# Collective Bargaining Pays Teachers Dividends

ANN ARBOR.—Collective bargaining appears to have won Michigan teschers 10 to 20 per cent more in pay raises than they would have received by merely accepting school board offers, according to a study by the institute of Labor and industrial Relations at University of Michigan.

Charles M, Rehmus'condray raises averaging 10 to 20 per cent higher than teachers would otherwise have received. The cost to schools regort:

Similar estimates for 1967-85ml are seimmes for 1968-85ml are seimmes for 1967-85ml are sei

"MARD COLLECTIVE bargaining accompanied by the
sining accompanied by the
stantial dividends to organized
teachers, but as a result, many
of their school districts have
come under increasingly severe
financial pressure.
"As yet it does not appear
that school boards have been
able to persuade the public to
provide sufficient new funds
adequate to meet the teachers'
appirations. Whether strong
and determined teacher organizations can do so remains to be
seen."

Elling which is operated by U-M and Wayne State University, studied the effects of bargaining in 12 of Michigan's large school district.

REHMUS AND WILNER ex-

REHMUS AND WILNER ex-amined salary levels between 1961 and 1965, the four years before the Michigan Public Em-ployment Relations Act went into effect, and the three years since then.

Little bargaining was done in 1965. In 1966 bargaining was turther advanced but still difficult since both teachers and school boards were inexperienced in this area. But in 1967, "the year the teachers went to war," 36 school districts had to delay opening be-

### Eight Attend ... Scout Jamboree

Eight young men from the Detroit area including one from Livonia, are representing the Detroit Area Council, Boy Section of the Council of th

cause onscreers nat not agreed upon contracts.

THE PERNCIPAL FINDINGS of the Rehmus-Wilner study:
—Bargaining for the 1968-97 school year seems to have produced pay raises averaging 10 to 20 par cent higher than teachers would otherwise have received. The cost to schools ranged from zero to 60 per cent over probargaining school board estimates.

Similar estimates for 1967-68 are not possible, since the fact of bargaining now precludes them, but "the evidence that is available indicates that bargaining results were equally favorable for the teachers,"—In the four years before bargaining was authorized, the average annual increase in they level for beginning teachers was 19 per cent—three times as large.

For fully experienced

to the paramate use powers ovide sufficient new funds iequate to meet the teachers of pirations. Whether strong and determined teacher organitions can do so remains to be sen."

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TEACHERS HAVE NOT won significant concessions in the area of maximum class size, in the districts studed, the ratio of professional persons to pupils, which had been rising, leveled off and even began to decline after bargaining be-

gan.
Teacher salary increases
have helped force budgets
higher, but are not taking a
larger share of those budgets,
Instructional costs remain at
about 75 per cent of school
operating budgets, sopay raises
do not come at the expense of
other operations.

do not come at the expense of other operations. But, whereas the size of bud-get per pupil had been rising about 4 per centannually before bargaining, the rise jumped to 14 and 11 per cent in the two verse of here taken.

14 and 11 per cent in the two years of bargaining. In the first bargaining year, 1906-07, higher teacher salries were largely paid for by minor economies elsewhere and by new tasse, higher state aid, and growing assessed valuation. But in 1907-58 "far 1eas beneficial sources of made" beneficial sources of made" beneficial sources of made" beneficial sources of made to suppliess, program cubacks, transfer of miliage from building and site reserves to operations.

"Most important," Rehmus and Wilner write, "one-quarter of the districts in the sample turned to deficit financing after the second year of bargaining."

THE CONTROVERSES sur-rounding teacher perotations in some districts have made citizens are of school needs for the first time, in some cases the citizens have re-sponded avorably but in others they have refused to rote the millage needed for higher tea-cher salaries.



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# Kroger Stores Celebrating 85th Anniversary

Rroger stores in this area are celebrating the 8th anniversary of the founding of the retail foot company during the neat forus weeks.

The history of the nation's carry was opened by B.H. Kroger was 7th a history of the nation's fairly area of a German immitted largest food chain reads

Tourists Shun Freeways

Sightneers and other visitors to Michigan who really want to see the Great Lake State should get off those beautiful freeways and on to the side road—where the traffic action isn't, the Michigan Tourist office offers a flumpting experiment, the Michigan Tourist office offers a flumpting experiment, the Michigan Tourist office offers a flumpting experiment, the Michigan Tourist office offers and surprise your passengers with wonderful feats of navigation.

1. Take along a map, but use flumpting experiment, the Michigan Tourist office offers and surprise your passengers with wonderful feats of navigation.

1. Take along a map, but use of the company of the service of the servi "If the latter tendency continues," the report warms, "it may mean the end of locally supported a chool s. School boards, administrators, and teachers alike may turn to their state legislature and its broader tax base for increased funds.

If so, public education may not accessarily be the worse. It may, however, be much different from the system of local educational decision—making and control we have traditionally known."

The districts which Rehmus and Wilner studied were Dearborn, Li vonita, Garden Club, and control we have tradition and control we have tradition and the studied were Dearborn, Li vonita, durate of the history of the nation's Shutters as the studies of the state of the nation's Shutters and the properties of the matters of the nation's black of the nation's the lattery and large trade large to be in the large trade and to the side road—where the traffic action in 15th and to the side road—where the traffic action in 15th and the properties of the state of the nation's shutters and the state of the nation's shutters and the properties of the matters are the creat Lake State should ent of the side road—where the traffic action in 15th.

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He blended and roasted coffee and tea in the back room of his first store, but he tested each lot personally to be sure it was the flavor his customers wanted.

HE WOULD ALSO open cans of fruits and vegetables examine the contents, smell and tastube before he would buy. His attitude was unheard of back in the days when the rule was "Buyer". But he felt it was finportant, And so did his customers.

OTHER DEVELOPMENTS taken for granted in today's retailing world were pioneered by Kroger.

--Re was the first to com-bine meat markets and grocery stores under one roof, a de-velopment which foresaw to-day's supermarkets and "one stop shopping."

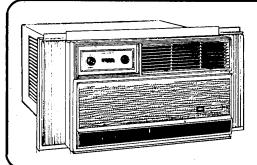




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