

STATE OF WISCONSIN

BEFORE THE MEDIATOR/ARBITRATOR

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In The Matter of The :  
Mediation/Arbitration Between :  
DARLINGTON EDUCATION ASSOCIATION : Case XII  
and : No. 29766, Med/Arb-1672  
DARLINGTON COMMUNITY SCHOOL DISTRICT : Decision No. 19730-A  
----- :

APPEARANCES:

Paul R. Bierbrauer, Executive Director, South West Teachers United, appearing on behalf of the Darlington Education Association.

Gilbert S. Barnard, attorney at law, appearing on behalf of the Darlington Community School District.

ARBITRATION HEARING BACKGROUND:

On July 14, 1982, 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 the Darlington Education Association, hereinafter referred to as the Association, and the Darlington Community School District, hereinafter referred to as the District. Pursuant to the statutory requirements, a public hearing was held and mediation proceedings were conducted between the parties on September 2, 1982. Mediation failed to resolve the impasse. The arbitration hearing was held on October 5, 1982. At that time the parties were given full opportunity to present relevant evidence and make oral argument. The proceedings were partially transcribed since the court reporter failed to provide a full transcript of the hearing as it was conducted. Consequently, the undersigned has relied upon her record as the formal record rather than the transcribed proceedings. Post hearing briefs were filed with and exchanged through the mediator/arbitrator on December 13, 1982.

THE ISSUES:

The parties remain at impasse on the issues of wages, extracurricular pay, and mileage. The final offers of the parties appear 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. The 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 the cost-of-living.
- F. The overall compensation presently received by the 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.

THE COMPARABLES:

The Association argues the most appropriate comparables are the athletic conference consisting of the Iowa-Grant, Dodgeville, Mineral Point, Cuba City, Platteville and Lancaster school districts, and the districts of the same size throughout the state which have settled for 1982-83. While it recognizes the athletic conference as the most appropriate comparable, the Association also declares districts of approximately the same size settled for 1982-83 provides evidence of the "industry" trend and meets the intent of the State Constitution, State laws, and the Department of Public Instruction rules concerning education as a statewide function.

The Association objects to the District's comparables maintaining they are all smaller than Darlington and for the most part not similar. With the exceptions of Cuba City and Mineral Point, the Association declares all the District's comparables have populations of less than 1,000 people and are therefore not similar to the Darlington School District.

The District's proposed set of comparables consists of those school districts which lie within Lafayette County. In support of its position, the District asserts Darlington is the County seat of Lafayette County, lies within the center of the County, and the districts within the County have

traditionally been used as comparables by the parties.

The District rejects the Association's comparables consisting of districts of approximately the same size throughout the state which have settled for 1982-83. Contending the proposed districts constitute only a partial listing of districts of similar size and are not within the immediate area, the District also rejects these districts as comparables because it is not known which of them had multi-year contracts. As a result, the District posits none of these districts should be considered as comparables.

To the extent comparables are used in analyzing which of the offers is more reasonable, the undersigned used the information provided relevant to the Southern Eight Athletic Conference, despite the fact that only three of these districts have settled for 1982-83. While the District argued districts within the County were traditionally used as comparables, there was no evidence to substantiate this position. Further, a review of those districts indicates the majority are substantially smaller, both in full time enrollment and in full time teaching equivalencies. Consequently, the undersigned was not persuaded to include these districts as comparables.

While there is merit in the Association's argument that the State aid formula is intended to equalize the district's ability to pay for education throughout the state, the formula is not intended to equalize each district's willingness or unwillingness to compensate staff but to equalize their willingness to provide education as required by the thirteen standards set forth in 121.02 Wis. Stats. Thus, while a review of statewide districts of comparable size may or may not reflect an "industry" trend, there is not sufficient similarity among these districts to establish them as comparables for the purpose of comparing the parties' final offers.

While comparable has been interpreted by the courts to not necessarily mean identical, it does mean there should be enough similar characteristics or qualities to make comparison appropriate.<sup>1</sup> In considering statewide districts as comparables, there is little, other than similarity in size, which would make all of these districts similar for comparison purposes. To be considered similar for comparison purposes, there must be a showing that the districts not only are similar in enrollments and full time teaching equivalencies, but that they are similar in competing for goods and services, in being affected by the same fluctuations in the labor market and in the cost of living and similar in other factors which address the social, economic and political realities of public policy making.

