

STATE OF WISCONSIN
BEFORE THE MEDIATOR/ARBITRATOR

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JUN 14 1984

In the Matter of the
Mediation/Arbitration Between

GREEN LAKE EDUCATION ASSOCIATION

and

SCHOOL DISTRICT OF GREEN LAKE

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

Case VI
No. 32353, Med/Arb-2484
Decision No. 21420-A

APPEARANCES:

Arden Shumaker, UniServ Director, South Central United Educators, appearing on behalf of the Green Lake Education Association.

David R. Friedman, Staff Counsel, Wisconsin Association of School Boards, Inc., appearing on behalf of the School District of Green Lake.

ARBITRATION HEARING BACKGROUND:

On March 12, 1984, 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 Green Lake Education Association, referred to herein as the Association, and the School District of Green Lake, referred to herein as the District or the Employer. Pursuant to statutory requirements, mediation took place on April 4, 1984. Mediation failed to resolve the items at impasse between the parties, thus an arbitration hearing was held on April 23, 1984. At that time, the parties were given full opportunity to present relevant evidence and make oral argument. The proceedings were not transcribed, however, post hearing briefs were filed with and exchanged through the mediator/arbitrator on May 22, 1984.

THE ISSUES:

Two issues, salary and extra-curricular pay remain at impasse between the parties. 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.

- ty 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 POSITIONS OF THE PARTIES:

The parties differ regarding those districts which they consider comparable. The Association proposes the evidence be compared to the districts which lie within the athletic conference and to other districts including Williams Bay and a set of state-wide districts. The District, on the other hand, contends the athletic conference is sufficient for comparability purposes.

Particularly opposed to the selection of the athletic conference as the sole set of comparables, the Association posits the conference is usually selected since the districts are geographically close and frequently reflect the same economic environment. In this instance, however, it argues Green Lake's economic environment is very different from the rest of the athletic conference. Consequently, it concludes that other districts with more similarities should be used as the comparables. In support of its position to include Williams Bay and a set of statewide districts as comparables, the Association contends Williams Bay is more economically comparable than the athletic conference districts and that the state-wide districts should be used since the state provides uniform state-wide certification, state equalized aid, minimum requirements for annual days of school, experience acceptance criteria, a statewide retirement system, statewide athletic and other extra-curricular programs, and a statewide recertification requirement.

The District declares that unless there is insufficient data for making comparisons, there is no need to go beyond the athletic conference since the conference districts are similar in the number of students, the number of teachers and student/teacher ratios and are geographically compact. It continues that since information regarding nine of the ten districts is available, there is no need to expand the comparables. In addition, the District rejects the Association's effort to include statewide figures stating the geographical disparities, the number of teachers, the number of students and the economic factors present undermines the credibility of using such data. It further declares the use of a "weighted" average, as proposed by the Association in its statewide data, tends to favor large school districts and has little meaning as it affects the teachers in Green Lake.

Both parties agree the extra-curricular question is of little importance in the determination of the reasonableness of the final offers and consequently concentrate on the salary issue. In regard to the salary issue, the District argues that four methods

of comparison should be used: a modified benchmark approach, ranking, area settlements and total compensation. The Association, on the other hand, relies primarily upon benchmark comparisons.

The Association challenges the District's costing data, contending the data provided is probably not accurate since it relies upon a reporting technique that is fallible, is an effort to compare percent increases given to staffs which differ from one another in experience and training, and includes insurance increases which are affected by usage experience, the size of the districts enrollment and includes others besides the bargaining unit, but does not provide a cost estimate itself. Instead, it concludes benchmark comparison, rather than package cost, is the more appropriate way to determine the reasonableness of the offers.

The District states it is difficult to determine the costs since the contractual requirement of Article IX affects the costs this year. Nonetheless, it proposes three different ways to cost the package and concludes that under any of the methods its total economic package is almost 9% while the Association's is approximately 9.5%, a factor which should be considered in determining the reasonableness of the offers.

