

JUN 17 1986

EDWARD B. KRINSKY, INC.
EDWARD B. KRINSKY, ARBITRATOR
2021 CHAMBERLAIN AVENUE
MADISON, WISCONSIN 53705
(608) 257-1060 OR 231-1898

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

* * * * *
In the Matter of the Petition of:
FORT ATKINSON EDUCATION
ASSOCIATION INCORPORATED
To Initiate Mediation-Arbitration
Between Said Petitioner and
FORT ATKINSON SCHOOL DISTRICT
* * * * *

Case 16
No. 35369 MED/ARB-3397
Decision No. 23009-A

Appearances:

William G. Bracken, Director of Employee Relations, Wisconsin Association of School Boards, for the District.

A. Philip Borkenhagen, Executive Director Capital Area UniServ-North, for the Association.

On November 12, 1985 the Wisconsin Employment Relations Commission appointed the undersigned as mediator-arbitrator in the above-captioned matter. A mediation attempt was made on February 13, 1986 at Fort Atkinson, Wisconsin but was unsuccessful. On that same date an arbitration hearing was held. No transcript of the proceedings was made. At the hearing the parties had the opportunity to present evidence, testimony and arguments. The record was completed with the receipt by the arbitrator of the parties' reply briefs on April 23, 1986. Except for correction of errors in exhibits, the parties agreed that the evidentiary record was closed at the conclusion of the hearing.

There are two issues in dispute in this case, salary schedule and layoff notification. The parties' final offers are attached to this decision.

The statute directs the arbitrator to give weight to certain specified criteria. (111.70(4)(cm)7) In the present case there is no dispute between the parties with regard to several of the criteria: (a) the lawful authority of the municipal employer; (b) stipulations of the parties; (c) (in part) ...the financial ability of the unit of government to meet the costs of any proposed settlement; (f) the overall compensation presently received by the municipal employees; (g) changes in (a-e) during the pendency of the arbitration proceedings."

The parties' disagreement, is about how their final offers relate to the remaining criteria: (c) the interests and welfare of the public; (d) comparisons; (e) cost of living; and (h) such other factors which are normally or traditionally taken into consideration in the determination of wages, hours, and conditions of employment...:

Comparisons

The parties differ concerning which districts should be utilized for purposes of determining comparability. Both sides include as comparable the six other schools of the Badger Athletic Conference (Oregon, Monona Grove, Sauk-Prairie, Stoughton, Middleton, Fort Atkinson and Monroe). Both also view as comparable the districts of Edgerton, Jefferson and Whitewater. These nine additional districts are the ones that Arbitrator Kerkman found to be comparable in his 1979 mediation-decision between these parties. He stated:

(p. 5 Decision No. 17103-A MED/ARB-379

A review of the evidence satisfies the undersigned that the comparables upon which both parties rely in common give a sufficient cross section for the purposes of determining comparables in this dispute. The undersigned will consider as comparables, then, the Badger Athletic Conference, plus the three districts which both parties agree are comparable outside of the conference, Jefferson, Edgerton and Whitewater.

In the current dispute the Association urges the arbitrator to look beyond the Athletic Conference to districts within a 30-mile radius, and to districts statewide. The District contends that if there is a need for additional comparisons, consideration should be given to contiguous districts and the Special Education Consortium.

The arbitrator has considered the arguments of both parties. He notes that both parties view the districts identified by Arbitrator Kerkman as appropriate comparisons. Neither party has persuaded the arbitrator that its additional comparisons are more appropriate than the ones identified by Arbitrator Kerkman. Therefore, for purposes of this proceeding, comparisons will be made only to the Badger Athletic Conference districts, plus Jefferson, Edgerton and Whitewater, the districts that the District refers to as the "Kerkman - 10."

