

STATE OF WISCONSIN  
BEFORE THE MEDIATOR/ARBITRATOR

A.

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In the Matter of the Mediation/Arbitration :  
of :  
LAKE MILLS AREA SCHOOL DISTRICT :  
and :  
LAKE MILLS EDUCATION ASSOCIATION :  
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WISCONSIN  
STATE EMPLOYMENT RELATIONS COMMISSION  
✓  
Case XVI  
No. 27848 MED/ARB-1114  
Decision No. 18969-A

APPEARANCES:

Mulcahy & Wherry, S.C. by John T. Coughlin, appearing on behalf of Lake Mills Area School District.

A. Phillip Borkenhagen, Executive Director, Capital Area UniServ, appearing on behalf of the Lake Mills Education Association.

ARBITRATION HEARING BACKGROUND:

On September 29, 1981, the undersigned was notified by the Wisconsin Employment Relations Commission of appointment as mediator/arbitrator, pursuant to Section 111.70(4)(cm) 6 of the Municipal Employment Relations Act in the matter of impasse between Lake Mills Area School District, hereinafter referred to as the District, and Lake Mills Education Association, referred to herein as the Association. Pursuant to the statutory requirement, mediation proceedings were conducted between the parties on November 19, 1981. Mediation failed to resolve the impasse and the matter proceeded to arbitration that same day. At that time, the parties were given full opportunity to present relevant evidence and make oral arguments. The proceedings were not transcribed. Post hearing briefs and reply briefs were filed with the arbitrator. The last brief was received on January 20, 1982.

THE ISSUES:

Two issues, salaries and calendar, remain at impasse between the parties. The final offers are attached as Appendix "A" and "B".

STATUTORY CRITERIA:

Since no voluntary impasse procedure was agreed to between the parties regarding the above impasse, the undersigned, under the Municipal Employment Relations Act, is required to choose the entire final offer of one of the parties on all unresolved issues.

Section 111.70(4)(cm)7 requires the mediator/arbitrator to consider the following criteria in the decision process:

- A. The lawful authority of the municipal employer.
- B. Stipulations of the parties.

- C. The interests and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement.
- D. Comparison of wages, hours and conditions of employment of the municipal employes involved in the arbitration proceedings with the wages, hours and conditions of employment of other employes performing similar services and with other employes generally in public employment in the same community and in comparable communities and in private employment in the same community and comparable communities.
- E. The average consumer prices for goods and services, commonly known as cost-of-living.
- F. The overall compensation presently received by municipal employes, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.
- G. Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- H. Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

STIPULATIONS:

Prior to the commencement of mediation/arbitration, the parties reached stipulations in the areas of health insurance, dental insurance, summer curriculum pay, longevity, and co-curricular schedule.

THE COMPARABLES:

Citing as precedence other arbitrators' decisions, the District argues the criteria which should be used to determine comparable communities, in addition to the athletic conference, are geographic proximity, average daily pupil membership, per pupil operating costs, full value tax rates, equalized valuation per pupil and state aids. Employing this criteria, the District contends Cambridge, Columbus, Deerfield, De Forest, Fort Atkinson, Jefferson, Johnson Creek, Lodi, Marshall, McFarland, Verona, Waterloo, Watertown, Waunakee, and Wisconsin Heights should be weighed in comparison to the Lake Mills Area School District. It posits each of these districts is in relatively close geographic proximity since those not in the athletic conference are directly contiguous districts. Further, it states that since the Lake Mills Area School District falls within the range of figures representing the average daily pupil membership, per pupil operating costs, full value tax rates, equalized valuation per pupil and state aids for these districts, the districts represent a fair cross section of school districts within the area.

The District asserts "Conversely, the Association has not

demonstrated a sound basis for its selection of 'comparable' districts." Concurring with the Association that the athletic conference is one set of comparables, the District challenges the Association's inclusion of districts of comparable size within a 30-mile radius contending this is an attempt by the Association to expand the criteria generally accepted by arbitrators. Finally, it asserts the districts defined by the Association are not only stretching the concept of geographic proximity, but they are conveniently larger than the Lake Mills Area School District and therefore should be disregarded by the undersigned.

The Association, identifying the criteria of geography, size and competitive character as the most important criteria, contends Columbus, DeForest, East Troy, Elkhorn, Evansville, Hartford Elementary Joint No. 1, Hartford Union High School, Hartland Arrowhead, Jefferson, Lodi, McFarland, Orfordville-Parkview, Palmyra-Eagle, Verona, Waunakee and Wisconsin Heights should be the appropriate set of comparable districts. It asserts it selected the districts within the athletic conference as its first set of comparables and identified districts within a 30-mile distance from Lake Mills as its second set of comparable districts. The Association declares its additional districts are more comparable than the District's since it utilizes the criteria of both teacher population and pupil population established as norms based upon the athletic conference statistics to arrive at districts which are comparable in size and in close geographic proximity to the District.

It challenges the District's comparables asserting the range established by the District results in comparisons being made between the District and others which vary in size from one-half the size of the District to over three times larger than it. It declares that a doubling effect is the most which should be considered when districts are compared.

