

RECEIVED

STATE OF WISCONSIN
BEFORE THE MEDIATOR/ARBITRATOR

AUG 28 1986

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the	:	
Mediation/Arbitration Between	:	
UNITY SCHOOL DISTRICT	:	Case 13
	:	No. 35911 Med/Arb-3600
	:	Decision No. 23260-A
and	:	
	:	Sharon K. Imes
NORTHWEST UNITED EDUCATORS	:	Mediator/Arbitrator
	:	
	:	

APPEARANCES:

Mulcahy & Wherry, S. C., by Kathryn J. Prenn, appearing on behalf of the Unity School District.

Robert E. West, Executive Director, Northwest United Educators, appearing on behalf of the Northwest United Educators, bargaining agent for the Unity teachers.

ARBITRATION HEARING BACKGROUND AND JURISDICTION:

On February 24, 1986, the undersigned was notified by the Wisconsin Employment Relations Commission of appointment as mediator/arbitrator under Section 111.70(4)(cm)6 of the Municipal Employment Relations Act in the matter of impasse identified above. Pursuant to statutory requirement, mediation proceedings between the Unity School District, hereinafter referred to as the District or the Employer, and the Northwest United Educators, hereinafter referred to as the NUE were conducted on April 8, 1986. Mediation failed to resolve the impasse and the parties proceeded immediately to arbitration. During the hearing, the parties were given full opportunity to present relevant evidence and make oral argument. Subsequently, the parties filed briefs with the arbitrator, copy of which was sent to the opposing party on May 19, 1986.

THE FINAL OFFERS:

The remaining issues at impasse between the parties concern salary and extracurricular compensation. The final offers of the parties are attached as Appendix "A" and "B".

STATUTORY CRITERIA:

Since no voluntary impasse procedure regarding the above-identified impasse was agreed upon between the parties, the undersigned, under the Municipal Employment Relations Act, is required to choose the entire final offer on the unresolved issues of one of the parties after giving consideration to the criteria identified in Section 111.70(4)(cm)7, Wis. Stats..

POSITIONS OF THE PARTIES:

The District, asserting the Legislature did not intend comparability to be the sole criteria for determining the reasonableness of final offers, declares it considered each criterion in 111.70 Wis. Stats. when it submitted its final offer and believes all of the statutory criteria "strongly support" its position. It posits the criteria which address the stipulations of the parties; the interests and welfare of the public; the average consumer prices for goods and services; comparisons with the wages of other municipal employees and other teaching employees performing similar services in public employment both within and without the community; comparisons with wage increases received in the private sector; total compensation comparisons with comparable districts; other facts which need to be considered when determining wages for public sector employees and changes in any circumstances during the course of the proceeding are particularly germane. In addition, it argues the Association has relied on a limited analysis of the statutory criteria and presented evidence which is insufficient to support its final offer.

Stating the statute requires weight be assigned to the interest and welfare of the public, the District posits the economic situation facing the District and its taxpayers requires moderation in pay increases and concludes its offer which balances the concerns of its employees by maintaining stable employment and yet represents an effort to contain taxes is more reasonable. While it agrees it is comparable to other districts within the athletic conference, the District believes its economic conditions are sufficiently different from the comparable districts and thus its offer is warranted. Positing the District's population is primarily rural and that among the comparables it has the largest percentage of employed individuals working in the farm sector of the economy, it argues the "current farm crisis has a dramatic effect on ... earning levels and the ability to meet tax obligations. In support of its position, it states aggregate family income within the District is below the average established among the comparable districts and that it has a greater number of families than the comparables average which earn less than poverty level. The District continues it also has fewer families which earn over \$25,000 a year than do any of the other comparable districts except Webster.

Specifically considering the farm economy, the District asserts much of its taxpayers inability to assume higher tax burdens is due to the "severe economic crisis faced by America's farmers." Citing depressed commodity prices; changes in federal regulations; what it contends is increased reliance on credit to support operating costs; an increase in tax delinquencies, and a decrease in the number of farms within the area served by the District as factors affecting its taxpayers, the District posits its population is "finding it increasingly difficult to meet their tax obligations to support District costs and the costs of other municipal services."

