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STATE OF WISCONSIN  
BEFORE THE ARBITRATOR

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

In the Matter of the Petition of the  
WEST SALEM EDUCATION ASSOCIATION  
To Initiate Binding Arbitration  
Between the Petitioner and the  
WEST SALEM SCHOOL DISTRICT

Case 13  
No. 36505 Med/ Arb-3829  
Decision No. 23596-A

APPEARANCES

For the West Salem Education Association  
Michael Buhalog, Negotiations Member  
Charles Ihle, Negotiations Member  
Susan Peterson, Negotiations Member  
Eric Sorenson, Negotiations Member  
Thomas C. Bina, Spokesperson, Coulee Region United  
Educators

For the West Salem School District  
Bruce Harville, Board Member  
Diane Hicks, Board Member  
Eugene Ertz, District Administrator  
Gerald C. Kops, Spokesperson, Isaksen, Lathrop, Esch, Hart  
& Clark

II BACKGROUND

On February 10, 1986, the West Salem Education Association, hereinafter called the Association, filed a petition with the Wisconsin Employment Relations Commission to initiate Mediation-Arbitration 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 West Salem School District, hereinafter called the District, on matters affecting the wages, hours and conditions of employment of employees represented by the Association. A Findings of Fact has determined that the Employer is the lawful employer and the Association is the exclusive collective bargaining representative of all regular certified teaching personnel, including classroom teachers, guidance counselors and librarians only, and excluding any other personnel titles not expressly listed. The parties exchanged initial proposals on November 26, 1985, and thereafter met on three occasions in attempts to reach accord on a successor agreement. After filing the petition on February 10, 1986, an investigation into the matter was conducted by a member of the Commission's staff on April 15, 1986. The Commission investigator, finding the parties were still at impasse in their negotiations, accepted the parties' stipulations on matters agreed upon and their final offers on April 15, 1986. The Commission investigator then notified the parties and the Commission the investigation was closed. Subsequently, the 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 May 28, 1986. A mediation meeting was held on July 16, 1986 in the offices of the West Salem School District, East Hamlin Street, West Salem, Wisconsin at 4:00 P.M. The parties were unable to reach agreement on the issues in dispute and the mediator served notice of the prior written notice of intent to resolve the dispute by final and binding Arbitration. The Mediation meeting was closed at 8:30 P.M. on July 16, 1986.

III PROCEDURE

An Arbitration hearing was held at the offices of the West Salem School District, West Salem, Wisconsin on July 25, 1986, at 4:00 P.M. before the Arbitrator. At this hearing both parties were given full opportunity to present their evidence and proofs, to summon witnesses and to engage in their examination and cross-examination. After the presentation of their evidence, witnesses, and testimony, the parties elected to summarize their

final arguments in the form of written briefs. The hearing was adjourned until receipt of the written briefs and rebuttal briefs if necessary, at 7:05 P.M. July 25, 1986. The briefs were received and exchanged on October 5, 1986 and rebuttal briefs received on October 23, 1986. The hearing was closed on October 30, 1986. Based on the evidence, testimony, arguments and criteria set forth in Section 111.70 of the Municipal Employment Relations Act, the Arbitrator renders the following award.

#### IV STIPULATIONS AND ISSUES

The parties' bargaining agreement stipulations are attached as Appendix A. The parties further stipulate that other than their final offers there are no other subjects in disagreement which would prevent the implementation of a successor Agreement. The Association's final offer is attached as Appendix B. The District's final offer is attached as Appendix C.

The Association's final offer proposes a two year agreement with the following first year requirements: a BA base of \$15,550, a BA column difference of \$550.00, BA increment change at Steps 0-5 of \$540.00, BA increment steps 6-Top of \$565.00. At the Master's level the Association proposes a base of \$17,200, an MA column difference of \$595.00, MA increments change at step 0-5 of \$565.00, and MA increments from 6-Top of \$590.00. Additionally, the Association seeks the addition of a MA+16 column to the agreement.

In the second year of the Agreement the Association's final offer proposes the following: a BA base of \$16,640, a BA column difference of \$550.00, BA increment at steps 0-5 of \$575.00 an increase in the second year, BA Increment Steps 6-Top of \$625.00 a 10.0% increase in the second year. At the Master's level the Association proposes a MA base of \$18,700, an MA column difference of \$610.00, MA increments 0-5 of \$625.00 and \$675.00 at MA steps 6-Top, both of which are increases.

