

DEC 15 1986

STATE OF WISCONSIN
BEFORE THE MEDIATOR/ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

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In the Matter of the      :
Mediation/Arbitration Between :
WAUPACA TEACHERS ASSOCIATION :
and                       :
WAUPACA SCHOOL DISTRICT  :
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Case 15
No. 35701 Med/Arb-3507
Decision No. 23364-A

Sharon K. Imes
Mediator/Arbitrator

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APPEARANCES:

David W. Hanneman, Executive Director, Central Wisconsin UniServ Council - South, appearing on behalf of Waupaca Teachers Association.

Mulcahy & Wherry, S. C., by James R. Macy, appearing on behalf of the Waupaca School District.

ARBITRATION HEARING BACKGROUND AND JURISDICTION:

On April 2, 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, the arbitrator met with the parties for mediation on June 4, 1986. The parties were unable to resolve their differences and the matter proceeded to arbitration on July 23, 1986. At that time, the Waupaca Teachers Association, hereinafter referred to as the Association, and the Waupaca School District, hereinafter referred to as the Employer or the County, were given full opportunity to present relevant evidence and make oral argument. Subsequently, briefs and reply briefs were filed with and exchanged by the arbitrator, the last of which was mailed September 20, 1986.

THE FINAL OFFERS:

The remaining issues at impasse between the parties concern the salary schedule, the definition of school day and extra-curricular pay. Teacher retirement and duration language, identified as issues in the final offers, are the same in both offers. 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:

Both parties agree the East Central Athletic Conference should comprise the appropriate comparables in this matter, however, the Association proposes additional districts should be considered since only two districts within the conference settled voluntarily and one of those two is in the second year of an agreement. Citing a previous arbitration award issued in one of the conference districts, the Association urges the arbitrator to consider districts within a forty mile radius; settled districts of similar size within that radius and districts of similar size settled statewide. The District urges the arbitrator to rely solely upon the athletic conference districts as comparable districts since four districts are settled, two voluntarily and two through arbitration, and since the conference has historically been used by arbitrators in rendering decisions involving the conference schools and there are marked demographic similarities among the conference schools.

The Association, addressing each of the statutory criteria identified in 111.70 Wis. Stats., concludes there is no dispute regarding the lawful authority of the employer, the stipulations and the district's ability to pay. Concerning the interest and welfare of the public criterion, the Association argues that since the public did not express discontent with the Association's offer, it must be concluded the Association's offer best addresses the interest and welfare of the public because it provides for increases which will attract and keep high quality teachers.

The Association continues that the cost-of-living criterion as measured by the Consumer Price Index must be considered over a greater period of time than the first few months of 1986. Declaring that the teacher's salary schedule is a "deferred compensation plan," the Association asserts the District's exhibits comparing increases since 1978-79 with the Consumer Price Index increases for the period from 1978-79 through 1985 are invalid since it attempts to compare the CPI with wages influenced by other factors such as additional training. Offering its own analysis of these increases, the Association posits the comparison shows both offers are insufficient but that the Association's offer more closely addresses the needed growth in salary.

In addition, the Association avers valid conclusions regarding overall compensation cannot be drawn. It states the record "contains little if any data on the overall benefit levels of comparable groups of teachers" and that the data which is provided is incomplete. As to the changes in circumstances criterion, the Association declares additional settlements or other changes which have occurred since the close of the hearing should not be considered since the record was closed at that time. Finally, the Association posits weight should be given to the "other factors" criterion in that if the arbitrator should find the parties offers relatively similar "her collective experience as a neutral" should be applied.

The Association maintains wage compensation is the primary issue in this arbitration and asserts that when its offer is compared with wages paid teachers in schools in the athletic conference and other teacher-groups, it is clear its offer is the more reasonable. It continues that comparison with wages paid private sector employees is not an appropriate comparison since they do not provide "similar services."

More specifically, the Association argues there is need for a change in the lane spread as well as an increase in the base wage. The Association declares its offer on the lane spread is an attempt to hold the BA to MA relationship which existed in 1984-85 constant in 1985-86. Comparing the District's salary to the conference average since 1982-83, the Association establishes ratios which it states shows other districts have increased their lane spreads while this District has not and argues that if the Association's position is not adopted, the ratio will fall farther in 1985-86.

