Board has offered \$98 more at MA 5 than the Education Association. At the MA minimum the difference between the two proposals is \$116 and at the maximum it is \$28.

Table II compares the two salary proposals for 1972-73 with 1971-72 salary schedule, both in dollar amounts and percent increases. As was noted the Education Association is seeking a 6 percent increase in the salary schedule over 1971-72. The percent increases in the Board's salary proposal does not follow any pattern. The range in the BA steps is from 2.3 percent at Step 5 to 6.5 at Step 2. The BA minimum proposed by the Board is 3.7 percent over the 1971-72 BA minimum and the proposed BA maximum is 5.8 percent over the 1971-72 BA maximum. The Board's proposed MA salary schedule

TABLE I

COMPARISON OF EAST LANSING EDUCATION ASSOCIATION AND
EAST LANSING SCHOOL BOARD SALARY PROPOSALS AND SALARY SCHEDULE 1971-72

		ELEA Prop. 1971-72	ELSB Prop. 1972-73	Dollar Difference ELEA Proposal From 1971-72	Dollar Difference ELSB Proposal From 1971-72	Dollar Difference ELEA & ELSB Proposals
<u>BA</u>						
1	8,100	8,586	8,400	486	300	186
2	8,350	8,851	8,895	501	545	+ 44*
3	8,750	9,275	9,145	525	395	130
4	9,150	9,699	9,580	549	430	119
5	9,800	10,388	10,025	588	225	363
6	10,250	10,865	10,725	615	475	140
7	10,700	11,342	11,230	642	530	112
8	11,100	11,766	11,705	666	605	61
9	11,510	12,201	12,145	691	635	56
10	11,900	12,614	12,595	714	695	19
11	12,400	13,144	13,015	744	615	129
12	13,300	14,098	14,075	798	775	23
<u>MA</u>						
1	8,600	9,116	9,000	516	400	116
2	8,900	9,434	9,420	534	520	14
3	9,400	9,964	9,745	564	345	219
4	9,800	10,388	10,295	588	495	93
5	10,250	10,627	10,725	377	475	+ 98*
6	10,700	11,342	11,220	642	520	122
7	11,400	12,084	11,705	684	305	379
8	11,900	12,614	12,470	714	570	144
9	12,450	13,197	13,020	747	570	177
10	13,000	13,780	13,615	780	615	165
11	13,600	14,416	14,220	816	620	196
12	14,800	15,688	15,660	888	860	28

*Board offer more than ELEA proposal

Source: ELEA Exhibit #5
ELSB Exhibit #IIIC

TABLE II

COMPARISON OF ELEA AND ELSB SALARY PROPOSALS AND
SALARY PERCENT INCREASES, 1972-73 OVER 1971-72

			Dollar Difference ELEA Proposal with 1971-72	% Increase 1972-73 over 1971-72	ELSB Proposal	Dollar Difference ELSB Proposal with 1971-72	% Increase 1972-73 over 1971-72
	1971-72	ELEA Proposal					
<u>BA</u>							
1	8,100	8,586	486	6	8,400	300	3.7
2	8,350	8,851	501	6	8,895	545	6.5
3	8,750	9,275	525	6	9,145	395	4.5
4	9,150	9,699	549	6	9,580	430	4.7
5	9,800	10,388	588	6	10,025	225	2.3
6	10,250	10,865	615	6	10,725	475	4.95
7	10,700	11,342	642	6	11,230	530	5.0
8	11,100	11,766	666	6	11,705	605	5.5
9	11,510	12,201	691	6	12,145	635	5.5
10	11,900	12,614	714	6	12,595	695	5.8
11	12,400	13,144	744	6	13,015	615	4.96
12	13,300	14,098	798	<u>6</u>	14,075	775	<u>5.8</u>
Average Increase				6			4.93
<u>MA</u>							
1	8,600	9,116	516	6	9,000	400	4.65
2	8,900	9,434	534	6	9,420	520	5.8
3	9,400	9,964	564	6	9,745	345	3.67
4	9,800	10,388	588	6	10,295	495	5
5	10,250	10,627	377	3.7	10,725	475	4.6
6	10,700	11,342	642	6	11,220	520	4.86
7	11,400	12,084	684	6	11,705	305	2.68
8	11,900	12,614	714	6	12,470	570	4.79
9	12,450	13,197	747	6	13,020	570	4.58
10	13,000	13,780	780	6	13,615	615	4.7
11	13,600	14,416	816	6	14,220	620	4.56
12	14,800	15,688	888	<u>6</u>	15,660	860	<u>5.8</u>
Average Increase				5.8			4.63