#### POSITIONS OF THE PARTIES:

The Association posits the ultimate reasonableness of the offers will be determined when the need for catch up, relative rank, the developing trend and the economic impact on the staff is considered. Contending the need for catch up is justified, the Association states 32 teachers in the District reached the maximum step on the salary schedule prior

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

to 1981-82 and teachers at the maximum levels have experienced slippage in relative position among the comparables for the past ten years by not receiving comparable increases realized by their colleagues in the other athletic conference schools. Declaring the economic well-being of experienced teachers must be considered, the Association posits its offer would allow a maximum step increase of 8.5 percent while the District's offer would only provide a 2.65 percent to 2.8 percent increase which is less than teachers in comparable districts will receive.

Further, the Association asserts that within the athletic conference, Darlington once ranked ahead of the majority of the districts. By 1978-79, however, it contends the District has slipped to near the bottom of the rankings in all significant benchmark areas. It continues its offer will do little to regain the status the District once enjoyed but that the District's offer would be even more harmful. Stating the District's offer would result not only in teachers not receiving comparable increases but would also cause the rank to again drop, the Association believes its offer is the more reasonable. In addition, the Association declares its offer is more reasonable measured against the state settlements since the ranking in the statewide comparables would not change.

The Association also argues the developing trend of settlements among state-wide districts of the same size and arbitration awards such as those in Cudahy and Westby support its position. Noting the percentage increase in the statewide settlements and the awards are much closer to the Association's offer than the District's, the Association posits that unless its offer is accepted there will be little if any catch up occurring.

Arguing its final offer does not fall outside the interests and welfare of the public nor the District's ability to pay, the Association avers there is strong need for consideration of the actual costs of the final offers. It contends this consideration is necessary since a case has been made for catch up and since it has been able to demonstrate an "industry" trend which is in excess of the scattered settlements within the most appropriate comparables. When actual costs are considered, the Association maintains the impact of its offer is a 6.38% increase in the budgeted costs for salary compared to the District's increase of 1.19%. Given the need for catch up and the "industry" trend, the Association posits it is unreasonable for the District to put forth the smallest dollar increases within the athletic conference.

As to extracurricular pay, the Association maintains its offer reflects the status quo, while the District's offer is a radical departure from the status quo. Citing the District's offer removes the percent factor from the coaches' pay and from the summer music program pay, creates a grid using experience as a factor for the coaches, and removes the summer music program language defining the work expectations for the instructor, the Association asserts the District's offer is flawed. It declares the District's offer is also vague. The Association contends the District's offer does not provide language which would aid in determining where a coach would be placed upon the experience grid, nor how coaching experience would be determined, nor the amount of experience each cell represents. Further, the Association asserts that without language to define the job expectations in the summer music program, there is no way to know the length of the job assignment nor the length of the work day. Consequently, the

Association concludes that since the District has a burden to show exceptional need for change, which it has not done, and since the District's offer is flawed, there is little support for accepting the District's offer as the more reasonable.

Citing the operation of school buildings within the rural areas of the District which requires daily need for special curriculum teachers to drive between schools, the Association posits 23 cents per mile is a reasonable mileage figure for compensating teachers for the costs they incur in the performance of the District's work. The Association continues that among the comparables those districts such as Dodgeville and Cuba City, where the location of schools is similar to Darlington, mileage rates closely approximate the offer of the Association. It also notes the American Automobile Association has established 24.4 cents per mile as the cost of driving a compact automobile. Thus, given the comparables and the established cost of driving a compact, the Association declares its offer is more reasonable than the District's.

Arguing the interest and welfare of the public includes the tax burden the public is able to bear, the District contends the base upon which its ability to pay exists has decreased recently and the economy has made it difficult for its citizens to maintain the level of taxation which currently exists. Further, the District posits the cost of living has not increased significantly within the area. When these factors are considered together, the District concludes it is necessary to propose wage increases which reflect concern for the public's lessened ability to bear the tax burden. In light of this, the District states it has proposed a final offer which results in a total package increase for teachers of 4.8%.

