

NOV 06 1986

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

BEFORE THE MEDIATOR-ARBITRATOR

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 \*  
 In the Matter of Mediation-Arbitration Between\*  
 \*  
 KICKAPOO EDUCATION ASSOCIATION \*  
 \*  
 and \*  
 \*  
 KICKAPOO AREA SCHOOL DISTRICT \*  
 \*  
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Case 8 No. 36106  
 MED/ARB-3678  
 Decision No. 23396-A

Appearances: Wisconsin Association of School Boards, by Kenneth Cole, for the District,

Coulee Region United Educators, by Gerald Roethel, Executive Director, for the Association,

On April 7, 1986 the Wisconsin Employment Relations Commission appointed the undersigned as mediator-arbitrator in the above-captioned case. No timely petition was made to the WERC for a public hearing. A mediation meeting was held at Viola, Wisconsin on July 21, 1986. Prior to the commencement of mediation, the undersigned honored the request of assembled citizens to hold a public hearing, notwithstanding the untimely request. The hearing lasted for approximately five minutes and one citizen elected to speak.

Mediation was then attempted and proved to be unsuccessful. At its conclusion an arbitration was held. At the hearing, both parties had the opportunity to present evidence, testimony and arguments. No transcript of the proceedings was made. The record was completed on October 6, 1986 after both parties filed post-hearing briefs and the Association submitted a reply brief. The District did not opt to submit a reply brief.

The dispute involves differences over a proposed two-year agreement. Both parties made final offers for 1985-86 and 1986-87 school years. The final offers are appended to this Award. The disputed issues involve salary, longevity, health insurance premiums and retirement contributions.

The statutes at 111.70(4)(cm)(7) require the mediator/arbitrator to give weight to certain factors. There is no dispute with regard to several of these factors:

- (a) lawful authority of the employer;
- (b) stipulations of the parties; that part of
- (c) dealing with "the financial ability of the unit of government to meet the costs of any proposed settlement."

The other factors have been considered by the arbitrator in making his decision.

The District is one of eight school districts in the Rivers and Valleys Athletic Conference. At the time of the arbitration hearing, three of them had reached agreement for 1985-86 (Senaca, North Crawford and La Farge). Prior to the agreed upon date for the closing of the record in this case, Wauzeka also reach settlement.

### Salary

The arbitrator is required by the statute to give weight to comparisons of wages, hours and conditions of employment of the District compared to those of other employees performing similar services in public employment in the same community and in comparable communities and in private employment. No data have been presented by the parties relating to non-teaching public employment or to private employment. Both parties presented data relating to conditions in other school districts.

The District argues that the number of settlements in the conference is too few for meaningful comparisons. The District does not suggest looking outside the conference, but rather suggests that factors other than comparisons be emphasized. The arbitrator respectfully disagrees. The four conference settlements provide enough data to compare the District to the Conference average and median for the settled districts, and to see where the District stands in relationship to those districts in 1985-86 and compared<sup>1</sup> to where it stood in 1984-85, at each of the commonly used salary benchmarks. The four districts are Senaca, North Crawford, La Farge and Wauzeka.

<u>Benchmark</u>	<u>Kickapoo 1984-85</u>	<u>4 District Average 1984-85</u>	<u>Kickapoo Related to 4 District Average 1984-85</u>
BA-min	13,745	13,602	143

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1. The District argues that the Senaca, North Crawford and La Farge settlements should not be used for comparison. It argues that in La Farge, there was significant catch-up. In Senaca, there was manipulation by the parties to increase the benchmarks. In North Crawford, 1985-86 was the second year of a two-year Agreement. The Arbitrator is not persuaded by the facts and arguments that he should not consider these districts.