Source: ELEA Exhibit #5
ELSB Exhibit #IIIC

ranges from a 2.68 percent at Step 7, 3.67 percent increase at Step 3 and a 5.8 percent increase at both Step 2 and Step 12. The MA proposed minimum represents a 4.65 percent increase over the MA minimum in the 1971-72 schedule and the proposed MA maximum is 5.8 percent more than the MA maximum in 1971-72. It appears that the Board in its salary proposal assigned at random percent increases at the various steps in the schedule since there is no discernible pattern.

The average percent increase for the BA steps in the Board's proposal is 4.93 percent and the average percent increase in the MA steps is 4.63 percent. The average percent increase for all steps in the proposed schedule is 4.79 percent.

Basic Salary Recommendation

After a careful examination of all exhibits and data submitted, the Fact Finder strongly recommends a 5.5 percent increase in the 1972-73 salary schedule over the 1971-72 salary schedule. Thus the salary ranges in his recommendation are:

BA Minimum - Maximum 8,546 - 14,034

MA Minimum - Maximum 9,073 - 15,614

He bases this recommendation on several factors. First the Consumer Price Index (for the Detroit Area)* rose from 121.7 in July 1971 to 126.7 in July 1972, an increase of 4.1 percent. Secondly the cost of living continues to rise. Between July 1972 and September 1972 the index rose from 126.7 to 127.4, a gain of 0.6 percent and newspaper reports indicate a continuing rise. The increase of 5.5 percent will maintain the real income of the teachers in

*Detroit is the only city in Michigan for which the Consumer Price Index is calculated.

a period of rising prices.

The Fact Finder recommended a 5.5 percent increase for all steps in both the BA and MA schedule in order to give internal consistency to the schedule. Under this recommendation all teachers are treated fairly and equitably in relationship to all other teachers. No explanation was given by the Board of Education as to how its salary increases were calculated. As was noted, there is no pattern of increases in its proposal. One could say that the pattern of percent increases is randomly assigned or arbitrary. Such a pattern of increases, in the Fact Finder's view, creates ill will and dissatisfaction among the teachers which in turn affects the quality of teaching in the classroom. He offers no hard data for this observation but experience has shown that the quality of job performance is adversely affected if workers feel that they are not treated fairly and equitably.

Table III presents the Fact Finder's salary schedule recommendation for 1972-73.

Table IV shows the cost of the Fact Finder's salary recommendation. The number of teachers at each step was taken from the ELEA Exhibit #5 and checked against the Board's Exhibit #IIId. The total cost of his recommendation is \$3,437,000.

Table V shows a comparison of costs of the Education Association and Board of Education proposals and the Fact Finder's recommendation. The dollar difference between the costs of the Education Association and Board of Education proposals is \$31,808. The dollar difference between the cost of the Education Association salary proposal and the cost of the Fact Finder's recommendation is \$15,213. The dollar difference between the cost of the Board of Education salary proposal and the cost of the Fact Finder's recommendation is \$16,595.