Salary

The Association calculates its final offer as an 8.82% total package increase. The salary increase is 8.73%, or an average of \$2045 per returning teacher. It calculates the District's offer as a 5.98% total package increase. The salary increase is 5.73%, or an average of \$1341 per returning teacher. With fringe benefits added the Board calculates that the average teacher will receive \$1843 under its offer and \$2714 under the Association's offer. The difference between the final offers is \$871 per teacher or a total of \$143,759 according to the Board.

What follows is an analysis of the parties' dispute taking into account the statutory criteria.

Criterion (c) directs the arbitrator to look at the "interests and welfare of the public." The District argues that special consideration should be given to Fort Atkinson's "rural make-up as opposed to the suburban districts surrounding Madison (which are part of the comparability group)." It cites the fact that 75% of the

land in Jefferson County is devoted to farming and Fort Atkinson's livelihood "is dependent upon the agricultural economy and other small businesses." It also cites the fact that the District has the highest tax rate of all of the conference schools, and one of the highest tax rates in the state. The District urges tax relief for its taxpayers and cites the problems faced by the local, state and national economies as supporting its position. It devotes many of its exhibits to the plight of the farming economy. In terms of local farm conditions, it notes that the value of Wisconsin farm land dropped an average of 9% in 1985, whereas in Jefferson County the decline was 13.42%. (In Dane County in which some of the comparison districts are located, the figure was 10.9%.) The District also notes that in 1985 Jefferson County's unemployment rate was 8.8% in comparison to the state's overall 7.0% rate.

The District argues that the present case is one in which the general public interest and the interest of the District's Union-represented employees do not coincide. It argues:

..the Arbitrator should place more emphasis on the general economic conditions than the sketchy, imprecise and incomplete settlement pattern established in the comparable school districts in 1985-86.

...In light of the state of the economy and general economic hardships experienced by the taxpayers who must foot the bill, the Union's final offer will require taxpayers to shoulder a greater burden at a time when restraint and moderation are warranted. The increased state aid the District received this year was earmarked for property tax relief. There will not be any relief if all of the state aid ends up in the teachers' pockets.

The District also cites the plight of many businesses in Fort Atkinson and Jefferson County which are either closing or cutting back their operations. The result is hardship for taxpayers in lost jobs or reduced earnings and a lesser ability to pay taxes.

The Association argues that its offer comes closer than does the District's offer to paying teachers appropriately for their professional skills. It sees its offer as a competitive one which, unlike the District's offer, will not result in a larger salary gap between it and the competition which will have to be filled in subsequent bargains. The Association does not minimize the farm problem, but it points out that the District is not more rural than its competitors. It cites a District exhibit showing that three of the seven athletic conference districts have a higher percentage of taxes levied on rural property than does the District. The other three districts of the Kerkman-10 outside of the athletic conference also have greater percentages of rural property.

It is the arbitrator's opinion that the interest and welfare criterion favors the District's proposal. The District has offered a salary increase well in excess of the cost of living increase, and at a time when the offer made is also well in excess of most wage increases in the area in both the public and private sector, and at a time of serious problems in the farm and private sector economies in and around Fort Atkinson. It is also very much in the public interest and welfare for the District to employ and retain well-qualified teachers, paid at rates which are competitive. The Association's offer accomplishes that to a greater degree than District's, but on balance at this time, the District's offer more fully reflects the interests and welfare of the public.

Criterion (d) directs the arbitrator to look at comparisons of various kinds. One of them is with other teachers. The Association presents benchmark data on four Badger Conference schools whose 1985-86 contracts are settled. The District contends that there are unique aspects of those settlements which make only one of them relevant for comparison purposes. The Association also presented the final offers of the parties in Whitewater, thus making comparisons possible with that District.

The District's arguments with respect to benchmarks are discussed further below. While there is some debate that may be relevant concerning the meaning to be attached to benchmarks at internal points on the salary schedule where non-traditional settlements have occurred, it would appear to the arbitrator that the minima and maxima are not in controversy. That is, beginning teachers can be compared with one another, and those earning at the top step of a lane can be compared with one another, even if BA-7 is not meaningful because it means different things in different districts because of what has been done to the schedule.

