

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

**BROWN COUNTY HANDICAPPED CHILDREN'S  
EDUCATION BOARD**

No. 12301

MEMORANDUM ACCOMPANYING  
DIRECTION OF ELECTION

During the course of the hearing, an issue arose regarding the unit placement of Ms. Syble Hopp, with the Union contending, contrary to the Municipal Employer, that Ms. Hopp should be excluded from the unit on the grounds that she was a supervisor. Ms. Hopp is a teaching-principal at the Donovan School.

In support of its contention that Ms. Hopp is not a supervisor, the Municipal Employer points to several factors which tend to show a lack of supervisory status, including the fact that Ms. Hopp in the past has neither hired, fired, nor disciplined any of the employees in the Donovan School, and similarly has not recommended raises nor renewals of teacher contracts. The Municipal Employer also relies on the fact that Ms. Hopp spends six and one half hours in each eight hour day teaching, and further, that the principal of another school, Earl Beauchaine, has direct supervisory authority over the Donovan School, and as such interviews prospective employees, supervises the Donovan employees, grants days off to Donovan employees, etc.

There are also other factors herein which, it is contended, indicate that Ms. Hopp does possess supervisory status. In this regard, the record shows that Ms. Hopp may have the authority to recommend to Mr. Beauchaine that employees be disciplined or fired; that Ms. Hopp confers with Mr. Beauchaine in drafting a proposed school budget; that in Mr. Beauchaine's absence, Ms. Hopp takes over his functions at the Donovan School; that Ms. Hopp arranges for substitutes and presides over teacher meetings; that Ms. Hopp regularly sits in on school board meetings; that Ms. Hopp had solicited bids and recommended to the Municipal Employer which bids should be accepted; that Ms. Hopp was consulted several years ago regarding the establishment of a wage scale; and at that time recommended a wage increase (which was not adopted); that Ms. Hopp spends approximately twenty percent, if not more, of her time on her principal duties; that Ms. Hopp, the highest paid employee in the Donovan school, is paid an additional \$1,600 per year for performing such duties; and that Ms. Hopp at times has been the designated superior of certain teachers under special programs.

It is our conclusion that the foregoing factors and the record as a whole, do not disclose such status as a supervisor as excludes Ms. Hopp from eligibility to participate in the election directed herein. Apparently, she has certain administrative responsibilities and "leader" status which may reflect her superior professional competency, but lacks such authority as would exclude her from the bargaining unit.

The limitation of the instant bargaining unit to employees who teach at least 50 percent of a full schedule is pursuant to a stipulation of the parties.

Dated at Madison, Wisconsin this 30<sup>th</sup> day of November, 1973.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Morris Slavney, Chairman



Howard S. Bellman, Commissioner