Declaring the Association is attempting to mask its 10.26% total package increase as an 8.5% increase by increasing each cell 8.5%, the District argues the Association's offer is a radical change in the manner in which salary schedules are constructed. The District states that in the past its schedule has reflected a flat dollar amount which was established as the guaranteed increments. It also notes a plateau was reached between the third and fourth years of experience. This it contends resulted in only slightly greater increases thereafter which was intended to provide nominal recognition to progress after the first few years of employment. The District continues that the differential between each lane has remained constant with the exception of the differential preceding the master's lane. It concludes the intent of this structure is to reward its staff for both experience and preparation. Consequently, the District rejects the Association's proposal contending the method of applying a percentage to each cell does away with the traditional concept that increments are awarded for experience while lane improvements are awarded for increased preparation. Finally, concluding the Association's method of structuring the salary schedule would result in increases in the salary schedule which would have significant effects for years to come, the District declares a departure in structuring schedules should not occur without negotiation of such changes.

Also rejecting the Association's argument for catch up, the District asserts neither the Association's evidence nor the comparables support such a position. Declaring the Association's comparisons dating back to 1973-74 are not

particularly meaningful since they represent voluntary settlements, the District states it is unreasonable to argue a need for catch up when the changes which occurred were mutually agreed upon. In addition, it notes that even though the Association only offers three settlements in its set of comparables, it is obvious the Association's offer is greater than the developing settlement pattern and thus dramatically changes the District's position compared to others. Finally, the District contends that, among its comparables, its position is consistent with the emerging pattern of settlements for the area and consistent with the economic conditions upon which those settlements were predicated. Subsequently, the District concludes that since there is no justification for catch up, its offer which more closely approximates those settlements among the comparable districts is more reasonable.

The District posits the increasing economic pressure to control school costs also justified its need to scrutinize all programs and the costs generated by those programs. Contending "formula-driven" rates of pay for cocurricular programs can generate unrealistic rates of pay and can compel changes in the cocurricular offerings, the District asserts it is only reasonable to offer a flat rate scale of pay for these programs. In addition, the District states its position is supported by the fact that flat rates are standard among cocurricular pay schedules. Finally, the District avers there is support for its offer since twenty of the thirty-five positions in the schedule would benefit under its offer.

The District also declares its offer of 21 cents per mile is reasonable. To support its position, the District cites the IRS rate at 20 cents per mile, stating the IRS rate is normally considered a fair claim, and notes the average rate of reimbursement among the athletic conference schools is less than its offer.

#### DISCUSSION:

Among the three issues at impasse between the parties, the critical issue involves the salary schedule. The Association's offer, unique in that it seeks an 8.5% increase on each cell, establishes a burden upon the Association to show a strong or compelling justification for such departure from the traditional way in which the salary schedule has been structured. The Association argues its need to catch up justifies is unusual proposal. After analyzing the salary increases and the relative positions of the comparables as identified earlier in this decision, the undersigned concludes the argument for catch up is not persuasive.

In reviewing the benchmarks, including the BA/Step 8 and the MA/Step 10 positions, over the past ten years, the undersigned finds that while the Association is able to show the District has continually lagged behind the average and the mean salaries for a number of years, it has not been able to show there has been a continual erosion of this base nor has it shown there is an increasing differential between this District and the others considered comparable. The data shows that, at times, the staff in the District has enjoyed a relatively good position in rank among the comparables, particularly in academic years 1973 and 1974. Since that period of time, however, there have been changes in the comparable district positions and those teachers in Darlington have not fared as well. In fact, since 1977, the District has ranked at or near the bottom among the comparables in all

benchmark areas but the BA and MA minimum positions. While it is true there has been deterioration in the District's position since 1973, the fact that the District's position has remained relatively unchanged for at least five years is an important consideration in determining whether or not catch up is justified. Consequently, in deciding whether or not catch up is justified, it must be determined whether or not the spread between Darlington's compensation to its staff and the compensation of other districts has increased over the last several years. The percentage differences between the salary paid Darlington teachers and the mean and average increases each year of the other districts shows that while some years have varied more than others, since 1977 the variance has been negligible at the BA Minimum position, between .5% and 1% at the BA/Step 8 position, between .5% and 1% at the BA Maximum position, about .5% at the MA Minimum position and about 1% at the MA/Step 10 position.<sup>2</sup> At the MA Maximum position some deterioration has occurred in that the District has dropped a full 2% over the average from its position in 1978-79 and 1979-80. At this position, however, there was no significant change in position compared to the mean increase. At the Schedule Maximum position improvement has occurred between 1980-81 and 1981-82. Given the above variances, except for the MA Maximum position, it cannot be concluded there is the need for catch up.