The Association strongly urges that when comparisons are made within the athletic conference, primary comparison should be made with the district of Little Chute since it is the only voluntary agreement reached in 1985-86 and since Little Chute has maintained a relative constant lead position in the conference at benchmark comparisons. Further, it argues the Hortonville settlement should be set aside since it "was bargained nearly two years ago in a different economic time." The Association continues it believes voluntary settlements to be more important than arbitrated awards and to that end urges comparison with voluntary settlements be given greater consideration.

Tracing the athletic conference benchmark comparisons since 1980-81, the Association asserts the District "was and continues to be in a catch-up position as compared to other conference schools." Applying this factor, the Association posits there is need for a slightly better settlement in this District than the voluntary settlements reached in the comparable schools.

Comparing the final offers with the settlement achieved in Little Chute, the Association declares the benchmark comparisons demonstrate the Association's offer is more reasonable. To that end, it states the comparisons show the Association's offer creates a slightly better ratio than that which existed in 1984-85 but is less than the one maintained in earlier years and that the District's offer provides a ratio poorer than that maintained since 1982-83. The Association also maintains a comparison of dollar increases at the benchmarks support its position. Further, assuming a worst case scenario, that is the districts, among the conference districts in arbitration, prevail

in all arbitration decisions except in Waupaca, the Association argues its offer is still preferred in four of the seven benchmark comparisons.

The Association continues that if additional proof is needed to demonstrate the reasonableness of its offer, comparisons should be made with similar sized districts within a forty mile radius of this District, with districts within that radius which are deemed to be demographically comparable, with similar sized districts throughout the state and with districts within that category which are deemed to be demographically comparable. It maintains that when these comparisons are made, its offer is clearly more reasonable, since even under its offer salary deterioration occurs.

Further, the Association posits its offer should be selected since the District is financially able to support such an increase. Offering a series of exhibits on expenditures and on the District's economic and financial well-being, the Association concludes the District is more wealthy than the average school district within the conference, is approximately at the same average wealth as other districts within the state and taxes its residents less than most schools within the conference or within the state.

Specifically referring to the farm economy, the Association declares this district is less dependent upon the farm economy than are many districts within the conference. It maintains the District has the lowest percentage, with the exception of Little Chute, of its population on the farm, has less income dependent upon farming than all but two of the conference districts, has among the lowest percentage of the conference districts' populations employed in agriculture, has among the fewest household dependent upon farm income and has a small percentage of its equalized value based in agriculture. Based upon these factors, the Association concludes the farm economy has less impact upon the District than it does elsewhere within the conference or within the state in general. The Association maintains the general economy is also improving and offers additional exhibits to support this assertion.

Arguing there is a substantial amount of arbitrable precedence which states teachers should be compared to other workers with similar training and experience, the Association declares it believes this precedence to mean teachers should be compared with teachers first and then with other college graduates. To that end, it compares wages paid within the District with other college graduates and concludes that in both the private sector and public sector teachers are paid too little. In further support of its position, it cites the Rand Report and a Carnegie Foundation report.

Finally, the Association rejects the District's effort to make comparisons with teachers in area parochial schools and with other employees in the private sector within the area. Referring to the District's comparison with parochial school teachers, the Association, questioning the teaching credentials of those who teach within the parochial schools, charges the District with failure to demonstrate that the positions are comparable. The Association rejects the District's comparisons within the private sector challenging the completeness of the survey and the wording contained within the survey which it contends biases the survey.

Addressing the difference between the offers in the extra-curricular pay category, the Association maintains its offer is more reasonable since it seeks to remedy the extent to which the wages for these assignments have fallen out of step with wages paid to the teachers. In addition, citing an arbitration decision wherein the arbitrator stated "...the rate in extra curricular pay can be reasonably related to the rate increase in basic salary..." the Association declares its offer, already supported by another arbitrator, should be selected on this position.

In regard to the District's proposal concerning the work day, the Association posits that "setting everything else aside, (it believes)...the new addition...will produce ambiguity in the agreement and...will precipitate grievances...in the future." Objecting to the proposed change in the school day, the Association declares there are aides available, at a lower cost to the District, who can provide the supervisory services which the District feels are necessary and asserts the District has failed in its burden to show the need for the modification in the language and, thus, the language should be rejected.