Both parties agree the athletic conference school districts should be included among those districts considered comparable but both also argue the comparables should be expanded. While neither gave argument for why the comparables should be expanded, both contend their selected districts meet the criteria established by arbitrators as factors determining comparability. The undersigned is not persuaded by either party that the comparables should be expanded beyond those established by the athletic conference, despite the fact that most of these districts have greater average daily memberships, greater cost per pupil and lower equalized values than the Lake Mills Area School District.

The District, citing other arbitrators, set forth a number of criteria which it contended should be applied in determining which other communities would be considered as comparable communities. It proposed its districts, especially appropriate because they are contiguous and create the same labor market area, meet the other accepted criteria as well and therefore should be included among the comparables. While comparable has been interpreted as not necessarily meaning identical, comparable also means enough similar characteristics or qualities to make comparison appropriate.<sup>1</sup> The comparables proposed by

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<sup>1</sup>Dawson v. Myers, 622 F. 2d 1304 (1980).

the District are not balanced enough to create a situation of similarity. The Districts vary in size from 75% smaller than Lake Mills to 203% larger. In addition, in these districts, the cost per pupil is generally higher and the equalized value is generally lower. Further, Fort Atkinson, one of the proposed comparables, in addition to having a larger average daily pupil membership, a higher cost per pupil, and lower equalized value, is not contiguous. Given these dissimilarities, there is little persuasive reason for why the comparables should be expanded to include the contiguous districts.

The Association proposed expanding the comparables to districts of similar size within a 30-mile radius. While these districts are more balanced with similar average daily pupil memberships and off-setting costs per pupil and equalized values, there are other factors which affect these districts. Most important among these factors which would create dissimilarity is the influence of different urbanized areas. Some of the districts proposed as comparables by the Association are clearly affected by the Milwaukee urbanized area and some are affected by the Janesville-Beloit urbanized area. The Lake Mills District, by virtue of the athletic conference districts, is most readily affected by the Madison metropolitan area. Thus, it would be inappropriate to include districts affected by other urbanized areas among the comparables.

#### POSITION OF THE PARTIES:

Calculating the cost of its offer as a 9.93% increase in wages and an 11.73% increase in the total package and the Association's offer as a 12.2% increase in wages and a 13.86% increase in the total package, the District asserts its cost analysis procedures must be used. It argues the Association's method of costing is only used when an inability to pay argument has been advanced. It continues that when this argument is not raised, it is inappropriate to compare two separate and distinct staffs to determine the increase in costs since it projects a figure which is grossly deflated.

The District contends its offer is more reasonable than the Association's when both the wage and total package increases are compared. The District maintains its offer fares extremely well with the comparables since it is closer than the Association's to the average increase in wages and to the average percentage increase despite the fact it has a lower pupil population than the comparables.

In addition to the above comparisons, the District posits its offer is more reasonable than the Association's when the benchmark positions on the salary schedules are compared. It argues both its exhibits and the Association's support the reasonableness of the District's offer showing not only the "fair and substantial" increases the District is offering for 1981-82, but that the three-year increase is consistent with the average three-year increase in the athletic conference schools.

The District maintains its offer is also more reasonable when it is compared with the total compensation received by teachers in comparable districts. It avers a review of the fringe benefits received by the Lake Mills teachers indicates the District is competitive with the comparable districts.

Finally, in support of its position, the District challenges

the use of the Consumer Price Index as the index measuring increases in the cost of living. Declaring the CPI is not an appropriate measure since it is based on a fixed market basket, does not measure changes in consumer preference, fails to adjust for higher prices as the result of improved quality, and exaggerates the cost of housing, the District declares either the Personal Consumption Expenditure or the pattern of settlements in the local area should be used to measure the impact of the economy on the cost of living. It avers that when this comparison is made, its offer remains the most reasonable. The District continues that not only does its offer compare favorably with the cost of living indices, but it is also closer to the local and national economic experience which lends further support to its position.

Regarding the calendar issue, the District asserts it is in the best educational interest of the District to include the question among the reopeners for 1982-83. The District challenges the Association's contention that dates have consistently been set the week before Thanksgiving and states, in fact, they have been scheduled nine days after the end of the first quarter except in 1980-81. It continues that the fall pattern is consistent with the spring parent-teacher conference pattern and notes the Association seeks a change of dates in the fall to accommodate the desires of deer hunters. It argues these desires should not be the determining factor establishing the dates of parent-teacher conferences.

The Association argues a "budget-to-budget costing" is the most appropriate way to determine the actual cost of offers to District taxpayers regardless of whether or not an ability to pay argument exists. It declares costing in any other way, particularly when the personnel changes have already been determined, allows the District to cushion its coffers by "raising unnecessary tax revenue for additional employees who don't exist" and creates an inflated cost impact. It asserts, costing as proposed by the District, differs from the Association's method of costing in that it adds in the cost of an extra, non-existing teacher and it fails to consider the savings to the District due to staff reductions, a layoff and replacement teachers.

