

BEFORE THE MEDIATOR-ARBITRATOR

MAY 27 1986

<p>In the Matter of the Petition of DELAVAN-DARIEN SCHOOL DISTRICT To Initiate Mediation-Arbitration Between Said Petitioner and DELAVAN-DARIEN EDUCATION ASSOCIATION</p>	<p>WISCONSIN EMPLOYMENT RELATIONS COMMISSION Case No. 13 Number 35071 Decision No. 22907-A MED/ARB-3289 Mediator-Arbitrator Stanley H. Michelstetter II</p>
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Appearances:

Ken Cole, Director, Appearing on behalf of the Employer.

Mary Horton, Executive Director, Appearing on behalf of the Association.

MEDIATION-ARBITRATION AWARD

Delavan-Darien School District, herein referred to as the "Employer," having petitioned the Wisconsin Employment Relations Commission to initiate mediation-arbitration pursuant to Section 111.70 (4)(cm)6 of the Municipal Employment Relations Act, involving certain of its employees and a unit represented by Delavan-Darien Education Association, herein referred to as the "Association," and the Commission having appointed the Undersigned as mediator-arbitrator by order dated October 14, 1985; and the Undersigned having conducted a mediation on December 15, 1985, and a hearing in the matter on January 16, 1986, and the parties having each filed post-hearing briefs and reply briefs the last of which was received March 9, 1986.

ISSUES

I summarize the issues of the parties for their 1985-86 collective bargaining year as follows:

1. Salary Schedule: the Employer's salary schedule proposal is attached hereto and marked Appendix A. The Association proposed salary schedule is attached hereto and marked Appendix B. The prior schedule is attached hereto and marked Appendix C.

2. The Association proposes to increase the co-curricular base from its current \$15,750 to the salary schedule base of \$17,300 and make similar adjustments in other related positions. The Employer proposes to keep the schedule at its \$15,750 base.

POSITIONS OF THE PARTIES

The Association relies solely on comparison to the salary schedules and wage increases granted other teacher units in various comparison groups. It relies principally upon the K-12 and Union High School districts which have settled for 1985-86 in CESA 2 analysed in four subgroups; A. the entire CESA B. Southern Lakes Athletic Conference C. In the Southern Lakes United Educators UniServe D. Contiguous School District. Both parties agree that there are few settlements in the immediate area. The Association seeks to overcome this by expanding the number of comparison groups. It should be noted that the Association takes the view that since few other arguably comparable school districts have a longevity program, longevity, its costs, and increases attributable to longevity should be disregarded. It believes the Employer's use of comparables should be disregarded because it fails to include settlement data with respect to the Union High School Districts of Salem, Walworth, and Union Grove. The Association also argues that teachers' settlements should be given determinative weight over private sector settlements and other public sector settlements. The Association also challenges the use of total package comparisons because the figures may not represent the same elements without a clear understanding as to what items are included in the "total package." Thus, it argues that salary increase alone is more realistic.

The Employer takes the position that in the context of the factors of cost of living and the interests and welfare of the public, its offer is to be preferred. It argues that its offer exceeds the cost of living and is to be preferred on that basis. While it admits that its "ability to pay" is not an issue, it asserts its offer more nearly serves the interest of the public and that school cost are more burdensome to this district than to others because it tends to have a high average number of persons below the poverty line while its costs are relatively high per student. Further, it argues private sector employers do not support the Association's position. It notes there was no evidence offered supporting the public interest in the Association's final offer.

The Employer also argues that the comparison factor favored its position. It compares itself with the two major private employers in the area, Ajay and Stay-Rite (3.5% to 5.5% increases;) public employers in the same area, City of Delavan and Walworth County (less than 5% increases) and comparable teachers' salaries in school districts, Southern Lakes Athletic Conference and school districts that are contiguous (excluding unusually large districts, distant districts K-8 and Union High School Districts.) It notes that this district has an extensive longevity program while only four other districts even have longevity programs which program should be considered. It also notes that the increase it granted teachers last year was better than the average of others. The Employer believes its total costs increase is equivalent to the other districts' settlements. It also notes Walworth Union High School settled for 7.56% total package in January, 1986. 1/ As to extra-curricular it has offered evidence it asserts demonstrates its proposed levels are adequate. It alternatively argues its side letter supports its view and the Association witnesses should be discredited for "selective memory."

