

JUN 02 1986

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

IN THE MATTER OF MEDIATION/ARBITRATION PROCEEDINGS

BETWEEN

SLINGER EDUCATION
ASSOCIATION

and

SCHOOL DISTRICT OF
SLINGER

Case 20 No. 35162
MED/ARB 3324
Decision and Award
of Arbitrator

Decision No. 22913-A

I. BACKGROUND

This is a matter of final and binding interest arbitration under Section 111.70(4)(cm)6 of the Wisconsin Municipal Employment Relations Act. The Slinger Education Association (Association) is the exclusive collective bargaining representative of all full-time and all contract part-time (certified) classroom teachers, including full-time guidance counselors, special (speech, reading, librarians, etc.) teachers, but excluding supervisory personnel, office, clerical, custodial, and all other employes of the Board of Education of the School District of Slinger (District or Employer).

The Association and the Employer have been parties to a collective bargaining agreement covering the wages, hours and working conditions of the employees in the bargaining unit which expired at the end of the 1984-1985 school year. On April 2, 1985, the parties exchanged their initial proposals on matters to be included in a new collective bargaining agreement. On June 12, 1985, the Association filed a petition requesting the Wisconsin Employment Relations Commission (WERC) to initiate mediation-arbitration.

Following an investigation by a member of the WERC staff, the parties submitted their final offers on September 16, 1985. The WERC certified there was an impasse on September 23, 1985. Thereafter, the parties selected Jay E. Grenig as the Mediator-Arbitrator and the (WERC) appointed Jay E. Grenig as the Mediator-Arbitrator on October 14, 1985.

The Mediator/Arbitrator conducted mediation proceedings on November 12, 1985, and December 16, 1985, in an effort to obtain a voluntary settlement. The mediation having been unsuccessful, an arbitration hearing was held on February 3,

1986. The Board was represented by Roger E. Walsh, Attorney at Law, Lindner & Marsack. The Association was represented by John Weigelt, UniServ Director, Cedar-Lake United Educators Council. The parties were given full opportunity to present relevant evidence and arguments. Upon receipt of the parties' reply briefs, the hearing was declared closed on April 21, 1986.

II. FINAL OFFERS

There are basically two issues in dispute: the salary schedule for the 1985-86 school year and the amount the District will pay toward the health insurance premiums for voluntary early retirees. The Association's final offer is attached to this decision as Exhibit A. The District's final offer is attached as Exhibit B.

A. 1985-86 Salary

The District has proposed to increase

all 1984-85 Base Step rates by	11.1%
all 1984-85 Step 2 rates by	9.7%
all 1984-85 Step 3 rates by	8.4%
all 1984-85 Step 4 rates by	6.3%
all 1984-85 Step 5 through Step 13 rates by	6.1%

The Association proposes increasing each element of the salary schedule by 7.4%.

B. Health Insurance

The District has offered to continue the existing contractual provision that the District pay 80% of the health insurance premium in effect on the date of retirement.

The Association proposes increasing the District's health insurance payment to 100% of the rate in effect on the date of retirement.

III. STATUTORY CRITERIA

In determining which offer to accept, the Arbitrator must give weight to the following statutory (Wis. Stats. sec. 111.70(4)(cm)7) criteria:

- a. The lawful authority of the employer.
- b. Stipulations of the parties.
- c. The interests and welfare of the public and 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 employees involved in the arbitration proceedings with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally in public employment in the same community and in comparable communities and in private 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 employees, including direct wages, 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, factfinding, arbitration, or otherwise between the parties in the public service.

IV. POSITIONS OF THE PARTIES

A. THE ASSOCIATION

The Association has divided its comparable school districts into two groupings: Tier I schools are school districts located in Washington County (Germantown, Hartford, Kewaskum, and West Bend) or members of the Parkland Athletic Conference (Brown Deer, Franklin, New Berlin, Pewaukee, St. Francis, and Whitnall); Tier II schools are seven districts (Oconomowoc, Arrowhead, Hamilton, Menomonee Falls, Kettle Moraine, Nicolet and Mukwonago) identified as comparable to the Hartford Union High School District.

