

JUN 8 1983

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

STATE OF WISCONSIN  
BEFORE THE MEDIATOR/ARBITRATOR

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In The Matter of The	:	
Mediation/Arbitration Between	:	
MONTICELLO EDUCATION ASSOCIATION	:	Case VII
and	:	No. 29720 Med/Arb-1655
SCHOOL DISTRICT OF MONTICELLO	:	Decision No. 19976-A
	:	

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APPEARANCES:

Mallory Keener, Executive Director, Capital Area UniServ South, appearing on behalf of the Monticello Education Association.

Karl L. Monson, Consultant, Wisconsin Association of School Boards, Inc., appearing on behalf of the School District of Monticello.

ARBITRATION HEARING BACKGROUND:

On October 28, 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 Monticello Education Association, hereinafter referred to as the Association and the School District of Monticello, hereinafter referred to as the District. Pursuant to statutory requirement, mediation proceedings were conducted between the parties on January 11, 1983. 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 argument. Post hearing briefs were filed with and exchanged through the arbitrator.

THE FINAL OFFERS:

The remaining issue at impasse between the parties involves the salary schedule. The final offers of the parties 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. 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.

POSITIONS OF THE PARTIES:

Agreeing upon the comparables, the parties differ as to the impact each offer represents. The Association contends its offer maintains the historical rank among the athletic conference schools and maintains the relationship which exists to the mean and median salaries within the conference. Further, it posits its offer is justified since the employees within the District work additional hours compared to those within other districts. It also argues the District's offer, which results in a structural change, does not provide adequate remedy for experienced teachers and is totally inadequate for less experienced teachers. Finally, it declares the interest and welfare argument advanced by the District is a two-sided argument which includes the need to maintain a good public education system through provision of wages which are competitive with other professions and occupations.

In support of its position, the Association, stating the District's salaries have exceeded the average salary within the athletic conference over the past four years, declares its offer is more consistent in maintaining the District's past rank. It continues the District's proposal would deteriorate its relative position within the conference when the proposed increase is compared to the mean and median salaries within the conference. Further, the Association declares this deterioration cannot be tolerated in a conference where salaries are already "far below average salaries in Wisconsin."

The Association argues its offer is also more reasonable since teachers within the District work an average 15 minutes

longer each day than do other conference teachers. Noting that while teachers are paid an annual salary and that this is the appropriate comparison, the Association contends the annual rate is premised upon a uniform contract period. Thus, it argues the impact of the additional week of work which results from the additional minutes worked each day, should be reflected in increases in the annual salary which are higher than the annual salaries paid other districts. It concludes that its teachers are willing to work the required day but that they also expect to be compensated for the District's requirement.

Opposing the District's proposal, the Association declares the District's addition of a fourteenth step to the BA+18, BA+24, MA and MA+15 lanes does not adequately deal with the problems of equitable wage distribution within the District. It argues this proposal causes the less experienced teachers to carry the load of the increase and that it cannot be accepted by the Association.

Finally, it posits that in order to maintain a good public education system, also an interest and welfare of the public, it is necessary to attract and hold qualified educators. It asserts this cannot be done under the District's offer. As support for this position, it maintains it is almost impossible for a teacher to make an adequate living under the District's salary schedule and that the District's proposed 3% wage rate increase doesn't begin to match the 6.3% cost-of-living increase which occurred from July, 1981 to July, 1982. Conversely, however, it holds its wage rate increase at 8.37% not only more closely approximates the cost-of-living increase for the past year, but represents the cost-of-living as reflected by the settlement within the County wherein County employees received an 8% pay raise.

The District asserts its offer is the more reasonable since it improves the position of its employees among the comparables and does so even though the economy calls for moderation in tax increases. Further, it contends its offer more closely approximates the past cost-of-living increases and its total compensation is comparable to that of the other districts within the athletic conference, thus, there is no justification for an increase in salary higher than that which it offers.

The District, declaring it improves the position of its teachers at all benchmark areas except the BA lane, argues it would be unfair to increase the taxpayer burden by awarding the Association's offer since it does improve the teachers' status even though it is a high cost district and receives the least amount of state aid. It adds, the failure to improve the BA lane is of insignificant consequence since the District has had no difficulty hiring new teachers. Addressing the merits of its proposal, the District states its offer is specifically geared to affect the employees which are located within steps 9 through 13 of the schedule where almost one-half of its employees are located. It contends, however, that this improvement does not occur at the expense of the other teachers within the District and that its offer improves the economic condition of the teachers throughout the schedule.