DISCUSSION

Pursuant to Section 111.70 (4)(cm), 2/ Wis. Stats., I am to select the final offer, without change, of the party which I conclude most nearly meets the statutory criteria. The statutory criteria specified in paragraph 7 are:

"...

7. Factors considered. In making any decision under the arbitration procedures authorized by this subsection, the mediator-arbitrator shall give weight to the following factors:

- a. The lawful authority of the municipal employer.
- b. 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 generally in public employment in the same community and in 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 ser-

1/ It notes that Waterford Union High School's settlement is the third year of the third year agreement in which the first two years were significantly lower than the third year.

2/ The statutory standards have been amended effective for disputes commencing, after the date of publication, but these changes are not applicable to this dispute.

vice or in private employment."

The weight to be assigned the various factors is left to the mediator-arbitrator. In this case the factors which are arguably applicable are sub c, d, e, f, and h (other factors).

Cost of Living

The Employer has shown that the national CPI--U from July 1984 to July 1985 changed by 3.77%. The Employer's final offer total package equals or exceeds 6.8%, while the Association's final offer equals or exceeds 8.33%. Both private and public (non teacher) sector settlements range in the 4 to 5% range in the area. I am satisfied that the Employer's final offer is closer to the cost-of-living factor.

Interest and Welfare of the Public 3/

There is no dispute in this case that the Employer has the financial ability to meet the proposal of the Association. The Employer does allege that the offer of the Association would be burdensome to the public. There are two, often conflicting, interests of the public employer: 1. getting the most education value for the tax dollar and 2. attracting, retaining, and encouraging qualified staff. The balance between these two interests depends on the facts and circumstances of this case.

In this case, it appears that the people of the Delavan-Darien school district have much the same ability to meet the costs of education as the people of most of the districts, specified below, which the Employer deems comparable. However, the average cost per student in Delavan-Darien is higher than in most of these comparables school districts

AVERAGES

	D-D	All Dists. w/o D-D	K-12 w/o D-D	K-12 w/o D-D & WB 4/
Cost/Student	\$3,244	\$3,144	\$3,072	\$2,883
Aid/Student	889	817	789	901
Equalized				
Val./Student	195,392	N/A	221,196	182,241
1980 per				
capita income	7,343	7,303	7,165	7,088

Although there is no direct testimony as to why the Employer has higher per pupil costs, it is clear that the average salary in Delavan-Darien is higher than average in comparable districts. This is a logical result of the parties' schedule which encourages employees to obtain advanced education credits and the longevity pay plan.

The mere fact the the Employer cost per member is higher than other areas does not necessarily support the Employer's position. In this case the parties have voluntarily negotiated an unusual salary schedule which clearly encourages, if not forces, teachers to seek additional credits and degrees early in their careers. Further, the parties have negotiated an unusual longevity program which is designed to encourage the retention of those highly experienced and educated teachers. In this context it can be well said that the Employer has adopted a program encouraging staff development and a retention of highly qualified staff. This benefits the public in having teachers who are more highly qualified than comparable districts. The offers of both parties are consistent with this program. Further the offers of both parties are adequate to maintain the comparative salary

3/ I attribute no weight to the self-serving written statement of private employers opposing the Association's position herein. No testimony was offered in support of these exhibits.

4/ Williams Bay appears unusual. It has a higher per capita income than most other districts and a exceedingly higher cost per member (\$4,397) than any other district. It gets no state aid.

level. In this context the public interest is in maintaining its costs at an appropriate level.

