

AUG 22 1986

STATE OF WISCONSIN  
BEFORE THE ARBITRATORWISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

In the Matter of the Petition of the  
WISCONSIN DELLS TEACHERS ASSOCIATION  
For Final and Binding Arbitration  
Between the Petitioner and the  
WISCONSIN DELLS SCHOOL DISTRICT

Case 10  
No. 35773 Med/Arb 3541  
Decision No. 23383-A

## I. APPEARANCES

For the Wisconsin Dells Teachers' Association

Jim Yoder, Spokesperson  
Jim Murphy  
Peter Smet  
Susan Johnson  
Barbara Keeble  
Jim Brancel

For the Wisconsin Dells School District

Karl L. Monson, Spokesperson  
Fred E. Schubring  
Diane Jepson  
Bill Nehring  
Bob McClyman  
JoAnn O'Malley

## II. BACKGROUND

On October 2, 1986, the Wisconsin Dells Teachers' Association, consisting of all full-time classroom teachers, teaching principals, special teachers, guidance counselors, and librarians (hereinafter called the Association) but excluding principals, assistant principals, elementary and secondary coordinators, teacher aides, substitute teachers, per diem teachers, interns, practice teachers, office and clerical employees, all other non-instructional personnel and district administrators, filed a petition requesting the Wisconsin Employment Relations Commission to initiate mediation/arbitration proceedings pursuant to Section 111.70 (4)(cm)6 of the Municipal Employment Relations Act, for the purpose of resolving an impasse arising in collective bargaining between the Association and the Wisconsin Dells School District (hereinafter called the District) on matters affecting the wages, hours, and conditions of employment within said unit.

An investigation into the matter was conducted by a member of the Wisconsin Employment Relations Commission's staff on March 3, 1986. The investigator, finding the parties still at impasse, accepted the parties' final offers on March 3, 1986. Thereafter, the Commission's investigator notified the parties and the Commission that the investigation was closed and the parties remained at impasse. Subsequently, the Wisconsin Employment Relations Commission rendered a FINDINGS OF FACT, CONCLUSIONS OF LAW, CERTIFICATION OF RESULTS OF INVESTIGATION and ORDER requiring Mediation/Arbitration.

The parties selected Donald G. Chatman as Mediator/Arbitrator on March 28, 1986. A mediation meeting was held on June 2, 1986 at 5:00 P.M. in the administration offices of the of the Wisconsin Dells School District, Wisconsin Dells, Wisconsin, in an attempt to resolve the outstanding issues in dispute between the parties. The parties were unable to reach agreement on all the issues in dispute and the Mediator served notice of the prior written stipulation to the parties to resolve the outstanding issues at impasse by final and binding arbitration. The mediation meeting was closed at 10:15 P.M. on June 2, 1986.

## III. PROCEDURE

An Arbitration hearing on the above matters was held at the administration offices of the Wisconsin Dells School District on June 2, 1986 at 10:40 P.M. before the Arbitrator, under rules and procedures of Section 111.70(4)(cm)6 of the Municipal Employment Relations Act. At this hearing both parties were given full opportunity to present their evidence, testimony and arguments, to summon witnesses and to engage in their examination and cross-examination. The parties agreed to the submission of final arguments in the form of written briefs, with no rebuttal briefs.

The hearing was adjourned on June 3, 1986, at 1:30 A.M. until the receipt and exchange of final written briefs. The exchange was completed on July 10, 1986, and the hearing was closed at 5:00 P.M. on July 10, 1986. Based on the evidence, testimony, arguments and criteria set forth in Sec. 111.70 (4)(cm)6 of the Municipal Employment Relations Act, the Arbitrator renders the following award.

#### IV. FINAL OFFERS AND ISSUES

Both parties to the Agreement stipulate to the following inclusions in a successor agreement:

1. Add to the extra-pay schedule:

Softball Coaches-

Head.	.	.	.	.	.	.	.	.	.	\$1,150
Assistant	.	.	.	.	.	.	.	.	.	650

7th and 8th Grade Volleyball	.	.	.	.	.	.	.	.	.	550
------------------------------	---	---	---	---	---	---	---	---	---	-----

7th and 8th Grade Track	.	.	.	.	.	.	.	.	.	550
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Change girls basketball coaching position to be the same as the boys.