BA-7	16,655	16,347	308
BA-max	20,050	19,176	873
MA-min	15,145	15,213	(-68)
MA-10	19,510	19,713	(-203)
MA-max	21,450	21,820	(-370)
Sched. Max	21,450	22,945	(-1,495)

<u>Benchmark</u>	<u>4 District Average 1985-86</u>	<u>Kickapoo Related to 4 District Average 1985-86</u>		<u>Change in Relationship of Kickapoo to 4 District Average. 1985-86 Compared to 1984-85</u>	
		<u>Bd. Offer</u>	<u>Assn. Offer</u>	<u>Bd. Offer</u>	<u>Assn. Offer</u>
BA-min	14,658	(-58)	77	(-201)	(-66)
BA-7	17,766	(-166)	209	(-474)	(-109)
BA-max	20,845	255	875	(-618)	2
MA-min	16,474	(-124)	51	(-56)	119
MA-10	21,682	(-832)	198	(-629)	401
MA-max	23,961	(-1,111)	299	(-741)	669
Sched. Max	25,249	(-2,049)	(-989)	(-554)	506

Using averages at the benchmarks, it can be seen from the preceding chart, that the Board's offer results in deterioration from the average at every benchmark in 1985-86 compared to 1984-85. Where the Association offer results in deterioration, it is less deterioration than that resulting from the Board's offer. Where the Association offer results in increases in relationship to the average, the increases are of a smaller magnitude than the decreases which result from the Board's offer.

Because of the small number of districts in the comparison (4), it is important to reduce the possibility that the results are caused by very large or very small figures in any particular district. The arbitrator has done the same analysis using median figures, rather than averages.

<u>Benchmark</u>	<u>Kickapoo 1984-85</u>	<u>4 District Median 1984-85</u>	<u>Kickapoo Related to 4 District Median 1984-85</u>
BA-min	13,745	13,663	82
BA-7	16,655	16,500	155
BA-max	20,050	19,353	697
MA-min	15,145	15,235	(-90)
MA-10	19,510	19,938	(-428)
MA-max	21,450	22,005	(-670)
Sched. -max	21,450	23,243	(-1,793)

<u>Benchmark</u>	<u>4 District Median 1985-86</u>	<u>Kickapoo Related to 4 District Median 1985-86</u>		<u>Change in Relationship of Kickapoo to 4 District Median. 1985-86 Compared to 1984-85</u>	
		<u>Bd. Offer</u>	<u>Assn. Offer</u>	<u>Bd. Offer</u>	<u>Assn. Offer</u>
BA-min	14,740	(-140)	(-5)	(-222)	(-87)
BA-7	17,950	(-350)	25	(-505)	(-130)
BA-max	21,060	40	660	(-657)	(-37)
MA-min	16,775	(-425)	(-250)	(-335)	(-160)
MA-10	21,985	(1,135)	(-105)	(-707)	323
MA-max	24,115	(1,265)	145	(-595)	815
Sched. -max	25,728	(-2,528)	(-1,468)	(-735)	325

Using medians at the benchmarks produces the same results as was true when averages were used. Where the Association's offer results in deterioration, it is less than the deterioration resulting from the Board's offer. Where the Association's offer results in increases in relationship to the median, the increases are of a smaller magnitude than the decreases which result from the Board's offer. The only exception is at MA-max where the

Association offer produces an \$815 increase in relationship to the median, while the Board's offer results in a decrease of \$595.

The following table shows the increases from 1984-1985 to 1985-86 in percentage terms at the benchmarks for the settled districts.

Percentage of Increases from 1984-85 to 1985-86

<u>Benchmark</u>	<u>Bd. Offer</u>	<u>Assn. Offer</u>	<u>La Farge</u>	<u>N. Crawford</u>	<u>Seneca</u>	<u>Wauzeka</u>
BA-min	6.2	7.2	8.0	7.3	7.3	8.5
BA-7	5.7	7.9	8.7	7.9	8.9	9.2
BA-max	5.2	8.3	9.5	8.2	7.6	9.6
MA-min	8.0	9.1	7.1	8.8	8.3	8.9
MA-10	6.9	12.1	8.3	10.7	11.0	9.8
MA-max	6.5	13.1	8.8	11.2	9.1	10.1
Sched. -max	8.2	13.1	8.5	11.3	9.2	11.0

These comparisons show that the District's offer is closer to the comparables at the MA-max benchmark, but at the other six benchmarks the Association's offer is closer. The differences are more dramatic at the benchmarks relating to the MA schedule as opposed to the BA schedule. At the MA schedule, the Association's offer is significantly higher than the percentages given in the comparison districts, but the District's offer is even more significantly lower than the comparison districts. The result is that in percentage terms, the Association's offer is better supported by the comparisons than is the District's offer.