The Association contends that the Wisconsin Department of Public Instruction has determined that districts within the same athletic conference are comparable for the purpose of competition. According to the Association, there is a concentric circle of influence radiating from the Milwaukee metropolitan area which directly and indirectly influences the lives, spending patterns, and educational necessities of the persons living within those areas. It says that the Milwaukee metropolitan area directly influences the buying

habits and living patterns of the residents and employees of the District.

It is the Association's position that its offer is equitable and reasonable in light of the settlements in its comparable districts. Claiming that the District's offer is a radical modification of the salary schedule structure, the Association argues that changes in the salary schedule require substantial rationale for that change. The Association argues that District's salary proposal represents a significant departure from the status quo and would be exceedingly harmful to the members of the bargaining unit as well as their relationship to the District.

The Association contends that the pattern of settlements is the appropriate indicator of the correctness of the final offers of each of the parties. According to the Association, benchmark analysis avoids the pitfalls of package costing and lends predictability to the arbitration process. The Association states that the benchmark analysis is superior to the package costing comparisons because it is less cumbersome, can be readily substantiated by the data, moots the arguments with respect to proper package costing, and lends predictability to the bargaining process.

With respect to tax rates, the Association says the District has the lowest taxes of the comparable districts in Washington County as well as the lowest per pupil costs. The Association also indicates that the District received a large percentage increase in total state aids and credits for 1985-86.

Turning to its health insurance proposal, the Association claims there is not any Tier I or Tier II comparable school district which provides less than 100% of the health premium for any and all employees who are receiving early retirement among that group of comparable districts. The Association believes the District has an obligation to continue to pay 100% of the health care premium for employees on early retirement, particularly so where the District has realized a cost savings as a result of a voluntary agreement with the Association regarding the health care of the regular employees.

The Association relies upon a number of reports, including the reports of the Task Force of the Department of Public Instruction and the National Commission on Excellence in Education, which, according to the Association, conclude that American schools and schools in Wisconsin must change their attitude towards collective bargaining and towards teachers in order that the quality of education available to the children of Wisconsin not deteriorate further. The Association points out that the Rand Corporation concluded

that a "critical problem in American education today is that highly qualified individuals are not attracted to nor are they retained in teaching because of the profession's workload and salary plan. It also quotes a statement in the Rand Corporation's report that the most highly qualified teachers are the most dissatisfied. The Association claims that its proposal is designed to reward quality and retain teachers currently within the District.

The Association concludes that the issue at stake is

whether the American public is willing to provide an educational system which is responsible to the needs of our society and the children who will shape it in the future. It is clear that the current state of affairs is not enough. It is clear that we have been unable to attract and retain the very best.

B. THE DISTRICT

The District argues that its offer attempts to remedy one of the major shortcomings in teacher salaries in Wisconsin--the inadequate starting pay. The District relies on the Report of the Task Force, which stressed the importance of more competitive beginning salaries. According to the District, it recognizes that the starting salaries of teachers must be increased, and thus, it has proposed a higher increase to the first four steps of its 13-step salary schedule. The District argues that there is a truly compelling need, in the interests and welfare of the current and future students and taxpayers, to increase the starting salaries of teachers in order to attract highly qualified college graduates.

It is the District's position that its offer does not change the "status quo." The District contends the evidence demonstrates that the District salary schedule structure has been changed from year to year since 1981-1982. The District points out that the starting salaries received one of the higher increases in one of the three recent revisions but were given the lowest increases in the other two years.

The District claims that several of the surrounding school districts have given higher increases to the starting salaries for 1985-86.

With respect to the selection of comparable districts, the District argues that the appropriate comparables are the other school districts in Washington County. Because of the mixed urban and rural composition of the District, the District contends that the best grouping of comparables is all of the school districts in Washington County. According to the District, the school districts in Washington County are basically subject to the same economic conditions.

Utilizing both percentage increases and dollar increases, the District contends its offer is identical with the pattern of settlements reached in the other comparable school districts. The District asserts that its offer maintains its benchmark ranking among comparable school districts, while the Association's offer would drop the District from sixth to seventh place at the BA Minimum and MA Minimum. The District says that its offer results in dollar increases at the benchmarks that are very consistent with the average dollar increases granted in the other comparable districts.