Arguing it is unreasonable and unjustified to reject the District's offer in view of the fact that it improves the teachers' position within the comparables and in view of the economy, the District posits its offer, even though it does away with the longevity provision, also makes its schedule more comparable to the schedules within the conference. It states it is one of two districts which currently provides longevity

and that it only recently acquired the benefit. Continuing that the comparables do not support longevity, the District argues it is more appropriate to increase steps on the schedule and eliminate the longevity clause since that would give money to those who would normally receive longevity and it would make the schedule more comparable with the other districts.

Finally, arguing the total compensation given its teachers is comparable to that given teachers in other districts, and that its offer is higher than the recent cost-of-living increases, the District posits its offer is supported by the Consumer Price Index increases. Asserting its total package offer results in a 7.97% increase, the District concludes the offer is reasonable since the December CPI figure was 4.6% and has fallen since.

#### DISCUSSION:

While many of the arguments advanced by the District cannot be proven, it is concluded, upon reviewing the comparables and upon comparing the final offers to the cost-of-living increases which occurred immediately preceding the expiration of the contract, that the District's offer is the more reasonable. This conclusion is arrived at despite the serious concern over removing the longevity clause from the contract since it is a newly earned provision and since arbitration should not be used to add or take away provisions which should more appropriately be bargained. However, an analysis of the final offers shows the District's offer not only more closely approximates those increases which occurred among the comparables and the cost of living increase, but that the Association's offer, in addition to keeping the longevity clause, seeks to significantly increase the District's position among the comparables at a majority of the benchmark positions.

Salary was analyzed as it compared to maintenance of rank, maintenance of position related to the average salary increase, and maintenance of position related to the average increment increase. As to rank, the District's offer improves both the BA Maximum and the MA lanes while it maintains rank at the BA, MA Maximum and Schedule Maximum lanes.<sup>2</sup> The Association's offer, on the other hand, results in improvement at the BA, BA Maximum and MA Maximum lanes and maintains position at the Schedule Maximum lane. The rank drops one step at the MA Maximum lane.

It is particularly significant that the Association's offer, without demonstrated need as it relates to the comparables, seeks to not only improve the BA lane but to improve it to such an extent that it changes the rank from 3 to 1.<sup>3</sup> The undersigned empathizes with those teachers who find it particularly difficult to live on salaries which qualify them for food stamps and other welfare assistance, however, there is no showing that teachers within the comparable districts receive any greater compensation. In fact, Monticello, general-

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<sup>1</sup>See Appendix "C".

<sup>2</sup>The MA Maximum lane is maintained when the schedule with 14 steps is compared to the other salary schedules. If the original 13 steps are compared, however, it is noted the District's offer results in a drop in rank.

<sup>3</sup>See Appendix "C".

ly is among the higher paying districts among the comparables. Thus, without a showing that the District deviates from the comparables, there is no justification for such significant improvement.

The salary increase, compared to the average salary increases, differs slightly from the maintenance of rank results. Generally, while the District's offer results in a deterioration in position, the impact of the final offer is not as great as the impact of the Association's offer. The Association admits its salaries at the benchmark positions have generally exceeded the average salaries and yet, seeks to improve upon that which it already has. At the BA lane, the District's offer, while not improving its position as much as it has in the previous two years, does not result in as great a deterioration as the Association's offer would result in an improvement. The District's offer would result in less than a one-half percent difference over the previous year's increase compared to the average, while the Association's offer would result in a two percent improvement over the previous year. The same holds true for the BA Maximum lane. At the MA lane, both offers result in improvement of position over the average salary increase, although the Association again seeks greater improvement than the District. At the MA Maximum lane and the Schedule Maximum lane, while both improve their previous position, the Association's offer results in less of an improvement than does the District's when the District's proposal of 14 steps is considered. When only thirteen steps are compared to the previous increases, it is again noted that while the District's offer would result in a slight deterioration, it is not as great a deterioration as the Association's offer is an improvement.<sup>4</sup> Consequently, unless the Association is able to show the need for improvement, there is no reason why the Association's offer is more preferable.

A comparison of the average increment increase indicates the offers offset each other in their impact upon the District's position. The District's offer is more similar to the position it has maintained over the past few years at the BA, BA Maximum and MA lanes. At the MA Maximum lane and the Schedule Maximum lane, the improvement differs depending upon whether the 14th step or the 13th step is compared to the increases in the comparable districts. It is generally concluded that the increases the District offers at these maximum positions is not sufficient to buy out the longevity clause.