The Association declares its offer is more realistic when wage comparisons, overall compensation and cost of living are considered. It posits its offer only maintains its rank among the comparables and that if the District's offer is implemented, slippage in rank would result. Citing cell-to-cell comparison of teachers placed on varying salary schedules as an excellent criteria for measuring equitable treatment, the Association posits its salary offer more closely compares to the averages in each lane and step on the salary schedule of those districts settled in the athletic conference. It continues that when total compensation is considered, the same parallels exist as when only salaries are compared.

Positing that the Lake Mills salary schedule structure has remained constant for at least two contracts, the Association argues that salary increases for teachers have occurred only as the result of negotiations and through movement on the schedule. It continues the result, thus, is that teachers at the top of their respective lanes receive only the increase negotiated on the base salary. It continues 18 of the 64.25 teachers in the District are affected in this manner which is further reason for supporting a larger increase on the base.

Concluding that salary increases in the past have not been able to keep pace with the current rate of inflation, the

Association argues almost any measure of the cost of living may have merit, but the Consumer Price Index should be used since it remains the universal standard for measuring changes in goods and services. The Association continues its offer does little more than maintain the status quo relative to the cost of living. It concludes, however, that the pattern of area settlements also places the proper perspective on its offer and the relationship of the offer to the cost of living.

Regarding the school calendar, the Association avers the District has neither shown a hardship nor a problem which warrants changing the District's past practice relative to establishing the conference dates the week before Thanksgiving. Arguing the District has overreacted to the dates proposed by the Association since they coincide with deer hunting, the Association contends it is educationally sound to keep the dates where they have fallen in the past. It argues the dates allow for public visitation during American Education Week, allows enough time for the distribution of oral and written reports, and alleviates a specific problem of absenteeism at deer hunting time. Further, it asserts the calendar should be determined now rather than through a reopener for 1982-83 since it continues the District's past practice, is supported by educationally sound reasons, allows advance planning for the public and the parties, solves a festering problem among the teachers, settles one more issue between the parties, and leaves only two subjects, money and insurance, to be reopened.

#### DISCUSSION:

Essentially two issues remain at impasse, the school calendar and wages. As to the school calendar, the Association has proposed dates certain while the District includes it as an item to be reopened in 1982-83 under the two year contract. After carefully considering the data and the arguments advanced by the parties, the undersigned concludes this issue is not of such a critical nature that it will be the determining factor, thus, the outcome of this issue will be determined by the merits of the wage issue.

The method of costing the wage issue proposals used by the parties differs and each advances arguments relative to the selection of their method of costing. The undersigned has accepted the method proposed by the District, wherein the 1980-81 staff was costed on the 1980-81 schedule and then moved forward to the proposed 1981-82 schedules in order to determine cost of those same teachers in 1981-82. The undersigned recognizes the validity of the Association's argument in that acceptance of this method of costing does not take into account any reductions in staff or changes in staff which may artificially inflate the percentage cost of the wage offer. However, this method of costing is most consistently applied in all districts, thus it is easier to make cost settlement comparisons.

Relying upon the cost of living criterion in the statutes as a factor to be considered in the instant matter, the District contends the Personal Consumption Expenditure Index should be used rather than the Consumer Price Index for comparing the parties' offers to the economic impact on the cost of living. The undersigned views both indices with caution. The CPI, continuing to be the universal standard applied in the industry, is undergoing change. The changes are occurring because of the impact the CPI has had on economic conditions. There is no indication that these changes will, in fact, make it any more accurate a reflection of the economic impact. In addition,

while the PCE may more readily take into account changes in consumer behavior, it has not been tested in enough varying economic conditions to prove it any more valuable than the CPI as a measurement tool. Subsequently, in considering the impact of the cost of living, the undersigned views the most appropriate index as that which reflects the pattern of settlements within the area. That figure represents the amount employees subject to the same economic conditions in a geographic proximate area accept as maintaining the status quo relative to a decent standard of living. It also reflects the work force's understanding of the national experience. Since the CPI and the PCE are viewed with caution, and since the pattern established within the conference is not totally available, the undersigned finds the weight assigned the cost of living criterion is not as significant as the weight attached to other statutory criteria. However, it is noted that the District's offer more nearly approximates the September to September increase in the CPI and the average increase in the CPI over the same period of time.

A review of the total compensation received by Lake Mills' teachers finds their benefit level is not significantly different than benefits received by teachers in the comparable districts. Further, it is found the benefit level is competitive, therefore the undersigned finds the merits of the proposal shall be determined by the comparison of the wage offers.

Since the data was insufficient regarding the cost impact of the wage increases among all the athletic conference districts, the undersigned reviewed the offers on the basis of rank within the benchmark areas, the percentage increases in the BA base and the MA base in the past two years and the dollar increases which have occurred as a result of the percentage increases. The following table reflects these comparisons.<sup>2</sup> On the basis of these comparisons, the undersigned concludes the Association's offer is more reasonable.

At least since 1979, wage rates, while somewhat fluctuating among the districts, have generally resulted in Waunakee, McFarland and Columbus, along with Lake Mills, establishing the wage leadership for the remainder of the districts. There is significant change in wage rates offered among these four districts and the remainder of the districts in the athletic conference. Further, most consistently, Waunakee has been the wage leader and Lake Mills has remained in the third rank position. In finding the Association's offer more reasonable, the impact of wage leadership on the comparisons was considered. While Lake Mills is not the wage leader, a review of the total compensation and the wage increases in the past indicates it does maintain a position among the leaders.