Both parties make benchmark analyses among the athletic conference districts, but reach different conclusions regarding the analysis. The District, stating "averages...can be affected by an unreasonably low or an unreasonably high number," and that median numbers do not have this problem, argues that if the median numbers are used, a clear grouping around numbers close to the median supports the reasonableness of its offer. It continues that under either offer, the District's ranking (using the Association's exhibits) will not be impaired except at two places, the MA 10th Step and the MA Maximum and since its offer is as reasonable as the Association's offer and there is no need for catch-up, there is no reason the Association's offer should be considered the more reasonable.

The Association rejects the District's argument regarding the use of median numbers and contends a weighted average is more useful since it is the best computation of data available in comparing actual salary increases among the districts. Using this method, it posits a benchmark analysis among the athletic conference districts shows a deterioration of the salaries received by the District's teachers under both offers and that its offer is an effort to lessen the deterioration. Consistent with its contention that the comparables should be expanded beyond the athletic conference, the Association also compares benchmark positions with Williams Bay and with the statewide data. Under both comparisons, it concludes the District does not fair well with either offer but that the Association's offer is more reasonable than the District's.

In regard to the Consumer Price Index, the Association declares the current rate should not be used as a measurement of the reasonableness of the offers unless it is used both at times of low inflation and high inflation. The District, however, contends the Consumer Price Index is a valid measurement for determining the reasonableness of the offers, but also argues if weight is given to the package percentage costs among the comparables, its offer is still clearly within the range of conference settlements. Noting the Association might argue that the District's offer "narrows the gap" between the District, as wage leader, and other districts, the District adds there is "nothing in the theory underlying the mediation-arbitration law and nothing in the statutory criteria (which) indicates that the Legislature intended this process to push wage leaders further in front," and posits that if a package greater than 9% is justified, it can only be done on the basis of a catch-up argument and no such argument exists.

The District argues that in addition to the other measures of comparability, total compensation should be considered. Stating

it is one of four districts within the conference which provides both health and dental insurance, the District posits the increase in cost for the health insurance premium, together with its provision of long term disability insurance, a tax sheltered annuity and an early retirement provision shows the District fairs favorably among the comparables. It concludes this more than justifies its offer since both offers are relatively close.

The District further argues its offer, in addition to being reasonable, should be accepted since it does not receive any state aids and its taxpayers bear a larger burden when it comes to school costs than do the taxpayers among the comparable districts. The Association rejects this argument stating the purpose of state aids is to "provide funds to guarantee enough money in each district equal to \$231,000 per student for the support of education or \$2,250 of shared costs per member." It continues that since Green Lake's valuation is \$351,560 per student Green Lake has a property resource which is far greater than that experienced by the districts which receive state aid. In addition, the Association declares it can hardly be concluded that the District is bearing any more of a tax burden than it has since a review of the property tax rate shows the rate has steadily decreased since 1979-80.

DISCUSSION:

In determining which set of comparables to use, it is concluded the Dual County Athletic Conference districts, selected as comparables by both parties, comprise the appropriate set. While it is agreed with the Association that Green Lake is different from the other districts which comprise the athletic conference since many of the districts vary in average daily membership, teacher equivalencies and pupil/teacher ratios by more than 30% and only Princeton has an equalized value which approximates that of Green Lake, it is concluded they are comparable for several reasons. It has been determined that comparability does not necessarily mean the comparisons must be identical. It does mean there should be enough similar characteristics or qualities to make the comparison appropriate.¹ In this instance, not only are the districts geographically near each other, but they are sufficiently close to the same urbanized areas as to share many socio-economic and political realities which determines public policy making for the area. Therefore, while the conference is dissimilar in some of the measurements standardly used by arbitrators in determining comparables, they share enough similar characteristics to be considered comparable.

It is tempting to include Williams Bay among the comparables since it, like Green Lake, has many seasonal residents and is affected by the seasonality both in its competition for goods and services within the community and its accompanying increase in the value of property. The districts are also similar in size. However, the same criteria which makes the conference districts comparable makes these two districts less comparable. In rejecting it as a comparable, it was determined the geographical location of each community and their proximity to different urbanized areas makes them sufficiently different so that the political and geographical factors which affect public policy making differ.