In addition to salary schedule increases during the second year the Association is proposing a change in the length of the salary increments at MA+8 from fifteen years to sixteen years, and the proposed MA+16 to a length of twenty-three years.

"People who receive longevity will be frozen at their 1984-85 dollar amount until such time as the (they) qualify for additional increments by gaining a MA+24 credits. Because of the addition of a MA+16 column, no longevity increment will be paid in 1985-86.

The Association proposes in the first year of the Agreement the District pay the Wisconsin Retirement Fund 5.5% after 1/1/86, add to Appendix C (Extra Duties) Schedule at 0 to 4.9% and additional .125%, at the 5.0% and up level the increase would be .25%. The Hourly Rate Schedule (Appendix D) currently at \$5.50/hr. should be increased at per event rates by the same percentage increase as the BA base (6.10%).

The Association proposes in the second year (1986-87) that the District pay the Wisconsin Retirement Fund 5.75% as of 7/1/86. Appendix C (Extra Duties) Schedule at 0-4.9% would be increased by .125% and the 5.0% and up portion, be increased by .25% for 1986-87. The Hourly Rate Schedule would increase all rates by the same percentage increase as the BA base for 1986-87 rates. For 1986-87, the WEAC front end deductible insurance would be provided (200.00 family aggregate). The employee would pay the full premium for this policy.

The District's final offer proposes a one year agreement with a BA base salary of \$15,810 an increase of 8.28% on the base with no increase on the columns nor the incremental steps. Appendix C. (Extra Duties) Schedule has been proposed as a dollar amount rather than a percentage of the BA base salary with a percentage increase greater than 6.0% over previous extra duty schedules.

## V CONTENTIONS OF THE PARTIES

### Comparables:

The Association contends it is utilizing the same set of comparables as used by the Association and District in their last mediation/Arbitration in 1979. They contend these comparables are the settled schools of CESA <sup>1</sup>/<sub>4</sub>; that such comparables should be utilized because the West Salem School District is centrally located in the middle of the CESA <sup>1</sup>/<sub>4</sub> area from which the human resources of the School District are selected. Further, all the school districts presented are part of the Coulee Athletic Conference. The Association maintains that because only eleven of the twenty-six school Districts in CESA <sup>1</sup>/<sub>4</sub> are settled the Association has chosen to seek the comparison of other school districts outside the CESA and Coulee Athletic Conference but similar in student body size to West Salem. The Association contends this selection has particular significance because the District has allegedly utilized these school districts in determining and justifying a reported 12% increase for its administrators. Finally, because the Association has presented a two year proposal, they have submitted a listing of all sixty-two Wisconsin schools settled for 1986-1987 at the time of this hearing.

The District contends the primary comparisons are the Coulee Athletic Conference. However, though only one Coulee Conference District has voluntarily settled, the District's final offer maintains the historical relationship between the two. The District contends that Viroqua, which will join the Conference in 1987, has a salary schedule at the benchmarks which was composed under totally different sets of circumstances. However, while the District's final offer is not as high as this newest conference member's benchmark salaries it does maintain an existing relationship. The District contends its final offer compares favorably with arbitration settled school districts in CESA <sup>1</sup>/<sub>4</sub> and exceeds settlements in the private sector locally and nationally.

The District argues that the weight of the Association evidence on pupil numbers, assessed evaluation, and costs per pupil, clearly refute the argument that LaCrosse should be considered a comparable of West Salem. Further, that the comparables used to measure administrators shows that the District's teachers compare favorably with the teachers in these districts rather than being at the low end of the comparison scale.

The Association argues that the District's comparable offerings are flawed because the one school District settled (Onalaska) was negotiated at different time and under different circumstances. Because this district is in the second year of a two year contract the comparable data is not similar. Secondly, another school District in CESA <sup>1</sup>/<sub>4</sub> (Arcadia) does not have a permanent salary structure in that it will be finalized when all the school in its Athletic Conference are settled for 1985-86. Since this has not yet occurred the data from this school district should not be utilized.

### Salary:

The Association contends its proposed salary schedule increase of \$950.00, along with increases in the educational lane differential and incremental steps, is an attempt to make these items more competitive with the vertical increments of other schools in the Athletic Conference. While the final offer reduces the ranking of this group at the BA and MA minimums, it maintains the 1984-85 rankings in all other positions except one, which is improved. The Association contends that its offer, while below the average of conference pattern, is more consistent and comparable to wage increases established by other school districts in CESA <sup>1</sup>/<sub>4</sub>.