The District's arguments most readily encompass reasonableness in relationship to the average increases in the conference. The undersigned has preferred to use the mean rather than the averages since it is established Lake Mills is among the districts which create the wage standard for the comparables. In the past, not only has Lake Mills provided increases which

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<sup>2</sup>See attached Appendix "C".

are above the average but the increases also reflect a figure above the mean. Thus, the offers were viewed with this factor in mind. As can be seen from the chart, under the Association's offer, the ranking established in 1979 and in 1980 remains consistent. Under the District's offer, the rank at the BA base drops from third to fourth or fifth depending upon the arbitration award in Lodi and is maintained for the MA base. While drop in rank is not sufficient in itself to determine the Association's offer is more reasonable, the relationship of increases in 1979-80 and in 1980-81 also supports the Association. In both years, the District maintained a percentage increase and a dollar increase which was consistent with its third position within the conference. In both instances, the figures were generally higher than the averages and generally higher than the mean. In the current offer, the size of the increases sought by the Association, as one of the leaders, when measured against the percentages and the mean, are more in accord with the size of the increases granted by the comparable districts than are the increases proposed by the District.

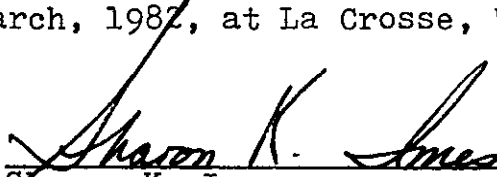
In addition to affecting the BA base, the District's offer has a significant impact on the MA base. While the ranking is not a substantial drop in itself, both the percentage and dollar increase offered by the District works to minimize the difference in compensation among the comparables.

In conclusion, although the Association's offer is slightly above the cost of living indices, the undersigned finds the comparable salary schedules in relationship to the relative strength of salary in the Lake Mills Area School District supports the Association's offer. Consequently, having reviewed the evidence and arguments and after applying the statutory criteria and having concluded the Association's offer is the more reasonable, the undersigned makes the following

AWARD

The final offer of the Association, along with the stipulations of the parties which reflect prior agreements in bargaining as well as provisions of the predecessor collective bargaining agreement which remained unchanged during the course of bargaining, are to be incorporated in the collective bargaining agreement for 1981-83 as required by statute.

Dated this 26th day of March, 1982, at La Crosse, Wisconsin.

  
\_\_\_\_\_  
Sharon K. Imes  
Mediator/Arbitrator

SKI/mls



APPENDIX "A"

RECEIVED

AUG 28 1981

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

Name of Case: Lake Mills Area School District  
Case XVI No. 27848 MED/ARB-1114

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm) 6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding through the Mediator-Investigator of the Wisconsin Employment Relations Commission.

August 28, 1981  
(Date)

Thomas C. Dennis  
(Representative)

On Behalf of: Lake Mills Education Association

FINAL OFFER

LAKE MILLS EDUCATION ASSOCIATION

The Association proposes the provisions of the 1979-81 Master Contract between the Lake Mills Education Association and the Lake Mills Area School Board, remain the terms of the 1981-83 Master Contract with any stipulated agreements between the parties and the following amendments attached hereto, and as determined by the mediator-arbitrator to be incorporated into the successor/amended contract.

  
\_\_\_\_\_  
For the Association

\_\_\_\_\_  
August 28, 1981

## Article VIII: Compensation

## K. Insurance

1. Health Insurance: The Board agrees to provide group medical and hospitalization insurance with benefits equal to or better than those provided under the current (1980-81) Blue Cross/Blue Shield Plan. This plan provides for the following additional coverages.
  - a. \$50 single person deductible on major medical.
  - b. \$100 family aggregate deductible per calendar year.
  - c. Office calls, other than psychiatric, not covered at 100% after the deductible, including chiropractor.
  - d. \$2.00 prescription drug coverage.

The Board agrees to pay \$118.90 per month for family coverage and \$40.70 per month for single coverage.

4. Dental Insurance: The Board agrees to provide dental insurance and benefits equal to or better than those presently provided by Blue Cross/Blue Shield Dental Plan, with Basic Benefits 1 through 4 at 100%. Basic Benefits 5 through 12 at 80%; inlays, onlays, porcelain jackets, cast crowns 80% (current plan); orthodontia 50%. The Board agrees to pay 90% of the premium.

Article VIII: Compensation

R. Summer Curriculum

1. 'Summer curriculum' is defined as assignments to work on present or new curriculum offerings.
2. The salary rate shall be \$8.00 an hour.
3. The District Administrator must approve all assignments involving summer curriculum work.

Article XV: Terms of Agreement

- A. The provisions of this Agreement will be effective as of the 15th day of August, 1981 and continue and remain in full force and effect on the parties through the 14th day of August, 1983, except that Article VIII, K, (Insurance) and Appendix B (Salary Schedule) shall be open for negotiations for the 1982-1983 school year.

