

BEFORE THE SECRETARY OF HUMAN RESOURCES
OF THE STATE OF KANSAS

IN THE MATTER OF THE COMPLAINT
AGAINST EMPLOYER FILED BY:

Halstead Unified Teachers
Association

vs.

Board of Education, U.S.D. 440,
Halstead, Kansas

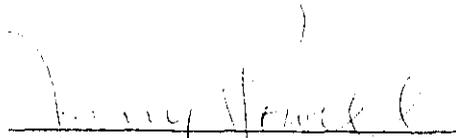
CASE NO: 72-CAE-11-1981

ORDER TO DISMISS

Comes now this 13th day of August, 1981, the above captioned matter for consideration by the Secretary of Human Resources.

Pursuant to the mutual agreement of the parties, and the Secretary finding no statutory violation in the proposed action, hereby grants his permission for the withdrawal of the complaint in this matter and dismisses same.

IT IS SO ORDERED THIS 20th DAY OF August, 1981, BY THE SECRETARY OF HUMAN RESOURCES.


Jerry Powell
Employment Relations Administrator
Designee of the Secretary

72-CAE-11-1981

STATE OF KANSAS - LABOR RELATIONS SECTION - PROFESSIONAL NEGOTIATIONS ACT - TOPEKA, KANSAS

COMPLAINT AGAINST EMPLOYER, EMPLOYEE ORGANIZATION OR EMPLOYEE(S)

Filed By: Employer
 Employee Organization
 Employee(s)

RECEIVED

MAY - 7 1981

KANSAS DEPARTMENT OF HUMAN RESOURCES

Do Not Write In This Space

CASE NO. 72-CAE-11-1981

DATE FILED 5-11-81

INSTRUCTIONS: File an original and two copies of this Complaint to the Labor Relations Section, 610 West 10th, Second floor, Topeka, Kansas 66612 by Certified Mail. If more space is required for any item, attach additional sheets, numbering item accordingly.

1. Employer, Employee Organization or Employee(s) Against Whom Complaint is Brought:
 - a. Name Board of Education, Unified School District #440
 - b. Number of Workers Employed Approximately 50
 - c. Address of Establishment 520 West 6th, Halstead, Kansas 67056
 - d. Representative to Contact Gene Buinger, Superintendent Phone (316) 835-2641
 - e. Type of Establishment School District
 - f. The above-named has engaged in prohibited practices within the meaning of K.S.A. 72-5430 subsection(s) b 1, b 2, b 5, b 6 of the Professional Negotiations Act.

2. Basis of the Complaint (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)

Mr. Gene Buinger, Halstead Superintendent, met with the faculties of the High School, Junior High, and Elementary schools on April 28th and 29th, 1981, to discuss an item which is currently being negotiated at the bargaining table. Mr. Buinger distributed a ballot (Enclosed as exhibit number one) and asked the members of the bargaining unit to vote on a fringe benefit package.

Mr. Buinger is not a member of the school board's negotiating team and has not attended a bargaining session during the current school year.

A member of the Halstead Teachers' Association asked if the information which he was requesting would not be more appropriately solicited at the bargaining table. When the superintendent indicated that he wished to proceed, the association member inquired whether or not the soliciting of such information by the superintendent in a general faculty meeting was a prohibited practice.

The superintendent then proceeded with his agenda and asked all faculty members present to hand in the ballot which he had previously distributed.

3. Name and Address of Party Filing Complaint Ruthe Spexarth, Halstead Unified Teachers' Association President, R.R.#1, Box 121, Newton, Kansas 67114 Phone (316) 284-2608

4. Relief Sought by Petitioner (1) We ask for a determination that the Halstead Superintendent committed a prohibited practice when he circumvented the recognized teacher bargaining team by asking members of the entire bargaining unit to make a decision on a proposal which is currently (See Attached Sheet)

DECLARATION

I declare that I have read the above Complaint and that the statements therein are true to the best of my knowledge and belief.

BY Ruthe A. Spexarth, President, Halstead Unified Teacher's Assoc.
(Signature of representative or person filing Complaint & Title, if any)

DATE 5-4-81

Subscribed and sworn to before me this 4 day of May, 19 81.

72-CAE-11-1981

SEAL SHARON MULLINS Sedgwick County, Ks. My Appt. Exp. 8-9-81

Sharon Mullins
Notary Public

My Commission Expires August 9, 1981

4. Continued

being negotiated.

(2) We ask that the superintendent be directed to refrain from such activity in the future.

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MAY -7 1981
KANSAS DEPARTMENT
OF HUMAN RESOURCES

Please respond to the following statements:

Questions to be answered by those participating in the school district's Blue Cross/Blue Shield plan:

Yes__ No__ I would participate in a basic dental plan if it were offered.

Yes__ No__ I would like the monthly fringe benefit amount to be increased.
(Keep in mind that cash will not be an option)

If yes, how much per month? _____
(Total)

Questions to be answered by those not participating in the school district's Blue Cross/Blue Shield plan:

Yes__ No__ I would participate in a basic dental plan if it were offered.

Yes__ No__ I would like the monthly fringe benefit amount to be increased.
(Keep in mind that cash will not be an option)

If yes, how much per month? _____
(Total)

Fringe Benefit Summary

Blue Cross/Blue Shield - Next year's rate will be \$59.05 a month for single coverage and \$139.20 a month for family coverage.

Dental coverage would run \$4.95 (estimate) a month for a single and \$15.65 (estimate) for a family. This package would give 100% coverage for:

1. Examinations
2. X-Rays
3. Cleaning, scaling and polishing
4. Repair of dentures
5. Fillings
6. Simple extractions
7. Pulpotomy, pulp capping and root canal treatment
8. General anesthesia
9. Emergency treatment for pain

The current fringe benefit amount is \$60.00 a month. The Association has proposed \$130.00 a month with no cash option.

Tax exempt fringes are:

1. Health insurance - includes cancer insurance
2. Dental insurance
3. Salary protection
4. Term life insurance to \$50,000
5. Tax sheltered annuities