The District continues, however, that despite the hardship facing its taxpayers, it has continued to provide competitive annual wage increases for its teachers and has only minimally reduced staff even though enrollment has declined; operating costs have increased and state aids have declined more significantly in its District than in any of the comparable districts. The District concludes that given these facts, its offer must be accepted as the more reasonable.

Addressing comparisons, the District posits that when the costs of the parties' offers are measured against the rise in the cost of living as reflected by the Consumer Price Index for All Urban Consumers and for Urban Wage Earners and Clerical Workers, its offer exceeds the increases in the CPI. It continues that given this fact, together with the fact that the Association's offer is approximately three times the rate of inflation whether the July, 1985 or the December, 1985 rate is considered, its offer is reasonable while the Association's offer must be considered unreasonable.

In addition to the comparison with the CPI rate which existed at the time the parties should have reached agreement, the District posits that "historically, the wage levels of Unity teachers have exceeded the inflation rate" Stating that since 1982-83, wage increases granted its teachers have exceeded the overall increases in the Consumer Price Index, the District argues the Association's higher offer cannot be sustained since the rate of inflation is low and has continued to decline in the past two years.

Comparing its offer to settlements which have occurred in Polk County, the District declares not only did it pay its teachers more than the settlement agreed upon between Polk County and its employees in 1984-85 but its offer for 1985-86 also exceeds the settlement reached by the County and its employees during this period of time. It adds that not only do comparisons with other public employees in the same community support its position but comparisons with settlements obtained by private sector employees also justify its offer since its offer is very near the maximum of the range of these salary increases and the percentage increase sought by the Association far exceeds these settlements.

In an analysis of several individual teacher's increases under either offer, the District argues its offer should be found more reasonable since the majority of teachers will receive substantial increases under its offer. In the analysis, it notes that 64% of the teaching staff are located on the salary schedule where they will receive the benefit of a step increment and declares that the combination of the increase in the schedule together with the step increment will result in wage increases which are "fair and justifiable

increases given the inflation rate and the crisis state of the local farm economy." In contrast, it argues the Association's offer, under a similar analysis, results in an excessive increase.

Comparing its offer to settlements reached by other employees performing similar duties in similar communities, the District asserts overall compensation must be considered and that when it is, its offer emerges as the more reasonable. In making this comparison, it specifically rejects the Association's attempt to include districts outside the athletic conference as comparables and its effort to make benchmark comparisons. In rejecting the Association's benchmark comparison analysis, the District argues several districts in the athletic conference pool have made changes in the method of paying increases in teacher compensation in order to "accommodate individual district goals." Among the changes are withheld increments, split schedules and delayed implementation of wage increases. The District states that as a result of these changes "employee placement on these schedules is not concomitant with their experience within the District," and thus, there is little validity in making benchmark comparisons." Further, the District argues benchmark comparisons are not an appropriate comparison since a vast majority of the staff are not placed at the selected benchmarks.

Reviewing the benchmark comparisons, however, the District concludes its teachers have and will, under its offer, earn wages which are above the average or near the average established by the comparable districts. It continues that the District's comparable position is further "enhanced by the benefits it provides" its teaching staff as is evidenced by the fact it pays the full single and family premium for health, dental and vision insurance. It adds it has also agreed to provide a long-term disability plan for which it will pay 50% of the premium and to pay the additional 1% employee share of retirement, additional factors, it argues, which support its position. Comparing these benefits with those provided among the comparable districts, the District concludes it provides "competitive, if not superior, benefits" and that these benefits, together with its proposed wage increase, demonstrate the reasonableness of its offer.

Rejecting the NUE's arguments in support of its position, the District argues the NUE proposal, given the same considerations, not only exceeds the wage increases granted among the comparable districts but "in many instances ... improves the District's comparable position." It declares the NUE proposal which "exceeds the benchmark increases" settled upon among the comparable districts, together with the additional benefits provided, are cause to reject the Association's offer.

Finally, the District contends its position regarding extracurricular compensation is also reasonable. Addressing the extracurricular pay issue, the District states that since its offer maintains its ranking in the comparable pool, its position regarding this issue is reasonable.