It is difficult to determine the effect the current offers of the parties will have upon these same comparisons since only three settlements exist. In comparing the offers of the parties to these three known settlements, however, it is concluded the District's offer is more consistent with the position it has taken over the past few years. The Association's offer, on the other hand, would appear to substantially improve the District's position over that which it has held within the past five years. This fact, together with the uniqueness of the Association's proposal, leads the undersigned to conclude the Association has not been persuasive in establishing a need for catch up and the subsequent adoption of its offer.

In arriving at this conclusion, the undersigned did not ignore the fact that the District has approximately one-half of its teachers at the top of the salary schedule who, if the District's offer is selected, will receive salary increases of approximately 2.7% or 2.8% for the year, increases which are significantly lower than the cost of living reflected at the time agreement should have been reached between the parties. Since over half the staff is at the top of the schedule, a serious problem does exist which will have to be addressed by the parties in future negotiations since neither the Association's offer nor the District's offer addresses this problem in a satisfactory manner. The Association's offer of 8.5% on each cell, while resulting in those teachers at the top of the schedule receiving an 8.5% increase in wages, also results in half of the teachers, those moving through the schedule, receiving a significantly larger increase in salary than 8.5%. The District's offer accomplishes the reverse. While teachers moving through the schedule will receive wage

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<sup>2</sup> At the MA/Step 10 position, a greater variance from the average occurred in 1978-79 but the mean variance remained similar to other years and no significant changes occurred in the mean and average variances in other years.

increases which approximate the cost of living in the past year, those at the top will receive only minimal increases. On this basis, the undersigned cannot conclude that either offer is more reasonable as it addresses the problem of half of the teachers being at the top of the schedule.

While accepting the District's argument that the standard method of costing final offers is to move the academic staff forward which results in the District's offer representing a 4.85% increase and the Association's offer representing a 10.26% increase and while being persuaded the residents of the District are experiencing economic hardships, the undersigned is not persuaded the District has an inability to pay the increase of either offer. Testimony submitted by the District indicates the taxpayers of the District are unwilling to assume any greater burden in providing for education and they are experiencing difficulties in this recessionary time. No data was submitted, however, which showed either the District would increase the tax burden upon the residents of the District or would not be able to fund either final offer.

Noting the District is experiencing the same recessionary difficulties that the state and the nation are experiencing and having considered the cost of living, the undersigned does conclude, however, that the Consumer Price Index and the general status of the economy does not reflect justification of an offer which results in a total package increase in wages of approximately 10.26% or an increase in wages of 8.5% or more for individual staff members without demonstrated need for special consideration. This, together with the fact that the Association's offer attempts to deviate from the present salary schedule in the manner in which it is calculated without demonstrating need for such a change results in a determination that the District's offer regarding the salary schedule structure is more reasonable.

In regard to the extracurricular schedule, the Association maintains and is correct that its offer reflects the status quo. Further, it appears dropping the contract language regarding the summer music program, as the District proposes, will make the District's expectations for that program less clear. While the Association argues the coaches' salary grid proposed by the District will result in confusion, they may or may not be correct. It is possible that more than one interpretation regarding experience could result, but there was no indication that the parties were not in agreement as to how coaches would be placed upon the grid. Neither of these problems, while they make the District's offer less reasonable, are serious enough to cause rejection of the District's proposal relative to the salary schedule structure.

The District argues its offer should be considered as the more appropriate offer since the economic times demand districts take greater control over areas within the contract which could result in unchecked escalating costs and since its offer is more reflective of the method of compensation within other comparable districts. While the District's proposal is remarkably similar to the method of compensation in its other extracurricular areas and similar to the method of compensation in most of the comparable districts, other than through speculation, the District was not able to show it is currently experiencing difficulties which would justify change from the status quo or that the current method of compensation



results in rates which are dissimilar to those paid in other districts. Consequently, the undersigned concludes the Association's offer regarding extracurricular pay is more reasonable.