The following data are shown for those districts for 1984-85 and 1985-86 where the 1985-86 data are known. For 1985-86 the Whitewater District's final offer is indicated, showing the lowest figure that will result from the pending arbitration there.

BA-Min

<u>District</u>	<u>1984-85</u>	<u>Ft. Atkinson Rank</u>	<u>1985-86</u>	<u>% Increase</u>	<u>Ft. Atkinson Rank</u>
Middleton	14,300		15829	10.7%	
Monona Grove	14,700		15750	7.1%	
Oregon	14,800		16500	11.5%	
Sauk-Prairie	14,360		15465	6.2%	
Whitewater	14,700		15691 (Bd. Offer)	6.7%	
Ft. Atkinson (Dist)	14,225	6	14877	4.6%	6
Ft. Atkinson (Assn)			15300	7.6%	6
Ft. Atkinson (distance from 5-district median)	(-\$475)		(-\$873) - Dist offer (-\$450) - Assn offer		

BA-Max

<u>District</u>	<u>1984-85</u>	<u>Ft. Atkinson Rank</u>	<u>1985-86</u>	<u>% Increase</u>	<u>Ft. Atkinson Rank</u>
Middleton	18304		19482	6.4%	
Monona Grove	22050		23625	7.1%	
Oregon	19314		21314	10.4%	
Sauk-Prairie	20384		21651	6.2%	
Whitewater	20171		21526 ^(Bd. offer)	6.7%	
Ft. Atkinson (Dist.)	18777	5	19638	4.6%	5
Ft. Atkinson (Assn.)			20196	7.6%	5
Ft. Atkinson (Distance from 5-District median)	(-\$1394)		(-\$1888) - Dist offer (-\$1330) - Assn offer		

MA-Min

<u>District</u>	<u>1984-85</u>	<u>Ft. Atkinson Rank</u>	<u>1985-86</u>	<u>% Increase</u>	<u>Ft. Atkinson Rank</u>
Middleton	16016		17769	10.9%	
Monona Grove	16464		18030	9.5%	
Oregon	16650		18650	12.0%	
Sauk-Prairie	15860		16590	4.6%	
Whitewater	16170		17260 ^(Bd. offer)	6.7%	
Ft. Atkinson (Dist.)	15932	5	16662	4.6%	5
Ft. Atkinson (Assn.)			17136	7.6%	5
Ft. Atkinson (Distance from 5-District Median)	(-\$238)		(-\$1107) - Dist offer (-\$633) - Assn. offer		

MA-Max

<u>District</u>	<u>1984-85</u>	<u>Ft. Atkinson Rank</u>	<u>1985-86</u>	<u>% Increase</u>	<u>Ft. Atkinson Rank</u>
Middleton	26205		27891	6.4%	
Monona Grove	27489		29453	7.1%	
Oregon	25808		27808	7.7%	
Sauk-Prairie	25852		27327	5.7%	
Whitewater	25172		26871 (Bd. offer)	6.7%	
Ft. Atkinson (Dist.)	24467	6	25588	4.6%	6
Ft. Atkinson (Assn.)			26316	7.6%	6
Ft. Atkinson (Distance from 5-District Median)	(-\$1385)		(-\$2220) - Dist. offer (-\$1492) - Assn. offer		

Schedule Max

<u>District</u>	<u>1984-85</u>	<u>Ft. Atkinson Rank</u>	<u>1985-86</u>	<u>% Increase</u>	<u>Ft. Atkinson Rank</u>
Middleton	28707		30554	6.4%	
Monona Grove	30429		32603	7.1%	
Oregon	28102		30102	7.1%	
Sauk-Prairie	27156		28631	5.4%	
Whitewater	27296		29136 (Bd. offer)	6.7%	
Ft. Atkinson (Dist.)	27739	4	29010	4.6%	5
Ft. Atkinson (Assn.)			29835	7.6%	4
Ft. Atkinson (Distance from 5-District Median)	(-\$968)		(-\$1092) - Dist. offer (-\$267) - Assn. offer		