The District argues that the economic plight of the farm economy demands the selection of the District's final offer. It points out that farm commodity prices dropped in September 1985--the seventh consecutive monthly drop. The value of farmland in Washington County dropped 10.56% last year.

It is the District's position that its offer is more in line with increases in the Consumer Price Index than the Association's. The District contends that its final offer exceeds private sector wage increases, which have ranged from three to six percent between March 1984 and 1985 and are predicted to be around six percent for the balance of 1985.

According to the District, there is no support for the Association's offer to increase the district's payment of health insurance premiums for voluntary early retirees. The District points out that, among the 13 school districts in Washington County, only four (Hartford Elementary, Hartford High, West Bend, and Slinger) had early retirement programs in 1985-86. In the three Washington County districts with early retirement programs, the districts pay the full cost of the premium cost, but only for a period of three years.

V. DISCUSSION

A. COMPARABLE DISTRICTS

The purpose of comparing wages, hours, and other conditions of employment of comparable employers is to obtain guidance in determining the pattern of voluntary settlements among the comparables as well as the wage rates paid by these comparable districts for similar work. In determining which employers are appropriate comparables, arbitrators generally take into account such factors as size, geographical location, number of employees, and equalized valuation.

Because of the desire to promote competition, one of the most important considerations in selecting schools for inclusion in an athletic conference is size of the student body. The criteria for inclusion in an athletic conference

is not the same as the criteria for selection of appropriate comparables in mediation/arbitration. There is ample precedent for not adopting an athletic conference as the comparable group, when many of the conference schools are influenced by the markets of a major metropolitan area and others are not. Waupun Schools, Dec. 21862-B (Vernon, 1985).

Because such a large portion of the cost of public education is paid for with property taxes on property within the district, the economic conditions within the districts claimed to be comparable are of considerable importance. In the absence of evidence to the contrary, districts in the same geographical area can be assumed to have similar economic conditions. If the economic conditions are significantly dissimilar, then the comparisons are of little value.

Not only are New Berlin, Brown Deer, Franklin, Menomonee Falls, New Berlin, Pewaukee, St. Francis, Whitnall and Nicolet some distance from the District, unlike Slinger they can be considered as suburbs of Milwaukee. These districts are more strongly influenced by the economic conditions of the Milwaukee metropolitan area than is Slinger. There is ample precedent for not adopting an athletic The economic conditions in those districts have not been shown to be similar to those in the Slinger District.

In West Bend Schools, Dec. 19443-B (Fleischli, 1982), Arbitrator Fleischli ruled that Brown Deer, Franklin, St. Francis, Whitnall, and New Berlin were not appropriate comparables in a case involving the West Bend School District. If those districts were not appropriate comparables for West Bend, there is even less reason for finding them to be comparables to Slinger. In his decision Arbitrator Fleischli ruled that Slinger was an appropriate comparable to West Bend.

This Arbitrator has never found that secondary or "Tier II" comparables are of probative value in an interest arbitration. Districts are either comparable or they are not. There is a further reason for not utilizing the Tier II comparables proposed by the Association. Although many of the districts proposed as comparables by the Association were held to be comparables to Hartford High School District by Arbitrator Johnson in Hartford High School, Dec. 20109-B (Johnson, 1983), Slinger was not mentioned as a comparable. Accord, Menomonee Fall Schools, Dec. 19673-B (Seitz, 1983); Whitnall Schools, Dec. 17727-B (Gratz, 1981); Cedarburg Schools, Dec. 19923-B (Zeidler, 1983); Arrowhead Schools, Dec. 17636 (Gratz, 1981). Since these arbitrators have not found Slinger to be an appropriate comparable in cases involving these other districts, there is little reason now to use those districts as comparables in this case.

On the other hand, in Hartford Elementary School, Dec. 17589 (Imes, 1980), Arbitrator Imes ruled that Richfield No. 2, Hartford High School, Kewaskum, and Slinger, had great similarities with Hartford Elementary School District and were appropriate comparables.