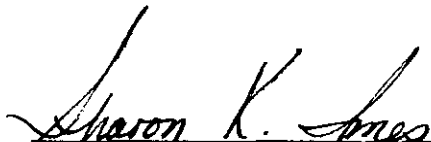
Among the comparables, the evidence shows scattered reimbursement for mileage. Three districts have no mileage reimbursement and the others reimburse their employees at rates varying between 21 cents per mile and 25 cents per mile, the average of which is 22.25 cents per mile. The District does not dispute, however, that it requires its employees to travel from school to school nor that in districts where additional driving is required, such as Dodgeville and Cuba City, the rates are similar to the rates sought by the Association. As to the actual costs of driving a car, however, both the District and the Association provide data from reputable sources which indicate either mileage rate would be an appropriate reimbursement. Neither party, however, has evidence in the record which supports its figure for reimbursement as the more appropriate figure. As a result, based upon the limited comparable data, the undersigned concludes the Association's offer more closely approximates the prevailing practice among those who reimburse their employees for travel and thus its offer is deemed to be the more reasonable of the two.

Having concluded the District's offer is more reasonable relative to the salary schedule structure and having found the Association's offer relating to extracurricular pay and to mileage reimbursement is more reasonable, the undersigned finds the District's offer is the more reasonable of the two on the determinative issue. Thus, having reviewed the evidence and arguments, after applying the statutory criteria and after reaching the above conclusion, the undersigned makes the following:

AWARD

The final offer of the District, along with the stipulations of the parties which reflect prior agreements in bargaining, as well as those provisions of the predecessor collective bargaining agreement, are to be incorporated into the collective bargaining agreement as required by statute.

Dated this 2nd day of March, 1983, at La Crosse, Wisconsin.

  
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Sharon K. Imes  
Mediator/Arbitrator

SKI/mls

APPENDIX "A"

Name of Case: Darlington Community School District

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, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

6/29/82  
(Date)

Paul P. Birbaumer  
(Representative)

On Behalf of: Darlington Education Association  
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In the Matter of Mediation/Arbitration

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Between the :  
DARLINGTON EDUCATION ASSOCIATION :  
and the :  
SCHOOL DISTRICT OF DARLINGTON :  
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FINAL LAST OFFER OF THE ASSOCIATION


Submitted by:

Paul R. Bierbrauer  
Executive Director  
South West Teachers United

LAST BEST OFFER  
DARLINGTON EDUCATION ASSOCIATION

The attached are economic proposals set forth as the Last Best Offer of the Darlington Education Association to be effective as of July 1, 1982, and be effective through June 30, 1983. The current agreement between the parties provides for an economic reopener only and shall remain unchanged except by stipulations reached on economic matters and as modified by this offer.

June 29, 1982

  
Paul R. B. [unclear]  
On Behalf of the  
Darlington Education Association



ARTICLE IV. ADDITIVE PAY SCHEDULE

A. Summer music work will be reimbursed at the regular salary for a full days work based on the previous year not to exceed five weeks summer work. This provision will include both the junior and senior band instructors, if each cares to work.

B. Scales for co-curricular work are as follows

1. Academic Related

(2) Music 7.5%

2. Inter-Athletic Related

B. Coaches

Coach 1 9.0% Coach 3 5.5%

Coach 2 6.5% Coach 4 4.5%

ARTICLE III. MISCELLANEOUS FRINGES

A. Mileage

Mileage will be paid to all employees at a rate of twenty-three cents (23¢) per mile for use of personal car for District business on approval of the Administration and/or the Board.

ARB

# Stipulations

## I. Personal Benefits

B. The teacher contract shall be for 190 days of pay: 180 teacher-pupil contract days; 3 paid holidays - Labor Day, Thanksgiving, and Memorial Day; 2 parent-teacher conference days, and 5 inservice-workdays, one of which will be a release day to attend the SACS Convention or to participate in local inservice activity. It is noted the District will schedule an "early release" day at the end of the first semester to provide time for end of semester report reporting. The District may conduct a series of evening inservice programs for which teachers will be invited but not required to attend. In regard to the calendar scheduled parent-teacher conference days, it is understood that each Division Principals will determine an appropriate conference timetable that will fall within the limits of an evening and a day, but in total duration will be the equivalent of one work day. In-charge weather days will be made up at the end of the year unless the parties agree otherwise.