In rejecting comparability to the statewide average, it is concluded there is nothing within the statutes or administrative rules of the State which would favor statewide comparisons for

¹Dawson v. Myers, 622 F. 2d 1304 (1980).

the purposes of making salary and benefit comparisons for teachers. The Association is quite correct when it states the Legislature has provided many uniform statewide requirements affecting teaching and teachers. That does not mean, however, that the Legislature intended 111.70 Wis. Stats. to use statewide averages in determining comparability relating to wages and benefits. Since the Legislature has designated so many areas where it believes uniform statewide requirements should exist, it can only be concluded that if the Legislature had intended salary and benefit comparisons to be made on a statewide basis, it would have provided for that comparison within the confines of 111.70 Wis. Stats. or another similar statute. Instead, it provided for comparisons to be made among communities, not averages, which share similarities sufficient to make them comparable.

Before the salary issue can be discussed, it is necessary to address the question of costing. The District states it has a problem in determining a cost for the final offers since both offers will be affected by Article IX of the collective bargaining agreement which provides for freezing on the salary schedule teachers who do not attain certain educational requirements within a specified period of time. Since it will have several teachers who will advance more than one step upon the schedule now that they have met the requirements of Article IX this year, the District proposes costing be done by not only moving the existing staff forward to arrive at the general increase in costs but by also adding the actual cost of moving those teachers who were frozen on the schedule to the positions they will now attain. Generally, it is accepted that the costs of the offers will be determined by either moving the existing year's staff forward or by moving the new staff backwards. If the District's proposed method of costing were used, in effect, there would be a mixing of actual costs with theoretical costs, a practice which should not be condoned. Consequently, it is concluded that it is best to be consistent in the method of costing used and the costing reflected in District Exhibits 48, 49, 50 and 51 which only moves the existing staff forward was used. From these exhibits, it is determined the total package cost of the District's offer is 8.67% and the total package cost of the Association's offer is 9.19%.

Having decided the cost of the packages, the salary issue can now be addressed. In analyzing the final offers, benchmark comparisons were made. The District has argued that if benchmark comparisons are used, the comparison should be made between the final offers and the median salary figure among the comparables. In analyzing the final offers, however, both the median and average salary figures were used for comparisons. Normally, if there are no significant variances in the settlements reached among the other districts, the median and average salary figures are relatively similar. In this instance, while there were some differences, it was decided that the average figures should also be used in order to compare the total dollar relationship with the other districts among the comparables. Under both analyses, it is concluded the Association's offer is only slightly more reasonable than the District's.

A comparison of the final offers to the median salary, shown on page 6, indicates the District's offer more closely approximates the median at the BA Minimum and BA Maximum positions. It also shows, however, that the Association's offer more closely approximates the median at the remaining benchmark positions. When the final offers are compared to the average salary figure among the comparables at the benchmark positions, on page 7, it is concluded that at all but the BA Minimum position, the Association's offer more closely approximates the position it has held previously among the comparables. While it is disconcerting to find the Association's offer seeking to establish an even greater spread between it and the comparable districts at the BA Minimum position, it is noted the District's offer also disproportionately increases the percentage spread at this position. At the other benchmark

	BA MINIMUM					BA MAXIMUM					MA MINIMUM				
	79-80	80-81	81-82	82-83	83-84	79-80	80-81	81-82	82-83	83-84	79-80	80-81	81-82	82-83	83-84
Conference Average	10,000	11,000	11,900	12,700	13,400	14,000	15,520	16,700	17,755	18,680	10,750	11,700	12,750	13,750	14,900
District's Offer	10,000	11,100	12,175	12,900	13,690	12,900	14,319	15,523	16,448	17,455	11,800	13,098	14,367	15,222	16,154
Dollar Difference	-	100	275	200	290	-1,100	-1,201	-1,177	-1,307	-1,225	1,050	1,398	1,617	1,472	1,254
Percentage Difference	0	.9	2.3	1.6	2.2	- 7.9	- 7.7	- 7.0	- 7.4	- 6.6	9.8	11.9	12.7	10.7	8.4
Assn.'s Offer					13,750					17,531					16,225
Dollar Difference					350					-1,149					1,325
Percentage Difference					2.6					- 6.2					8.9