APPENDIX B

LAKE MILLS PUBLIC SCHOOLS

1981-82 SALARY SCHEDULE

		BA+0	BA+6	BA+12	BA+18	BA+24	BA+30 MA	MA+6	MA+12	MA+18
0	1.00	12,350	12,671	12,992	13,313	13,634	13,956	14,277	14,598	14,919
1	1.04	12,844	13,178	13,512	13,846	14,180	14,514	14,848	15,182	15,516
2	1.08	13,338	13,685	14,032	14,378	14,725	15,072	15,419	15,766	16,112
3	1.13	13,956	14,319	14,682	15,045	15,407	15,770	16,133	16,496	16,859
4	1.18	14,473	14,952	15,331	15,710	16,089	16,468	16,846	17,225	17,604
5	1.23	15,191	15,586	15,981	16,376	16,771	17,166	17,561	17,956	18,351
6	1.27	15,685	16,093	16,501	16,908	17,316	17,724	18,132	18,540	18,947
7	1.31	16,179	16,600	17,020	17,441	17,862	18,282	18,703	19,124	19,544
8	1.35	16,673	17,107	17,540	17,974	18,407	18,841	19,274	19,708	20,141
9	1.39	17,167	17,613	18,060	18,506	18,952	19,399	19,845	20,291	20,738
10	1.43		18,120	18,579	19,039	19,498	19,957	20,416	20,875	21,335
11	1.47			19,099	19,571	20,043	20,515	20,987	21,459	21,931
12	1.51			19,619	20,104	20,588	21,073	21,558	22,043	22,528
13	1.55						21,632	22,129	22,627	23,125

Base salary times index equals salary. This Schedule reflects a 2.6% horizontal increment.

LONGEVITY In addition to the above salary schedule teachers who cannot advance vertically due to being at the top of their respective lanes will receive longevity pay at the rate of \$300 for BA+30/MA through MA+18 lanes only.

APPENDIX C  
CO-CURRICULAR SCHEDULE  
1981-82

High School	Years of Local Experience in Specific Activity Assigned		
	0-2	3-6	7+
Head Football Coach**	\$1097	\$1163	\$1230
Head Basketball Coach**	1118	1185	1252
Head Wrestling Coach**	1118	1185	1252
Head Gymnastics Coach**	1118	1185	1252
Production Board Chairman*	906	972	1038
Assistant Varsity Basketball Coach**	889	957	1024
Assistant Wrestling Coach**	889	957	1024
Assitant Gymnastics Coach**	889	957	1024
Head Track Coach**	799	865	932
Head Baseball Coach**	799	865	932
Yearbook Advisor*	799	865	932
Head Freshman Football Coach**	768	834	900
Assistant Football Coach**	768	834	900
Head Freshman Basketball Coach**	781	848	915
Assistant Baseball Coach**	727	834	900
Assistant Track Coach**	727	834	900
Head Cross Country Coach**	727	834	900
Tennis Coach**	656	721	787
Assistant Volleyball Coach**	727	834	900
Cheerleading Advisor*	656	721	787
Assistant Freshman Football Coach**	656	721	787
Instrumental Music Director*	906	972	1038
Vocal Music Director	656	721	787
Head Forensic Coach**	523	589	656
Assistant Forensic Coach**	436	502	569
Dramatics Coach-All School Play**	943	1011	1067
Newspaper Advisor*	397	431	462
Ass't Dramatics Coach-All School Play**	472	505	539
Intramurals (sum available)*	872		
Head Senior Advisor*	185		
Assistant Senior Advisor*	109		
Head Junior Advisor*	185		
Assistant Junior Advisor	109		
Head Sophomore Advisor*	109		
Assistant Sophomore Advisor*	72		
Head Freshman Advisor*	109		
Assistant Freshman Advisor*	72		
AFS Advisor*	185		
National Honor Society*	146		
Student Council Advisor	375		
String Music Director*	332	364	397
Golf Coach**	656	721	787
Title IX - (comparable pay for women coaches)			
Safety Coordinator*		375	

For the additional time spent prior to the school year, football coaches will be paid at the rate of \$352.00 per individual.

	Years of Local Experience in Specific Activity Assigned		
	0-2	3-6	7-more
<u>Middle School</u>			
Head Basketball Coach**(2) Boys & Girls	\$621	\$656	\$687
Head Wrestling Coach**	621	656	687
Instrumental Music*	656	721	787
Activities Coordinator*	549	582	615
Ass't Basketball Coach**(2) Boys & Girls	543	575	609
Assistant Wrestling Coach**	543	575	609
Head Football Coach**	370	403	436
Assistant Football Coach** (2)	332	364	397
String Music Director*	332	364	397
Intramurals (sum available)*	582		
Assistant Track Coach**	364	417	450
Volleyball Coach - Girls**	445	469	491
Assistant Volleyball Coach**	388	411	435
Vocal Music Director*	474	522	558

Mileage Reimbursement (20¢ per mile)

High School\*\*\*

Athletic Bus Chaperonage	\$13.60 half day or evening 24.10 all day or 1/2 day and evening 34.30 all day and evening
Dance Chaperonage - All evening	20.95
Dance Chaperonage - After Games	13.60
Timers, Scorers, and Supervisors*	11.35 per session
Football Ticket Supervisors	10.20 per game

\*Paid only for income producing sports - One person per class (Maximum five nights) may be reimbursed for supervising float or prom decorations.