F. The teacher share of SERS will be paid by the employer in accord with the following formula: a dollar amount equal to 5.00% of the contracted salary.

## C. Health Insurance

Maximum contributions toward monthly premium costs by the District shall be as follows:

Fulltime Personnel: Single Plan - \$52.21 (Full Payment)  
Family Plan - \$129.79

Parttime Personnel: Single Plan - \$52.21 times the percent of fulltime employment  
Family Plan - \$129.79 payment by employer times the percent of fulltime employment

Fulltime and parttime personnel subject to this agreement and covered by either the single or the family plan shall contribute by payroll deduction the amount needed on a monthly basis to make up any difference between actual monthly premium costs and District contribution stated above. It is understood that the Board reserves the right to adjust the contribution

If a teacher terminates his employment insurance coverage will terminate on the last day of the month in which the teacher was actively engaged in District business. If the teacher desires, he may remain in the insurance group for a period not exceeding 90 days by continuing to Board the premium costs. A teacher may join the group prior to the effective date of his contract, by notifying the Board the premium costs. In those instances where terminated employees are employed by the District, each person will be considered single coverage and this coverage will be groupable to the family plan for the teacher. It is understood that

*PRB 6/29/82*  
*CRK*

III. Miscellaneous Provisions

A. Mileage

(in dispute)

B. Teachers will receive paychecks every other Friday commencing September 3, 1982. Twenty-six paychecks will be drawn. With the exception of the cleaveout check payable on the last contractual day, each check will be computed on the basis of 1/26 of the contractual amount. The final cleaveout check will be issued when all required reports for the end of the year are submitted.

C. Work on curriculum and/or projects performed beyond the expectations of the regularly approved school calendar, and performed with the approval of the Administration/Board may be compensated as agreed upon mutually by involved teacher(s) and the Administration.

IV. Additive Pay Schedule

A. (in dispute)

B. Scales for co-curricular work are as follows:

1. Academic Related

(1) Head Drama (2 Productions)	\$850
(1) Assistant Drama	\$550
(1) Head Forensics	\$650
(2) Assistant Forensics	\$550
(1) Redbird (Minimum 6 issues)	\$500
(1) Palatunka	\$700
(2) Music	(in dispute)

2. Inter-Athletic Related

A. Support

(2) Cheerleader Supervisor	\$450
(1) Pom-pom Supervisor	\$450

GRB  
OK



B. Cost: ?

Pay Scale in dispute

(Note: 9-12 Football Coaches will receive \$25.00 per day for days worked prior to the commencement of the contract year for up to but not exceeding 5 days of work.)

Coach 1: Head Coach of high school football, basketball, wrestling, gymnastics, baseball, and co-ed track.

Coach 2: Head Coach of high school cross country and high school volleyball.

Coach 3: Head Coach of high school golf, assistant high school coaches, and junior high head coaches.

Coach 4: Junior high assistant coaches.

C. Event Supervision

All teachers expected to assume extra non-teaching duties outside of regular school time shall be reimbursed at the end of that season or activity for such duties at the rate of \$3.40 per hour.

D. Miscellaneous

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|--------------------|----------------------|
| 1. Unit Leaders    | \$700- \$800 - \$900 |
| 2. Driver Expenses | \$7.50               |

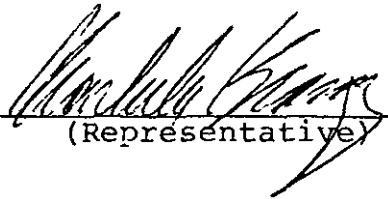
PRB  
CJH

APPENDIX "B"

Name of Case: Darlington Community School  
District

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, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

6/29/82  
(Date)

  
(Representative)

On Behalf of: Darlington Community School  
District

The attached are economic proposals set forth as the Last Best Offer of the Darlington ~~Board~~ *BOARD* of Education ~~to be effective as of~~ to be effective as of July 1, 1982, and be effective through June 30, 1983. The current agreement between the parties provides for an economic reopener only and shall remain unchanged except by stipulations reached on economic matters and as modified by this offer.