Comparisons

A. Private Sector Comparisons

The Employer submitted the only private sector comparisons. One was to Ajay Corporation of Delavan Wisconsin which gave its approximately 1000 employees a 3½% increase in 1985 and approximately the same amount in 1984. It also provided a comparison to Sta-Rite Industries which provided its salaried employees a 5.5% increase in 1985 and its shop employees a 4.5% increase in 1986 which it intends to apply to its salaried and hourly employees. It also provides additional merit increases.

The closest analogy is to salaried employees; however, there is no evidence as to their duties or wage rates. The wage increase average 5% over 1985-86. By any analogy the size of increase is less than that proposed by the Employer. To the extent evidence is available, this factor favors the Employer.

B. Comparisons to Other Nonprofessional Government Employees

The City of Delavan settled with its organized employees on a two-year agreement in 1985-86. It covers fourteen employees in the streets, grounds, water and sewer departments. The 1985 average increase was 4.87% and the 1986 is 4.64%. The City of Delavan negotiated a contract with its police who are organized for 1985-86 for its ten full-time positions and its five part-time positions. Salaries were increase by 4.5% in 1985 and 4.5 % in 1986. Walworth County has a two-year agreement with its court house employees for calendar 1984 and 85. It provides for a wage freeze for 1984 and a 3½% increase for 1985.

C. Comparisons to Other Teacher Units

There are two prime differences in the comparisons offered by the parties. First, the Association relies on comparisons only to those districts which are settled. Second, and more importantly, the Association seeks to overcome the lack of settlements in the area by expanding the number of comparisons, while the Employer takes the position that comparisons should be given less weight as to the appropriate settlement for 1985-86.

Comparisons have two purposes; 1. to establish a factual basis for a judgment whether employees are being paid an appropriate wage and, 2. to determine a factual basis for a judgment as to what adjustments are appropriate. For the former purpose, it is wise to look at the school districts in the entire comparability group for the previous year and compare that with the previous year of this Employer. This reduces the possibility of unreasonably skewed results by looking at only those which have settled.

The Association relies extensively on bench mark analysis comparing its salary schedule with salary schedules in other districts. By this analysis the schedule here is lower than average at all but the BA and MA bases.

The evidence indicates that the parties have established a unique salary system. They have established an extensive longevity program and an exceedingly abbreviated BA area of the salary schedule. This type of structure encourages professional self-improvement and the retention of experienced, highly educated teachers. In making comparisons, factor f, the overall compensation factor and h, other factors, both encourage a broad view taking into account unusual allocations by the parties. In this case neither party has suggested a change in this mutually agreed upon compensation system. Accordingly, in making an analysis in the comparison groups, I will respect and take this special agreement into account. This make the comparison more complex

Both parties agree that the athletic conference consisting of Badger (Lake Geneva) Union High School, Burlington (K-12), Salem Central Union High School, Union Grove Union High School,

Waterford Union High School, Wilmot Union High School, Delavan-Darian (K-12), East Troy (K-12), Elkhorn (K-12), Jefferson (K-12), Milton (K-12), and Whitewater (K-12) is an appropriate comparison group. The parties also agree that contiguous districts also are an appropriate comparison group (Elkhorn, Williams Bay, Walworth Union High School, Clinton, Milton, Whitewater.) I, therefore, find that the Employer's comparison group by combining the two groups is an appropriate comparison group. The following is a comparison of the salary schedule by bench marks. I have omitted the sixth step of the BA and the BA maximum in the light of the mutually agreed upon unique structure established by the parties.