Finally, the Association argues the increase in wages in the District will

be worth less since the teachers did not receive their money on July 1, 1985. Asserting that the money not paid out since July 1 could have earned at least 7% interest if it had been available and invested, the Association states that the increase is discounted since the District is able to hold back on the payment and to gain from being able to hold the money.

The District declares its offer is more reasonable when it is compared with the salaries received in the comparable school districts. In asserting this position, the District urges elimination of the actual placement comparisons since there have been changes in comparable school district schedules and instead advocates wages only, total compensation, dollar amounts, percentage amounts and historical rankings be considered.

The District maintains that an analysis of the wages only and total compensation settlement pattern demonstrates the reasonableness of its offer. Comparing wages only and total package increases, the District asserts its offer more closely approximates the average increases among the comparables. Further, it declares its offer more closely approximates the benchmark dollar and percent increases among the settled comparable districts, of which there are four. The District also posits that its offer maintains its historical ranking at all the benchmarks.

Considering the cost-of-living criterion, the Board asserts its offer is "undeniably more reasonable." Comparing wage increases and step improvements with the cost-of-living as measured by the Consumer Price Index, the District concludes teacher salaries "have significantly exceeded the 'relevant rates of inflation.'" It also argues that if teachers receive an educational increase as well, the increase would be even greater.

The District asserts that comparisons should not only be made with other teachers in comparable districts but with other public and private sector employees within the area. In this respect, it compared the final offers with the wage offers extended to eight private sector employees, to average municipal wage settlements, to other District employees and with wages received by teachers in two local parochial schools. In all instances, the District concluded its offer was more comparable than that made by the Association.

Reviewing benefits, such as health insurance, dental insurance, long term disability insurance, life insurance and retirement, extended to teachers among the comparable districts with the benefits it offers, the District concludes its "contribution levels are on a par with or better than the contributions provided by comparable districts. Based upon this fact, the District argues there is no need for an "excessive wage increase."

The District rejects the Association's proposal regarding extra-curricular increases asserting the evidence does not support such an increase. Maintaining that in the past the parties have dealt with extra-curricular increases by adjusting, through a committee, any inequities which may have existed when compared to wages paid within the conference, the District declares there is no need for increases which exceed the current Consumer Price Index. The District also maintains its proposed increase is consistent with the increases which have been agreed upon in the past.

Stating its proposal regarding the work day will not increase the length of the work day but will allow the District to resolve its supervisory problem, the District declares there is need for its proposal. Positing it has established "the most cost efficient bus schedule" and that the need for pupil supervision cannot be solved in any other efficient or feasible way, the District maintains only the language it proposes will solve its supervisory problem. It states all the alternatives discussed "would be costly...and fail to solve the immediate problem of lack of supervision." In regard to language which exists among the comparables, the District states there is either no contract language or the language supports district flexibility in scheduling the school day and concludes the comparables support its position.

According to the District, its proposal also represents the appropriate wage and benefit increase which accommodates the interest and welfare of the public. Stating it must serve three constituencies, students, taxpayers and employees, the Board avers its offer correctly balances these interests without having a significant impact upon the taxpayers. It maintains that since it is faced with declining land values, high interest rates, decreasing farm commodity prices, a decline in foreign sales markets, and a worsening rural

Wisconsin financial condition, the District declares its offer must take into consideration these factors in order to be responsive to the interest and welfare of the public.

In its reply brief, in addition to re-emphasizing its arguments opposing the Association's proposal, the District argues the Association has failed to meet its burden in proving the need to correct the salary schedule spread. Stating the Association has failed to identify any recruitment or retention problems, the District posits there has been no demonstration of need to change the lane and step increments.

DISCUSSION:

Although the parties both agree the East Central Athletic Conference constitutes the most comparable set of districts for purposes of negotiations and arbitration, the Association sought to limit conference comparisons to the Little Chute district and to widen the scope of comparability to similar sized districts within a forty mile radius and within the state. Primary to its argument for rejecting three of the settled districts within the conference was that voluntary settlements should carry greater weight in determining comparability and that settlements which occurred prior to 1985-86 were settled in an economic time which was different from that which currently exists. Despite these arguments, it is determined the most appropriate set of comparables in this matter are the four conference districts which are settled either through voluntary agreement or through arbitration awards.