June 29, 1982

*AK*

MAY 13, 1982  
 BOARD OFFER  
 June 20, 1982

APPENDIX A

DARLINGTON COMMUNITY SCHOOL DISTRICT  
 1982-1983 SALARY SCHEDULE

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	
	BS	BS + 12	BS + 24	MS	MS + 12	MS + 24	
1	12,300.00 * 615.00	12,640.00 * 632.00	12,980.00 * 649.00	13,470.00 * 673.50	13,810.00 * 690.50	14,150.00 * 707.50	1
2	12,720.00 * 636.00	13,070.00 * 653.50	13,420.00 * 671.00	13,930.00 * 696.50	14,280.00 * 714.00	14,630.00 * 731.50	2
3	13,140.00 * 657.00	13,500.00 * 675.00	13,860.00 * 693.00	14,390.00 * 719.50	14,750.00 * 737.50	15,110.00 * 755.50	3
4	13,580.00 * 679.00	13,950.00 * 697.50	14,320.00 * 716.00	14,870.00 * 743.50	15,240.00 * 762.00	15,610.00 * 780.50	4
5	14,020.00 * 701.00	14,400.00 * 720.00	14,780.00 * 739.00	15,350.00 * 767.50	15,730.00 * 786.50	16,110.00 * 805.50	5
6	14,460.00 * 723.00	14,850.00 * 742.50	15,240.00 * 762.00	15,830.00 * 791.50	16,220.00 * 811.00	16,610.00 * 830.50	6
7	14,900.00 * 745.00	15,300.00 * 765.00	15,700.00 * 785.00	16,310.00 * 815.50	16,710.00 * 835.50	17,110.00 * 855.50	7
8	15,340.00 * 767.00	15,750.00 * 787.50	16,160.00 * 808.00	16,790.00 * 839.50	17,200.00 * 860.00	17,610.00 * 880.50	8
9	15,780.00 * 789.00	16,200.00 * 810.00	16,620.00 * 831.00	17,270.00 * 863.50	17,690.00 * 884.50	18,110.00 * 905.50	9
10		16,650.00 * 832.50	17,080.00 * 854.00	17,750.00 * 887.50	18,180.00 * 909.00	18,610.00 * 930.50	10
11		17,100.00 * 855.00	17,540.00 * 877.00	18,230.00 * 911.50	18,670.00 * 933.50	19,110.00 * 955.50	11
12			18,000.00 * 900.00	18,710.00 * 935.50	19,160.00 * 958.00	19,610.00 * 980.50	12
13				19,190.00 * 959.50	19,650.00 * 982.50	20,110.00 *1,005.50	13
14					20,140.00 *1,007.00	20,610.00 *1,030.50	14
15						21,110.00 *1,055.50	15

*OK*

\*\* CLASS I - BA or BS

\*\* CLASS II - BA or BS plus 12 approved graduate semester hours\*\*

\*\* CLASS III - BA or BS plus 24 approved graduate semester hours\*\*

\*\* CLASS IV - MA or MS

\*\* CLASS V MA or MS plus 12 approved graduate semester hours\*\*

\*\* CLASS VI - MA or MS plus 24 approved graduate semester hours\*\*

\* Denotes District contribution to employee STPS obligation.

\*\* Denotes semester hours or credits for classification change which may be approved if they are determined to be of benefit to the school system, to the educational program, or are credits approved toward an advanced degree program. All credits must be approved in advance by the Superintendent.

AK

III.

A. Mileage

Mileage will be paid to all employees at a rate of twenty-one cents (21¢) per mile for use of personal car for District business on approval of the Administration and/or the Board.

IV.

A. Board drops descriptive language on summer music pay.

IV B. 1 ACADEMIC RELATED; (2) MUSIC \$ 1,100

IV.

B, 2, b.

Board offers following coach's pay schedule.

YEAR	<u>COACH CLASSIFICATION</u>			
	1	2	3	4
1	1,090	790	690	590
2	1,120	820	720	620
3	1,150	850	750	650
4	1,190	890	790	690
5	1,220	920	820	720

*OK*