2. The Board's proposal concerning pay dates is agreed to with the proviso that sick leave accumulation shall appear monthly on the check stub and secondly, that summer paychecks may be received on the June pay date with two weeks notice instead of notice by May 1.

3. A two-year probationary period is added for new teachers before the District must meet the existing just cause standard for nonrenewal. It is understood that probation does not apply to current employees.

A section is added stating that "no teacher shall be disciplined except for just cause".

The Association's final offer is attached (Appendix A). The District's final offer is attached (Appendix B). The Association and the District stipulate that no other outstanding issues are at impasse which would prevent the resolution of the 1985-1986 agreement between the parties.

An examination of the parties final offers shows that under District final offer Article IX, Section 5, Payment of Salaries, the parties have stipulated to successor language under stipulation (2). Further, that under the District's final offer under Article X, Discharge, Section 7 is stipulated to by the parties with the inclusion in the successor agreement of stipulation (3). Finally, the parties have stipulated that Article XV, Extra Pay for Extra Duties, which is identical in both parties final offers shall include the additions of stipulation (1). The remaining issues are in contention between the parties.

#### Issue

Article XIII, Section 1- Health Insurance

The District proposes to change the language in the successor agreement to read:

The District will contribute a sum up to \$169.79 for a family policy and \$57.37 for a single policy to be applied to the employee's monthly health insurance premium. The District shall pay the deductible.

The current Agreement language reads:

The School District will pay the \$500 single deductible portion and the \$1000 family deductible portion of the health insurance program for each person covered by the health insurance carrier.

The Board of Education shall pay insurance premium for each full-time teaching employee as follows:

a. Health and hospitalization: the District will pay 100% of the premium.

The Association is opposed to this change.

Article IX, Section 13- State Teacher Retirement

The District proposes the successor Agreement to read:

The District will pay up to 6% of each individual Teacher's contract salary to the Wisconsin Retirement System.

Article IX, Section 13 currently reads:

The Board of Education shall pay into the State Teachers Retirement System 100% of the teachers cost. STRS payments by the board will not exceed teachers' required contributions.

The Association is opposed to this change.

Article IX Section 3 -Calendar

The district proposes the successor Agreement to read:

A committee of the Wisconsin Dells Education Association will work with Administration in the development of a Calendar for the ensuing school year. The Calendar shall include (180) face to face teaching days with students and start after Labor Day.

The School Calendar, agreed upon jointly by the WDEA Committee and the Administration, will be subject to final approval of the Board of Education.

Article IX, Section 3- Calendar currently reads:

The School calendar shall be prepared jointly by the Board of Education and the WDTA. Final approval shall be determined by the electors at the Annual Meeting.

The Association is opposed to this change.

Salary Schedule for 1985-1986

The parties are in contention about the salary schedule. Both have proposed a schedule as part of their final offer (Appendice A,B).

V. CONTENTIONS OF THE PARTIES

The Association contends that the Wisconsin Dells teachers should receive dollar increases for 1985-1986 as compared to 1984-1985 consistent with the pattern of settlements among geographically proximately sized settled school districts, and that, Wisconsin Dells teachers should at least maintain their relative placement at the salary schedule benchmarks of comparably settled school districts. The Association maintains the 1984-85 Wisconsin Dells teachers' salary schedule is devoid of logical increases between lanes or between incremental cells and that status should be changed to more nearly conform to the prevailing practices of comparable school districts. The Association asserts that the District should give credit for experience on the salary schedule consistent with the teachers years of service to the district. The Association contends the District's proposal to cap employer health insurance contributions and to otherwise modify the health insurance language currently in existence is unsupported by either evidence or a demonstration of District need. Further, the Association contends the District's proposal which substitutes 6.0% of the teachers salary to the Wisconsin Retirement System for the existing language of 100% of teachers cost is unsupported by a showing of need resulting from hardship on the District from this change. Finally, the Association contends the District's proposal to modify the calendar language of the existing agreement to require a school starting date after Labor Day without precedent among comparable school districts. The Association asserts that the after Labor Day starting date is not precluded by existing agreement language, and such change is unnecessary. The Association maintains its final offer serves the needs of the community, and the parties, and is in the best interest of the public.