The Association contends its proposal to add a new educational column (MA+16) is within the norms of comparable school districts. The Association maintains some school districts offer as many as six educational lanes, including post masters, and only one other school district offers as little as one. They argue that such addition is justified by

the interest in increased educational preparation by teachers. The addition of this educational lane is an additional incentive for employees to improve their educational background.

The Association contends it has proposed a two year agreement for several reasons. First, the the proposal covers the 1985-86 school year which at the time of this arbitration hearing is already over, and secondly, for the 1986-87 school year which will be essentially over by the time of the arbitration award. Because negotiations for this contract year have not begun there needs to be a period of peace where the concerns of both parties is solely the education of children. The Association contends that its proposal for a two year agreement is not unreasonable in the second year when compared to the sixty-plus school districts in the State of Wisconsin currently settled for the 1986-87 school year. Its proposal does not make any substantial changes in rankings compared to the 1984-85 rank.

The Association is opposed to the District's final offer of \$1,210 across the board increase, arguing that while such increase maintains the District's ranking across the beginning and middle portions of the schedule, it loses ground for veteran teachers at the BA, MA, and schedule maximum levels. Secondly, the District's offer is inconsistent with the offers of other districts settled in 1986 and has a lower dollar offer to existing senior teachers. The Association argues that the District's offer will alter the District's historic ranking among its comparables. In summary, the Association contends its offer is the most comparable with those of other school districts settled in the Athletic Conference, CESA #4, and Wisconsin School Districts settled for 1986-87.

The District contends its final offer is entitled to selection since it reflects consideration for and strikes a proper balance among valid competing interests. The District maintains that while there are persuasive arguments in support of teacher salary enhancements, equally persuasive arguments support the necessity for property tax relief. The District argues its final offer strikes a proper balance between these two valid competing interests. The District contends its final offer on salary provides a average teacher salary and benefit increase for 1985-86 of \$2,003 or an average increase of 7.03%. This final offer will cost the District \$157,852 of its \$212,625 in increased funds received from the State of Wisconsin. The District argues that while it has the ability to pay the costs of either proposed offer, the level of local tax efforts provides strong support for the preference of the District's final offer. The District contends that it has the highest net full-value levy rate of any Coulee Conference comparable The settled school districts of Bangor and Onalaska have comparable household incomes. However, the District's final offer provides higher compensation for similarly situated staff members.

The District contends its final offer maintains the relative relationship between teachers in the only Athletic Conference settled school, while the Association's final offer will widen the gap between these two districts for teachers of similar education and experience. With regard to CESA #4, the District strongly objects to the inclusion of La Crosse as a comparable for salary purposes. The District argues that when compared to school districts similar in character, teachers in West Salem will receive substantially more salary than their colleagues in surrounding communities. This factor is in part the result of other districts causing employees to share a greater portion of their fringe benefit costs or not providing as generous a benefit package as in this district. The District contends that when compared to Wisconsin school districts with pupil enrollments of 1,100-1,300 settled for 1985-86, the data indicated that West Salem administrative staff salaries were 11% less than the average salary of the group. However, when raises of approximately 12% were granted these administrators they were still fifth out of seven conference schools. The District maintains that when this

comparison is made for teachers in this same group the data indicates that district teachers' salaries compare more favorably with other Athletic Conference schools, and the District's final offer maintains this status.

The District contends its final offer should be favored in light of the changes in the Cost of Living index. The District argues that Consumer Prices increased 3.6% from July 1984, to July 1985, and 1.7% from June 1985, to June 1986, the District argues further that the District's teachers are substantially protected from the increases in medical care costs due to the District's excellent medical care package. The District claims some economists believe that inflation will remain modest. The District contends that in view of these modest inflation predictions and the moderate increase in the Cost of Living Index during the 1985-1986 contract year the second year of the Association's final offer proposal is unreasonable.