First, the arbitrator finds the settlement reached in 1984-85 was not reached in such a different economic time as to make it not comparable. Further, it is important that comparisons used in arbitration remain relatively constant in order to provide consistency for the parties in negotiations. Thus, if an arbitrator expands the comparables from those normally considered by the parties, it must be done only when there is insufficient information available concerning the agreed upon comparables.

In this case, even though much of the information is available because of arbitration awards, and arbitration awards may or may not reflect a pattern of voluntary settlements, when the majority of conference districts are in arbitration, arbitration awards must also be considered as a valid measurement of the pattern of settlements in order to maintain consistency for the parties as they engage in future negotiations.

In addition, although the Association argued for the use of districts within a forty mile radius and statewide comparables to be used in the event additional information was necessary to determine the reasonableness of the offers, these comparisons were rejected since they lack the important factor of geographic location. The Association, in proposing its alternative sets of comparables, did demonstrate size and economic similarities. Comparability, however, must also encompass the concept of geographic similarity since geographic location often determines a district's labor market, its reliance upon certain industries for income, and its socio and political philosophies, all factors which also affect settlements. Statewide comparisons, in particular, do not address this factor.

Both parties agree the primary issue in dispute between them is the salary issue. The Association argues the need for catch-up based upon a benchmark

deviate more than two percent at any benchmark except the MA/Step 10 position, it is difficult to conclude there is an overwhelming need for catch-up.

Based upon an analysis of the dollar and percent increase at the benchmarks, the total dollar and percent increases on wages only and total package, and historical rank, it is determined the District's proposal is more reasonable. In all three areas, the District's offer more closely approximates the settlements which have occurred among the comparable districts. As is shown below and on the next page, the change in rank is relatively limited under either offer, but the District's offer is more similar to the comparable settlements in the dollar and percent increases at the benchmarks. Further, the District's offer more closely approximates the average increases in dollars and percent in wages only and in total package compensation among the settled districts.

COMPARISON OF RANK

	<u>BA</u> <u>Base</u>	<u>BA</u> <u>Step 7</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Base</u>	<u>MA</u> <u>Step 10</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
1980-81	5	3	5	5	4	2	2
1981-82	5	5	4	5	2	1	2
1982-83	5	5	4	5	2	1	1
1983-84	5	4	3	5	4	1	2
1984-85	5	4	4	5	4	1	2
District Offer	5	4	4	5	4	2	2
Association Offer	5	4	3	5	3	1	2

COMPARISON OF PERCENT INCREASES AT THE BENCHMARKS*

	<u>BA</u> <u>Base</u>	<u>BA</u> <u>Step 7</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Base</u>	<u>MA</u> <u>Step 10</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
Average \$ Increase	991	1,194	1,401	997	1,348	1,516	1,540
District Offer	885	1,125	1,365	885	1,245	1,525	1,515
Dollar Difference	- 106	- 69	- 36	- 112	- 103	+ 9	- 15
Percent Difference	-10.7	- 5.8	- 2.6	-11.2	- 7.6	+ 0.6	- 1.0
Association Offer	1,065	1,353	1,641	1,146	1,605	1,962	2,015
Dollar Difference	+ 74	+ 159	+ 240	+ 149	+ 257	+ 446	+ 475
Percent Difference	+ 7.5	+ 13.3	+ 17.1	+14.9	+ 19.1	+ 29.4	+ 30.8

COMPARISON OF PERCENT INCREASES AT THE BENCHMARKS*

Range of % Increases	6.3-7.5	6.3-6.9	6.1-6.9	5.8-6.9	5.8-6.9	5.8-6.9	5.6-6.9
Average % Increase	6.8	6.5	6.4	6.3	6.2	5.4	6.0
District Offer	6.4	6.4	6.4	5.9	5.9	5.9	5.8
Association Offer	7.7	7.7	7.7	7.7	7.6	7.6	7.7

*The split increase in Little Chute was used in calculating the average.