Removal of the longevity clause is cause for great concern in determining which of the two offers is more reasonable. It is not sufficient for the District to argue this clause should be removed because it is one of the few districts among the comparables which has awarded longevity and because it would be more comparable to the other districts if the longevity clause were removed and an additional step were added to the schedule. Equally hard to justify, however, is retention of the longevity clause when the Association's offer seeks to improve upon the comparables and seeks a percentage increase which is significantly higher than the cost-of-living. If the Association were only seeking to maintain its relative position, it

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<sup>4</sup>Ibid.

would be clear they should prevail in this arbitration. However, that is not the case. The question has become should the status quo prevail when the Association seeks to take advantage of the District's inability to show a "compelling" need for eliminating the language and when it fails to offer a sufficient quid pro quo for eliminating the language by proposing to significantly improve its monetary position among the comparables. While it is generally accepted as a principle in arbitration that the party proposing a change must demonstrate by extremely persuasive reason the need for a change unless there is an equivalent "buy out", in the monetary issues in interest arbitration, the undersigned has concluded it is also essential to weigh the total monetary impact as it is measured by the statutory criteria. Consequently, although the District has failed to demonstrate "compelling" need and to offer sufficient dollars as a buy-out, the Association has negated this failure by seeking to greatly enhance its position.

Having concluded the District's offer is more reasonable when salary increases and maintenance of rank are compared within the conference, the remaining consideration is the cost-of-living increase. In this area, it is concluded the District's offer is again the more reasonable. The Association argued the District's use of the December Consumer Price Index figure was inappropriate. The undersigned concurs. However, when the July, 1981 to July, 1982 or the August, 1981 to August, 1982 figures are used, it is still apparent the District's offer is more closely related to the increases which occurred. The July figure at 6.3% or the August figure at 5.8% more closely approximates the District's total package offer of 7.79% than does the Association's offer of 9.57%. While the Association argued its offer more closely approximates the County's pay raise, the undersigned, although accepting newspaper articles as evidence, finds they generally are hearsay in nature and of little probative value in determining the accuracy of events which have taken place. Consequently, as the offers relate to the cost-of-living increases, the District's offer is more reasonable.

The same holds true when total compensation is considered. While there may be instances when additional wage increases are justified because there is a lack of benefits in comparison to other districts, this cannot be said for this District. A review of the compensation indicates it is indeed similar, if not among the leaders, in the provision of benefits within the conference. Consequently, there is nothing within the total compensation comparisons which would support the Association's offer.

Finally, the Association has argued an increase over the other districts is justified since the employees of this district work an additional amount of time each day, which equals an additional week of work over the academic year. While it is true the additional week of work may deserve additional compensation, there is no showing that this week of work was the result of a change in the District policy within the past year. Consequently, it is concluded that the annual salary agreed upon in the past was also intended to reflect the additional working time. Thus, any increase in salary must compare to previous increases in salary as they relate to the comparables. In this regard, it has already been concluded the District's offer is more reasonable.

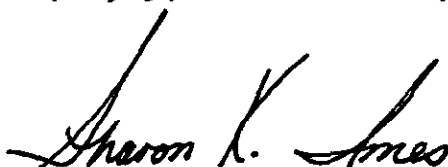
In conclusion, the undersigned finds the District's offer is more reasonable as to comparability and cost-of-living. The Association's offer is more reasonable regarding retention of the

longevity clause. In regard to the longevity clause, the undersigned finds that while the District failed to show a "compelling need" for deleting this provision, it did offer a 14th step as a "buy out". While this "buy out" does little more than replace the compensation which would occur under the longevity clause, it, together with the change in the economy and the reduction in the cost-of-living, is sufficient to conclude the District's offer, while not one embraced by the arbitrator, is more reasonable. Thus, having reviewed the evidence and arguments and after applying the statutory criteria and having concluded the District's offer is more reasonable, 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 which remained unchanged during the course of bargaining, are to be incorporated into the collective bargaining agreement as required by statute.

Dated this 3rd day of June, 1983, at La Crosse, Wisconsin.