The District contends that the overall compensation presently received by teachers in this school district merits selection of the District's final offer. The District argues its salary schedule compares with other settled CESA <sup>1/4</sup> districts and the benefits received by its teachers are unmatched in other CESA <sup>1/4</sup> settled schools. That while the Association has proposed a modification on the health insurance package commencing in the 1986-87 school year, the District rejects this proposal. The District's rationale is that no other Coulee Athletic Conference school has accepted such a plan, and the initial premium savings may be elusive in later years when the staff matures and presents major medical problems. The District argues there is no evidence to support the trade-off of this proposal.

The District contends its proposal for a different extracurricular pay schedule does not provide a substantial enough basis for rejecting the District's final offer. The District argues it is difficult to compare extra curricular pay schedules, thus, the District proposes to retain the current method of payment. The district concedes the method and amount of payment is not out of line with the primary comparables. The District claims its extra curricular schedule compares favorably now and will be even greater because the District's final offer at the BA base for 1985-86 is higher than the Association's for the same period.

## VI DISCUSSION OF ISSUES

In the parties discussion of comparables it would appear that the parties have elected to selective utilize only those comparables which present their positions in the most favorable perspective. However, in this Arbitrator's opinion, if comparables are to have any meaning, then they must be consistent over extended periods of time. These comparables should be able to demonstrate over time a consistency of data for their components, such that variance and deviations regress toward a consistent mean. To have no consistency and similarity is to encourage shopping for best deal in any given contract period, and renders meaningful comparisons useless. In the above instance the Association begins by asserting that in the last third party decided negotiation agreement in 1979 the parties utilized the settled school districts in CESA <sup>1/4</sup> and the Coulee Athletic Conference. Yet, because only one school district in the Athletic Conference and eleven in the CESA district have settled for 1985-1986, the Association has elected to use the settled schools in the State of Wisconsin. This extension of comparables is too global for this arbitrator, who would prefer comparisons in closer geographical, economic and labor pool proximity. The District has elected to utilize the Coulee Athletic Conference but confines its comparisons to the one settled school for 1985-86. The District states that its final offer maintains its existing relationship between the levels of compensation with this school district. The Association objects to this school as a reference arguing that it is in the second year of a non-contested contract, which should invalidate it as a data

comparison. The Association then attempts to include La Crosse as a member of CESA #4, which the District vigorously objects to including in the comparison. The Arbitrator is left with the task of selecting the comparable school districts for this dispute. That selection is the Coulee Athletic Conference for the following reasons: These school districts are approximately equal in size; they are within the same geographic, economic and labor market region of the State; and they have a commonality of data comparisons over the past five to six agreements. Thus, this group of school districts should provide a historic as well as contemporary source of comparative demographic, economic, and institutional data.

District Name	COULEE ATHLETIC CONFERENCE VARIABLES		
	% of Students	Median Income	Percent Poverty
Arcadia	1,111	13,642	10.69
Black River Falls	1,111	13,081	9.14
G-E-Trempealeau	1,111	14,794	7.48
Holmen	1,111	18,373	5.32
Onalaska	2,157	19,631	2.21
Viroqua	1,271	12,400	9.66
Westby	1,111	13,963	9.47
West Salem	1,130	16,930	5.05

One final word appears necessary with regard to comparables, since in this instance there is only one contract definitively settled. There is a certainty that ultimately all districts will be settled for 1985-86. Then this data becomes part of the historic comparative record. Thus, bargaining history, salary and extra-duty schedules, benefit deriviations, and similarities in the work forces can be compared. To reject this fund of data because all or a particular conference school district has not settled for a particular year is irreconcilable with the concept of comparability.

#### SALARY ANALYSIS RA MINIMUM

	1981-82 Div	Avg.	1982-83 %Chge.	Div	Avg.	1983-84 %Chge.	
4 ARCADIA	11850	1	13000	1.097046	1.011549	13450	1.034615
5 BK. RIV.	11560	.9755274	12610	1.090830	.9812030	13050	1.034893
6 GALE-ETTR	12125	1.023207	12809	1.056412	.9966875	13466	1.051292
7 HOLMEN	12050	1.016878	13185	1.094191	1.025945	13520	1.025408
8 ONALASKA	11708	.9880169	12762	1.090024	.9930303	13400	1.049992
9 WESTBY	11800	.9957806	12610	1.068644	.9812030	13400	1.062649
10 WEST SALE	12085	1.019831	12985	1.074472	1.010382	13885	1.069311
12 AVERAGE	11850		12851.57	1.084521		13453	1.046798
3 Div	Avg.	1984-85 %Chge.	Div	Avg.	Settled Assoc.	%Chge.	District
4	.9997770	13650	1.014870	.9643041	15275	1.119048	
5	.9700439	14117	1.081762	.9972953		15450	1.094425
6	1.000966	14330	1.064162	1.012343		15375	1.072924
7	1.004980	14135	1.045488	.9985669		15450	1.093031
8	.9960604	13900	1.037313	.9819653	14686	1.056547	15115
9	.9960604	14355	1.071269	1.014109		15295	1.065482
10	1.032112	14600	1.051494	1.031417		15550	1.065068
12		14155.29	1.052203			15297.29	1.080677
							15206.29