Conference and Contiguous Schools

	BA Base	MA Base	MA 9th	MA Max	Sched. Max
Burlington	14,696	16,158	22,506	26,077	30,387
Central/Westosha UHS	14,960	17,632	27,357	27,354	31,404
Clinton	14,629	16,090	22,063	25,101	26,469
East Troy	15,150	17,000	21,650	24,900	26,850
Elkhorn	15,830	17,180	23,255	26,630	30,455
Jefferson	14,100	15,400	20,688	24,072	26,482
Lake Geneva UHS	15,300	16,800	N/A	N/A	N/A
Milton	14,700	17,400	27,750	27,750	30,250
Union Grove UHS	16,192	18,400	25,024	27,968	29,440
Walworth UHS	14,750	16,750	21,250	24,750	27,750
Waterford UHS	15,271	16,972	22,271	26,302	28,459
Whitewater	14,700	16,170	21,902	25,172	27,296
Williams Bay	14,300	15,015	22,165	25,740	27,885
Wilmot	14,730	17,384	26,969	26,969	30,962
Average w/o D-D	14,949	16,739	23,448	26,060	28,776
D-D	15,750	17,550	21,830	25,530	27,280

Thus, the schedule itself is generally low. Even weighted by placement the schedule appears lower than average. However, roughly 40% of the unit is in the longevity ranges. Only four of the comparable districts have longevity and Delavan-Darien's program is, by far, the most extensive. The following average compensation comparison tends to suggest that teachers in Delavan-Darien are among the highest paid in the area.

AVERAGE TEACHER SALARIES

DISTRICT	1984-85	RANK	YEAR EXP.
Wilmot	23,479	(9)	
Burlington	24,102	(4)	16.3
Central/Westosha UHS	23,153	(11)	15.9
Clinton	21,748	(13)	14.3
East Troy	23,626	(7)	15.9
Elkhorn	23,670	(6)	15.2
Jefferson	21,187	(10)	13.7
Lake Geneva UHS	24,814	(3)	16.3
Milton	23,097	(12)	13.9
Union Grove UHS	26,391	(1)	16.8
Walworth UHS	23,516	(8)	16.1
Waterford UHS	N/A		N/A
Whitewater	23,992	(5)	17.7
Williams Bay	22,173	(12)	16.5
Av. w/o D-D	23,579		15.7
Delavan-Darien	25,163	(2)	16.3

There is a difference in the position of the parties as to costing. The Employer takes the position that its total package is 7%, \$2,183.89 per returning teacher, and its wage increase is 7%, \$1,695 per returning teacher. It takes the position that the Association's total package is 8.4% or \$2,644 per returning teacher, and the Association's wage increase is 8.3%^{5/} or \$2,001 per returning teacher. The Association treats the Employer's proposal as 6.4% wage increase without longevity, \$1,490 per

^{5/} There appears to be a slight error in the Employer's calculation and this is corrected for this.

returning teacher, 7% wage and longevity combined, \$1,670 per returning teacher and 6.7% total package, \$2,119 per returning teacher. It concludes its proposal is 7.6% salary, \$1,776 per returning teacher, 8.2% salary and longevity combined, \$1,977 per returning teacher and 8.2% total package, \$2,583 per returning teacher. As to total package, the Association omits increase attributable to the state teacher's retirement system and increases attributable to social security. The increase attributable to the state teacher's retirement system may have been agreed upon the year before, but there is no indication as to whether it was costed against that package or not. I have therefore, used the Employer's figures with respect to total package. The fundamental issue with respect to salary only increase is whether longevity should be excluded because other schools do not have longevity programs. In my view, however, the mere designation of a wage payment as a salary schedule or longevity does not affect its character as salary. This is particularly true because the parties here have placed so much of their compensation in longevity.

The following is a summary of the available data with respect to settlement in the comparable districts:

SETTLED CONFERENCE AND CONTIGUOUS

	Total Pkg.	Ttl. Pkg. pr. returning Tchrs.	Salary Only	Salary pr. returning tchr's.
Badger UHS	7.20	2,295	6.53	1,512
Burlington K-12	7.66	2,359	8.26	1,950
Salem Cntrl.UHS			8.88	2,001
Union Grove UHS			7.65	1,966
Waterford UHS	Settled but data not current to print		8.48	2,000
Wilmot UHS				
East Troy				
Elkhorn	8.59	2,660	8.01	1,881
Jefferson	6.99	1,629	9.00	1,898
Walworth UHS			7.65	1,781
<hr/>				
Averages w/o				
Delavan-Darien	7.625	2,250	8.06 <u>6/</u>	1,874 <u>6/</u>
Delavan-Darien Employer	7%	2,183	7%	1,670 [-204]
Association	8.4%	2,644	8.2	1,977 [+103]