These benchmarks suggest that neither offer is favored in terms of the District's ranking in comparison to the five other districts. (It should be noted that if anything use of these comparisons favors the District, since for Whitewater it is the district's final offer that is used. Were the association offer implemented at Whitewater, the District's position in this proceeding would worsen. Similarly, there is provision for a reopener of wages in the Sauk-Prairie contract. The figures used in these comparisons are pre-reopener. Assuming for argument's sake that there is additional salary increase given in Sauk Prairie, the District's position in this proceeding would worsen).

The rankings remain unchanged at the BA-min, BA-max, MA-min and MA-max whichever offer is implemented. At the schedule-max, the Association's offer maintains a number-4 ranking, whereas the District's offer results in a number-5 ranking.

These same comparisons are much more revealing when the relationship of the offers is shown in comparison to the median salaries of the five other districts at the benchmarks. At the BA-min the Association offer results in an improvement in relationship to the median of \$25, while the District offer results in a deterioration of almost \$400 in relationship to the median.

At the BA-max the Association's offer produces an improvement of \$64 in relationship to the median, while the District's offer results in deterioration of almost \$500.

At the MA-min, both offers result in deterioration in relationship to the median, the Association by almost \$400, the District by \$869.

At the MA-max both offers result in deterioration in relationship to the median, the Association by \$107, the District's by \$835.

At the Schedule-max the Association offer produces a \$700 improvement in relationship to the median, while the District offer produces deterioration of about \$125.

Based on these comparisons, the Association's offer clearly maintains the relationship of Fort Atkinson to these five other comparable districts better than does the District's offer at these benchmarks. One can only speculate about the relationship to the median if all of the Kerkman-10 districts were settled. It is perhaps the case that the comparison districts which have settled are the higher paying ones, as the District asserts, in which case the results might not be as clearly favorable to the Association position as appears to be the case.

The District argues that benchmarks should not be used for comparisons in this proceeding because three of these settled conference districts have agreed to changes in their salary schedules which are non-traditional and which, according to the District, produce distortions in making comparisons. Oregon raised its base \$1700 and each other step \$2000. Jefferson eliminated the first two steps of its salary schedule. As indicated above, Sauk-Prairie has a reopener provision. The District argues, "it is simply wrong to compare a district that has not adopted unique, hybrid variations on its own salary schedule to other schools that have."

As explained above, the arbitrator believes that the District's argument has some relevance in looking at BA-7 or MA-10, for example. If the salary schedule has been altered in some of the ways described above, it is not clear what meaning the comparison has if BA-7 no longer reflects a teacher with seven years of experience, or MA-10 does not reflect a teacher with ten years of experience. For that reason, in deference to the District's position, the arbitrator has not shown the comparisons for these benchmarks. In his view those arguments are less significant at the minima and maxima of the schedule and that is why those comparisons have been shown above.

The arbitrator does not share the District's view that because only one district in the Athletic conference settled in a traditional way for 1985-86, therefore no comparisons are relevant and no pattern can be discerned. The District had a relationship with the other five districts compared above in 1984-85, and regardless of what method of salary increase was used in those districts for 1985-86, it is still relevant to look at the District's position in relationship to them in 1985-86.

The District argues that in 1984-85 it granted salary increase averaging 1% more than the comparable districts, and .5% higher total package than the comparable districts. It states, "There is no reason for Fort Atkinson to continue that trend." The comparisons made above would suggest that the District's offer is losing ground in comparison to the median of five of the other nine districts. The District has not demonstrated to the arbitrator why that should be the case, and thus the arbitrator is not persuaded by the District's arguments about its relative generosity in 1984-85. If there was some relative improvement because of the salaries paid by the District in 1984-85, it appears that an increase of the magnitude contained in the Association offer is necessary in order to maintain the salary relationships attained in 1984-85.