Q

1
2
3 %Chge.
4 1.119048
5 1.055678
6 1.083740
7 1.069331
8 1.056547
9 1.053640
10 1.082877
11
12 1.074248

SALARY ANALYSIS BA MAX

	1982-83	%Chge.	Div Avg	1983-84	%Chge.	Div Avg.
4 ARCADIA	18100	1.090361	.9847048	18900	1.044199	.9764486
5 BLACK RIVER	18154	1.090854	.9876426	18792	1.035144	.9708689
6 GALE-ETTRICK	17474	1.072025	.9506482	18101	1.035882	.9351691
7 HOLMEN	18673	1.081991	1.015878	19967	1.069298	1.031574
8 ONALASKA	19057	1.079961	1.036769	20010	1.050008	1.033796
9 WESTBY	19010	1.068638	1.034212	20201	1.062651	1.043663
10 WESTSALEM	18200	1.078199	.9901452	19520	1.072527	1.008480
12 AVERAGE	18381.14	1.080477		19355.86	1.050333	

1984-85	%Chge.	Div Avg	Settled	1985-86 Assoc.	%Chge.	District	District %Chge.
4	19350	1.023810	.9654725	20975	1.083979		1.083979
5	20329	1.081790	1.014320	22104	1.087314	21459	1.055586
6	19652	1.085686	.9805409	21550	1.096581	20976	1.067372
7	18048	.9038914	.9005089	22290	1.235040	22383	1.240193
8	20920	1.045477	1.043808	22104	1.056597		1.056597
9	21640	1.071234	1.079733	23057	1.065481	22801	1.053651

SALARY ANALYSIS MA MIN

	1981-82	1982-83	%Chge.	Div Avg	1983-84	%Chge.	Div Avg.
19 ARCADIA	12550	13700	1.091633	.9802018	14150	1.032847	.9674363
20 BLACK RIV	12484	13618	1.090836	.9743349	14094	1.034954	.9636076
21 GALE-ETTR	13895	14678	1.056351	1.050175	15431	1.051301	1.055018
22 HOLMEN	13050	14185	1.086973	1.014902	14680	1.034896	1.003672
23 ONALASKA	12556	13661	1.088006	.9774114	14344	1.049996	.9807001
24 WESTBY	12550	13360	1.064542	.9558756	14150	1.059132	.9674363
25 WEST SALE	13735	14635	1.065526	1.047099	15535	1.061496	1.062129
27 AVERAGE	12974.29	13976.71	1.077263		14626.29	1.046475	

1984-85	%Chge.	Div Avg	Settled	1985-86 Assoc.	%Chge.	District	District %Chge.
19	14862	1.050318	.9554747	16487	1.109339		1.109339
20	15247	1.081808	.9802263	17039	1.117531	16691	1.094707
21	16370	1.060852	1.052424	17465	1.066891	17570	1.073305
22	15355	1.045981	.9871696	17350	1.129925	16335	1.063823
23	15185	1.058631	.9762403	16044	1.056569		1.056569
24	15105	1.067491	.9710972	16672	1.103740	15050	.9963588
25	16758	1.078725	1.077368	17750	1.059196	17968	1.072204
27	15554.57	1.063467		16972.43	1.091154	16592.14	1.066705

SALARY ANALYSIS MA MAX.