TABLE III

FACT FINDER'S RECOMMENDED SALARY SCHEDULE
AS COMPARED WITH 1971-72 SALARY SCHEDULE AND
SALARY PERCENT INCREASE OVER 1971-72

	<u>1971-72 Salary Schedule</u>	<u>Fact Finder's Recom.</u>	<u>Difference Fact Finder's Recom. & 1971-72 Schedule</u>	<u>Percentage Increase</u>
<u>BA</u>				
1	8,100	8,546	446	5.5
2	8,350	8,809	459	5.5
3	8,750	9,231	481	5.5
4	9,150	9,653	503	5.5
5	9,800	10,339	539	5.5
6	10,250	10,814	564	5.5
7	10,700	11,289	589	5.5
8	11,100	11,711	611	5.5
9	11,510	12,143	633	5.5
10	11,900	12,555	655	5.5
11	12,400	13,082	682	5.5
12	13,300	14,034	734	5.5
<u>MA</u>				
1	8,600	9,073	473	5.5
2	8,900	9,390	490	5.5
3	9,400	9,917	517	5.5
4	9,800	10,339	539	5.5
5	10,250	10,814	564	5.5
6	10,700	11,289	589	5.5
7	11,400	12,027	627	5.5
8	11,900	12,555	655	5.5
9	12,450	13,135	685	5.5
10	13,000	13,715	715	5.5
11	13,600	14,348	748	5.5
12	14,800	15,614	814	5.5

TABLE IV

COST OF FACT FINDER'S RECOMMENDED SALARY STRUCTURE

	<u>No. of Teachers</u>	<u>Fact Finder's Recommended Salary</u>	<u>Cost</u>
<u>BA</u>			
1	12.89	8,546	110,158
2	12.80	8,809	112,755
3	24.83	9,231	229,206
4	13.80	9,653	133,211
5	16.50	10,339	170,593
6	5.00	10,814	54,070
7	5.50	11,289	62,090
8	8.00	11,711	93,688
9	5.16	12,143	62,658
10	4.50	12,555	56,498
11	5.50	13,082	71,951
12	13.75	14,034	192,967
TOTAL SALARY COST OF BA TEACHERS			1,349,207
<u>MA</u>			
1	0	9,073	0
2	2.63	9,390	24,696
3	3.00	9,917	29,751
4	1.00	10,339	10,339
5	7.00	10,814	75,698
6	7.00	11,289	79,023
7	14.50	12,027	174,392
8	12.10	12,555	151,916
9	11.00	13,135	144,485
10	10.06	13,715	137,972
11	10.90	14,348	156,392
12	70.65	15,614	1,103,129
TOTAL SALARY COSTS OF MA TEACHERS			2,087,793
TOTAL COST			3,437,000

TABLE V

COMPARISON OF COSTS OF SALARY SCHEDULE PROPOSALS
AND THE FACT FINDER'S RECOMMENDATION FOR 1972-73

Cost of ELEA Salary Proposal	\$3,452,213*
Cost of ELSB Salary Proposal	\$3,420,405
Cost of Fact Finder's Salary Proposal	\$3,437,000
Dollar Difference Between ELEA & ELSB Proposals	31,808
Dollar Difference Between ELEA & Fact Finder's Proposal	15,213
Dollar Difference Between ELSB & Fact Finder's Proposal	16,595

*ELEA Exhibit #5 -- Cost Data total \$3,452,213 rather than \$3,452,113

Source: ELEA Exhibit #5
ELSB Exhibit IIID
Table IV

The Education Association estimated that the 1971-72 teacher salary costs were \$3,291,622. This cost was calculated by using the 1971-72 salary schedule and the number of teachers at each step in 1971-72. There were 283 teachers in 1971-72 compared to 278 teachers in 1972-73. The Board of Education did not challenge the figure of \$3,291,622.

Based on the cost of the Fact Finder's recommendation of \$3,437,000, his recommendation will cost the Board of Education in "new money":

Cost of Fact Finder's Recommendation	\$3,437,000
1971-72 Teacher Salary Costs	<u>3,291,622</u>
New Money over 1971-72 Salary Cost	\$ 145,378

Thus the additional costs of the Fact Finder's recommendation represents a 4.417 percent increase over the 1971-72 teacher salary costs.