The District argues as follows:

The Board questions why in a more difficult economic environment than last year, salaries should be increased by nearly two percent above last year's average rate as would occur under the Union's final offer

...

The Board submits that the Union cannot present any rational or persuasive reason why they need a larger increase than last year's settlement. In fact, the Board believes the economy has changed so drastically as to warrant a reduction in the Board's average settlement of just one short year ago.

It is clear from the data shown above with regard to benchmarks, that both in terms of the relationship of the District's offer to the median of these five other district and in terms of percentage increases, the District's offer is well below what the comparison districts have done thus far for 1985-86, the problems in the economy notwithstanding. The Association's offer is somewhat higher than what has occurred in some of these comparison districts, but the Association offer appears to be a good deal closer to what the others are doing than is the District's offer.*

*Much of the District's argument is based on its contention that its teachers receive a high average salary in relationship to the average salary paid in other districts. This reflects the fact that a disproportionately large number of the District's teachers are at the top of the schedule, compared to the situation in the other districts. It does not mean that the District's salary schedule is competitive or that the District's senior teachers are well paid in relation to those in the other districts. The arbitrator believes that the relationship of District salaries to the median of other districts' salaries at the benchmarks is a better measure than average salaries for making salary comparisons.

Based on the available data presented about comparisons between Fort Atkinson and five of the other Kerkman-10 districts for 1985-86, it is the arbitrator's conclusion that the Association's offer is the one supported by the data.

The statute at criterion (d) also directs the arbitrator to look at comparisons with "other employees generally in public employment in the same communities..."

The District submitted evidence indicating that State of Wisconsin employees received a 6% increase in wages for 1985-86 (from July through June). Jefferson County employees at Countryside Home and in the Highway Department agreed to contracts of 4% in 1985 and 4.4% in 1986. Sheriff's employees received a 4% increase for one year. Fort Atkinson's unionized city employees received increases of 4.25% for 1985.

The statute also directs the arbitrator at criterion (d) to make comparisons "...in private employment in the same community and in comparable communities." The District produced evidence showing that Stoppenbach, Inc. employees, located in Jefferson, received a 25-cent increase on December 15, 1985, on top of wages in the \$9-9.50 range. Jones Dairy Farm employees agreed to a 75-cent increase, on top of wages of \$8.50, over the next 18 months, but also closed part of its operations eliminating 150 jobs.

Thomas Industries, an employer of 115 employees announced that it would close its Fort Atkinson plant. Schweiger Industries (Jefferson) employees agreed to a three year contract in which there are wage cuts in the first year and partial restoration of the amounts cut in the second and third years.

Schweiger Industries shut down its trucking operation, with a resulting loss of 85 jobs. In April, 1985 employees at Butler Livestock Systems in Fort Atkinson accepted a one-year cut in base wages of \$1.44.

In March, 1985, Johnson Hill Pres, Fort Atkinson, dismissed 17 employees, in a move related to the depressed farm economy. Hamlin, Inc. of Lake Mills laid off 52 employees in January, 1986.

The District makes the following arguments in its brief:

Given the fact that many employes have accepted wage cuts in the area...the comparability criterion...show(s) that the Union's offer of 8.8% is clearly out-of-bounds of what is a reasonable increase in Fort Atkinson. The harsh economic times being faced by other wage earners in and around the Fort Atkinson area dictate moderation in any salary and fringe benefit increase. Unlike other area employers, the Board is still granting an offer that is above the going wage rate increase in the area.

The Association does not take issue with the District's evidence of difficult economic times for many companies and individuals in the Fort Atkinson area. It argues, however, that the picture is not as bleak as that painted by the District, and that there is no evidence suggesting that the economy faced by the Fort Atkinson School District is worse than that faced by the comparable school districts whose offers support the Association's salary offer.