While some District teachers have indicated they sometimes shop in the Milwaukee metropolitan area or go to the Milwaukee area for entertainment or other reasons, this does not provide an adequate reason for using school districts in the Milwaukee metropolitan area as the comparable districts in this proceeding. As discussed above, it is the economic conditions within the District--not those in Milwaukee--that are of prime importance here.

Of the districts proposed as comparables by the Employer that have settled for the 1985-86 school year, Erin and Herman are substantially smaller than Slinger--neither employs more than 11 teachers. The Association is correct in asserting that these districts are simply too small to compare with the District in this proceeding.

Accordingly, it is determined that the appropriate school districts for comparison here (using only districts that have settled for 1985-86 and excluding Richfield #11 because changes in its salary schedule are nearly impossible to compare with the changes proposed here) are:

Hartford Elementary
Hartford High School
West Bend
Germantown
Richfield No. 2

B. WAGES

1. **LAWFUL AUTHORITY OF THE EMPLOYER.** The lawful authority of the Employer is not at issue in this proceeding.

2. **STIPULATIONS OF THE PARTIES.** There are no stipulations of the parties relevant to this arbitration proceeding.

3. **ABILITY TO PAY AND INTERESTS AND WELFARE OF THE PUBLIC.** There is no claim the District lacks the ability to pay either offer. Economic conditions and various reports on the state of education are considered under a later criterion.

4. **COMPARISON OF WAGES, HOURS, AND CONDITIONS OF EMPLOYMENT.** The 1985-86 salary percentage increases in the comparable districts range from 7.7% to 8.5%. The average and median percentage increase in the comparables is 8.1%. The District's offer of an 8.1% increase is the same as the

median and average increase in the comparables while the Association's offer of 9.4% is 1.3% higher than the median and average.

The 1985-86 dollar increases in salary in the comparable districts range from \$2,079 to \$1,909, The average dollar increase is \$2,014 and the median increase is \$2,034. The District's offer of an average increase of \$1,877 per teacher is \$137 below the average and \$157 below the median. The Association's offer of an average increase of \$2,175 is \$161 above the average and \$141 above the median.

Because of the complexities of teacher salary schedules, arbitrators in public education interest arbitrations have frequently found a comparison of selected positions ("benchmarks") on the teacher salary schedules to be helpful in evaluating the reasonableness of the parties' proposals. The most frequently used benchmarks are BA Minimum, BA Seventh, BA Maximum, MA Minimum, MA Tenth, MA Maximum, and Schedule Maximum.

Under both parties' offers, the District will maintain the same ranking at all the benchmarks except the BA Minimum, whereas the District's offer improves the District's ranking from last to next to last.

At the BA Minimum Benchmark, dollar increases range from \$1,013 to \$1,749. The average dollar increase in the comparables is \$1,302 and the median increase is \$1,309. The District's offer (an increase of \$1,705) is \$403 above the average and \$396 above the median. The Association's offer (an increase of \$1,141) is \$161 below the average and \$168 below the median.

The range of salaries for 1985-86 at this benchmark is from \$16,988 to \$17,668. The average BA Base salary is \$17,274 and the median BA Base salary is \$17,250. The District's offer (\$17,080) is \$184 below the average and \$160 below the median. The District's offer would give the District the next to lowest starting salary. The Association's offer (\$16,516) would provide the lowest starting salary among the comparables. Its offer is \$758 below the average and \$734 below the median.

At the BA Seventh Benchmark, dollar increases range from \$1,463 to \$1,089. The average dollar increase is \$1,225 and the median dollar increase is \$1,159. The District's offer (an increase of \$1,192) is \$33 below the average and \$33 above the median. The Association's offer (an increase of \$1,457) is \$232 above the average and \$298 above the median.

At the BA Maximum Benchmark, dollar increases in the comparables range from \$1,488 to \$937. The average dollar

increase is \$1,319 and the median dollar increase is \$1,463. The District's offer (an increase of \$1,379) is \$60 above the average and \$84 below the median. The Association's offer (an increase of \$1,688) is \$369 above the average and \$225 above the median.

At the MA Minimum Benchmark, dollar increases in the comparable districts range from \$2,140 to \$1,165. The average dollar increase is \$1,707 and the median increase is \$1,873. The District's offer (an increase of \$1,926) is \$219 above the average and \$53 above the median. The Association's offer (an increase of \$1,289) is \$418 below the average and \$584 below the median.