  
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Sharon K. Imes  
Mediator/Arbitrator

SKI/mls



## Capital Area UniServ

4800 Ivywood Trail  
McFarland, Wisconsin 53558

September 20, 1982

Mr. Raleigh Jones, Investigator  
Wisconsin Employment Relations Commission  
P.O. Box 7870  
Madison, Wisconsin 53707

and

Karl L. Monson  
Wisconsin Association of School Boards  
122 West Washington Avenue Room 700  
Madison, Wisconsin 53703

RE: Modification of Association Final  
Offer, School District of Monticello  
Case VII No. 29720 MED/ARB-1655

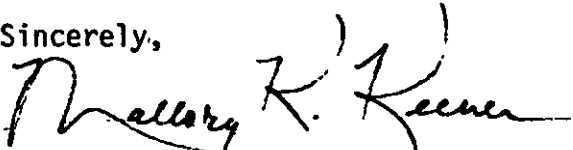
Dear Mr. Jones and Mr. Monson:

Enclosed please find the Monticello Education Association's modified final offer for Mediation-Arbitration. The Association has adopted a position identical to the Board's on the issues of dental insurance premiums and the extra-curricular schedule. The MEA has authorized me to stipulate to those issues of dental insurance premiums, extra-curricular schedule and school year calendar and we offer to so stipulate with the Employer.

The Association has withdrawn its proposal concerning annual payment for unused sick leave. Therefore, the issue outstanding is limited to the salary schedule for 1982-83.

On behalf of the Association, I propose that the Mediation-Arbitration Investigation Hearing be closed as of September 27, 1982 if neither party has submitted a further modification of its final offer and if no objections have been filed prior to that date.

Sincerely,

  
Mallory K. Keener, Executive Director  
Capital Area UniServ South


c: Stan Sisson, Chief Negotiator, Monticello Education Association  
Jack Mercier, Southwest Regional Coordinator, WEAC



School District of Monticello  
Case VII No. 29720 MED/ARB-1655

FINAL OFFER OF MONTICELLO EDUCATION ASSOCIATION

Pursuant to 111.70 (4) (cm), Wis. Stats., the attached represent the proposals for contract language and economic provisions submitted to the Investigating Officer of the Wisconsin Employment Relations Commission as the final offer of the Monticello Education Association. The stipulations of the parties, the proposals of the final offer and the unchanged portion of the 1981-82 Master Agreement will constitute the 1982-83 collective bargaining agreement between the Monticello Education Association and the Board of Education, School District of Monticello. In addition, all terms and conditions covered by the successor collective bargaining agreement shall be fully retroactive.

  
Representing the Monticello Education  
Association

September 20, 1982  
Date

MONTICELLO PUBLIC SCHOOLS  
 Proposed Salary Schedule 1982-83

<u>STEP</u>	<u>BA</u>	<u>BA+6</u>	<u>BA+12</u>	<u>BA+18</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+15</u>
0	12,700	12,950	13,200	13,450	13,700	13,950	14,200
1	13,208	13,468	13,728	13,988	14,248	14,508	14,768
2	13,716	13,986	14,256	14,526	14,796	15,066	15,336
3	14,224	14,504	14,784	15,064	15,344	15,624	15,904
4	14,732	15,022	15,312	15,602	15,892	16,182	16,472
5	15,240	15,540	15,840	16,140	16,440	16,740	17,040
6	15,748	16,058	16,368	16,678	16,988	17,298	17,608
7	16,256	16,576	16,896	17,216	17,536	17,856	18,176
8	16,764	17,094	17,424	17,754	18,084	18,414	18,744
9	17,272	17,612	17,952	18,292	18,632	18,972	19,312
10	<del>17,780</del>	18,130	18,480	18,830	19,180	19,530	19,880
11	<del>18,288</del>	18,648	19,008	19,368	19,728	20,088	20,448
12	<del>18,796</del>	19,166	19,536	19,906	20,276	20,646	21,016
				(+2%)	(+2%)	(+2%)	(+2%)

Longevity Increments: BA 18 - 2% BA 24 - 2% MA - 2% MA 15 - 2%

The salary schedule for the 1982-83 school year is based on a \$12,700 starting salary with an index of 4% through all 12 steps and \$250 for horizontal steps. Longevity increments are for those people who are on the 12th step and do not receive the normal increment. Teachers who were in the blocked out area of the salary schedule at the time of its adoption for the 1976-77 school year will receive the normal base increase each year and may proceed on the salary schedule as though these steps had not been blocked out. All other teachers cannot move into this area which has been blocked out.

