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BEFORE FREDERICK P. KESSLER
ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

IN THE MATTER OF THE
FINAL AND BINDING ARBITRATION
BETWEEN

THE SCHOOL DISTRICT OF COLBY

AND

THE COLBY EDUCATION ASSOCIATION

Case 6
No. 33582
MED/ARB 2851
Decision No. 22125-A

On December 11, 1984 this arbitrator was advised he was selected to be the Mediator-Arbitrator in the above dispute. The date of January 31, 1985 was selected for a final mediation effort and a hearing on February 26, 1985 was scheduled if the mediation was unsuccessful.

The School District asked for permission to change its final offer on Thursday, January 31, 1985 and the Union consented to that change. The revised final offer reads as follows:

1. Attached Salary Schedule (See Appendix A)
2. Change 5.05 Provisions for Graduate Study:
by replacing the opening paragraph with:
"Teachers shall be placed in the appropriate lane of the salary schedule in accordance with the degrees and advanced preparation they have. Credits shall be subject to the following conditions:"
3. Delete the first three (3) sentences of 5.05d.
4. 5.06. Maximum.
A teacher who has been paid at Step 15 for one (1) year will receive an additional one hundred fifty dollars (\$150) the next year and one hundred fifty dollars (\$150) for each additional year thereafter, up to a maximum payment of one thousand five hundred dollars (\$1,500) in addition to the schedule rate. (Teachers receiving longevity pay during the 1978-79 school year will continue to receive longevity pay at their 1978-79 levels increased by the above one hundred fifty dollars (\$150) per year beginning in the 1979-80 school year until the maximum of one thousand five hundred dollars (\$1,500) is reached.)
5. Previously Agreed Upon Items.

Pursuant to the agreement of the parties the final offer of the School District as amended on January 31, 1985 shall be incorporated in the agreement.

Dated: February 14, 1985



Frederick P. Kessler
Arbitrator

APPENDIX A
SALARY SCHEDULE

STEP	<u>B.A.</u>						<u>M.A.</u>				
	<u>3.9% Increment(\$569)</u>	<u>+6</u>	<u>+12</u>	<u>+18</u>	<u>+24</u>	<u>+30</u>	<u>3.9% Increment(\$611)</u>	<u>+6</u>	<u>+12</u>	<u>+18</u>	<u>+24</u>
1	14602	14772	14942	15112	15282	15452	15664	15834	16004	16174	16344
2	15171	15341	15511	15681	15851	16021	16275	16445	16615	16785	16955
3	15740	15910	16080	16250	16420	16590	16886	17056	17226	17396	17566
4	16309	16479	16649	16819	16989	17159	17497	17667	17837	18007	18177
5	16878	17048	17218	17388	17558	17728	18108	18278	18448	18618	18788
6	17447	17617	17787	17957	18127	18297	18719	18889	19059	19229	19399
7	18016	18186	18356	18526	18696	18866	19330	19500	19670	19840	20010
8	18585	18755	18925	19095	19265	19435	19941	20111	20281	20451	20621
9	19154	19324	19494	19664	19834	20004	20552	20722	20892	21062	21232
10	19723	19893	20063	20233	20403	20573	21163	21333	21503	21673	21843
11	20292	20462	20632	20802	20972	21142	21774	21944	22114	22284	22454
12	20861	21031	21201	21371	21541	21711	22385	22555	22725	22895	23065
13	21430	21600	21770	21940	22110	22280	22996	23166	23336	23506	23676
14	21999	22169	22339	22509	22679	22849	23607	23777	23947	24117	24287
15	22568	22738	22908	23078	23248	23418	24218	24388	24558	24728	24898