COMPARISON OF DOLLAR AND PERCENT INCREASES AT THE BENCHMARKS*

	<u>BA</u> <u>Base</u>	<u>BA</u> <u>Step 7</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Base</u>	<u>MA</u> <u>Step 10</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
Range of Increases	900	1,147	1,350	900	1,225	1,400	1,400
District Offer	1,138	1,308	1,558	1,163	1,605	1,745	1,838
District Offer	885	1,125	1,365	885	1,245	1,525	1,515
Association Offer	1,065	1,353	1,641	1,146	1,605	1,962	2,015

COMPARISON OF WAGES ONLY AND TOTAL COMPENSATION

	<u>wages Only</u>		<u>Total Compensation</u>	
Hortonville	1,768	8.9%	2,219	8.58%
Little Chute	2,005	8.9	2,682	8.30%
Omro	1,648	7.6%	2,159	7.69%
Winneconne	1,654	7.6%	2,338	8.21%
District's Offer	1,734	8.27%	2,209	8.40%
Association's Offer	2,060	9.82%	2,631	10.00%

A closer look at the data above and on the previous page shows the District's offer maintains its historical rank in all benchmark positions except the MA Maximum position and that the Association's offer causes an improvement in rank at both the BA Maximum position and the MA/Step 10 position. Since neither offer causes a significant deviation from the previous historical position, rank was not a determinative factor in deciding the reasonableness of the offers.

The comparison of dollar and percent increases at the benchmark positions, however, is more determinative. In all benchmark positions, except the BA Minimum, the District's offer is more reasonable. Although the District's dollar increases are less than the average in all benchmarks, they more closely approximate the average than does the Association's dollar increases, all of which exceed the average. Further, when the dollar increases are compared to those in the settled districts, it becomes even more apparent that the District's offer is more reasonable since the District's offer falls within the dollar increase range at all benchmarks except at the BA Base, BA/Step 7 and the MA Base positions while the Association's offer is higher than any dollar increase at the BA/Step 7, BA Maximum, MA Maximum and Schedule Maximum positions and is tied for the highest increase at the MA/Step 10 position. While the benchmark exceptions appear to be almost similar in terms of the number of benchmarks in which the offers deviate, without demonstrating that this District has been a wage leader and without evidence showing the need for larger increases than similar districts have received, it is determined it is less reasonable to seek increases which are excessive, particularly when the percent per cell increases are considered. When this comparison is made, the Association's offer is higher than the average percent increase per cell and than any percent per cell increase among the settled districts while the District's offer is consistently within the range of percent increases.

Further, a comparison of the average dollar increase per teacher among the comparable districts with the final offers in this District again shows the District's offer is more reasonable. At a wages only dollar average dollar increase of \$2,060, the Association's offer is the highest average dollar increase including that of the Little Chute district which the Association identified as the leader among the comparables. The District's offer at \$1,734 falls well within the range of \$1,654 to \$2,005. The same holds true when the total compensation dollar increases are compared. Although the Association argued total compensation was not a valid comparison since the actual dollars for many of the total compensation benefits were not known, it can be compared in terms of the average dollar increase.

Although the District's offer concerning the salary issue is more reasonable, the Association's offer regarding the work day and the extra-curricular pay is more reasonable. Although the District declares it has demonstrated the need for its language proposal and the comparables support its position, the District's arguments regarding the need for flexibility in scheduling the teachers is not persuasive. The District seeks to have it believed that using teachers to supervise students who arrive by bus prior to the commencement of the academic day is the most economical way to solve its supervisory problem. Considering the per hour cost of having a teacher supervise a non-teaching activity compared to cost of having an aide do such supervision, it is difficult to believe using teachers to provide such supervision is the most economical way. Further, although the comparables appear to support the District's position, existing language should not be changed unless the District can demonstrate a reasonable need for the change.