	MA MAXIMUM					SCHEDULE MAXIMUM				
	79-80	80-81	81-82	82-83	83-84	79-80	80-81	81-82	82-83	83-84
Conference Average	15,550	17,005	18,216	19,150	20,590	15,610	17,050	19,050	19,490	21,100
District's Offer	16,300	18,093	19,906	21,092	22,383	17,300	19,203	21,367	22,640	24,026
Dollar Difference	750	1,088	1,690	1,942	1,793	1,690	2,153	2,317	3,150	2,926
Percentage Difference	4.8	6.4	9.3	10.1	8.7	10.8	12.6	12.2	16.2	13.9
Assn.'s Offer						22,481				24,131
Dollar Difference						1,891				3,031
Percentage Difference						9.2				14.4

Both graphs provide a five year history, however for comparison purposes only 82-83 was considered.

COMPARISON OF CONFERENCE MEDIANS TO PREVIOUS POSITTONS AND FINAL OFFERS

	BA MINIMUM					BA MAXIMUM					MA MINIMUM				
	79-80	80-81	81-82	82-83	83-84	79-80	80-81	81-82	82-83	83-84	79-80	80-81	81-82	82-83	83-84
Conference Average	10,127	10,969	11,900	12,716	13,377	13,923	15,243	16,363	17,322	18,448	10,895	11,869	12,870	13,771	14,801
District's Offer	10,000	11,100	12,175	12,900	13,690	12,900	14,319	25,523	16,448	17,455	11,800	13,098	14,367	15,222	16,154
Dollar Difference	- 127	131	274	184	313	-1,023	- 924	- 840	- 874	- 993	905	1,229	1,497	1,451	1,350
Percentage Difference	- 1.3	1.2	2.3	1.4	2.3	- 7.3	- 6.1	- 5.1	- 5.0	- 5.4	8.3	10.4	11.6	10.5	9.1
Assn.'s Offer					13,750					17,531					16,225
Dollar Difference					373					- 917					1,424
Percentage Difference					2.8					- 5.0					9.6

	MA MAXIMUM					SCHEDULE MAXIMUM				
	79-80	80-81	81-82	82-83	83-84	79-80	80-81	81-82	82-83	82-84
Conference Average	15,434	16,943	18,227	19,363	20,861	15,793	17,389	18,676	19,722	21,409
District's Offer	16,300	18,093	19,906	21,092	22,383	17,300	19,203	21,367	22,640	24,026
Dollar Difference	866	1,100	1,679	1,729	1,522	1,507	1,816	2,691	2,918	2,617
Percentage Difference	5.6	6.5	9.2	8.9	7.3	9.5	10.4	14.4	14.8	12.2
Assn.'s Offer					22,481					24,131
Dollar Difference					1,620					2,722
Percentage Difference					7.8					12.7

Both graphs provide a five year history, however for comparison purposes only 82-83 was considered.

COMPARISON OF CONFERENCE AVERAGES TO PREVIOUS POSITIONS AND FINAL OFFERS

positions, although the Association's offer more closely maintains its previous position among the comparables, it is found that the Association's offer also narrows the percentage spread by which the District has been a leader among the comparables, thus, its effort to improve its position at the BA Minimum is not as negative an impact as it could be in determining which of the offers is more reasonable. Consequently, even though the District's offer is more reasonable at the BA Minimum position and compared to the median figures more reasonable at the BA Maximum position, it is concluded the Association's offer is favored since it more closely maintains its previous position at a greater number of the benchmark positions.