The NUE agrees the athletic conference districts are the primary comparables and that a sufficient number of settlements have occurred within the conference in order to determine the reasonableness of the offers. It posits, however, it is also appropriate "to review general regional trends and the statewide trend" in order to determine whether or not the local trend is consistent with "the broader picture for teachers regionally and statewide.

In arguing its offer is the more reasonable, the NUE asserts benchmark comparisons are appropriate and that reasonableness of the offer

7th and MA 10th benchmarks but argues the "frozen increments have no impact on the other five benchmarks as they are corner benchmarks that are not impacted directly by frozen increments."

In its analysis, the NUE used the year end rates agreed upon in all settled contracts among the comparables stating those districts which agreed to delayed payments or split salary increases also agreed to negotiate successor agreements "as if the year-end rate had been in effect for the entire year." Based upon these comparisons, it concludes the District's offer "is so extremely low that regardless of the application of split increases or deferred implementation the offer of the teachers falls much closer to the pattern."

The NUE continues there is no justification for a final offer which is substantially lower than the settlements which have occurred among the comparables when the historical rank and the percentage increases which have occurred in the past five years are considered. Considering the historical ranking of the District from 1981-82 through 1985-86, the NUE concludes the District, during the the first four years, maintained a leadership position among the comparables but that the District's final offer would cause this position to fall substantially. In addition, it states the total of the percentage increase within the District during the first four years compared to the total percentage increases granted among the comparable districts "was the lowest recorded in the settled comparable school districts," thus it concludes percentage increases also do not justify a lower than comparable settlement.

Addressing benchmark comparisons, it continues that review of the final offers as it affects the benchmark comparisons shows the District is "attempting to achieve a settlement which is completely out of step with the comparable pattern which has been voluntarily negotiated by other school districts ... in the athletic conference area." It posits its offer, on the other hand, "ranges very close to the average increases received by settled school districts."

The NUE urges rejection of the District's argument concerning the reasonableness of its offer based upon the state of the local economy. Declaring the District "has provided no evidence which shows that citizens of the Unity School District have been impacted any worse by economic circumstances than other citizens within comparable school districts settled within the athletic conference, area, or state in general," the NUE maintains that absent a showing that the District's condition is any different this argument should not be used to justify an offer which is significantly less than that which has been settled upon in the comparable districts.

In support of a position that the District can afford to implement either offer, the NUE states "the Unity School District has one of the lowest mill rates throughout the entire CESA Agency" and concludes the low mill rate does not reveal the "the deep financial distress" posited by the District. The NUE also states testimony was presented by the District during the hearing wherein the District "acknowledged that it had created an additional administrative position which included the responsibilities of athletic director" and "that it has provided administrative increases in excess of those provided to teachers under the Employer final offer." Further, it argues there was no evidence in the record which indicates there have been any program cuts. Based upon these factors, the NUE asserts the District's economic status is no different than the status of the comparable districts and concludes, therefore, an offer as low as the District's is not justified based upon the District's argument concerning the status of the farm economy.

Addressing the District's position concerning the Consumer Price Index increases, the NUE, citing several arbitration decisions, asserts "many arbitrators have found that the best basis for judging the cost of living factor is the pattern of settlements in the comparables." It continues that based upon the pattern of settlement, not only among the conference districts but among the districts serviced by CESA 11 and statewide as well, its offer is more appropriate. Given these facts, the NUE concludes there is no evidence with justifies the "extremely low" final offer of the District.

Relative to the total compensation argument advanced by the District, the NUE states the evidence shows the level of benefits provided and paid for by the District does not exceed general athletic conference levels. Consequently, it argues that based upon the fringe benefit package, there is no justification for the District's low final offer.

Finally, in regard to the extracurricular issue, the NUE maintains its offer is more reasonable since it increases the extracurricular pay in the same manner and to the same degree as the comparables have. Further, positing that in some districts there have been special adjustments beyond the salary percentage increase and that head coaches within the District are generally paid lower than their colleagues in comparable districts, the NUE argues there is again no justification for the District's low offer in this area as well.

