

processes:

1. Recognition of teachers organizations by the Board upon application prior to October 31.
2. Naming of apportioned members to five member Teacher Council by Oct. 31 by teacher organizations.
3. Teacher Council organizes itself by November 10.
4. Board's committee meet and confer at reasonable times with Teacher's Council in an effort to reach agreement on economic aspects of employment, and to exchange views and information with respect to other matters.

the parties and to the Commissioner of Education.

There was a disagreement last fall when Charles McCarty, presently a mayoral candidate in St. Paul, revealed that he felt the members of the Adjustment Panel's were being paid too much.

He was referring particularly to the St. Paul School district.

The statute referring to this point states that Adjustment Panel members "should be paid their expenses." As Bell pointed out, the disagreement arose over how their expenses were determined.

Reminisings of yester year

The stormy 1969-70 teacher salary negotiations that culminated last September in student walk-outs all began in November 1968.

In addition to raises in salary, the teachers wanted added benefits in leaves of absence, sabbatical leaves, and changes in the pay scale for experienced teachers.

"There was definitely pessimistic character about the talks. They were very destructive of morale," reflected Rosell.

He feels they became more difficult after other parties, such as lawyers were added.

By February of last year it was apparent that progress was not being made and long, hard negotiations were ahead.

By the end of that month, the possibility of teacher strikes, though very remote, had been discussed by some people.

State law provided that if agreement was not reached by March 20, an adjustment panel would be set up, composed of a teacher's representative, a school board representative, and a neutral member agreed on by both.

In April, the panel put out a report recommending a higher salary schedule, but not high enough to please the teachers. Talle refused to sign the report, and state law made no provision for procedure if the report was not accepted.

Throughout the summer, informal meetings were held, but no progress was made.

The opening of school rolled around and no settlement had been made. The board stated that to re-open talks after the adjustment panel had made its report would be a weakening of the law.

To protest lack of talks, the teachers decided to withhold all extracurricular activities not specified in their contracts.

When this happened, the students became involved, saying action hurt their education.

On the night of September 11-13, a hearing was held at the district office where students, teachers, and others expressed their opinion. The next morning, a lyceum was held at Ramsey where Neilson and Bonkowske spoke to the students, but failed to quiet their complaints.

Shortly after the lyceum ended, a walk-out took place in which students stayed in the gym or milled around the halls.

Over the weekend, another walk-out was planned and held at Ramsey and Kellogg early on Monday, September 15. Most of the students returned to class before noon.

Later that week, teachers agreed to take on extracurricular activities again. On September 22, the board made a pro-September 29 because it was not retroactive. The negotiations were finally over.

Salary scales vary

The following list gives districts in which formal or tentative salary agreement with teachers had been reached.

Hastings 200	7,200 11,640 (12 steps)	8,100 13,980	8,900 14,780
--------------	-------------------------------	-----------------	-----------------

(Tentative agreement based on teacher proposal. Top pay is for educational specialist.)

St. Anthony 282	7,450 11,400 (10 steps)	8,500 15,200 (12 steps)	16,000
-----------------	-------------------------------	-------------------------------	--------

(Master's plus 45 top pay.)

South St. Paul 6	7,400 13,228 (10 years)	8,300 15,023 (10 years)	8,750 15,838 (10 years)
------------------	-------------------------------	-------------------------------	-------------------------------

(Master's plus 45 for top pay. In addition, full-paid teacher income protection and an additional \$500 for doctorate degree teachers or specialists.)

West St. Paul 197	7,425 11,583 (12 years)	8,316 15,072 (12 years)	8,762 15,815 (12 years)
-------------------	-------------------------------	-------------------------------	-------------------------------

(Master's plus 60 for top pay.)

Stillwater 834	7,400 14,800 (14 years)	8,140 14,800 (14 years)	15,760 (14 years)
----------------	-------------------------------	-------------------------------	----------------------

(Master's plus 60 for top pay. Settlement included \$20,000 package for career teacher merit pay.)

NSP-Maplewood	7,450 12,367 (12 years)	8,568 15,049	9,685 16,986
---------------	-------------------------------	-----------------	-----------------

(Master's plus 60 credits for top pay.)



photo fred wolf

Last year's teacher board negotiations culminated with withholding of extracurricular activities