At the MA Tenth Benchmark, dollar increases in the comparables range from \$1,800 to \$1,362. The average dollar increase is \$1,643 and the median dollar increase is \$1,712. The District's offer (an increase of \$1,520) is \$123 below the average and \$192 below the median. The Association's offer (an increase of \$1,844) is \$201 above the average and \$132 above the median.

At the MA Maximum Benchmark, dollar increases in the comparables range from \$1,948 to \$1,499. The average dollar increase is \$1,751 and the median dollar increase is \$1,823. The District's offer (an increase of \$1,654) is \$97 below the average increase and \$169 below the median increase. The Association's offer (an increase of \$2,023) is \$272 above the average and \$200 above the median increase.

At the Schedule Maximum Benchmark, increases in the comparables range from \$2,627 to \$1,573. The average dollar increase is \$2,077 and the median dollar increase is \$2,048. The District's offer (an increase of \$1,831) is \$246 below the average increase and \$217 below the median increase. The Association's offer (an increase of \$2,239) is \$162 above the average increase and \$191 above the median increase.

5. INCREASE IN THE COST OF LIVING. Depending upon the particular Consumer Price Index (All Cities, Milwaukee Area, Urban Wage Earners, All Urban Consumers) used, the increase in the cost of living as measured by the CPI for the period between July 1984 and July 1985 ranged from 2.6% to 3.8%. Both offers provide salary increases that are more than twice the increase in the cost of living as measured by the CPI.

6. TOTAL COMPENSATION. The Association's final offer would result in a 1985-86 average salary of \$25,235 and the District's would result in a 1985-86 average salary of \$24,937 (a difference of \$298). The total salary cost of the Board's final offer is \$2,743,107 and the total salary cost of the Association's is \$2,775,903--a difference of \$32,796.

7. CHANGES DURING PENDENCY OF ARBITRATION. The parties did not bring to the Arbitrator's attention any relevant changes during the pendency of arbitration.

8. OTHER FACTORS.

a. ECONOMIC ENVIRONMENT

This criterion recognizes collective bargaining is not isolated from those factors which comprise the economic environment in which bargaining occurs. See Cudahy Schools, Dec. 19635-B (Gundermann, 1982); Madison Schools, Dec. 19133-B (Fleischli, 1982). Slinger is a mixed urban and rural district, The evidence shows that farm commodity prices dropped in September 1985 for the seventh consecutive month. The value of farmland in Washington County declined by 10.56% during the past year.

b. REPORTS ON PUBLIC EDUCATION

Several reports, including the reports of the National Commission on Excellence in Education and the Wisconsin Public School Superintendent's Task Force on Teaching and Teacher Education, have asserted that salaries for the teaching provision must be increased and should be "professionally competitive, market sensitive and performance-based." The Task Force called for a minimum starting salary of \$20,000 for teachers. The Governor's 1985 budget request asked for a minimum teacher's salary of \$18,000 per year and new teacher preparation standards. Some of the reports also call for improved teacher preparation and performance.

c. CHANGES IN THE SALARY SCHEDULE

There have been frequent changes in the District salary schedule. The increases to the 1981-82 salary schedule involved different dollar and percentage increases to each cell, resulting in a change in the structure of the 1980-81 salary schedule. In 1982-83 the salary schedule remained the same as each cell of the salary scheduled was increased by the same percentage (5.7%).

The 1983-84 salary schedule negotiations resulted in increases to the master's degree lanes were much higher than the increases to the bachelor degree lanes. In addition, the first step was eliminating, reducing the number of steps from 14 to 13. Negotiations resulted in a 1984-1985 salary schedule structure different than the 1983-84 schedule. The top steps received higher increases than the bottom steps. The starting steps received the lowest increases. 1985-86 negotiations resulted in increases to the starting steps larger than the increases to other steps in the salary schedules of Hartford Elementary School District, Hartford

High School District, and West Bend School District.