The cost of the Board of Education 1972-73 salary proposal, as noted, is \$3,420,405. By subtracting the 1971-72 teacher salary costs of \$3,291,622, the difference between the Board's proposal and the 1971-72 salary cost is \$128,783.

Calculation:

Cost of Board of Education Salary Proposal	\$3,420,405
1971-72 Teacher Salary Cost	<u>3,291,622</u>
New Money over 1971-72 Salary Cost	\$ 128,783

Thus the cost of the Board of Education proposal represents a 3.912 percent increase over the 1971-72 teacher salary costs.

The dollar difference in new money i.e. additional money over the 1971-72 teacher salary costs, between the Fact Finder's salary recommendation and the Board's proposal is \$16,595 (145,378 - 128,783). Thus the Fact Finder's salary recommendation will cost the Board of Education \$16,595 additional dollars over the salary costs of its proposal for 1972-73.

Salary Schedule CI and CII (Extra Curricular Activities Salary Schedule)

There are two unresolved issues with respect to these salary schedules. One is the amount of payment to the teacher performing these duties and the second issue is the new positions to be added to the schedules.

The Education Association is seeking a 6 percent increase in the Schedules CI and CII over the payments provided in the 1971-72 schedules. (See tables VI and VII) The Board of Education wants to retain the payments as provided in the 1971-72 CI and CII Schedules.

With respect to the inclusion of additional positions on the CI Schedule (non-athletic activities), the Education Association seeks the following:

Student Congress - Middle School	2 positions at \$350 per position
Tribal Directors - Middle School	4 positions at \$1300 per position
Year Book - Middle School	2 positions at \$250 per position
Drama Sponsor - Middle School	2 positions at \$250 per position
Building Safety Patrol Sponsor - Elementary	9 positions at \$100 per position.

The Board of Education has not agreed to the positions of Student Congress and Drama Sponsor. In addition while it has agreed to the position of Year Book - Middle School, it has not agreed on the payment of \$250 but has offered \$150. There is also disagreement on the amount of the payment for the Tribal Directors. The Education Association seeks a payment of \$1300 for the Tribal Directors whereas the Board has offered a payment of \$1100.

The Education Association seeks to add the following positions to Schedule CII:

Assistant Golf Coach	1 position	\$636
Girls' Head Basketball Coach	1 position	\$500
Girls' Tennis Coach	1 position	\$350
Girls' Assistant Basketball Coach	1 position	\$300

The Board has proposed one position of Assistant Gymnastic Coach at

TABLE VI

EXTRA-CURRICULAR ACTIVITIES SALARY SCHEDULE, C-1

		<u>1971-72</u>	<u>ELEA Proposed 1972-73</u>
Senior Class Advisor	(1)	800.00	848.00
Junior Class Advisor	(1)	800.00	848.00
Sophomore Class Advisor	(1)	800.00	848.00
Freshman Class Advisor	(1)	800.00	848.00
Trojan Trumpet Advisor	(2)	325.00	345.00
Seniad Advisor	(2)	325.00	345.00
Dramatics Coach (2 plays minimum)	(1)	600.00	636.00
Supplementary Drama Assistants (depending on productions)		600.00	636.00
Instrumental Music Director	(1)	550.00	583.00
Director of Marching and Stage Bands	(1)	350.00	371.00
Middle School Instrumental Director	(2)	250.00	265.00
High School Vocal Music Director	(1)	350.00	371.00
Middle School Vocal Music Director	(2)	250.00	265.00
Audio Specialist	(1)	325.00	345.00
Instrumental Music Coordinator	(1)	250.00	265.00
Debate Coach	(1)	1,150.00	1,219.00
Student Council Advisor	(2)	350.00	371.00
Y-Teens Advisor	(1)	200.00	212.00
Cheerleader Sponsor	(1)	650.00	689.00
Assistant Cheerleader Sponsor	(1)	325.00	345.00
Soliloquy Advisor	(1)	200.00	212.00
<u>New Positions to be Added:</u>			
Student Congress (Middle school)	(2)		350.00
Tribal Directors (Middle school)	(4)		1,300.00
Year Book (Middle school)	(2)		250.00
Drama Sponsor (Middle school)	(2)		250.00
Building Safety Patrol Sponsor (Elem.)	(9)		100.00