Middle School\*\*\*

Athletic Bus Chaperonage	\$10.20 per trip
Dance Chaperonage	10.20 per dance
Ticket sellers, timers, scorers and supervisors	10.20 per session

\*Paid in 26 equal installments

\*\*Paid at conclusion of season

\*\*\*Paid monthly

Any club or activity not presently included in the co-curricular schedule will be expected to submit a constitution and list of objectives to the Board in writing together with a list of the proposed duties of the advisor, and potential membership, and the activities that the club or group will be involved in. This must be approved by the Board prior to the recognition of the group. If the Board recognizes the group, the Board will negotiate a salary for the advisor with the Lake Mills Education Association.

[Note: The above co-curricular amounts reflect an 8% increase over the 1980-81 amounts except for Dramatics and Asst. Dramatics Coaches, where 1980-81 amounts were increased \$50 and \$100, respectively, before applying the 8% increase.]



APPENDIX C  
CO-CURRICULAR SCHEDULE  
1982-83

High School	Years of Local Experience in Specific Activity Assigned		
	0-2	3-6	7+
Head Football Coach**	\$1174	\$1244	\$1316
Head Basketball Coach**	1196	1268	1340
Head Wrestling Coach**	1196	1268	1340
Head Gymnastics Coach**	1196	1268	1340
Production Board Chairman*	969	1040	1111
Assistant Varsity Basketball Coach**	951	1024	1096
Assistant Wrestling Coach**	951	1024	1096
Assistant Gymnastics Coach**	951	1024	1096
Head Track Coach**	855	926	997
Head Baseball Coach**	855	926	997
Yearbook Advisor*	855	926	997
Head Freshman Football Coach**	822	892	963
Assistant Football Coach**	822	892	963
Head Freshman Basketball Coach**	836	907	979
Assistant Baseball Coach*	778	892	963
Assistant Track Coach**	778	892	963
Head Cross Country Coach*	778	892	963
Tennis Coach*	702	771	843
Volleyball Coach**	855	926	997
Assistant Volleyball Coach**	778	892	963
Cheerleading Advisor*	702	771	842
Assistant Freshman Football Coach**	702	771	842
Instrumental Music Director*	969	1040	1111
Vocal Music Director*	702	771	842
Head Forensic Coach**	506	630	702
Assistant Forensic Coach**	467	537	609
Dramatics Coach-All School Play**	1009	1082	1153
Newspaper Advisor*	425	461	494
Ass't Dramatics Coach-All School Play**	505	540	577
Intramurals (sum available)*	935		
Head Senior Advisor*	198		
Assistant Senior Advisor*	117		
Head Junior Advisor*	198		
Assistant Junior Advisor*	117		
Head Sophomore Advisor*	117		
Assistant Sophomore Advisor*	77		
Head Freshman Advisor*	117		
Assistant Freshman Advisor*	77		
AFS Advisor*	198		
National Honor Society*	156		
Student Council Advisor*	401		
String Music Director*	355	389	425
Gold Coach**	702	771	842
Title IX - (comparable pay for women coaches)			
Safety Coordinator*		401	

For the additional time spent prior to the school year, football coaches will be paid at the rate of \$377.00 per individual.

Years of Local Experience in Specific Activity Assigned

Middle School	0-2	3-6	7-more
Head Basketball Coach**(2) Boys & Girls	\$664	\$702	\$735
Head Wrestling Coach**	664	702	735
Instrumental Music*	702	771	842
Activities Coordinator*	587	623	658
Ass't Basketball Coach**(2) Boys & Girls	581	615	652
Assistant Wrestling Coach**	581	615	652
Head Football Coach**	396	431	467
Assistant Football Coach** (2)	355	389	425
String Music Director*	355	389	425
Intramurals (sum available)*	623		
Assistant Track Coach**	389	446	482
Vo-leyball Coach - Girls**	476	502	525
Assistant Volleyball Coach**	415	440	465
Vocal Music Director*	507	559	597

Mileage Reimbursement (22¢ per mile)

High School\*\*\*

Athletic Bus Chaperonage	\$14.55 half day or evening 25.80 all day or 1/2 day and evening 36.70 all day and evening
Dance Chaperonage - All evening	22.40
Dance Chaperonage - After games	14.55
Timers, Scorers, and Supervisors*	12.15 per session
Football Ticket Supervisors	10.90 per game

\*Paid only for income producing sports - One person per class (Maximum five nights) may be reimbursed for supervising float or prom decorations.

Middle School\*\*\*

Athletic Bus Chaperonage	10.90 per trip
Dance Chaperonage	10.90 per dance
Ticket sellers, timers, scorers and supervisors	10.90 per session

\*Paid in 26 equal installments

\*\*Paid at conclusion of season

\*\*\*Paid monthly

Any club or activity not presently included in the co-curricular schedule will be expected to submit a constitution and list of objectives to the Board in writing together with a list of the proposed duties of the advisor, the potential membership, and the activities that the club or group will be involved in. This must be approved by the Board prior to the recognition of the group. If the Board recognizes the group, the Board will negotiate a salary for the advisor with the Lake Mills Education Association.