The Association bases its argument on the wages paid to its selected comparable teacher group and cites the South Central Athletic Conference as the basic comparable group. However, since only one of the school districts in this conference has an agreement for the 1985-1986 year the Association wishes to expand the comparable group to those school districts in Adams, Columbia, Juneau, Marquette and Sauk Counties. The Association argues that

there is arbitral precedent for using substitute groups when there are no settlements among existing comparable teacher groups. The Association is opposed to the District's proposed expanded comparable group because they maintain that the schools are not geographically and economically as similar as the Association's proposed comparable groups.

The Association argues that the District's proposal to cap employer health insurance contributions and to otherwise modify the existing health insurance language is unnecessary and unsupported by either evidence or demonstration of need by the District. The Association maintains that the health insurance premium for both the single and family plans are unchanged from 1984-1985. Further, the cost of health insurance during this period is less by 13.5% from the 1983-1984 cost figures. Thus, there is at least no monetary hardship imposed upon the District. The Association's opposition to the District's proposal to modify health insurance language is that the modification makes no reference to anything other than premium modification. The existing agreement requires conferral with the Association and consent before a change in type of insurance or carrier can be made. The Association argues the District has shown no need for such language change and the district's proposal on health insurance should be rejected as ambiguous and shows no hardship to the district.

The Association argues that the District's final offer proposal on the Wisconsin Retirement System contribution by the employer is also unsupported by a showing of need or hardship. The Association maintains that by substituting the phrase "6% of each teachers salary" for the existing language 100% of the teacher's cost is unnecessary and unwarranted. They maintain that the proposal does not change the existing financial impact for 1985-86, that no evidence or testimony was introduced by the District to show that the contribution rate was likely to be raised in the foreseeable future, and therefore, the proposal should be rejected.

The Association argues that the District's proposal to modify the calendar language to require an after Labor Day school starting date is without precedent among its comparable school districts. The Association maintains that such school district starting date is not precluded under the existing agreement and the proposal is unnecessary.

The District contends the Association voluntarily settled the 1982-83 and the 1984-85 contract agreements with one of the provisions for a settlement being the freezing of the teaching staff on their salary schedule placement of the preceding school year (i.e., 1981-82 and 1983-84). The district alleges that the Association is now attempting to make up for these two years of placement freezing through interest arbitration, rather than collective bargaining. On the issue of salary the District contends that its final offer is the more reasonable and comparable with other similar school districts of the two final offers. The district maintains there is nothing significantly unique about the Wisconsin Dells School District to justify the increases demanded by the Association. The District contends its final offer exceeds the Cost of Living index by several percent and thus is in the best interest of the public.

The district proposes as comparable school districts the South Central Athletic Conference. However, since only one of the comparable school districts has a settlement for 1985-86, the district has elected to expand the comparable school districts to include the communities of Westfield, Onalaska, Viroqua, and Sauk Prairie, while rejecting the comparable list of the Association as being non-comparable in district size or economic structure.

The District proposes a change in the health insurance language. The District argues that this proposal is the District's effort to identify the amounts in dollars of the premium payments in the agreement in order to make the teachers more aware of the cost of this benefit. The District maintains the dollar amounts reflected

in its proposal represent the full amount of premiums on health insurance in 1985-1986.

The District proposes a change in Article 9 (General Provisions), Section 13, State Teacher Retirement. The District maintains the retirement contribution represents an additional cost to the District, and is introduced into the agreement to make the Association aware of such additional costs.

The District proposes to change Article 9 (General Provisions), Section 3 (School Calendar) from:

Section 3 The School Calendar shall be prepared jointly by the Board of Education and the WDTA. Final approval shall be determined by the electors at the annual meeting.