The best available measure of comparison is average dollar per teacher salary increase and percentage salary increase. There is a wide variance in costing methods in this area making total package comparisons questionable. Further, I have salary increase data with respect to more settlements with these measures than as to other measures. It does not appear that non wage benefits are higher here than elsewhere. By this comparison, the Association's offer is very close to the average of settlements by percentage and the Board's is substantially less. In considering the greater salary in Delavan-Darien, the per returning teacher figure yields closer results, yet the Association's offer is closer.

On the basis of the foregoing the historical comparison and other comparisons favor the Employer, while the offer of the Association is closer to the general size of increases. The offer of both parties will maintain the average salary rank of Delavan-Darien. On the whole, the average comparison factor favors the Association slightly.

Extra-Curricular

The central issue as to base for extra-curricular is whether the Employer or Association is changing past practice of having the extra-curricular base equal the contract salary schedule base. At all relevant times in the past prior to the facts discussed below the Employer and Association have always had it equal to the contract base. In the negotiations for the last collective bargaining agreement there existed no issue. During the final mediation session an issue came up through the

6/ Without Waterford, these figures are 8.0% and \$1,855.

mediator. It is undisputed herein that the Association proposed a one-time only freeze to finance the contract settlement by agreeing to a lower base for extra-curricular. While there is a dispute in the testimony as to what was actually agreed, the parties entered into a side letter on the date of settlement, the body of which states: "the School Board of the School District of Delavan-Darien and the Delavan-Darien Education Association hereby agree that a negotiation for wages, hours and working conditions for the 1985-86 school year the base for co-curricular salaries will not be less than \$15,750." The \$15,750 figure was the base for the 1985-85 collective bargaining agreement salary schedule. It is my conclusion that the purpose of this agreement was to reaffirm the past practice, but to allow the Employer to negotiate for change in the practice if it so desired.

The comparisons offered by the Association are more reliable on this subject. It compares head football, head basketball, and cheerleading advisor, assistant wrestling and department chairs. At the high school levels salaries are generally higher than anywhere else surveyed. At the middle school level they are lower than average. On the whole, it does appear that the Employer has demonstrated a need for a change in extra-curricular wage structure. The evidence favors the Employer's position.

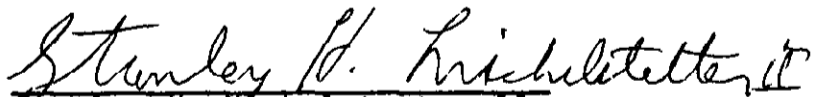
WEIGHT

As stated above, it is my responsibility to select the offer which is closest to the appropriate offer. I do not have authority to modify either offer. It is a difficult choice in this case because both offers represent the respective parties best judgment as to an appropriate result and, therefore, either offer is clearly appropriate. However, I conclude the offer of the Employer is to be preferred. The offer of the Employer is clearly adequate to adjust for inflation, and teacher settlements in the area reflect fundamental adjustments in addition to inflation for the apparent purpose of attracting and retaining talent in the profession. The parties have established a voluntary system designed to this end. In this context the offer of the Employer herein is clearly adequate to achieve this purpose. In this case, the interest of the public in controlling the costs of education together with the proportionate weight of the extra curricular issue outweigh the advantage the Association has in comparability.

AWARD

That the parties collective bargaining agreement include the final offer of the Employer.

Dated at Milwaukee, Wisconsin this 22 day of May, 1986.