The District has argued that it was not the intent of 111.70 Wis. Stats. to perpetuate and encourage wage leadership. The undersigned concludes, however, that it is her responsibility to as nearly as possible maintain the status quo which existed prior to the parties reaching impasse and consequently finds that if the parties wish to change their position among the comparables, that must occur as frequently as possible through voluntary agreement and not through arbitration. Consequently, unless one of the two final offers is extremely different from the status quo, or unless there are mitigating circumstances for a change, the offer which more closely approximates the status quo is the one which should be preferred.

A review of the offers as they relate to rank, area settlements and total compensation indicates there is relatively little difference between the offers which is what should be expected when the offers are only one half percent apart. Under either offer, the rank of the District is maintained at the same position held in 1982-83 at all positions except the Schedule Maximum position. At this position, both offers result in a drop from 1st position to 2nd. Under the District's offer, there are lesser increases than under the Association's and thus the spread between Green Lake and the other districts of comparability narrows.

	79-80	80-81	81-82	82-83	83-84
BA Minimum	5-10	2-3	1	2-3	1/1
BA Maximum	9	9	7	8	8/8
MA Minimum	1	1	1	1	1/1
MA Maximum	1	1	1	1	1/1
Schedule Maximum	1	1	1	1	2/2

When the size of the increments is considered as it relates to rank, the Association's offer, again, is only slightly more reasonable than the District's.

	BA Minimum		BA Maximum		MA Minimum		MA Maximum		Schedule Maximum	
	\$	%	\$	%	\$	%	\$	%	\$	%
Average	661	5.2	1126	6.5	1033	7.6	1162	7.7	1576	7.9
District's Offer	790	6.1	1007	6.1	932	6.1	1291	6.1	1386	6.1
Assn's Offer	850	6.6	1083	6.6	1003	6.6	1389	6.6	1491	6.6

When the increment sizes are compared to the average, the Association's offer more closely approximates the percentage increase. The average increase rather than the median increase was used as a measurement since rank specifically refers to positions previously held.

After reviewing the overall package costs of the increases granted among the comparable districts and averaging the increases, it is concluded that neither the District's offer, nor the Association's offer, is unreasonable compared to the average increase among the comparables. The average package cost increase among the comparables was 8.96%.² Both offers in Green Lake varied by less than .30% either way from that average. Since there is no significant variance from the area settlements, it is concluded the cost of living as determined by area settlements is not a determinative factor in deciding the reasonableness of the offers. Having reached this conclusion, however, it should be pointed out that if the Consumer Price Index were the only criteria used in determining the reasonableness of the offers as they relate to the cost of living increases in the past year, the District's offer is clearly the more reasonable.

Finally, the total compensation criterion cannot be used to determine which offer is more reasonable. A review of the total compensation shows the District, except for providing dental insurance, does not differ significantly from the other districts among the comparables in its provision of benefits. In fact, it is noted the District requires 190 working days from its employees, one of the highest number of days required by any district among the comparables. Too, while the cost of health insurance has increased tremendously for the District, similar increases have occurred among the other comparables. Additionally, the District still pays among the lower premiums both for single and family health care. Consequently, it is concluded that other factors than total compensation should determine the reasonableness of the offers.

	Days Work	Sick Leave	Health Insurance	Life Insurance	LTD	Dental Insurance
Cambria	189	11	68.28/179.24	41/59%	100%	9.00/20.00
Fall River	190	10	62.50/183.33	no	no	no
Montello	186	10	64.62/165.08	20/80%	yes	12.04/34.74
Pardeeville	188	?	74.46/195.50	no	yes	no
Poynette	190	10	60.43/179.62	100%	100%	10.90/37.08
Princeton	186	10	60.08/155.67	100%	100%	no
Randolph			-not available-			
Rio	188	10	66.70/138.66	no	yes	no
Westfield	188	15	67.46/186.79	20/80%	75/25%	no
Green Lake	190	10	62.00/165.12	no	50/50%	9.78/32.98

²The following are the package costs for the comparables: Fall River, 6.3%; Montello, 11.88%; Pardeeville, 8.03%; Poynette, 11.94%; Princeton, 8.09%; Rio, 8.32%; Westfield, 8.72%; Cambria, 8.42%.