The Association notes also based on District exhibits that a Stoppenbach employee earns a starting salary of over \$18,000 per year; a Jones employee over \$17,000; a Butler starting employee over \$21,000. The Association notes newspaper editorial on the Thomas Industries closing, stating, "Fortunately for the city, several other local industries are expanding. They will help pick up the slack; but they will never fully replace Thomas Industries." The Association notes that while city workers took relatively low wage increases, the City paid increases of over 34% in their health insurance premiums for 1985. It notes that a starting policeman in the City receives a salary in excess of \$20,000.

The Association argues, in its brief:

In summary, some problems are shown not abnormally though, to exist which impact to some weight or measure on the Fort Atkinson economy. ...The District has unmistakably failed to separate itself to be lower in stature than the rest.

The arbitrator does not know the historic relationship between increases granted to teachers by the District and increases granted to other public and private employees in the Fort Atkinson area. It is his opinion, based on his review of the data for 1985-86 and arguments making comparisons with non-teacher public and private employees in the Fort Atkinson area, that those comparisons favor the District's offer more so than the Association's. The District's offer in excess of 6% is high in relationship to these comparisons.

In summary, the results for criterion (d) are mixed. Comparisons with teacher increases in five of the nine comparable districts for which data are available favor the Association. Comparisons with increases given to other public employees and to private employees in the Fort Atkinson area favor the District.

Criterion (e) is the cost of living factor. The cost of living during the year prior to the effective date of the Agreement being arbitrated here (July, 1984 to July, 1985) rose 3.8%. Both offers are in excess of that figure. (District - 6%; Association 8.8%) The District views its offer as assuring that teachers will not have their spending power reduced, and will in fact make real gains. It views the Association's offer as "unreasonable and excessive" measured against the changes in cost of living. The District argues also that there is no reason for an excessive increase this year, since the salaries of the District's teachers have increased over and above the changes in the cost of living over the last five years.

The Association does not produce figures to challenge the District's assertion of the salary gains made in relationship to the cost of living. The Association speculates, however, that the gains have not been as great for the many teachers who are at the top of their respective salary lanes.

The arbitrator is of the opinion that measured against the cost of living criterion in the statute, the District's offer is more reasonable than is the Association's offer. Even though it is much lower than the Association's offer, the District's offer is well in excess of the cost of living increase.

Lay Off Notification

The District proposes to change the date by which it must notify teachers of layoff for the next school year from the existing contractual date of February 28 to May 30. The District sees the February 28th date as "simply too early for the school board to make an informed and sound managerial decision regarding layoff. All of the facts that go into deciding what staffing requirements will be needed in the following school year are simply not available by February 28th." Under present conditions, the District argues, in order to protect itself the District may have to give layoff notices to more teachers than prove to be necessary, with resulting problems in morale.

In looking at comparisons with the Kerkman-10, the District notes that only one district has the same notice provision, (March 1) and three others have notice requirements later in the year (March 15, April 15, June 1). The other five districts have notice provisions ranging from 15 days to 90 days.

The Association position is that the existing February 28th date should be maintained, and it sees no justification for changing it. Moreover, the Association views the issue as essentially mooted for layoffs for the next school year. Also, the Association notes that in a prior arbitration between the parties, the 1979 Kerkman Award, the District there argued that existing contract language should be maintained unless the party proposing change has shown that the existing language is unworkable or inequitable, that there is an equivalent "buy out" or quid pro quo, or that there is a compelling need. The Association argues that none of these conditions exist in the present case.

The Association notes also that the February 28th language has been in the Agreement since 1979 and the District has not sought to change it until now.

At the arbitration hearing in the present case, the District presented no evidence or testimony demonstrating that there exist problems which are in need of being addressed. The District's brief engaged in general arguments about problems that may exist with an early notification date, but did not demonstrate that problems have actually occurred which must now be addressed.