The Association's offer concerning extra-curricular pay, in concept, is

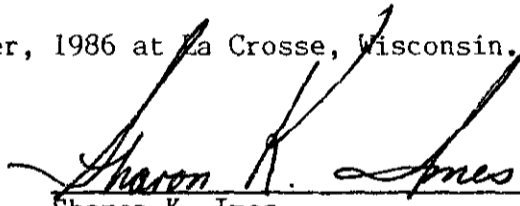
also more reasonable than the District's. Structuring its offer so that the increase in extra-curricular pay correlates with the increase in salary is generally an acceptable manner of establishing reasonable increases in pay for extra-curricular duties. Thus, when the Association sought to increase the extra-curricular pay by the amount it increased the salary, it followed a pattern generally utilized by most districts. The District's offer at 3% appears to be based upon what the District considered past practice. Yet, by the District's own admission, the general percentage increase was in addition to compensation adjustments for positions which no longer reflected similar payment for the activity among the comparable districts. The committee which recommended the adjustments no longer exists, therefore, percentage increases or some other method of general increase across the range of activities is the only way compensation for extra curricular activities will increase. Since the District did not demonstrate other comparable districts increased the extra-curricular pay by the percentage it offers, it cannot be concluded the District's offer is more reasonable.

Since it was determined the District's offer was more reasonable regarding the salary issue and since the parties agree the salary issue is the most important issue in dispute between them, it is decided there is no need to address whether or not the District's financial condition is such that only the District's offer would be justified. Consequently, having found the District's offer is more reasonable concerning the salary issue and having found the Association's offer is more reasonable concerning the language issue and the extra-curricular compensation issue and having concurred with the parties that the salary issue carries the greatest weight in deciding this matter, the following award is made 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 District, 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 10th day of December, 1986 at La Crosse, Wisconsin.


Sharon K. Imes
Mediator/Arbitrator

SKI:ms

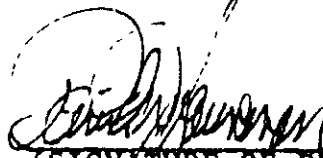
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FEB 17 1986

WISCONSIN EMPLOYMENT
RELATIONS COMMISSIONNAME OF CASE: WAUPACA SCHOOL DISTRICT CASE 15 NO. 35701 MED/ARB-3507

The following, or the attachments hereto, constitute our final offer for the purpose 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.

February 14, 1986
(DATE)


(SIGNATURE OF REPRESENTATIVE)

On behalf of: WAUPACA TEACHERS ASSOCIATION

PRELIMINARY FINAL OFFER OF THE WAUPACA TEACHERS ASSOCIATION

The final offer of the Waupaca Teachers Association incorporates by reference the agreement between the Association and the School District for 1983-85, except as said agreement would be amended by the stipulation of items agreed to by the parties and attached hereto, and except as would be amended by technical changes for dates, paragraph renumbering, relettering and the like, and except as amended by the following final offer:

ARTICLE III - COMPENSATION

- A. Salary Schedule (please see attached salary schedule Appendix A).
- B. 1. *In line 3 delete "\$165.00" and substitute for said deletion \$175.00.*
2. *In line 8 delete "\$272.00" and substitute for the deletion \$293.00.*

ARTICLE III - J. Teacher Retirement

In lines 97 through 98, delete "an amount equal to five percent (5%)" and substitute for said deletion "up to six percent (6%)"

APPENDIX B - EXTRA-CURRICULAR SCHEDULE 1985-86

Increase all of the wages listed in APPENDIX B found on pages 34 and 35 of the 1983-85 agreement by 9.82%.

(Therefore, Football Head 0-4 years would equal \$1259 instead of the listed value of \$1,146.00. Similarly, Volleyball Head 0-4 years would be \$1133 instead of \$1032. F B L A at 0-4 years would be \$437 instead of \$398. Director - Drama Coach 0-4 years would be \$1133 instead of \$1032. Concerts and Parades would be \$21.42 instead of \$19.50).

*7
done 2/14/85
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SALARY SCHEDULE
APPENDIX A

WAUPACA 1985-86		BA	+6	+12	+18	+24	+30	MS	+6
STEP	EXP.								
1	0	14930	15105	15280	15455	15630	15805	16098	16391
2	1	15602	15785	15968	16150	16333	16516	16822	17129
3	2	16274	16465	16656	16845	17036	17227	17546	17867
4	3	16946	17145	17344	17540	17739	17938	18270	18605
5	4	17618	17825	18032	18235	18442	18649	18994	19343
6	5	18290	18505	18720	18930	19145	19360	19718	20081
7	6	18962	19185	19408	19625	19848	20071	20442	20819
8	7	19634	19865	20096	20320	20551	20782	21166	21557
9	8	20306	20545	20784	21015	21254	21493	21890	22295
10	9	20978	21225	21472	21710	21957	22204	22614	23033
11	10	21650	21905	22160	22405	22660	22915	23338	23771
12	11	22322	22585	22848	23100	23363	23626	24062	24509
13	12	22994	23265	23536	23795	24066	24337	24786	25247
14	13	---	---	24224	24490	24769	25048	25510	25985
15	14	---	---	24912	25185	25472	25759	26234	26723
16	15	---	---	---	25880	26175	26470	26958	27461
17	16	---	---	---	---	---	---	27682	28199
INDEX		672	680	688	695	703	711	724	738