Stanley H. Michelstetter II,
Mediator-Arbitrator

APPENDIX A

YEARS	0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	MA INC	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
	BA INC	BA	BA+6	BA+12	BA+18	BA+24		MA	MA+6	MA+12	MA+18	MA+24	MA+30
0		16900	17250	17600	17950	18350		18750	19150	19550	19950	20350	20750
1	400	17300	17650	18000	18350	18750	420	19170	19570	19970	20370	20770	21170
2	400	17700	18050	18400	18750	19150	420	19590	19990	20390	20790	21190	21590
2.5	200	17900	18250	18600	18950	19350	210	19800	20200	20600	21000	21400	21800
3	400	18100	18450	18800	19150	19550	420	20010	20410	20810	21210	21610	22010
3.5	200	18300	18650	19000	19350	19750	210	20220	20620	21020	21420	21820	22220
4	400	18500	18850	19200	19550	19950	420	20430	20830	21230	21630	22030	22430
4.5	200	18700	19050	19400	19750	20150	250	20680	21080	21480	21880	22280	22680
5	400	18900	19250	19600	19950	20350	500	20930	21330	21730	22130	22530	22930
5.5	200		19450	19800	20150	20550	250	21180	21580	21980	22380	22780	23180
6	400		19650	20000	20350	20750	500	21430	21830	22230	22630	23030	23430
6.5	200			20200	20550	20950	250	21680	22080	22480	22880	23280	23680
7	400		19650	20400	20750	21150	500	21930	22330	22730	23130	23530	23930
7.5	200			20600	20950	21350	250	22180	22580	22980	23380	23780	24180
8	400		19650	20800	21150	21550	500	22430	22830	23230	23630	24030	24430
8.5	250				21400	21800	300	22730	23130	23530	23930	24330	24730
9	500			20800	21650	22050	600	23030	23430	23830	24230	24630	25030
9.5	250				21900	22300	300	23330	23730	24130	24530	24930	25330
10	500			20800	22150	22550	600	23630	24030	24430	24830	25230	25630
10.5	250					22800	300	23930	24330	24730	25130	25530	25930
11	500				22150	23050	600	24230	24630	25030	25430	25830	26230
11.5	250				22150	23300	300	24530	24930	25330	25730	26130	26530
12	500					23550	600	24830	25230	25630	26030	26430	26830
12.5	250					23800	300	25130	25530	25930	26330	26730	27130
13	500					24050	600	25430	25830	26230	26630	27030	27430
13.5	137.5					24187.5	325	25755	26155	26555	26955	27355	27755
14	275					24325	650	26080	26480	26880	27280	27680	28080
14.5	137.5					24462.5	325	26405	26805	27205	27605	28005	28405
15	275					24600	650	26730	27130	27530	27930	28330	28730
LONGEVITY						275		275	275	275	275	300	300
15.5						24737.5		26867.5	27267.5	27667.5	28067.5	28468	28868
16						24875		27005	27405	27805	28205	28630	29030
16.5						25012.5		27142.5	27542.5	27942.5	28342.5	28780	29180
17						25150		27280	27680	28080	28480	28930	29330
17.5						25287.5		27417.5	27817.5	28217.5	28617.5	29080	29480
18			19650		22150	25425		27555	27955	28355	28755	29230	29630
18.5						25562.5		27692.5	28092.5	28492.5	28892.5	29380	29780
19					22150	25700		27830	28230	28630	29030	29530	29930
19.5						25837.5		27967.5	28367.5	28767.5	29167.5	29680	30080
20						25975		28105	28505	28905	29305	29830	30230
20.5						26112.5		28242.5	28642.5	29042.5	29442.5	29980	30380
21						26250		28380	28780	29180	29580	30130	30530
21.5						26387.5		28517.5	28917.5	29317.5	29717.5	30280	30680
22						26525		28655	29055	29455	29855	30430	30830
22.5						26662.5		28792.5	29192.5	29592.5	29992.5	30580	30980
23						26800		28930	29330	29730	30130	30730	31130
23.5						26937.5		29067.5	29467.5	29867.5	30267.5	30880	31280
24						27075		29205	29605	30005	30405	31030	31430
24.5								29342.5	29742.5	30142.5	30542.5	31180	31580
25								29480	29880	30280	30680	31330	31730
25.5								29617.5	30017.5	30417.5	30817.5	31480	31880
26								29755	30155	30555	30955	31630	32030