[Note: The above co-curricular mounts reflect a 7% increase over the 1981-82 amounts.]

APPENDIX E.

LAKE MILLS AREA SCHOOL DISTRICT  
School Calendar 1981-82

AUGUST

N.T.

				21
24	25	26	27	28
31				

DECEMBER

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

APRIL

			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

SEPTEMBER

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

JANUARY

					X
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

MAY

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

OCTOBER

			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

FEBRUARY

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

JUNE

	1	2	3	4	

NOVEMBER

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

MARCH

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

Half Day Ins. ○

Convention Days ○

Paid Holidays □

Full Day Inservice △

Parent-Teacher Conf. ◇

No School X

End of School ||

Teachers Report August 24th  
 Students Report August 26th  
 Labor Day September 7th  
 Thanksgiving November 26th & 27th  
 Easter Break April 5th - 9th  
 Memorial Day May 31st

CONVENTION RECESS:

State Teachers Convention  
 October 29th & 30th  
 February 26th

No School - X (Days not counted as part of 190 day school year)

FULL DAYS OF INSERVICE:

August 24th & 25th  
 January 15th

PARENT-TEACHER CONFERENCES

November 19th - 4:30 - 7:30 p.m.  
 November 20th - 8:30 a.m. - 12:30 p.m.  
 April 1st - 4:30 - 7:30 p.m.  
 April 2nd - 8:30 a.m. - 12:30 p.m.

HALF DAYS OF INSERVICE:

(1:00 P.M. - 3:45 P.M.)  
 October 7, 1981  
 November 11, 1981  
 February 3, 1982  
 March 17, 1982

DAYS STUDENTS WILL NOT BE IN ATTENDANCE:

- |                            |                            |                          |
|----------------------------|----------------------------|--------------------------|
| 1. September 7th           | 6. November 26th & 27th    | 11. February 26th        |
| 2. October 7th P.M. only   | 7. December 23rd-31st      | 12. March 17th P.M. only |
| 3. October 29 & 30th       | 8. January 1st             | 13. April 2nd            |
| 4. November 6th            | 9. January 15th            | 14. April 5th - 9th      |
| 5. November 11th P.M. only | 10. February 3rd A.M. only | 15. May 31st             |

End of First Quarter - October 28th, 1981 - 44 1/2 days  
 End of Second Quarter - January 20th, 1982 - 45 1/2 days  
 End of Third Quarter - March 26th, 1982 - 45 days  
 End of Fourth Quarter - June 4th, 1982 - 43 days  
 and Last School Day

178 days

SNOW DAYS:

First snow day will not be made up  
 Second snow day will not be made up  
 Third snow day will not be made up

Additional snow days will be made up at the end of the school year.

178 contact days  
 2 Parent/Teacher Conference  
 2 Holidays  
 5 Days of Inservice  
3 Days of Teacher Convention\*

190 Total Contract Days

\* It is understood that teachers have an option of attending the convention or working at school on these days. Teachers not able to attest to proper utilization of convention days will be docked.

APPENDIX E  
LAKE MILLS AREA SCHOOL DISTRICT  
School Calendar 1982-83

AUGUST

23	24	25	26	27
30	31			

SEPTEMBER

		1	2	3
6	7	8	9	10
12	14	15	16	17
20	21	22	23	24
27	28	29	30	

OCTOBER

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

NOVEMBER

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

DECEMBER

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

JANUARY

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

FEBRUARY

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

MARCH

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

APRIL

				X
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

MAY

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

JUNE

		1	2	
--	--	---	---	--

Half Day Ins. ⊙

Convention Days ○

Paid Holidays □

Full Day Inservice △

Parent-Teacher Conf. ◇

No School X

End of School ||

**Teachers Report**      **August 23th**  
**Students Report**    **August 25th**  
**Labor Day**            **September 6th**  
**Thanksgiving**        **November 25th & 26th**  
**Faster Break**        **March 28th-April 1st**  
**Memorial Day**        **May 30th**

**CONVENTION RECESS:**

**State Teachers Convention**

October 28th & 29th  
 February 25th

No School - X (Days not counted as part of 190 day school year)

**FULL DAYS OF INSERVICE:**

August 24th & 25th  
 January 14th

**PARENT-TEACHER CONFERENCES**

November 18th - 4:30 - 7:30 p.m.  
 November 19th - 8:30 a.m. - 12:30 p.m.  
 April 7th        - 4:30 - 7:30 p.m.  
 April 8th        - 8:30 a.m. - 12:30 p.m.

**HALF DAYS OF INSERVICE:**

(1:00 P.M. - 3:45 P.M.)  
 October 6th  
 November 10th  
 February 2nd  
 March 16th

End of First Quarter - October 27th, 1982 - 44 1/2 days  
 End of Second Quarter - January 14th, 1983 - 43 1/2 days  
 End of Third Quarter - March 25th, 1983 - 48 days  
 End of Fourth Quarter - June 2nd, 1983 - 42 days

178 days

**SNOW DAYS:**

First snow day will not be made up  
 Second snow day will not be made up  
 Third snow day will not be made up

Additional snow days will be made up at the end of the school year.