The District's argument regarding state aids is rejected in determining the reasonableness of the offers. State aids is intended to guarantee a certain property tax base for each student in order to meet the educational needs of a district. Thus, the higher the value of the property within a district, the less need there is for state assistance. While it may be perceived as a greater tax burden by the local residents, failure to receive state aids is only an indication of a district's ability to pay for its own educational needs.

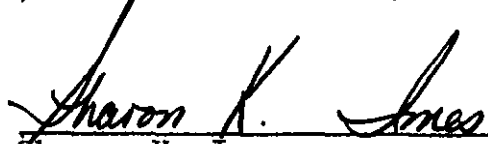
Both parties agreed the extra-curricular question will be decided by the salary question. In conclusion, then, it has been determined the benchmark analyses, both at the average and median, tend to favor the Association's offer. The average comparison supports the Association's position at four of the five benchmark positions and the median comparison supports the Association's offer at three of the five benchmark positions. Rank, area settlements and total compensation have no deciding effect upon the reasonableness of the offers. The cost of living as measured by the CPI supports the District's offer. Offsetting the impact of the CPI, however, is the area settlements at 8.96% which are also used generally to determine an area's cost of living. Therefore, while the Association's offer is only narrowly favored by the benchmark analyses, it must be concluded that the Association's offer is the more reasonable.

Thus, having reviewed the evidence and arguments and after applying the statutory criteria and having concluded the Association's offer is more reasonable when all the criteria are considered, 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 into the collective bargaining agreement for 1983-84 as required by statute.

Dated this 13th day of June, 1984, at La Crosse, Wisconsin.



Sharon K. Imes
Mediator/Arbitrator

SKI:mm

APPENDIX "A"

GREEN LAKE EDUCATION ASSOCIATION
FINAL OFFER

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WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

1. All tentative agreements agreed upon by the parties.
2. All provisions of the 1982-83 agreement not modified by the tentative agreements or this final offer.
3. Salary Schedule:
\$13,750 Base, adjustment to current salary schedule structure (current index).
4. Extra-curricular activities rates increased by 7.66% (Appendix C).
5. All benefits retroactive to August 15, 1983 expiration date.
6. This agreement shall remain in effect through August 14, 1984.

Arden Shumaker
UniServ Director
South Central United Educators
Representing the Green Lake
Education Association



GREEN LAKE EDUCATION ASSOCIATION

Final Offer

	BA	+6	+12	+18	+24	+30	MA	+6	+12	+18
	13750	14093.75	14437.50	15056.25	15400	15743.75	16225	16568.75	16912.50	17256.25
	14231.25	14575	14918.75	15537.50	15881.25	16225	16706.25	17050	17393.75	17737.50
	14712.50	15056.25	15400	16018.75	16362.50	16706.25	17187.50	17531.25	17875	18218.75
	15193.75	15537.50	15881.25	16500	16843.75	17187.50	17668.75	18012.50	18356.25	18700
	15675	16018.75	16362.50	16981.25	17325	17668.75	18150	18493.75	18837.50	19181.25
	16293.75	16637.50	16981.25	17600	17943.75	18287.50	18768.75	19112.50	19456.25	19800
	16912.50	17256.25	17600	18218.75	18562.50	18906.25	19387.50	19731.25	20075	20418.75
	17531.25	17875	18218.75	18837.50	19181.25	19525	20006.25	20350	20693.75	21037.50
		18493.75	18837.50	19456.25	19800	20143.75	20625	20968.75	21312.50	21656.25
		19112.50	19456.25	20075	20418.75	20762.50	21243.75	21587.50	21931.25	22275
0			20075	20693.75	21037.50	21381.25	21862.50	22206.25	22550	22893.75
11				21312.50	21656.25	22000	22481.25	22825	23168.75	23512.50
2									23787.50	24131.25

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WISCONSIN EMPLOYMENT
DIVISION

APPENDIX "B"