7.390
2100

J.P.
9/9/85

6.840
8050

APPENDIX B

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	YEAR		
AS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30			
BA INC		350	350	350	400	MA INC	350	350	350	350	350			
0		17300	17650	18000	18350	18750	19100	19450	19800	20150	20500	20850	0	
1	400	17700	18050	18400	18750	19150	420	19520	19870	20220	20570	20920	1	
2	400	18100	18450	18800	19150	19550	420	19940	20290	20640	20990	21340	2	
3	400	18500	18850	19200	19550	19950	420	20360	20710	21060	21410	21760	3	
4	400	18900	19250	19600	19950	20350	420	20780	21130	21480	21830	22180	4	
4.5	200	19100	19450	19800	20150	20550	250	21030	21380	21730	22080	22430	4.5	
5	400	19300	19650	20000	20350	20750	500	21280	21630	21980	22330	22680	5	
5.5	200		19850	20200	20550	20950	250	21530	21880	22230	22580	22930	5.5	
6	400		20050	20400	20750	21150	500	21780	22130	22480	22830	23180	6	
6.5	200			20600	20950	21350	250	22030	22380	22730	23080	23430	6.5	
7	400			20800	21150	21550	500	22280	22630	22980	23330	23680	7	
7.5	200			21000	21350	21750	250	22530	22880	23230	23580	23930	7.5	
8	400			21200	21550	21950	500	22780	23130	23480	23830	24180	8	
8.5	250				21800	22200	300	23080	23430	23780	24130	24480	8.5	
9	500				22050	22450	600	23380	23730	24080	24430	24780	9	
9.5	250				22300	22700	300	23680	24030	24380	24730	25080	9.5	
10	500				22550	22950	600	23980	24330	24680	25030	25380	10	
10.5	250					23200	300	24280	24630	24980	25330	25680	10.5	
11	500					23450	600	24580	24930	25280	25630	25980	11	
11.5	250					23700	300	24880	25230	25580	25930	26280	11.5	
12	500					23950	600	25180	25530	25880	26230	26580	12	
12.5	250					24200	300	25480	25830	26180	26530	26880	12.5	
13	500					24450	600	25780	26130	26480	26830	27180	13	
13.5	250					24582	325	26105	26455	26805	27155	27505	13.5	
14	500					24715	650	26430	26780	27130	27480	27830	14	
14.5	250					24847	325	26755	27105	27455	27805	28155	14.5	
15	500					24979	650	27080	27430	27780	28130	28480	15	
BEVITY				20	265			291	294	298	301	305	308	
15.5					25111			27225	27577	27929	28281	28632	28984	15.5
16					25244			27371	27724	28078	28431	28785	29138	16
16.5					25376			27516	27871	28227	28582	28937	29292	16.5
17					25508			27662	28019	28376	28733	29090	29447	17
17.5					25640			27807	28166	28525	28883	29242	29601	17.5
18					25773			27952	28313	28673	29034	29394	29755	18
18.5					25905			28098	28460	28822	29185	29547	29909	18.5
19					26037			28243	28607	28971	29335	29699	30063	19
19.5					26169			28389	28754	29120	29486	29852	30217	19.5
20					26302			28534	28902	29269	29637	30004	30372	20
20.5					26434			28679	29049	29418	29787	30156	30526	20.5
21					26566			28825	29196	29567	29938	30309	30680	21
21.5					26698			28970	29343	29716	30088	30461	30834	21.5
22					26831			29116	29490	29865	30239	30614	30988	22
22.5					26963			29261	29637	30014	30390	30766	31142	22.5
23					27095			29406	29784	30162	30540	30918	31296	23
23.5					27227			29552	29932	30311	30691	31071	31451	23.5
24					27360			29697	30079	30460	30842	31223	31605	24
24.5								29843	30226	30609	30992	31376	31759	24.5
25								29988	30373	30758	31143	31528	31913	25
25.5								30133	30520	30907	31294	31680	32067	25.5
26								30279	30667	31056	31444	31833	32221	26