*done 2/14/86
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1. Incorporate, by reference, the Agreement between the School District of Waupaca and the Waupaca Teachers Association for 1983-85, except as amended, by the following items:
2. Incorporate all Tentative Agreements initialed and attached hereto;
3. Article III - Compensation - Modify section J. Teacher Retirement to read as follows:

The Board shall pay up to six percent (6%) of the teacher's gross salary as the teacher's required contributions to the WRS.

4. Article V - Working Conditions - Modify section B - Definition of School Day and Week - by adding a new sentence to follow the first sentence of Paragraph 1 to read as follows:

The starting time and ending time may be modified by the District up to fifteen (15) minutes, but such changes shall not result in an increase in the length of the school day.

5. Article XI - Duration - Modify article to read as follows:

The provisions of this Agreement will be effective as of August 17, 1985, and shall continue to remain in full force and effect as binding on the parties through August 16, 1986.

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

This agreement is made and entered into the _____ day of _____, 19____.

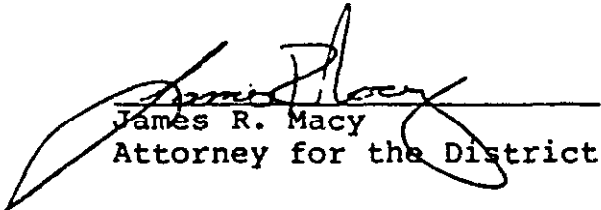
6. Appendix A - 1985-86 Salary Schedule - Modify as follows:

1. Maintain Current index.
2. For 1985-86, increase BA base to \$14,750 and modify schedule accordingly as attached hereto.

7. Appendix B - 1985-86 Extra-Curricular Schedule - Modify to increase all wages listed in Appendix B found on pages 34 and 35 of the 1983-85 agreement by 3%.

Respectfully submitted by:

MULCAHY & WHERRY, S.C.


James R. Macy
Attorney for the District

SALARY SCHEDULE

STEP	EXPERIENCE	BA	BA + 6(a)	BA + 12(b)	BA + 18(c)	BA + 24(d)	BA + 30(e)	MA	MA + 6(f)
1	0	14,750	14,913	15,076	15,239	15,402	15,565	15,837	16,109
2	1	15,414	15,584	15,754	15,925	16,095	16,265	16,550	16,834
3	2	16,078	16,255	16,432	16,611	16,788	16,965	17,263	17,559
4	3	16,742	16,926	17,110	17,297	17,481	17,665	17,976	18,284
5	4	17,406	17,597	17,788	17,983	18,174	18,365	18,689	19,009
6	5	18,070	18,268	18,466	18,669	18,867	19,065	19,402	19,734
7	6	18,734	18,939	19,144	19,355	19,560	19,765	20,115	20,459
8	7	19,398	19,610	19,822	20,041	20,253	20,465	20,828	21,184
9	8	20,062	20,281	20,500	20,727	20,946	21,165	21,541	21,909
10	9	20,726	20,952	21,178	21,413	21,639	21,865	22,254	22,634
11	10	21,390	21,623	21,856	22,099	22,332	22,565	22,967	23,359
12	11	22,054	22,294	22,534	22,785	23,025	23,265	23,680	24,084
13	12	22,718	22,965	23,212	23,471	23,718	23,965	24,393	24,809
14	13			23,890	24,157	24,411	24,665	25,106	25,534
15	14			24,568	24,843	25,104	25,365	25,819	26,259
16	15				25,529	25,797	26,065	26,532	26,984
17	16							27,245	27,709
	INDEX	664	671	678	686	693	700	713	725