As noted above, the District did not offer secondary comparisons. The Association offered secondary comparisons (the districts in the Scenic Bluff Athletic Conference), and State-wide settlements. In the arbitrator's opinion, the Rivers and Valleys Conference provides an adequate basis for making comparisons. These favor the Association's final offer more than the District's final offer. In the arbitrator's opinion, it is not necessary to use the secondary or state-wide comparisons and especially so because they are presented in support of the Association's offer which does not need to be supported further by comparisons.

In its brief, the District downplays the importance of salary comparisons, arguing that they are less meaningful because of all of the

arbitration decisions in Kickapoo and other Conference districts which have affected salary schedules. It notes the fact that the last voluntary settlement between the parties in this relationship occurred in 1982-83. The arbitrator looked at the figures in evidence in 1982-83 for the benchmarks in the Athletic Conference. They indicate the following relationship of Kickapoo to the median of the other four districts in 1982-83: 75; 175; 1150; 0; 25; 125; and (-375). Whether as a result of voluntary settlements, arbitrations or some combinations of them, the District's position in relationship to the median of those benchmarks is much worse today than it was then. If anything, this is further argument for supporting the Association's position.

The arbitrator is required to give weight to changes in the cost of living.

The District put into evidence governmental cost of living indices. The indices show increases in the cost of living of less than 3% for the period August, 1984 to August, 1985. There are not figures available in the record for August, 1986. There are May figures. The increase from May, 1985 to May, 1986 was under 2%.

Both parties' offers in this case far exceed the increases in the cost of living index. The District's offer being the lower one is therefore closer to the change in the cost of living than is the Association's offer. Thus, the cost of living factor favors the District's final offer on salary.

The arbitrator is required to give weight to the interests and welfare of the public. Both parties view their final offers as being in the best interests and welfare of the public. The Association argues that there is justification for salary increases to teachers to keep them competitive with salaries paid in other comparable districts. The Association recognizes the economic plight of farmers and the public's desire to keep its taxes low, but it argues that there is no showing in this dispute that Kickapoo is any worse off in these respects than the other districts in the Conference or other comparability groups.

The District argues that its salary package of 15.1% over two years is more reasonable and in line with the public interests and welfare than is the increase of 23.1% offered by the Association (The Association's cost figures are 14.4% and 21.6%). In urging the arbitrator to accept its final offer the District cites statements of Governor Earl urging that budget increases be kept under 7.3%. It cites higher than average unemployment rate and tax delinquencies in the counties in which the District is located. It cites the high percentage of rural property in the district, and cites statistics to show the poor plight of the farmer and the agricultural economy. The District's arguments can be best summarized by its statement at page 5 of its brief:

The Board cannot in good conscience agree to burden the already hard-pressed taxpayer with a significant expenditure increase to cover the Union's excessive 12% and 10% compensation increases. The Board believes that the arbitrator should place more emphasis on the general economic conditions and the record of the Board in the past several years since there is no definitive settlement pattern established in the comparable school districts in 1985-86, and no pattern at all for 1986-87.

The District argues that its offer of 7.9% and 7.2% is reasonable in this economy and much more so than is the Association's offer.

There is no question that there are serious economic problems facing rural Wisconsin, and it is not a good time to be adding to the tax burden. The interests and welfare of the public would seem to favor the District offer so long as it is giving reasonable salary increases to teachers. That is the difficult issue, however. What is reasonable? The District is located in rural Wisconsin. So, however, are all of the other districts in the Conference. The arbitrator has reviewed the economic data submitted by the parties, and he cannot conclude that the economic conditions in the Kickapoo district are worse than those of the other districts in the Conference. More specifically, the comparisons above are made with La Farge, North Crawford, Seneca and Wauzeka. The arbitrator cannot determine based on the economic data before him such as costs per pupil, aids per pupil, equalized value per pupil, levy rate, percentage of poverty, and percentage of urban and rural land, that there is a case to be made for lower salary increases in Kickapoo compared to these districts. The reasonableness or non-reasonableness of an offer must have a context. In the context of what other rural districts with the same basic characteristics and in the same geographic area are paying teachers, it is the arbitrator's conclusion that the District's offer for 1985-86 is not reasonable.