Proposed: A committee of the Wisconsin Dells Teachers Association will work with the Administration in the development of a calendar for the ensuing school year. The Calendar shall include (180) face to face teaching days with students and start after Labor Day. The School Calendar agreed upon jointly by the WDTA committee and the Administration, will be subject to final approval of the Board of Education.

The District maintains that it is not proposing a change in the number of working days in this issue, but that school start after the first Monday in September (Labor Day). The primary rationale is that Wisconsin Dells is a tourist community and much of the labor is furnished by students of the School District. The District argues that surrounding States have schools that begin after Labor Day and that, it is preferable to change the starting date of school than to have unexcused absences during this period.

## VI DISCUSSION

### Comparability

Both the District and the Association have presented school districts outside the South Central Athletic Conference for comparison. Both cite a rationale that there is one settlement for the 1985-86 school year, thus other settled school districts should be utilized. If the settlement figure for salary was the total criteria then any district with a settlement favorable to the party would be comparable. This Arbitrator deems that in order for comparability to have significance it must be relevant for more than one instance. The utilization of comparability is or should be the reference base from which consistent comparisons can be made for significant periods of time. The Association's expansion of alleged comparable school districts to include the five counties surrounding Wisconsin Dells is not acceptable. The inclusion of these school districts dilute the similarities of reasonable comparables and change means. The inclusion of these school districts might have merit as comparable units if they were utilized for a long term period (3-5 years) and data was furnished for this period rather than one instance because the school district reach favorable agreement first. Concurrently, the District's enlargement of comparable school districts because of the limited number of settlements, is rejected for essentially the same reasons. The comparable school districts for this arbitration remain the South Central Athletic Conference.

### Salary

An examination of the salary data provided by both the Association and the District for the South Central Athletic Conference from 1981 to 1986 shows that Wisconsin Dells is above the median increase for the conference. At the benchmark levels the salaries are above the median with one exception. The data indicate that both the District's and Association's final offers on salary would appear to maintain position within the conference. The data would also indicate that a majority of the teachers within the District are in a relatively fixed position on the salary schedule even with an incremental lane change. The final offers on salaries as expressed by the parties salary schedules are less than 1.0% apart (ex retirement additions) and are not in and of themselves determinative of acceptance of either party's total final offer.

#### Health Insurance

The District proposal on health insurance and language change appears to be little if nothing more than the insertion of a dollar cap within the agreement. While the District may argue that its proposal is informative for the teachers, this Arbitrator is not persuaded that information cannot be better conveyed in a myriad of other ways. This proposal as presented also does not make consideration for the joint selection and determination procedures previously enjoyed by the parties. While the health insurance proposal does not present harm, increased cost, or benefit reduction to either Association group member or District at this time, it could represent such reduction of present benefit in the future. On its own merits the District's proposal on health insurance is not justified on the evidence and testimony presented at this hearing.

#### Teacher Retirement System

The District's proposal to change existing Article 9, Section 13, (State Teachers Retirement) appears to be an insertion of a retirement payment cap by the District on a benefit that the District heretofore paid exclusively. The District's argument that such a final offer was made to show that the 1.0% increase in payment to the retirement system represents a real dollar cost to the District is noted by the Arbitrator. The merit given this argument is that District final offer costs must be viewed as higher than stated. On its own merit the insertion of the percentage amount represents a dollar cap within this portion of the agreement. While this cap represents no reduction of benefit to the employee, it is barely justified by the evidence and testimony presented at this arbitration.

#### School Calendar

The District's proposal on the school calendar appears to be much more than that school begin after the first Monday in September. This proposed agreement officially inserts the school administration into the calendar setting process and changes the relationship of the Board of Education from conferee to final decision maker. The District's argument in support of this change is not impressive. The Association contends that this is a non-issue which could be implemented under the present agreement. The Arbitrator deems that while the proposal is innocuous at the present time it represents a marked change in relationships between the parties. The Arbitrator also deems this to be overreaching on the merits of the proposal.