School District of Green Lake

School Board Final Offer JAN 27 1984

Jan. 25, 1984

WISCONSIN EMPLOYMENT

1. All tentative agreements agreed upon by the parties.
2. All provisions of the 1982-83 Agreement not modified by tentative agreements or this offer will remain unchanged in the 1983-84 Agreement.
3. Article XIV, Term of Agreement modify the 1st section A. The economic provisions of the Agreement are retroactive to August 15, 1983. All other provisions of the Agreement shall become ^{effective} upon resolution of the Agreement. This Agreement shall remain in effect through August 14, 1984. ~~the~~ (The remainder of Art XIV from the 2nd sentence to the end of Paragraph A remains unchanged from the 1982-83 Agreement.)
4. 1983-84 Base salary of \$13,690. No structural changes from the 1982-83 structure. A copy of the schedule is attached.
5. Extra-Curricular Activities, Appendix C of the 1982-83 Agreement, shall be increased by 6.0% for the 1983-84 school year.

Paul R. Friedman

SCHOOL DISTRICT OF GREEN LAKE
SCHOOL BOARD FINAL OFFER
January 25, 1984

1. All tentative agreements agreed upon by the parties.
2. All provisions of the 1982-83 Agreement not modified by tentative agreements or this offer will remain unchanged in the 1983-84 Agreement.
3. Article XIV, Term of Agreement, modify the first sentence.
 - A. The economic provisions of the Agreement are retroactive to August 15, 1983. All other provisions of the Agreement shall become effective upon resolution of the Agreement. This Agreement shall remain in effect through August 14, 1984. (The remainder of Article XIV from the second sentence to the end of paragraph A remains unchanged from the 1982-83 Agreement.)
4. 1983-84 Base salary of \$13,690. No structural changes from the 1982-83 structure. A copy of the schedule is attached.
5. Extra-Curricular Activities, Appendix C of the 1982-83 Agreement, shall be increased by 6.0% for the 1983-84 school year.

BOARD OF EDUCATION SALARY

	BA (0)	BA+6 (1)	BA+12 (2)	BA+18 (3)	BA+24 (4)	BA+30 (5)	MA (6)	MA+6 (7)	MA+12 (8)	MA+18 (9)
0	13,690.00	14,032.25	14,374.50	14,990.55	15,332.80	15,675.05	16,154.20	16,496.45	16,838.70	17,180.95
1	14,169.15	14,511.40	14,853.65	15,469.70	15,811.95	16,154.20	16,633.35	16,975.60	17,317.85	17,660.10
2	14,648.30	14,990.55	15,332.80	15,948.85	16,291.10	16,633.35	17,112.50	17,454.75	17,797.00	18,139.25
3	15,127.45	15,469.70	15,811.95	16,428.00	16,770.25	17,112.50	17,591.65	17,933.90	18,276.15	18,618.40
4	15,606.60	15,948.85	16,291.10	16,907.15	17,249.40	17,591.65	18,070.80	18,413.05	18,755.30	19,097.55
5	16,222.65	16,564.90	16,907.15	17,523.20	17,865.45	18,207.70	18,686.85	19,029.10	19,371.35	19,713.60
6	16,838.70	17,180.95	17,523.20	18,139.25	18,481.50	18,823.75	19,302.90	19,645.15	19,987.40	20,329.65
7	17,454.75	17,797.00	18,139.25	18,755.30	19,097.55	19,439.80	19,918.95	20,261.20	20,603.45	20,945.70
8		18,413.05	18,755.30	19,371.35	19,713.60	20,055.85	20,535.00	20,877.25	21,219.50	21,561.75
9		19,029.10	19,371.35	19,987.40	20,329.65	20,671.90	21,151.05	21,493.30	21,835.55	22,177.80
10			19,987.40	20,603.45	20,945.70	21,287.95	21,767.10	22,109.35	22,451.60	22,793.85
11				21,219.50	21,561.75	21,904.00	22,383.15	22,725.40	23,067.65	23,409.90
12									23,683.70	24,025.95