In this context, the arbitrator is of the opinion that the interest and welfare of the public is not better served by one offer over the other. The public has an interest in easing its tax burden, but it also has an interest and obligation in maintaining quality education for its children.

Given that there are not circumstances which justify a lower increase than what is being given elsewhere, it is the arbitrator's opinion that the comparison data is entitled to great weight in determining the outcome of this dispute.

The analysis to this point is for the 1985-86 schedule. Both offers were for two year packages, including 1986-87. As of the close of the record, there were no 1986-87 settlements in the comparison districts. The arbitrator thus does not have a basis using comparisons for favoring one offer over the

other for 1986-87. The continuing low cost of living increases, and perhaps the continuing difficult rural economic climate would favor the District's lower second year offer more than the Association's. However, that is really a matter of speculation. The arbitrator is not willing to base his award on speculation about 1986-87 based on a record devoid of information about 1986-87 settlements, and where the 1985-86 final offers clearly favor the Association's final offer.

As part of its salary proposal, the District has added two lanes to the salary schedule. The Association continues to offer the existing lanes. No explanation is offered by the District with respect to its justification or reasoning in proposing this change. The arbitrator believes that structural changes should be bargained by the parties, not established by arbitration. On this aspect of the salary schedule, the arbitrator favors the Association's offer.

#### Longevity

For 1985-86, the District offers to continue the 1984-85 longevity payment of \$450. The Association offers to increase it to \$500. For 1986-87, the District offers to increase longevity to \$500. The Association offers to increase it to \$550.

In its brief, the District did not make arguments specifically with respect to its longevity offer. The Association argues that its proposed longevity payments are in line with such payments in comparable districts. It cites 1984-85 payments of \$250 in Ithaca; \$510 or \$935 in Wauzeka; and \$304-370 in Weston.

The arbitrator does not find the evidence or arguments of either party persuasive with respect to longevity and he does not favor either final offer based on this issue.

#### Retirement Contribution

In 1984-85, the District's contribution to the teacher's share of retirement was 5% with a cap of \$1,000. The other districts in the Conference all paid 5%. Only Weston had a cap (\$1,200).

For 1985-86, the parties agree that the District's contribution will be 6%. The Association proposes to eliminate the cap; the District proposes a cap of \$1,200. Of the settled districts in the Conference, North Crawford is at 5%, while La Farge and Seneca are at 6%. None of these three districts has a cap.

For 1986-87, the Association proposes that the contribution be 6% without a cap. The District proposes 6% with a cap of \$1,400.



The District regards its offer on Retirement as maintenance of the status quo with respect to contribution levels. It argues that the Association has failed to prove a need for changing contribution levels. When coupled with the size of the Association's salary proposal, the District argues, there is no quid pro quo given, no incentive for the District to agree to what is being proposed.

The Association argues that there is no disagreement with respect to the percentage of contribution. The parties have agreed upon a 6% figure. The only difference is whether there should be a cap. The Association argues with respect to the comparable districts that caps are the exception, not the rule, and the cap should be removed. It cites the cost impact of removing the cap as minimal.

The arbitrator notes that only Weston in the Conference has a cap. The secondary comparables offered by the Association demonstrate that in the Scenic Bluff Conference, there are no districts that have a cap.

At some point in their bargaining, the parties apparently negotiated the concept of a cap on the amount of the District's contribution. The arbitrator does not know when that occurred, or what trade-offs were made at the time it was instituted or thereafter. Although the comparables clearly favor the Association's retirement offer, the arbitrator believes that the parties should negotiate away the cap if they want to do that, and not have it removed through arbitration. Thus, on this issue the arbitrator favors the District's offer.

### Health Insurance

The parties have agreed on the health insurance contribution for 1985-86. The payment by the District is \$69.37 for single coverage, and \$183.87 for family coverage. These monthly payments represent 90% of the family premium, and 100% of the single premium.