The total additional cost of the District's higher increase at the bottom of the schedule amounts to \$1,868. If the 1984-85 salary schedule were retained and this sum distributed equally to all 110 teachers in the District, the 18 teachers at the top step of the BA+20 lane would receive only \$21 more per year and the 15 teachers at the top step of the MA lane would receive \$23 per year more.

C. HEALTH INSURANCE FOR EARLY RETIREES

Under the existing contract teachers can take voluntary early retire between the ages of 55 and 65. The contract provides that the District will pay 80% of the health insurance premium in existence at the time a teacher elects early retirement until the retiree reaches age 65.

Hartford Elementary, Hartford High, and West Bend have early retirement programs where the districts pay 100% of the premium for a period of three years.

VI. CONCLUSION

A. WAGES

Based upon the totality of the record, it appears that the District's salary offer is more in accord with the statutory criteria than the Association's. The District's offer is closer to the percentage pattern of settlements reached in the comparable districts than the Association's. In addition, the District's offer is closer to the increases in the other comparable districts in five of the seven benchmarks (including BA Max and MA Max).

Because the District's offer grants a salary increase more than twice the increase in the CPI, the District's offer provides a salary increase that makes up some of the difference between teacher salaries and the salaries of other occupations. While not providing as large an increase as many teachers may wish and while costing more than many District taxpayers may like, the District's offer strikes a reasonable and appropriate balance between the needs of the teachers and the taxpayers.

The District's offer is consistent with the findings of the Task Force on Teaching stressing the importance of more competitive beginning salaries. While the Association's offer addresses only the problem of retaining experienced teachers, the District's offer addresses both the issue of retaining experienced teachers and the issue of attracting new teachers. Even so, the District's offer still falls short of the \$18,000 starting salary urged by the Governor (but not as far short as the Association's offer).

The District's proposal increases the starting salary without reducing the amount of the increment increase of the more experienced District teachers. While improving the salary schedule provisions relating to new teachers, the District's proposal does not change the salary schedule ratios for the experienced teachers. Thus, experienced teachers will not be deprived of any benefits as a result of their obtaining more college credits or advanced degrees. In addition, the benchmark analysis shows that the District's offer compares very well with the increases granted by the comparable districts at the BA Seventh, BA Maximum, the MA Tenth, and the MA Maximum.

The annual negotiated changes in the structure of the salary schedule since 1980-81 demonstrate there is no long standing salary schedule structure in the District to protect. Furthermore, the findings and recommendation of the Task Force on Teaching, the Governor's budget proposals, and other reports by organizations studying the state of education provide compelling reasons for accepting the District's proposal to increase the starting salary.

Finally, the District's offer of 8.1% is quite reasonable given the serious problems facing rural school districts as a result of the decline in the farm economy. See New Holstein Schools, Dec. 22898 (Yaffe, 1986); Cadott Schools, Dec. 23050 (Rice, 1986). The District's offer is more responsive to the current economic situation in the District while it keeps the District in a competitive position to attract competent teachers, to retain valuable teachers now serving the District, and to give recognition to advanced degrees and training.

B. HEALTH INSURANCE FOR RETIREES

The evidence does not demonstrate a compelling reason to change the District's health insurance premium contribution for early retirees. The evidence shows that only three of the comparable districts have early retirement programs. Although these three districts pay 100% of the health insurance premiums for early retirees, they do so for only three years. The Association's proposal would require the District to pay 100% for up to ten years, giving District teachers a greater benefit than that enjoyed by teachers in any of the comparable districts. With the District paying a portion of insurance premiums until age 65, it would appear that early retirees in the District already enjoy a greater benefit than the early retirees in the other districts who only pay the premium for three years.

While the District may have realized some savings as a result of negotiating a new health care plan, in the absence of an agreement to do so this does not create an obligation to pass the savings on to early retirees. If the

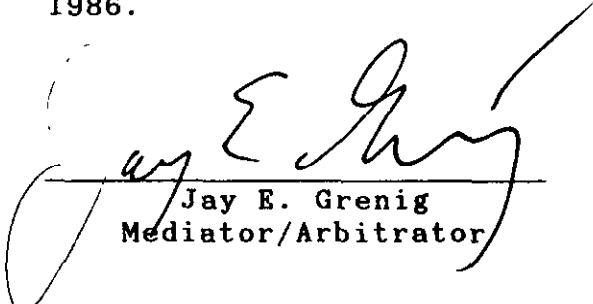
Association had wished to link acceptance of the new health care plan with increased benefits for early retirees, it should have done so when the new plan was negotiated.