There are two significant issues to be resolved since the Arbitrator "shall adopt without further modification the final offer of one of the parties on all disputed issues under subd. 6". The first is whether the District has overreached in the submission of language changes in the agreement. If so, is the merit of the District's salary proposal strong enough to carry other final offer proposals that have little or no merit? The other significant issue in this Arbitrator's opinion is the Association's final offer proposal on salary. In this final offer proposal the language "Instructors are placed in the cell reflecting their appropriate creditable experience as recognized by the District" is noteworthy. The Association argues that its salary proposal increases are more comparable with other school district salary increases. The District argues that the Association voluntarily accepted a freezing of the teaching staff on their salary schedule placement of the preceding school year not once but twice (1981-82 and 1983-84). The Association does not contest or refute this argument, nor present any evidence or testimony as to why these extraordinary events occurred. In this Arbitrator's opinion, when there is a radical departure from the norms generally found in Wisconsin teaching agreements there is usually an explanation of some kind. In this instance no explanation was presented by the Association. Secondly, the freezing of teaching staff occurred twice and in both instances was voluntary. These instances strongly suggest that the parties were well aware of these deviations and initiated them at their

discretion. In this Arbitrator's opinion, decisions derived from the joint voluntary negotiations of the parties should not be set aside by Interest Arbitration or third parties without a major presentation and demonstration of harm to one or both the parties. In this instance the Association voluntarily agreed to a schedule freezing twice. The data presented by the Association and the District show that for this period the District was at or above the mean for the Athletic Conference in salary. The Association presented no argument other than a lack of comparability with similar school districts.

The District is perhaps overreaching in its attempts to place caps and change conferral relationships under the the premise of conveying information. However, on the basis of Sec. 111.70, where the total final offers of one party is accepted with out modification, this Arbitrator deems it unacceptable to award issues to parties which the parties have voluntarily eroded through their own negotiations. It is this Arbitrator's opinion that the voluntary placement freezing agreement the Association twice made is of such gravity as prevent its restoration through interest arbitration alone. The final offers of the Association are denied.

#### VII AWARD

The 1985-1986 Agreement between the Wisconsin Dells Teachers Association and the Wisconsin Dells School District shall contain all stipulations mutually agreed upon by the parties and incorporated as part of this Award and the final offers of the Wisconsin Dells School District.

Dated this 21 th day of August, 1986, at Menomonie, Wisconsin.

*Donald G. Chatman*  
Donald G. Chatman  
Mediator/Arbitrator





Final Offer

3-3-86

The Wisconsin Dolls Education Association proposes the current Master Agreement along with the tentative agreements and the following amendments:

1. Salary (See Attached)

2. Article VIII, Section 2, Last sentence  
Add: "discipline," after "No teacher shall be ..."

~~3. Health Insurance~~

3. Duration

Article	Term of Agreement
Section 1	Change to July 1, 1985 and June 30, 1986
Section 2	Change Jan. 15, 1985 to Jan. 15, 1986

4. Extra Duty Schedule (See Attached)

Investigator  
Cory

Proposed Salary Schedule for 1985-86:

	BA	BA+12	BA+18	BA+24	BA+30	MA	MA+12	MA+18	MA+24
1	15160	15460	15760	16060	16360	16760	17160	17560	17960
1.5	15460								
2	15760	16060	16360	16660	16960	17460	17860	18260	18660
2.5	16060								
3	16360	16660	16960	17260	17560	18160	18560	18960	19360
3.5	16660								
4	16960	17260	17560	17860	18160	18860	19260	19660	20060
4.5	17260								
5	17560	17860	18160	18460	18760	19560	19960	20360	20760
5.5	17860								
6	18160	18460	18760	19060	19360	20260	20660	21060	21460
6.5	18460								
7	18760	19060	19360	19660	19960	20960	21360	21760	22160
8	19360	19660	19960	20260	20560	21660	22060	22460	22860
9	19960	20260	20560	20860	21160	22360	22760	23160	23560
10	20560	20860	21160	21460	21760	23060	23460	23860	24260
11	21160	21460	21760	22060	22360	23760	24160	24560	24960
12	21760	22060	22360	22660	22960	24460	24860	25260	25660
13	22360	22660	22960	23260	23560	25160	25560	25960	26360
14	22960	23260	23560	23860	24160	25860	26260	26660	27060
15		23860	24160	24460	24760	26560	26960	27360	27760
16			24760	25060	25360	27260	27660	28060	28460
17				25660	25960	27960	28360	28760	29160

BA MA  
300 400  
300 700

*transformation*

Steps reflect years of experience.