DISCUSSION:

The District is quite correct in its assertion that the Legislature did not intend comparability to be the sole criteria in determining the reasonableness of the final offers when it established the eight criteria in 111.70 Wis. Stats.. The weight which is assigned to each criterion, however, is dependent upon the evidence submitted by the parties themselves and upon each party's ability to be persuasive regarding that criterion. Generally, comparability is considered and discussed since it provides a vehicle for determining the validity of assertions made as each party argues its position. Comparisons, by necessity, are used to determine not only whether or not an offer is reasonable based upon a comparison of wages, hours and working conditions with other employees within the community and other employees performing similar duties in similar communities, but whether or not the governmental unit is in any different financial condition than those similar to it; whether or not the offers compare favorably to the cost of living; whether or not the offers are similar to settlements reached by other parties; whether or not the total compensation is similar and whether or not the stipulations agreed to by the parties are any different than stipulations agreed to by other parties in similar situations. These comparisons are made to inject objectivity into the decision making process, otherwise decisions would be very subjective.

In reviewing the evidence submitted in this matter and after considering the arguments of the parties it is decided the final offer of the NUE should be implemented. Although the District asserted several criterion were germane to the issue and supported its position, it is concluded the cost-of-living criterion as reflected by the Consumer Price Index and comparisons with non-teaching public employees and private sector employee percentage increases support the District's position while cost-of-living increases as measured by voluntary settlements among the comparable districts and comparisons with teaching employees support the NUE's position. The remaining criteria considered had a neutral effect upon the parties' offers. Among the criteria considered, then, the greatest weight was assigned to comparisons with other teaching employees in comparable districts.

Primary to the District's argument that its offer should be deemed the more reasonable is its position concerning the statutory criterion addressing the interest and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement. Contending that the economic conditions within the District are significantly different from those among the comparable districts, the District argues its taxpayers are less well off than the taxpayers in the comparable districts and that they are much more dependent upon the farm economy as a source of income and, thus, this criterion should carry substantial weight. In reviewing the evidence submitted pertinent to this argument, however, it is determined the information provided is not conclusive. There is no question that the District's taxpayers do have a lower average family income than all of the settled comparables except Luck, which has a similar average family income level. There is no indication, however that the average family income level has changed substantially or that the change has been any different than that which may have occurred among the comparable districts. There is also no question that the District has a higher percentage of individuals with incomes below the poverty level, however, the percentage below poverty level in this District is not significantly different than the percentage below poverty level in the settled comparable districts with the exception of Somerset. Consequently, it cannot be concluded that as to income there are significant differences between this District and the majority of comparable districts which have settled.

Although the District has submitted evidence regarding depressed commodity prices and changes in federal regulations affecting farm income, nothing in the evidence submitted showed a direct correlation between these factors and the income level of the residents within the District. Even though the District suggests it has a greater number of people involved with the farm economy, the

percentage of individuals identified as involved in the farming, fishing and forestry industry within the District is not significantly different from the percentage identified in this industry in all of the settled comparable districts except Somerset. Further, while there was evidence submitted which showed an increase in the number of loan applications at the Farmers Home Administration and a slight increase in the percentage of tax delinquencies for the county, there was no showing that either were solely factors affecting this District's taxpayers. Since both loan applications and tax delinquencies are county-wide, without a showing that they are solely applicable to this District's taxpayers, the evidence cannot be used to conclude only this District is experiencing some financial stress because three of the settled comparable districts reside at least partially within the same county. The same conclusion holds true for the unemployment data submitted regarding the county.

Although this District, like the comparable districts, is experiencing some financial stress because some of its taxpayers are farmers, its tax levy, cost per pupil and amount of state aid indicate it is somewhat better able to absorb pay increases than are many of the comparable districts. This District's tax levy for 1985-86 was 2.6 mills less than the next lowest tax levy among the comparable districts and a full 5.5 mills less than the highest tax levy among the comparables. Further, the cost per pupil for the District, while actually third lowest among the six districts considered, falls well below the average cost per pupil for the comparable districts. Finally, while the District has suggested that its lower state aids is a factor affecting its financial ability, lower state aids result from a formula which specifically addresses tax burden and is an indication that the burden upon this District's taxpayers is less than the burden upon the taxpayers in the comparable districts. Thus, with this conflicting information, it cannot be concluded that the economic condition of this District should carry any greater weight than the economic condition of the comparable districts in determining the reasonableness of the two offers.