The parties disagree about coverage for 1986-87. The District has proposed payments of \$75 and \$203. The Association has proposed \$79.78 and \$211.47. The offers of both parties were submitted at a time when the 1986-87 premiums were not known. The premiums are now known. For family coverage, the Board's proposed premium represents 90%, while the Association's is 94%. For single coverage, the Board's proposed premium represents 98%, while the Association's is 104%.

The arbitrator does not know how the parties have discussed their bargains in the past with respect to health insurance. That is, he does not know whether their emphasis has been on a set number of dollars, or on a set percentage of the total premium. Their offers in this dispute are in terms of

dollars, however. If percentages are used, it would appear that the Association's offer is closer to the pattern of comparable districts. Four, and perhaps five of the Conference districts pay 100% of the family premium. That pattern is even clearer if the Association's secondary comparables are used. If dollars are used, the relatively high premiums paid by the District compared to other Conference districts would support the District's offer.

The arbitrator is not persuaded that the Association's offer is a deviation from the status quo. If what is meant by the District's argument is that there is deviation from the percentages which were previously in effect, then both offers are a deviation, although the Association's deviates more than does the District's offer. If the District meant to maintain the status quo in percentage terms, it could have made its offer as 90% of family premiums and 100% of single premiums, but it did not do so.

The arbitrator does not favor either offer more than the other on the issue of health insurance.

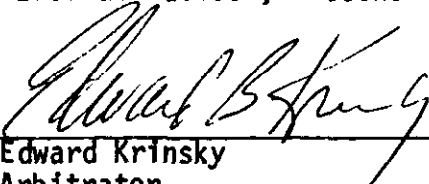
#### Conclusion

The arbitrator is required by statute to make a selection of one final offer in its entirety. The arbitrator has concluded that the most significant issue in dispute is the salary offered by the parties, and he has therefore given that issue the greatest weight in making his determination. The arbitrator has selected the Association's final offer.

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

The Association's final offer is selected.

Dated, this 4<sup>th</sup> day of November, 1986 at Madison, Wisconsin.

  
\_\_\_\_\_  
Edward Krinsky  
Arbitrator

RECEIVED

MAR 05 1986

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

Name of Case:

Kirkcubbin Area 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.

2/13/86  
(Date)

Bruce Mullendore  
(Representative)

On Behalf of:

Kirkcubbin School District

**RECEIVED**

MAR 05 1986

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

FINAL OFFER  
OF THE  
KICKAPOO AREA SCHOOLS  
BOARD OF EDUCATION

February 27, 1986

This final offer shall be effective as of the first day of July 1985, and shall continue and remain in full force and effect as binding on the parties until the 30th day of June 1987. This offer incorporates the previous agreement between the Board of Education and the Kickapoo Education Association except as amended by this offer and the stipulated tentative agreement between the parties.

(See attached offer)

## SALARY SCHEDULE INTERPRETATION

Modification for the 1985-86 school year:

G. State Teacher Retirement is to be paid at 6% of teachers' salary to \$1,200.00.

H. Health Insurance: Wisconsin Physicians Service HMP Family Policy; School pays \$183.87 per month on family policies; Single policy - \$69.37; School pays on all single policies.

Modifications proposed for the 1986-87 school year:

F. After having reached the top of the salary schedule, a teacher's salary shall be determined by adding \$500.00 to the top step of their appropriate lane. In the event that there is no change in the salary schedule, the individual's salary shall be determined by adding \$500.00 to their previous contract amount.

G. State Teacher Retirement is to be paid at <sup>6 1/2</sup>~~6~~% of teachers' salary to \$1,400.00.

H. Health Insurance: Wisconsin Physicians Service HMP Family Policy; School pays \$203.00 (~~estimate~~) per month on family policies; Single policy - \$75.00 per month (~~estimate~~); School pays on all single policies.