Instructors are placed in the cell reflecting ~~only~~ <sup>their</sup> experience. ~~their~~ <sup>an</sup> appropriate creditable experience <sup>is</sup> recognized by the District.

~~Similar steps, rather than increments, begins to more closely resemble a typical schedule.~~  
Half-steps are placed where district spreadsheets indicate that personnel exists. (Should the board wish, these steps may be eliminated in final publication.)

Proposed

3-86

Article XV - Extra Pay for Extra Duties

Coaching

a. Football:	Head Coach	\$2,000.00
	Assistants	1,250.00
	7th & 8th Grade	550.00
b. Basketball-Boys:	Head Coach	\$2,000.00
	Assistants	1,250.00
	9th Grade	950.00
	7th & 8th Grade	550.00
c. Basketball-Girls:	Head Coach	\$2,000.00
	Assistant	1,250.00
	J.V. Coach	1,250.00
	Junior High	550.00
d. Wrestling:	Head Coach	\$2,000.00
	J.V. Coach	1,250.00
	9th Grade	950.00
	7th & 8th Grade	550.00
e. Baseball:	Head Coach	\$1,150.00
	Assistant	650.00
f. Volleyball:	Head Coach	\$1,150.00
	Assistant	650.00
g. Cross Country:	Head Coach	\$1,150.00
h. Track-Boys & Girls:	Head Coach	\$1,150.00
	Assistant	650.00
i. Golf:	Head Coach	\$850.00
j. Intermurals:		\$250.00
k. Cheerleading:	High School Advisor	\$350.00
	Junior High Advisor	250.00
l. Department Chairmen		\$240.00

m.	Music	Swing Choir Director	\$625.00
		Choreography Director	400.00
		High School Instrumental	600.00
		High School Vocal	600.00
		Junior High Instrumental	500.00
		Junior High Vocal	350.00
		Christmas Programs-Elm	30.00
n.	Audio-Visual	High School	\$400.00
o.	Photography:		\$240.00
p.	Forensics:	High School	\$475.00
		Asst. High School	350.00
		Junior High	175.00
q.	Annual:	High School	\$500.00
r.	Newspaper:	High School	\$250.00
s.	Student Council:	High School	\$240.00
t.	Drama:	Head High School	\$456.00
		Asst. High School	342.00
u.	Jr. Class Advisor:		\$250.00

RECEIVED

AUG 22 1986

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

Name of Case:

Wausau Hills School District

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.

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Representative)

On Behalf of:

Beard  
\_\_\_\_\_  
\_\_\_\_\_

B1 8:35

ARTICLE IX, Section 5 - Payment of Salaries

Payment of salaries shall be in 24 installments. The Board of Education shall determine the actual dates of payment. A Teacher may receive their June, July, and August pay checks all on the June pay date, if they so desire. To do so a written request must be made to Superintendent and the payroll office prior to May 1.

ED

Bl 7'25  
District Regular Copy

Article XIII, Section 1 - Health Insurance

The District will contribute a sum up to \$169.79 for a family policy and \$57.37 for a single policy to be applied to the employee's monthly health insurance premium.

The District shall pay <sup>THE DEDUCTIBLE</sup> the last ~~\$50.00~~ on the deductible.

FAR

Bx - 725  
Investigator P. J. J.

Article IX, Section 3 - Calendar

A committee of the Wisconsin Dells Education Association will work with Administration in the development of a Calendar for the ensuing school year. The Calendar shall include (180) face to face teaching days with students and start after Labor Day.

The School Calendar, agreed upon jointly by the WDEA Committee and the Administration, will be subject to final approval of the Board of Education.