178 contact days  
 2 Parent/Teacher Conference  
 2 Holidays  
 5 Days of Inservice  
3 Days of Teacher Convention\*

190 Total Contract Days

\* It is understood that teachers have an option of attending the convention or working at school on these days. Teachers not able to attest to proper utilization of convention days will be docked.

APPENDIX "B"

LAKE MILLS AREA SCHOOL DISTRICT

NAME OF CASE CASE XVI No. 27848 MED/ARB-1114

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70 (4)(CM)6 of the Municipal Employment Relations Act. Each page of the attachment hereto has been initialed by me.

RECEIVED

AUG 11 1981

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

8/10/81  
DATE

Jon E. Pitschner  
REPRESENTATIVE

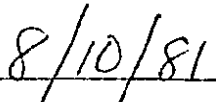
On Behalf of LAKE MILLS AREA SCHOOLS/SCHOOL BOARD

FINAL OFFER

LAKE MILLS AREA SCHOOL DISTRICT

The Lake Mills School Board proposes that these provisions be incorporated with the stipulated agreements between the parties and the following amendments attached hereto, and as determined by the mediator/arbitrator to be incorporated into a successor contract.

  
\_\_\_\_\_  
For The School Board

  
\_\_\_\_\_  
Date



ARTICLE VIII Compensation

B. Compensation Schedules

1. Base - \$12,100
2. Extra Curricular - 8% increase on all amounts for the 1981-82 school year. 7% increase on all 1981-82 amounts for the 1982-83 school year.

For Drama Coach - All School Play:

Increase base \$50.00 at all three levels prior to applying the 8% increase for 1981-82.

For Assistant Drama Coach - All School Play:

Increase base \$100.00 at all three levels prior to applying the 8% increase for 1981-82.

3. Longevity: In addition to the above salary schedule, teachers who cannot advance vertically due to being at the top of their respective lanes, will receive longevity pay at the rate of \$300 for BA+30/MA through MA+18 lanes only.

K. Insurance

1. Health Insurance

The Board agrees to pay \$118.90 for family coverage per month and \$40.70 per month for single coverage.

4. Dental Insurance

The Board agrees to pay 90% of the premium.

R. Summer Curriculum

2. The salary rate shall be \$8.00 an hour.

ARTICLE IX Working Conditions

E. School Calendar

The Board of Education states that the first Parent-Teacher Conference dates shall be November 12th - 4:30 - 7:30 p.m.  
November 13th - 8:30 a.m. - 12:30 p.m.

ARTICLE XV: Terms of Agreement (Duration)

- A. The provisions of this Agreement will be effective as of the 15th day of August, 1981, and continue and remain in full force and effect on the parties through the 14th day of August, 1983, except that Article VIII, K. (Insurance), Article IX, C.3 (School Calendar) and Appendix B (Salary Schedule) shall be open for negotiations for the 1982-83 school year.

COMPARISON OF THE PERCENT INCREASES AND DOLLAR INCREASES IN THE BA AND MA BASES

	<u>BA BASE</u>				<u>MA BASE</u>			
	<u>Percentage</u>		<u>Dollars</u>		<u>Percentage</u>		<u>Dollars</u>	
	<u>1979-80</u>	<u>1980-81</u>	<u>1979-80</u>	<u>1980-81</u>	<u>1979-80</u>	<u>1980-81</u>	<u>1979-80</u>	<u>1980-81</u>
Lake Mills	8.65%	9.29/7.07%	900	1,050/800	8.67%	9.29/7.107%	1,019	1,187/904
Columbus	9.32	6.86	970	780	8.88	7.24	1,020	905
De Forest	6.76	9.05	700	1,000	6.74	9.05	785	1,125
McFarland	6.5	10.55	687	1,188	6.5	10.42	750	1,280
Verona	8.4	6.43	875	725	8.41	6.4	1,004	800
Waunakee	7.0	9.35	750	1,071	6.4	10.55	750	1,312
Lodi	9.8	8.93/7.68	1,000	1,000/860	9.8	9.09/7.85	1,094	1,114/962
Mean:	8.53	8.99/8.37	887	1,000/930	8.54	9.07/8.45	1,011	1,119/1,043
Average:	7.96	8.52/8.32	830	960/937	7.91	8.79/8.59	917	1,089/1,064

	<u>RANK</u>				
	<u>BA Base</u>	<u>EA Max</u>	<u>MA Base</u>	<u>MA Max</u>	<u>Schedule Max</u>
1979	3/8*	NA	2/8	NA	NA
1980	3/8	4/8	1/8	1/8	2/8
1981	A3/8 - 4/8B**	4/8	A1/8 - 2/8B	A1/8 - 2/8B	2/8

\*The District was tied with two other districts for the third highest salary position.

\*\*If the Association's offer is accepted in Lodi, the rank will drop to 5/8 under the District's proposal in Lake Mills.