Source: ELSB & ELEA Agreement 1971-72
ELEA Exhibit #16

TABLE VII

EXTRA-CURRICULAR ACTIVITIES SALARY SCHEDULE, C-2

		<u>1971-72</u>	<u>ELEA Proposed 1972-73</u>
Head Football Coach		1,600.00	1,696.00
Assistant Football Coach	(6)	900.00	954.00
Cross Country Coach		850.00	901.00
Head Basketball Coach		1,600.00	1,696.00
Assistant Basketball Coach		900.00	954.00
Frosh Basketball Coach	(2)	750.00	795.00
Head Wrestling Coach		1,500.00	1,590.00
Assistant Wrestling Coach		900.00	954.00
Head Swimming Coach		1,500.00	1,590.00
Assistant Swimming Coach		900.00	954.00
Head Track Coach		1,150.00	1,219.00
Assistant Track Coach	(2)	675.00	716.00
Head Baseball Coach		875.00	928.00
Assistant Baseball Coach		675.00	716.00
Frosh Baseball Coach		500.00	530.00
Tennis Coach		800.00	848.00
Assistant Tennis Coach		600.00	636.00
Golf Coach		800.00	848.00
<u>New Positions to be Added:</u>			
Gymnastics Coach*			980.00
Assistant Gymnastics Coach			650.00
Assistant Golf Coach	(1)		636.00
Girls Tennis Coach	(1)		350.00
Girls Head Basketball Coach	(1)		500.00
Assistant Girls Basketball Coach	(1)		300.00

*This is not a new position, but was not included in the 1971-72 C-2 Schedule

Source: ELSB & ELEA Agreement 1971-72
ELEA Exhibit #17

\$650 and has agreed to the four positions which the Education Association seeks - Assistant Golf Coach, Girls' Tennis Coach, Girls' Head Basketball Coach and Assistant Girls' Basketball Coach. The Education Association seeks a payment of \$636 for the Assistant Golf Coach while the Board has offered \$600. The parties are in agreement on the payments for the remaining three positions.

The costs of both schedules CI and CII for 1971-72 were \$35,150. The cost of the Board of Education proposal is \$43,150 for 1972-73 or \$8,000 more than 1971-72. The \$8,000 is calculated:

Tribal Directors	4 at \$1100	\$4400
Year Book	2 at \$150	\$ 300
Safety Patrol	9 at \$100	\$ 900
Assistant Golf Coach		\$ 600
Assistant Gymnastic Coach		\$ 650
Girls' Tennis Coach		\$ 350
Girls' Head Basketball Coach		\$ 500
Assistant Girls' Basketball Coach		<u>\$ 300</u>
	TOTAL	\$8,000

As noted, the Board wants to retain the payments provided for in CI and CII schedules for 1971-72.

The Education Association proposal for Schedules CI and CII total \$48,709 or \$13,559 more than for 1971-72. (Data on costs of these proposals were taken from Board Exhibit #IIIg and Board Exhibit #IV.)