188



Oct 7 00 p.m.

Article X, Section 7 - Discharge

All new teachers will serve a <sup>two</sup> ~~three~~ (<sup>2</sup>) year probationary period. After completing a three year probationary period, no teacher shall be dismissed, non-renewed or disciplined except for just cause.

F.S.D.

ARTICLE IX, Section 13 - State Teacher Retirement

The District will pay up to ~~5~~<sup>6</sup>% of each individual Teacher's contract salary to the Wisconsin Retirement System.

F 5/1

Proposed

3-3-86

FLD

Bl 725

Investigation Copy

Article XV - Extra Pay for Extra Duties

Coaching

a. Football:	Head Coach	\$2,000.00
	Assistants	1,250.00
	7th & 8th Grade	550.00
b. Basketball-Boys:	Head Coach	\$2,000.00
	Assistants	1,250.00
	9th Grade	950.00
	7th & 8th Grade	550.00
c. Basketball-Girls:	Head Coach	\$2,000.00
	Assistant	1,250.00
	J.V. Coach	1,250.00
	Junior High	550.00
d. Wrestling:	Head Coach	\$2,000.00
	J.V. Coach	1,250.00
	9th Grade	950.00
	7th & 8th Grade	550.00
e. Baseball:	Head Coach	\$1,150.00
	Assistant	650.00
f. Volleyball:	Head Coach	\$1,150.00
	Assistant	650.00
g. Cross Country:	Head Coach	\$1,150.00
h. Track-Boys & Girls:	Head Coach	\$1,150.00
	Assistant	650.00
i. Golf:	Head Coach	\$850.00
j. Intermurals:		\$250.00
k. Cheerleading:	High School Advisor	\$350.00
	Junior High Advisor	250.00
l. Department Chairmen		\$240.00

Dec 1 30  
Investigation  
Copy

m.	Music	Swing Choir Director	\$625.00
		Choreography Director	400.00
		High School Instrumental	600.00
		High School Vocal	600.00
		Junior High Instrumental	500.00
		Junior High Vocal	350.00
		Christmas Programs-Elm	30.00
n.	Audio-Visual	High School	\$400.00
o.	Photography:		\$240.00
p.	Forensics:	High School	\$475.00
		Asst. High School	350.00
		Junior High	175.00
q.	Annual:	High School	\$500.00
r.	Newspaper:	High School	\$250.00
s.	Student Council:	High School	\$240.00
t.	Drama:	Head High School	\$456.00
		Asst. High School	342.00
u.	Jr. Class. Advisor:		\$250.00

District: wisconsin dells

Schedule: wd5602

Step	BA	BA + 12	BA + 18	BA + 24	BA + 30	MA	MA + 12	MA + 18	MA + 24
0	15250	15470	15690	15910	16130	16350	16570	16790	17010
1	15850	16070	16290	16510	16730	16975	17195	17415	17635
2	16450	16670	16890	17110	17330	17600	17820	18040	18260
3	17050	17270	17490	17710	17930	18225	18445	18665	18885
4	17650	17870	18090	18310	18530	18850	19070	19290	19510
5	18250	18470	18690	18910	19130	19475	19695	19915	20135
6	18850	19070	19290	19510	19730	20100	20320	20540	20760
7	19450	19670	19890	20110	20330	20725	20945	21165	21385
8	20050	20270	20490	20710	20930	21350	21570	21790	22010
9	20650	20870	21090	21310	21530	21975	22195	22415	22635
10	21250	21470	21690	21910	22130	22600	22820	23040	23260
11	21850	22070	22290	22510	22730	23225	23445	23665	23885
12	22450	22670	22890	23110	23330	23850	24070	24290	24510
13	23050	23270	23490	23710	23930	24475	24695	24915	25135
14		23870	24090	24310	24530	25100	25320	25540	25760
15			24690	24910	25130	25725	25945	26165	26385
16				25510	25730	26350	26570	26790	27010
17					26330	26975	27195	27415	27635
18						27600	27820	28040	28260