The arbitrator notes that the existing February 28th date gives the District less flexibility than any of the other nine schools in terms of its layoff decisions. Under the District's proposal, three of the nine would continue to be more restrictive. The comparables would clearly seem to favor the District's move in the direction of less restriction.

In past cases, some of which the parties have cited, this arbitrator has been reluctant to support the use of arbitration rather than bargaining for changing existing contract language. The arbitrator is less concerned about it in a situation such as this one where comparability considerations clearly show that the change being sought is of a type that is in common use. The only troublesome aspect of the District's position is that it has not demonstrated that continuation of the existing language will cause problems based on its past experiences with it.

The arbitrator leans towards preferring the District's position on this issue. The parties have not persuaded the arbitrator that this issue is as important as

the salary item, and salary will therefore be determinative of the outcome of this case regardless of which party's proposal is preferred on layoff notification.

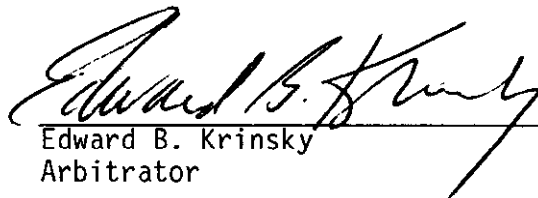
Conclusion

The arbitrator is required by statute to choose the offer of one party in its entirety. Having concluded that the Association's offer is preferable measured against the comparability criterion with other teachers, but the District's offer is preferable with respect to comparability with other public employees and private employees in the community, and is preferable also measured against the cost of living criterion and the interests and welfare of the public criterion, it is the arbitrator's conclusion that the District's final offer should be selected.

Based on the above facts and discussion the arbitrator hereby makes the following AWARD:

The District's offer is selected.

Dated this 9th day of June, 1986 at Madison, Wisconsin.



Edward B. Krinsky
Arbitrator

1985-86
SALARY SCHEDULE

YEARS	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA OR BA+36	MA+6	MA+12	MA+18	MA+24	MA+30
0	1.00 14,877	1.02 15,175	1.04 15,472	1.06 15,770	1.08 16,067	1.10 16,365	1.12 16,662	1.14 16,960	1.15 17,109	1.17 17,406	1.19 17,704	1.22 18,150
1	1.04 15,472	1.06 15,770	1.08 16,067	1.10 16,365	1.12 16,662	1.14 16,960	1.16 17,257	1.18 17,555	1.19 17,704	1.21 18,001	1.24 18,447	1.27 18,894
2	1.08 16,067	1.10 16,365	1.12 16,662	1.14 16,960	1.16 17,257	1.18 17,555	1.20 17,852	1.22 18,150	1.24 18,447	1.26 18,745	1.29 19,191	1.32 19,638
3	1.12 16,662	1.14 16,960	1.16 17,257	1.18 17,555	1.20 17,852	1.22 18,150	1.25 18,596	1.27 18,894	1.29 19,191	1.31 19,489	1.34 19,935	1.37 20,381
4	1.16 17,257	1.18 17,555	1.20 17,852	1.23 18,299	1.25 18,596	1.27 18,894	1.30 19,340	1.32 19,638	1.34 19,935	1.36 20,233	1.39 20,679	1.42 21,125
5	1.20 17,852	1.23 18,299	1.25 18,596	1.28 19,043	1.30 19,340	1.32 19,638	1.35 20,084	1.37 20,381	1.39 20,679	1.41 20,977	1.44 21,423	1.47 21,869
6	1.24 18,447	1.28 19,043	1.30 19,340	1.33 19,786	1.35 20,084	1.37 20,381	1.40 20,828	1.42 21,125	1.44 21,423	1.46 21,720	1.49 22,167	1.52 22,613
7	1.28 19,043	1.32 19,638	1.34 19,935	1.38 20,530	1.40 20,828	1.42 21,125	1.45 21,572	1.47 21,869	1.49 22,167	1.51 22,464	1.54 22,911	1.57 23,357
8	1.32 19,638	1.35 20,084	1.38 20,530	1.42 21,125	1.44 21,423	1.46 21,720	1.50 22,316	1.52 22,613	1.54 22,911	1.56 23,208	1.59 23,654	1.62 24,101
9			1.42 21,125	1.46 21,720	1.48 22,018	1.50 22,316	1.54 22,911	1.56 23,208	1.59 23,654	1.61 23,952	1.64 24,398	1.67 24,845
10			1.46 21,720	1.49 22,167	1.52 22,613	1.54 22,911	1.58 23,506	1.60 23,803	1.63 24,250	1.66 24,696	1.69 25,142	1.72 25,588
11					1.56 23,208	1.58 23,506	1.62 24,101	1.64 24,398	1.67 24,845	1.70 25,291	1.73 25,737	1.76 26,184
12							1.66 24,696	1.68 24,993	1.71 25,440	1.74 25,886	1.77 26,332	1.80 26,779
13							1.72 25,586	1.72 25,588	1.75 26,035	1.78 26,481	1.81 26,927	1.84 27,374
14								1.79 26,630	1.82 27,076	1.85 27,522	1.88 27,969	
15											1.89 28,118	1.95 29,010