C.T
9/9/85

APPENDIX C
TEACHER SALARY SETTLEMENT *B = prior scaled* -167-

DELAVAN-DARIEN SCHOOL DISTRICT

CESA: 18
Conference: Southern Lakes
ADM: 2129 (1983-84) Staff (FTE): 131.2
Agreement Duration: 1983-85
Salary Duration: 1984-85

Settlement:	\$/Teacher	%
A. Salary Only	\$1514	6.66%
B. Total Package	\$1797	6.73%

1. SALARY SCHEDULE (1984-85)

EXP	BA Inc.	BA	BA+6	BA+12	BA+18	BA+24	MA Inc.	MA	MA+6	MA+12	MA+18	MA+24	MA+30
		350	350	350	400			350	350	350	350	350	350
0		15750	16100	16450	16800	17200		17550	17900	18250	18600	18950	19300
1	400	16150	16500	16850	17200	17600	420	17970	18320	18670	19020	19370	19720
2	400	16550	16900	17250	17600	18000	420	18390	18740	19090	19440	19790	20140
3	400	16950	17300	17650	18000	18400	420	18810	19160	19510	19860	20210	20560
4	400	17350	17700	18050	18400	18800	420	19230	19580	19930	20280	20630	20980
5	400	17750	18100	18450	18800	19200	500	19730	20080	20430	20780	21130	21480
6	400		18500	18850	19200	19600	500	20230	20580	20930	21280	21630	21980
7	400			19250	19600	20000	500	20730	21080	21430	21780	22130	22480
8	400			19650	20000	20400	500	21230	21580	21930	22280	22630	22980
9	500				20500	20900	600	21830	22180	22530	22880	23230	23580
10	500				21000	21400	600	22430	22780	23130	23480	23830	24180
11	500					21900	600	23030	23380	23730	24080	24430	24780
12	500					22400	600	23630	23980	24330	24680	25030	25380
13	500					22900	600	24230	24580	24930	25280	25630	25980
14	230					23130	650	24880	25230	25580	25930	26280	26630
15	230					23360	650	25530	25880	26230	26580	26930	27290

Longevity -

- Begins at BA+24 - 9 steps \$230
- MA - 11 steps \$255
- MA+6 - 11 steps \$260
- MA+12 - 11 steps \$260
- MA+18 - 11 steps \$265
- MA+24 - 11 steps \$270
- MA+30 - 11 steps \$270

COLA Provision: No

2. Extra-Curricular Schedule:	3. Fringe Benefits:	4. Insurance:	Total	Bd. Share
Dollar Amounts: -	Longevity: See schedule	Health: S-	\$68.20	100%
Percentages: X	WRS: 5% of gross salary	F-	\$179.60	100%
Experience Increments: No	Credit Requirement: BA: 6	Dental: S-	\$7.24	100%
	credits every 5 yrs. MA:	F-	\$24.48	100%
	6 credits every 10 yrs.	Disability:		100%
	Mileage: \$.205	Life:		20%
		Vision: No		

5. Agreement Provisions:

- Calendar: Contact: 180 Other: 9 Total: 189
- Make-up Days: All days beyond 2 are rescheduled.
- Job Security: 2 years probation: Just Cause: Discharge, non-renewal, discipline, reduction in rank or compensation for any assignment.
- Leaves:

	Annual	Accumulation
Sick: Year 1	15	
Thereafter	10	120
Emergency:	3	3
Funeral:	Taken from emergency leave.	
Personal:	-	-
- Extended Leaves: Study, health, exchange teaching, maternity, paternity, public service or office, service to one's profession, adoption
- Severance Pay: Upon retirement, \$75 per year of service to teachers with a minimum of 10 years district service. Amount not to exceed \$1500.
- Early Retirement: Age 62