Recommendation on Schedules CI and CII

The Fact Finder notes that the parties are in agreement on the inclusion of the following positions in Schedules CI and CII:

Year Book - Middle School	2 positions
Safety Patrol	9 positions
Assistant Golf Coach	1 position
Assistant Gymnastics Coach	1 position
Girls' Tennis Coach	1 position
Girls' Head Basketball Coach	1 position
Girls' Assistant Basketball Coach	1 position

They have agreed on the payment for the following positions:

Safety Patrol	\$100
Assistant Gymnastics Coach	650
Girls' Tennis Coach	350
Girls' Head Basketball Coach	500
Assistant Girls' Basketball Coach	300

The parties are in disagreement on the payment of the Tribal Directors, Year Book, Assistant Golf Coach as well as on the positions included in Schedules CI and CII. No data were submitted either by the Education Association or the Board of Education as to the reasons for the amount of the payment for the positions to be added to the Schedules. No job descriptions nor estimates of time involved in the discharge of the job responsibilities were submitted to the Fact Finder.

Frankly he takes exception to the level of payment for the Tribal Directors as proposed by the Education Association and offered by the Board of Education. The payment of \$1300 or \$1100 is higher than an Assistant Football Coach who under the 1971-72 Schedule CII receives \$900. From my discussions with students who had participated in both tribal sports and freshman football, I learned that tribal activities take place 1.5 hours a day from 3:30 p.m. to 5:00 p.m. two days a week, or three hours a week. Tribal sports are

conducted separately for boys and girls. It is not known on how many days during the school year tribal sports are held. By comparison, the Assistant Football Coach conducts practices at least two or two and a half hours a day for four days and coaches a game one night a week each week for at least seven weeks. In addition, there is travel away from home with the team and scouting teams which the Varsity will play, plus practice before school begins. At first glance, the Assistant Football Coach probably spends more time at his duties than the Tribal Directors, but there are no data to confirm or deny this observation. Accordingly, the Fact Finder does not make a recommendation for payment of any of the new positions to be added to both Schedule CI and CII which are in disagreement until the parties furnish him with a job description which spells out the nature of the job duties and the estimated time involved during the school year for each position.

The Fact Finder recommends that the 1971-72 Schedules CI and CII continue for another year. He well recognizes that no adjustments have been made in the payments for certain activities since 1968-69. He, however, does not want to compound inequities in what appears to be a random procedure for assigning payments for various activities. For example, the Director of March and Stage Bands now receives \$350 which is the identical payment for the Student Council Advisor. This raises a question for the Fact Finder as to whether these positions are comparable. An examination of both Schedules CI and CII reveal many other relationships which at least to the Fact Finder are difficult to understand or explain.

The Fact Finder therefore strongly recommends that the parties appoint a Joint Committee to study and evaluate all positions on Schedules CI and CII and develop a new system of payment which is more equitable. The Committee should carefully evaluate the job duties, responsibilities and time involved to perform such duties. The Committee should be appointed immediately and should

be instructed to make its findings by April 1, 1973, or prior to the commencement of negotiations for the 1973-74 agreement.

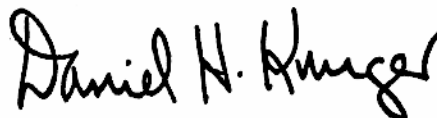
Duration and Retroactivity

The Fact Finder strongly recommends that the effective date of his basic salary recommendations be July 1, 1972, and continue through June 30, 1973. The teachers have been working without a contract since June 30, 1972, and have utilized the procedures as prescribed by Michigan Law. They, therefore, should not be penalized.

Summary

The Fact Finder has made recommendations which can serve as the basis for the parties to resolve the issues in impasse. He sought to develop a basic salary schedule recommendation which is fair, equitable and competitive for both the East Lansing Board of Education and the East Lansing Education Association. He, furthermore sought to get the parties to develop a more rationalized system of payment for Schedules CI and CII.

He is concerned with strengthening and improving the quality of goodwill among and between all the parties. In his view, such goodwill is essential if there is to be quality education in the classroom. The Fact Finder strongly urges the parties to accept these recommendations.



Daniel H. Kruger
Fact Finder

November 20, 1972