Accordingly, the District's health insurance proposal is determined to be more reasonable than the Association's.

VII. AWARD

Based upon the criteria set forth in the Wisconsin Municipal Employment Relations Act and the arguments and relevant evidence submitted in this matter, it is concluded that the District's final offer is more reasonable than the Association's. The parties are directed to include the District's final offer in their collective bargaining agreement.

Executed at Waukesha, Wisconsin, this 30th day of May, 1986.



Jay E. Grenig
Mediator/Arbitrator

Name of Case: Slinger School District (Med-Arb 3324)

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

Sep 5, 1985
(Date)

Larry D. Hatke
(Representative)

On Behalf of: Slinger Education Association

FINAL OFFER OF THE CLINGER EDUCATION ASSOCIATION SEPTEMBER 5, 1985

1. SALARY SCHEDULE AS SHOWN BELOW. NO CHANGE IN THE INDEX OR STRUCTURE.
2. ARTICLE XI, PARAGRAPH C. THE VOLUNTARY EARLY RETIREMENT HEALTH INSURANCE CONTRIBUTION BY THE DISTRICT SHALL BE INCREASED TO 100%.
3. ALL OTHER PROVISIONS OF THE PRIOR (1984 85) COLLECTIVE BARGAINING AGREEMENT SHALL REMAIN IN FULL FORCE AND EFFECT EXCEPT AS MODIFIED BY THE PARTIES OR AN ARBITRATOR'S DECISION.

SALARY SCHEDULE

STEP	D.A.	DA:10	DA:20	M.A. (BA+45)	MA:12	MA:20	MA:30
1.0	16516	17176	17836	18663	19323	19984	20645
2.0	17176	17836	18550	19410	20097	20703	21471
3.0	17836	18550	19264	20156	20867	21502	22297
4.0	18663	19410	20156	21070	21836	22563	23320
5.0	19480	20267	21040	22022	22801	23581	24360
6.0	20311	21127	21939	22956	23767	24581	25392
7.0	21139	21985	22830	23899	24731	25579	26425
8.0	21966	22844	23723	24822	25708	26578	27457
9.0	22792	23703	24615	25751	26667	27579	28490
10.0	23617	24562	25507	26600	27622	28577	29522
11.0	24443	25420	26390	27621	28599	29577	30551
12.0				28551	29565	30575	31506
13.0				29388	30330	31375	32412

C.R. a-10-85

FOR THE ASSOCIATION

Larry D. Hatke

Name of Case: Sluizer School District (Mid-Act 3324)

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

9/5/85
(Date)

[Signature]
(Representative)

On Behalf of: Sluizer School District

~~1~~
~~2~~ B
~~4-5-85~~
~~7-1-85~~

Final Offer of
Slinger School Board
9/5/85

The 1984-85 contract is to be continued for a one year term (for the 1985-1986 school year) except as modified by the previously agreed items and the attached salary schedule.

Oger Walsh

JEW
9/5/85

Proposed Salary Schedule

CR
9-16-85

MA/B.A+45

STEP	BA	B+10CR .04	B+20CR .08	MASTER .13	M+12CR .17	M+20CR .21	M+30CR .25
BASE	17080	17763	18446	19300	19984	20667	21350
2	17541	18243	18944	19822	20523	21225	21926
3	18002	18722	19443	20343	21063	21783	22503
4	18463	19202	19941	20864	21602	22341	23079
5	19249	20019	20789	21752	22522	23291	24061
6	20069	20872	21675	22678	23481	24283	25086
7	20872	21707	22542	23585	24420	25255	26090
8	21692	22559	23427	24512	25379	26247	27115
9	22511	23412	24312	25438	26338	27239	28139
10	23331	24265	25198	26364	27298	28231	29164
11	24134	25099	26065	27271	28237	29202	30168
12				28198	29196	30194	31192
13				28931	29955	30980	32004

EXHIBIT B-3

Law
9/5/85