RR
6/25/85

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OCT 08 1985

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

Name of Case: FORT ATKINSON SCHOOL DISTRICT

Case 16 No. 35369 MED/ARB-3397

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.

October 7, 1985

(Date)

Thomas J. Walsh

(Representative)

On Behalf of: Fort Atkinson Education Association, Inc.

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FORT ATKINSON SCHOOL DISTRICT

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

FINAL OFFER
OF THE
FORT ATKINSON EDUCATION ASSOCIATION, INC.

The Association proposes the provisions of the 1984-85 Collective Bargaining Agreement between the Fort Atkinson Education Association, Inc. and the Fort Atkinson School District Board of Education remain the terms of the 1985-86 Collective Bargaining Agreement with any stipulated agreements between the parties and the following amendments hereto, and as determined by the Mediator-Arbitrator to be incorporated into the successor/amended agreement.

October 7, 1985
Date

Edward J. ...
For the Association

1985-86 FORT ATKINSON SALARY SCHEDULE

STEP	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA or BA+36	MA+6	MA+12	MA+18	MA+24	MA+30
0.0	15300	15607	15912	16219	16524	16831	17136	17443	17595	17901	18207	18667
1.0	15912	16219	16524	16831	17136	17443	17748	18055	18207	18513	18972	19431
2.0	16524	16831	17136	17443	17748	18055	18360	18667	18972	19279	19737	20196
3.0	17136	17443	17748	18055	18360	18667	19125	19431	19737	20043	20503	20961
4.0	17748	18055	18360	18819	19125	19431	19891	20196	20503	20808	21267	21727
5.0	18360	18819	19125	19584	19891	20196	20655	20961	21267	21573	22032	22491
6.0	18972	19584	19891	20349	20655	20961	21420	21727	22032	22339	22797	23256
7.0	19584	20196	20503	21115	21420	21727	22185	22491	22797	23103	23563	24021
8.0	20196	20655	21115	21727	22032	22339	22951	23256	23563	23868	24327	24787
9.0	---	---	21727	22339	22644	22951	23563	23868	24327	24633	25092	25551
10.0	---	---	22339	22797	23256	23563	24175	24480	24939	25399	25857	26316
11.0	---	---	---	---	23868	24175	24787	25092	25551	26011	26469	26928
12.0	---	---	---	---	---	---	25399	25704	26163	26623	27081	27540
13.0	---	---	---	---	---	---	26316	26316	26775	27235	27693	28152
14.0	---	---	---	---	---	---	---	---	27387	27847	28305	28764
15.0	---	---	---	---	---	---	---	---	---	---	28917	29835

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

OCT 08 1985

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