1,600 - 350 LANES - 500 INCREMENTS - RENTING 1400 - 500 IN LONGEVITY - INS INC

STEPS	BA	BALU	BALU	BAL24	BAL32	MA	MALU
STEP 1	15600	15950	16300	16650	17000	17350	17700
STEP 2	16100	16450	16800	17150	17500	17850	18200
STEP 3	16600	16950	17300	17650	18000	18350	18700
STEP 4	17100	17450	17800	18150	18500	18850	19200
STEP 5	17600	17950	18300	18650	19000	19350	19700
STEP 6	18100	18450	18800	19150	19500	19850	20200
STEP 7	18600	18950	19300	19650	20000	20350	20700
STEP 8	19100	19450	19800	20150	20500	20850	21200
STEP 9	19600	19950	20300	20650	21000	21350	21700
STEP 10	20100	20450	20800	21150	21500	21850	22200
STEP 11	20600	20950	21300	21650	22000	22350	22700
STEP 12	21100	21450	21800	22150	22500	22850	23200
STEP 13	21600	21950	22300	22650	23000	23350	23700
STEP 14	22100	22450	22800	23150	23500	23850	24200
LONGEVITY	22600	22950	23300	23650	24000	24350	24700

EXTRA-CURR.

STEP 1	1310	ATH. DIR.; HEAD FOOTBALL - BASKETBALL - WRESTLING; BUILDING COORDINATOR					
STEP 2	858	HEAD BASEBALL - TRACK - SOFTBALL - VOLLEYBALL - BAND					
STEP 3	888	ASST. VARSITY FOOTBALL - BASKETBALL - WRESTLING; CROSS COUNTRY; MUSICAL DIRECTOR					
STEP 4	593	ASST. TRACK - BASEBALL - VOLLEYBALL; JR. HIGH FOOTBALL-BASKETBALL-WRESTLING; GRADE SCHOOL BASKETBALL					
STEP 5	437	THREE-ACT-PLAY; YEARBOOK ADVISOR; PFA; PMA					
STEP 6	343	CHEERLEADER ADVISOR; FORENSIC ADVISOR; NEWSPAPER ADVISOR; CLASS ADVISOR					
STEP 7	158	ASST. FORENSIC ADVISOR - CLASS ADVISOR - CHEERLEADER ADVISOR; PHOTO CLUB; STUDENT COUNCIL; NATIONAL HONOR					
STEP 8	0	REIMBURSEMENT FOR THE FOLLOWING: BUS CHAPERONE - TICKET SELLER - SCOREKEEPERS - TIMERS					

(EXTRA-CURRICULAR ACTIVITIES AS VOUCHERS ONLY)

INSURANCE

FAMILY	225	203	2430
SINGLE	75		000

1985 MG SALARY SCHEDULE BASIC COMPARABLE

14,600 - 350 LINES - 500 INCREMENTS - RETIRE 1200 - 450 LONGEVITY - INS INC

STEPS	BA	BAC1	BAC16	BAC24	BAC32	MA	MA11
STEP 1	14600	14950	15300	15650	16000	16350	16700
STEP 2	15100	15450	15800	16150	16500	16850	17200
STEP 3	15600	15950	16300	16650	17000	17350	17700
STEP 4	16100	16450	16800	17150	17500	17850	18200
STEP 5	16600	16950	17300	17650	18000	18350	18700
STEP 6	17100	17450	17800	18150	18500	18850	19200
STEP 7	17600	17950	18300	18650	19000	19350	19700
STEP 8	18100	18450	18800	19150	19500	19850	20200
STEP 9	18600	18950	19300	19650	20000	20350	20700
STEP 10	19100	19450	19800	20150	20500	20850	21200
STEP 11	19600	19950	20300	20650	21000	21350	21700
STEP 12	20100	20450	20800	21150	21500	21850	22200
STEP 13	20600	20950	21300	21650	22000	22350	22700
STEP 14	21100	21450	21800	22150	22500	22850	23200
LONGEVITY	21550	21900	22250	22600	22950	23300	23650

EXTRA CURR.

