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In the matter of the dispute
between
SCHOOL DISTRICT OF KEWASKUM
and
KEWASKUM EDUCATION ASSOCIATION

ARBITRATION
AWARD WISCONSIN MUNICIPAL EMPLOYMENT
RELATIONS COMMISSION
Case IX
No. 30668
Med/Arb 1989
Decision No. 20387-A
Richard Pegnetter
Mediator/Arbitrator

This is a matter of final and binding interest arbitration pursuant to Section 111.70 (4) (cm) 6 of the Wisconsin Municipal Employment Relations Act. The Kewaskum Education Association (Association) is the exclusive representative of a collective bargaining unit in the School District of Kewaskum (District) consisting of all non-supervisory teaching personnel (full-time and part-time) employed by the District, including the school social worker.

The parties selected Richard Pegnetter as the mediator/arbitrator in this matter. On March 23, 1983, the WERC appointed him as mediator/arbitrator. A mediation/arbitration session was held on June 13, 1983 in Kewaskum, Wisconsin.

After initiating a mediation effort, arbitration was commenced by the undersigned. Based on the discussion and evidence produced by the parties at the arbitration hearing, and being satisfied that the award below conforms with the statutory criteria specified by the Wisconsin Municipal Employment Relations Act, I find the modified final offer of the Association, included here as Attachments A and B, is the most reasonable.

Therefore, in accordance with the above I hereby make the following

AWARD

The modified final offer of the Association, attached here as Attachments A and B, shall be incorporated as the terms of the 1982-83 agreement. Stipulations by the parties which have been previously agreed to shall also be incorporated in the 1982-83 agreement.


Richard Pegnetter
Arbitrator

West Bend, Wisconsin
June 13, 1983

ATTACHMENT A

Section III, paragraph A, is amended in its entirety to read as follows:

"A. Written notice specified in detail the area(s) of desired negotiations shall be given by both parties to the other not later than July 15, 1983 or by a date mutually agreed to by both parties. A serious attempt shall be made by both parties to complete all negotiations prior to the beginning of the ensuing school year."

Section XXI, Binding Clause, sentence one shall be amended to read as follows:

"This agreement shall be binding and in full force from July 1, 1982 to June 30, 1983."

Article IX, paragraph E, is amended in its entirety to read as follows:

"The School District will provide and pay the full cost for single and family dental insurance in a plan whose usual, customary and reasonable benefit levels are identical to the plan in effect on January 1, 1983."

Amend Appendix A of the 1981-82 contract to provide Attachment B as the 1982-83 Salary Schedule.

ATTACHMENT B

STEP	MA+30	MA+10	30/MA	BA+21	BA+15	BA+6	B. A.
16	25813	25199	---	---	---	---	---
15	25064	24469	23882	---	---	---	---
14	24317	23739	23169	22591	---	---	---
13	23569	23009	22456	21896	21344	---	---
12	22820	22279	21744	21201	20666	20123	19589
11	22072	21549	21031	20506	19988	19464	18946
10	21323	20818	20318	19812	19310	18804	18303
9	20575	20088	19605	19117	18632	18144	17660
8	19828	19358	18891	18422	17954	17484	17018
7	19079	18628	18178	17727	17276	16824	16375
6	18331	17898	17465	17032	16598	16165	15732
5	17657	17241	16823	16406	15989	15571	15155
4	16984	16583	16182	15780	15379	14978	14577
3	16310	15926	15540	15155	14769	14384	13999
2	15636	15268	14899	14529	14160	13790	13421
1	14963	14610	14257	13903	13550	13197	12843