Based upon the cost-of-living criterion as measured by the Consumer Price Index, it is concluded the District's offer is more reasonable. However, when the percent per cell and the dollar per cell increases among the comparable districts are considered, it is concluded the average salary increase per teacher and the average total package increase per teacher is likely to be more similar to that sought by the NUE than that offered by the District, thus less weight is assigned to the cost-of-living criterion as measured by the Consumer Price Index.

When the reasonableness of the final offers is compared to the percentage increases for other public employees in Polk County and for employees in the private sector, it is determined that percentage increases reported by the District are more similar to the percentage increase offered by the District. Less weight is generally attached to this measurement, however, since percentage increases reported by school districts generally are higher than percentage increases reported by other units of government primarily because of the method of payment and the method of costing employed by school districts. Further, unless the work performed in the private sector can be compared with the work performed by the public employee, private sector percentage increases should be considered only as they address the reasonableness of the offers compared to the cost-of-living criterion. Using this standard, it is again concluded the District's offer is reasonable when measured against the cost-of-living increases.

The District has argued against the utilization of benchmark comparisons contending such comparisons neither address the individual goals of a district nor the changes which have occurred in those schedules as each district has made an effort to implement a specific salary schedule. While the District is correct that increment freezes, deferred payments and split salary increases have an impact upon teacher pay and teacher placement within the salary schedule, the NUE is correct in that these techniques do not affect the minimum and maximum salary schedule benchmarks. Consequently, there is some value in considering the benchmark increases at the minimums and maximums. When these benchmark comparisons are made among the agreed upon comparables, it is concluded the District's offer causes significant deterioration in position while the NUE's offer results in slight improvement.

COMPARISON OF THE FINAL OFFERS TO THE BENCHMARK AVERAGES

	<u>BA</u> <u>Minimum</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Minimum</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
84-85 Average	14,911	21,971	16,211	25,157	26,424
District Salary	15,514	22,843	16,377	25,337	26,110
\$ Difference	+ 603	+ 872	+ 166	+ 180	- 314
% Difference	+ 4.0	+ 4.0	+ 1.0	+ 0.7	- 1.2
<hr/>					
85-86 Average	15,841	23,332	17,254	26,778	28,132
District Offer	16,135	23,757	17,032	26,350	27,154
\$ Difference	+ 294	+ 425	- 222	- 428	- 978
% Difference	+ 1.9	+ 1.8	- 1.3	- 1.6	- 3.5
NUE Offer	16,600	24,442	17,523	27,111	27,938
\$ Difference	+ 759	+ 1,110	+ 269	+ 333	- 194
% Difference	+ 4.8	+ 4.8	+ 1.6	+ 1.2	- 0.7

As can be seen in the above chart, when the relationship of the final offers are compared to the average in both 1984-85 and 1985-86, the District's offer results in an approximate 2 percent movement downward in that position while the NUE's offer results in an upward movement of approximately .5ths to .8ths of a percent. Neither position, from an arbitrator's perspective, is a desirable position, however, when it must be determined which offer more closely approximates that of the comparables, there is clear evidence that the NUE's offer is more similar.

The same holds true when the percent per cell and dollar per cell increase is considered. At 4% per cell, the District's offer falls anywhere from 1.5% to 2.7% less per cell while the NUE's offer at 7% per cell results in an increase from 0.3% to 1.5% per cell, although again, the NUE's offer is more similar to the average percent per cell increase. In dollars per cell, the District's offer results in a less dollar per cell increase than any cell increase among the comparables and is far less than the average at any of the benchmarks. The NUE's offer, on the other hand, is again more comparable although it is slightly higher than the increases which occurred among the comparables.