APPENDIX "B"

FINAL OFFER  
of the  
SCHOOL BOARD, SCHOOL DISTRICT OF MONTICELLO  
to the  
MONTICELLO EDUCATION ASSOCIATION

September 20, 1982

Submitted by:

Karl L. Monson, Consultant  
Wisconsin Association of School Boards  
on behalf of the  
School District of Monticello

The 1981-82 Master Contract Agreement between the School Board, School District of Monticello and the Monticello Education Association shall remain in full force and effect for the 1982-83 school year except as modified by the following:

1. Stipulation - 1982-83 school year calendar (see attached)
2. Salary Schedule (see attached)
  - a. BA Base - \$12,400
  - b. Lane Differentials:
    - 1) Between BA and BA+6 - \$250
    - 2) Between BA+6 and BA+12 - \$250
    - 3) Between BA+12 and BA+18 - \$250
    - 4) Between BA+18 and BA+24 - \$250
    - 5) Between BA+24 and MA - \$300
    - 6) Between MA and MA+15 - \$300
  - c. Increments - 4% of lane base  
(i.e., \$496, \$506, \$516, \$526, \$536, \$548, \$560)
  - d. Add step 13 to BA+18, BA+24, MA and MA+15 lanes (replaces 1982-82 longevity amounts for the respective lanes)
3. 18. Insurance
  - b. The Board shall pay a set amount of the Dental Insurance rate as determined on October 1st for both the family plan and the single plan. For the 1982-83 school year, the Board payment will be up to \$37.00/mo. for the family plan, and up to \$11.80/mo. for the single plan.

DECEMBER

1 2 3  
 6 7 8 9 10  
 13 14 15 16 17  
 20 21 22 23 VV  
 VV VV VV VV VV

JANUARY

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

*as assumed by  
 10 months  
 4/28/82*  
 QE

30 31

JUNE

1 2 3  
 6 7 8 9 10

- KEY: IS - Inservice  
 VV - Vacation  
 CC - Convention  
 HH - Holiday  
 OE - Quarter Ends  
 \* - P.T. Conf. 6:30-9:00 P.M.  
 \*\* - P.T. Conf. 8:15-12:00 A.M.  
 # - P.T. Conf. 2:00-6:00 P.M.  
 SD - Snow Days

<u>QUARTER</u>	<u>TEACHING DAYS</u>	<u>HOLIDAYS</u>	<u>CONVENTIONS</u>	<u>IN-SERVICE</u>	<u>TOTAL</u>
1st Quarter	46	1 Labor Day	1 Milwaukee	2	50
2nd Quarter	42	1 Thanksgiving	0	0	43
3rd Quarter	47	0	1 Madison	2	50
4th Quarter	45	0	0	1	46
TOTAL	180	2	2	5	189

NOTE: The first 3 Snow Days are excused, the next two Snow Days will be made up during Spring Break. Additional Snow Days are to be negotiated between the School Board and the MEA.

This year's calendar calls for 189 days, and will revert to 190 days for the 1983-84 school year.

MONTICELLO PUBLIC SCHOOLS

SALARY SCHEDULE - 1982-83

	<u>BA</u>	<u>BA + 6</u>	<u>BA + 12</u>	<u>BA + 18</u>	<u>BA + 24</u>	<u>MA</u>	<u>MA + 15</u>
0	12,400	12,650	12,900	13,150	13,400	13,700	14,000
1	12,896	13,156	13,416	13,676	13,936	14,248	14,560
2	13,392	13,662	13,932	14,202	14,472	14,796	15,120
3	13,888	14,168	14,448	14,728	15,008	15,344	15,680
4	14,384	14,674	14,964	15,254	15,544	15,892	16,240
5	14,880	15,180	15,480	15,780	16,080	16,440	16,800
6	15,376	15,686	15,996	16,306	16,616	16,988	17,360
7	15,872	16,192	16,512	16,832	17,152	17,536	17,920
8	16,368	16,698	17,028	17,358	17,688	18,084	18,480
9	16,864	17,204	17,544	17,884	18,224	18,632	19,040
10	<del>17,360</del>	17,710	18,060	18,410	18,760	19,180	19,600
11	<del>17,856</del>	18,216	18,576	18,936	19,296	19,728	20,160
12	<del>18,352</del>	<del>18,722</del>	<del>19,092</del>	19,462	19,832	20,276	20,720
13	--	--	--	19,988	20,368	20,824	21,280

The salary schedule for the 1982-83 school year is based on a \$12,400 starting salary with an index of 4% through all steps; \$250 for horizontal steps to BA 6, BA 12, BA 18, and BA 24; and \$300 for horizontal steps to MA and MA 15. Teachers who were in the blocked out area of the salary schedule at the time of its adoption for the 1976-77 school year will receive the normal base increase each year and may proceed on the salary schedule as though these steps had not been blocked out. All other teachers cannot move into this area which has been blocked out.