STEP 1	1226	ATH. DIR.; HEAD FOOTBALL - BASKETBALL - WRESTLING; BUILDING COORDINATOR					
STEP 2	803	HEAD BASEBALL - TRACK - SOFTBALL - VOLLEYBALL - BAND					
STEP 3	642	ASST. VARSITY FOOTBALL - BASKETBALL - WRESTLING; CROSS COUNTRY; MUSICAL DIRECTOR					
STEP 4	555	ASST. TRACK - BASEBALL - VOLLEYBALL; JR. HIGH FOOTBALL - BASKETBALL - WRESTLING; GRADE SCHOOL BASKETBALL					
STEP 5	409	THINK ACT-PLAY; YEARBOOK ADVISOR; FFA; FHA					
STEP 6	321	CHIEF ADVISOR; FORENSICS ADVISOR; NEWSPAPER ADVISOR; CLASS ADVISOR					
STEP 7	146	ASST. FORENSICS ADVISOR CLASS ADVISOR - CHIEF ADVISOR; PHOTO CLUB; STUDENT COUNCIL; NATIONAL HONORARY HIGH QUIZ BOWL					
STEP 8	0	REIMBURSEMENT FOR THE FOLLOWING: BUS CHAPERONE - TICKET SKILLER SCOREKEEPERS TIMERS					

(EXTRA CURRICULAR AMOUNTS ARE EXAMPLES ONLY)

RECEIVED

FEB 24 1986



**COULEE REGION UNITED EDUCATORS**

2020 Caroline Street • La Crosse, WI 54603  
Mailing Address. P O Box 684 • La Crosse, WI 54602-0684

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

(608) 781-1234

February 21, 1986

**JAMES C. BERTRAM**  
**THOMAS C. BINA**  
**GERALD ROETHEL**  
*Executive Directors*

Mr. Andy Roberts  
WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
P. O. Box 7870  
Madison, WI 53707-7870

Dear Mr. Roberts:

RE: Kickapoo Education Association Last Best Offer

Enclosed please find the Association's revised Last Best Offer. It includes:

1. WRS at 6% (unchanged)
2. Health insurance (unchanged)
3. Duration dates (unchanged)
4. 1985-86 salary schedule (unchanged)
5. 1986-87 salary schedule (modified)

We have sent a copy of this material to the District. If they do not modify their Last Best Offer, please certify our offers in order that we might continue on to mediation/arbitration.

Thank you for your effort in this matter.

Sincerely yours,

COULEE REGION UNITED EDUCATORS

Gerald Roethel, Executive Director

jfw

enclosures

c: Frank Accomando, KEA  
Kenneth Cole, WASB  
James Dittman, KEA  
Richard Thompson, District Administrator



RECEIVED

FEB 24 1986

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

ARTICLE 16

G. State Teacher Retirement is to be paid at 6% of teacher's salary.

*GR*

RECEIVED

FEB 24 1986

ARTICLE 16

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

H. Health Insurance: Wisconsin Physicians Service, HMP family policy. District pays \$183.87 per month on family policies; District pays \$69.37 per month on single policies. For 1986-87, the payments will be \$211.47 and \$79.78.

JR.

RECEIVED

FEB 24 1986

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

ARTICLE 22

Change dates to July 1, 1985 and June 30, 1987.

GR

Proposed Salary Schedule 1985-86

Step	BA	BA+8	BA+16	BA+24	MA
1	14765	15205	15645	16085	16525
2	15300	15755	16210	16665	17120
3	15835	16305	16775	17245	17715
4	16370	16855	17340	17825	18310
5	16905	17405	17905	18405	18905
6	17440	17955	18470	18985	19500
7	17975	18505	19035	19565	20095
8	18510	19055	19600	20145	20690
9	19045	19605	20165	20725	21285
10	19580	20155	20730	21305	21880
11	20115	20705	21295	21885	22475
12	20650	21255	21860	22465	23070
13	21185	21805	22425	23045	23665
14	21720	22355	22990	23625	24260
Longevity	22220	22855	23490	24125	24760

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Proposed Salary Schedule 1986-87

Step	BA	BA+8	BA+16	BA+24	MA
1	15900	16370	16840	17310	17780
2	16485	16970	17455	17940	18425
3	17070	17570	18070	18570	19070
4	17655	18170	18685	19200	19715
5	18240	18770	19300	19830	20360
6	18825	19370	19915	20460	21005
7	19410	19970	20530	21090	21650
8	19995	20570	21145	21720	22295
9	20580	21170	21760	22350	22940
10	21165	21770	22375	22980	23585
11	21750	22370	22990	23610	24230
12	22335	22970	23605	24240	24875
13	22920	23570	24220	24870	25520
14	23505	24170	24835	25500	26165
Longevity	24055	24720	25385	26050	26715

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