COMPARISON OF FINAL OFFERS TO DOLLAR AND PERCENT INCREASES
PER CELL AMONG THE COMPARABLES

	<u>BA</u> <u>Minimum</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Minimum</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
Dollar Range	844-988	1,248-1,439	975-1,097	1,494-1,793	1,494-1,958
Dollar Average	929	1,366	1,043	1,621	1,707
District Offer	621	914	655	1,013	1,044
NUE Offer	1,086	1,599	1,146	1,774	1,828
<hr/>					
Percent Range	5.5-6.7	5.5-6.5	6.0-6.7	6.0-6.7	5.7-7.1
Percent Average	6.2	6.2	6.4	6.4	6.5
District Offer	4.0	4.0	4.0	4.0	4.0
NUE Offer	7.0	7.0	7.0	7.0	7.0

While the District has urged consideration of the previous stipulations and its provision of fringe benefits as additional support for its offer, a review of the fringe benefits indicates there is relatively little difference between the benefits provided by the District and those provided by the comparable districts. While it is true the District provides optical insurance and some districts do not, the overall dollars allocated by the District for payment toward these fringe benefits is no more or relatively little more than the dollars allocated by the other districts and in some instances is even less. The District has agreed to pick up the additional 1% increase in the employee contribution toward employee retirement, however, the same 1% has been picked up by all of the comparable districts. Too, although the District has agreed to provide a new benefit, long term disability insurance, and pay 50% of the premium, the cost for this benefit amounts to a little less than \$10.00 per teacher and therefore, can hardly be considered significant enough to merit the lower percentage in salary increase offered by the District. Consequently, when total compensation is considered, it is not significantly different from the total compensation provided by the comparable districts, thus, reasonableness of the offers must turn on which offer is more similar to the increases granted in the comparable districts. On that basis, the NUE's offer, although slightly higher, is more reasonable since it causes less serious change in the benchmark comparisons and is more similar to the percent and dollar increases granted voluntarily by the comparable districts.

On the extracurricular issue, it is determined the NUE's offer again is more reasonable. A review of the increases granted among the comparable districts finds the pay increased at those positions based on the same percentage as the salary schedule was increased or based upon a percentage of the base in the salary schedule. Subsequently, in all instances, extracurricular pay increased by 5.7% or more. Again, the District offered a 4% increase while the NUE sought a 7% increase and while the NUE's proposal is high, it is more similar to the increases experienced by teachers in those positions among the comparable districts.

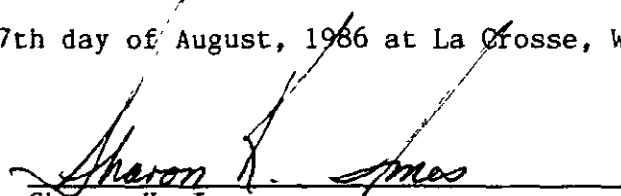
As stated earlier, based upon a review of the evidence and the arguments presented by the parties, it is determined the NUE's offer should be implemented even though it results in a slight improvement in position. Although the District's offer is supported by the cost-of-living increases as measured by the Consumer Price Index and by the percentage increases granted public employees within Polk County and by the percentage increases reported for the private sector, there is no reason why the District should expect to significantly depart from the increases voluntarily agreed upon by comparable districts who face the same economic conditions. Given similar economic conditions, significant departure from patterns established by the comparables should occur only through voluntary negotiations and not through an arbitration award. Further, while the District adequately pointed out that under its proposal a majority of the teachers will receive wage increases which far exceed the increase in the cost-of-living, increases which appear substantial in the mind of this arbitrator given the fact that the rural economy is distressed, the pattern of increases among the comparable districts clearly establishes the District cannot prevail without reason to consider it significantly different from those districts which it considers comparable.

The following award is based upon review of the evidence and arguments presented and upon the relevancy of the data to the statutory criteria as stated in the above discussion.

AWARD

The final offer of the Association, attached as Appendix "B", together with the stipulations of the parties which reflect prior agreements in bargaining, as well as those provisions of the predecessor agreement which remained unchanged during the course of bargaining, shall be incorporated into the 1985-86 collective bargaining agreement as required by statute.

Dated this 27th day of August, 1986 at La Crosse, Wisconsin.