EXTRA CURRICULAR PAYMENT SCHEDULE  
1982-1983

<u>CLASS I</u> Head Basketball - Boys Head Basketball - Girls	7% of Teacher's Salary
<u>CLASS II</u> Wrestling Track - Boys Track - Girls Volleyball	6% of Teacher's Salary
<u>CLASS III</u> Assistant Basketball - Boys Assistant Basketball - Girls Baseball	4.25% of Teacher's Salary
<u>CLASS IV</u> Cross Country - Boys and Girls Assistant Volleyball Assistant Wrestling	3.5% of Teacher's Salary
<u>CLASS V</u> Freshman Basketball - Boys Freshman Basketball - Girls Jr. High Basketball - Boys Jr. High Basketball - Girls Vocal Music Instrumental Music	3.25% of Teacher's Salary
<u>CLASS VI</u> Athletic Director Saturday Basketball Program - Boys Saturday Basketball Program - Girls Forensics - High School	2.25% of Teacher's Salary
<u>CLASS VII</u> Cheerleader Advisor Class Play AV Supervisor Junior High Track	1.75% of Teacher's Salary
<u>CLASS VIII</u> Color Guard Junior High Forensics	1.25% of Teacher's Salary

1. Non-Teaching head coaches and non-teaching assistant coaches will be paid the regular percentage of the established base.
2. Teaching coaches and teaching assistant coaches will be paid according to the salary lane they are (e.g. BA 6, BA 12, BA 18, etc.).
3. Previous coaches and teaching assistant coaches presently employed will be paid under the previous extra curricular schedule.
4. New coaches hired under the terms of this agreement shall be placed on the extra-curricular schedule according to the years of coaching experience.

## APPENDIX "C"

Comparison of  
Rank, Increase over Salary Average, Increase over Incremental Average<sup>1</sup>

	<u>Rank</u>	<u>Salary Average</u>	<u>Difference</u>	<u>Incremental Average</u>	<u>Difference</u>
<u>BA</u>					
1978-79	3	9,454	96		
1979-80	3	10,107	93	668	- 18
1980-81	2	10,993	107	871	29
1981-82	3	11,882	118	889	1
1982-83					
District	3	12,316	84	434	- 34
Association	1		384		266
<hr/>					
<u>BA MAXIMUM</u>					
1978-79	3	12,693	295		
1979-80	3	13,575	297	881	3
1980-81	3	14,727	369	1,152	72
1981-82	4	15,962	358	1,235	- 11
1982-83					
District	3	16,572	292		- 66
Association	3		700		342
<hr/>					
<u>MA</u>					
1978-79	3	10,415	135		
1979-80	3	11,233	- 33	811	- 14
1980-81	5	12,246	-146	1,013	-113
1981-82	5	13,262	-137	988	37
1982-83					
District	5	13,788	- 88	524	51
Association	4		162		301
<hr/>					
<u>MA MAXIMUM</u>					
1978-79	1	15,050	564		
1979-80	2	16,221	355	1,171	-209
1980-81	2	17,659	249	1,435	-103
1981-82	2	19,163	262	1,500	17
1982-83					
District	2/4 <sup>2</sup>	20,143	681/133 <sup>2</sup>	1,346	53/-495 <sup>2</sup>
Association	3		503		-125
<hr/>					
<u>SCHEDULE MAXIMUM</u>					
1978-79	2	15,290	620		
1979-80	2	16,457	415	1,139	23
1980-81	3	18,043	161	2,014	-628
1981-82	3	19,574	184	1,531	23
1982-83					
District	2/5 <sup>2</sup>	20,580	700/140 <sup>2</sup>	1,153	369/-191 <sup>2</sup>
Association	2		436		105

<sup>1</sup> Juda was not included in the comparisons since there was no settlement for 1982-83.

<sup>2</sup> The second number reflects the difference if the 13th step is compared to the previous increases.