Sharon K. Imes
Mediator/Arbitrator

NUE FINAL OFFER 7% PER CELL 1985-86

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
0.0	16600	16838	17073	17308	17523	17799	18074	18349
1.0	17256	17489	17727	17963	18207	18480	18758	19034
2.0	17908	18144	18379	18616	18892	19168	19444	19719
3.0	18561	18796	19033	19270	19577	19852	20129	20404
4.0	19214	19450	19686	19922	20262	20537	20814	21090
5.0	19868	20104	20341	20575	20946	21222	21497	21774
6.0	20520	20757	20994	21230	21632	21908	22182	22459
7.0	21174	21412	21646	21884	22318	22593	22869	23143
8.0	21828	22063	22301	22537	23003	23278	23553	23816
9.0	22482	22717	22953	23190	23688	23963	24238	24514
10.0	23134	23372	23607	23843	24372	24647	24922	25198
11.0	23787	24025	24259	24497	25057	25332	25608	25883
12.0	24442	24677	24914	25149	25742	26017	26293	26569
13.0	---	---	---	25802	26426	26703	26978	27254
14.0	---	---	---	---	27111	27388	27663	27938

APPENDIX "B"

RECEIVED

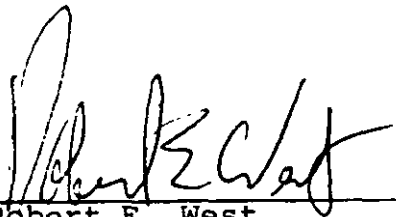
JAN 21 1986

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

FINAL OFFER
OF
NORTHWEST UNITED EDUCATORS
FOR
THE TEACHER BARGAINING UNIT

All items contained in the 1984-85 Agreement with
the following exceptions:

1. Stipulations contained in the Stipulation
of Agreement.
2. Adjust each cell of the 1984-85 Salary Schedule
by an increase of 7 percent per cell. (Schedule
attached)
3. Adjust each co-curricular (Appendix B) rate by
7 percent.

 1-20-86
Robert E. West (date)
Executive Director

Attachment B

APPENDIX A

SALARY SCHEDULE --- 1985-86

LANE	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>	<u>MA+24</u>
0	16135	16365	16594	16823	17032	17300	17568	17835
1	16772	16999	17230	17460	17697	17962	18232	18501
2	17405	17635	17864	18094	18362	18631	18899	19166
3	18041	18269	18500	18729	19028	19295	19564	19832
4	18675	18905	19134	19364	19693	19961	20230	20498
5	19311	19541	19770	19998	20359	20627	20895	21164
6	19945	20175	20406	20635	21026	21294	21560	21830
7	20581	20811	21039	21270	21692	21960	22228	22494
8	21216	21445	21676	21906	22358	22625	22892	23148
9	21851	22080	22309	22540	23024	23291	23558	23826
10	22486	22717	22946	23174	23689	23956	24224	24492
11	23120	23351	23579	23810	24355	24622	24890	25158
12	23757	23986	24215	24444	25020	25288	25556	25824
13				25079	25685	25954	26222	26490
14					26350	26620	26887	27154

No teachers receive experience increments for the 1979-80 and 1980-81 school years.

file copy

Unity School District

file

1985-86 School Calendar

RECEIVED DEC 21 1985

AUGUST

19	20	21	22	23
26	27	28	29	30

SEPTEMBER

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

OCTOBER

1	2	3	4	
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

NOVEMBER

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

DECEMBER

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

JANUARY

	1	2	3	
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

FEBRUARY

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

MARCH

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

APRIL

1	2	3	4	
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

MAY

				1	2
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

Holidays Begin/End School In-Service Full Day

Parent/Teacher Conf.

In-Service Partial Day--See reverse for schedule

1st and 2nd emergency days will not be made up.
 3rd day will be made up on May 30.
 4th day plus will be made up in June.
 Partial days totaling 0-4 hours will not be made up
 Anything over 4 hours through 9 hours will
 constitute a full-day make up. The same formula
 will be repeated if many partial days are experience

Through the negotiation process, this calendar was completed 10/7/85.
Stan Ed. Dist. Unit Director

RECEIVED

JAN 21 1986

APPENDIX "A"

UNITY SCHOOL DISTRICT
FINAL OFFER

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

1. All items as in the 1984-85 master contract except:
2. All stipulated agreements as contained Attachment A.
3. Adjust all salaries in the revised schedule by 4% per cell (Attachment B).
4. Adjust all co-curricular salaries in the revised schedule by 4%.

Respectfully submitted,

MULCAHY & WHERRY, S.C.

By Kathryn J. Prens
Kathryn J. Prens

Attorneys for Unity School District

Date 1-16-86