	1981-82	1982-83	%Chge.	Div Avg.	1983-84	%Chge.	Div Avg.
32 ARCADIA	19115	20720	1.083965	.9949785	21625	1.043678	.9889396
33 BLACK RIV	18971	20703	1.091297	.9941621	21426	1.034922	.9798390
34 GALE-ETTR	19295	20821	1.079088	.9998285	21427	1.029105	.9798848
35 HOLMEN	18858	20453	1.084579	.9821571	21814	1.066543	.9975828
36 ONALASKA	19729	21265	1.077855	1.021149	22328	1.049988	1.021089
37 WESTBY	19484	20720	1.063437	.9949785	21968	1.060232	1.004625
38 WEST SALE	19700	21090	1.070558	1.012746	22480	1.065908	1.028040
40 AVERAGE	19307.43	20824.57	1.078578		21866.86	1.050051	

1984-85	%Chge.	Div Avg.	Settled	1985-86 Assoc.	%Chge.	District	District %Chge.
32	22792	1.053965	.9942418	24417	1.071297		1.071297
33	23179	1.081816	1.011124	25899	1.117348	25375	1.094741
34	23301	1.087460	1.016446	25540	1.096090	24737	1.061628
35	20182	.9251857	.8803874	26030	1.289763	25219	1.249579
36	23720	1.062343	1.034723	25062	1.056577		1.056577
37	23451	1.067507	1.022989	25883	1.103706	24918	1.062556
38	23843	1.060632	1.040089	27900	1.170155	25053	1.050749
40	22924	1.048345		25818.71	1.126274	24968.71	1.089195

SALARY ANALYSIS SCHEDULE MAX.

	1981-82	1982-83	%Chge.	Div Avg.	1983-84	%Chge.	Div Avg.
44	ARCADIA	19610	21215	1.081846	1.027448	22120	1.042658 .9726253
45	BLACK RIV	20555	22424	1.090927	1.036181	23207	1.034918 1.020421
46	GALE-ETTR	20595	22235	1.079631	1.027448	22869	1.028514 1.005559
47	HOLMEN	19158	20753	1.083255	.9589668	22200	1.069725 .9761429
48	ONALASKA	20342	21915	1.077328	1.012661	23011	1.050011 1.011803
49	WESTBY	19678	20935	1.063878	.9673767	22356	1.067877 .9830023
50	WEST SALE	20585	22010	1.069225	1.017051	23435	1.064743 1.030446
51							
52	AVERAGE	20074.71	21641	1.078023		22742.57	1.050902
53							
43	1984-85	%Chge.	Div Avg.	Settled	Assoc.	%Chge	District %Chge.
44		.23397	1.057731	.9841778	25022	1.069453	1.069453
45		25105	1.081786	1.056024		27897	1.111213 27427 1.092492
46		24916	1.089510	1.048073		27455	1.101902 26352 1.057634
47		20792	.9365766	.8746004		28125	1.352684 25835 1.242545
48		24445	1.062318	1.028261	25828	1.056576	1.056576
49		23839	1.066336	1.002770		26595	1.115609 25383 1.064768
50		23918	1.020610	1.006093		29795	1.245715 26145 1.093110
51							
52		23773.14	1.045315			27245.29	1.146053 25998.86
53							

Salary

The parties have presented one major issue with several side issues wrapped up in the heremony of total final offer arbitration. The Association is seeking an apparently simple increase of \$950.00 on the BA base salary for 1985-86. This final offer request is \$250.00 less than the District is offering on the BA Base salary. The Association seeks to then expand this salary schedule by (1) Increasing the BA educational columns by 4.2%, and the MA educational column by 3.1%; (2) increasing the increments at the BA 0-5yr. level by 19.13% and the MA 0-5yr. level by 21.6%; (3) Increasing the increments at the 6 year level through the end of the increment increases by 21.6% at the BA level, and 27.4% at the MA level; (4) adding a new MA+16 educational column; (5) request a two year agreement; (6) request a 5.4% in 1986-1987 at the BA and MA Base; (7) request an increase in rates for Agreement Appendices C and D for both 1985-86 and 1986-87; (8) request a change for MA+16 employees.

The District's final offer on salary is to add \$1,210.00 to the BA Base, hold all lanes, increments, and retirement payments constant to 1984-85. The District proposes to change the extracurricular payment schedule from its current percentage of the BA base to a fixed dollar amount with varying amounts of raises for 1985-86.

The final offers of both parties appear somewhat extreme and at the ends of any reasonable continuum. There is nothing in either final offer to create spontaneous merit for either position. The deciding factor for this issue would appear to be which offer most closely complies with the historic practices of the parties and their comparable peers. The past history of the Athletic Conference shows that (District Exhibit, 1) when the salary schedules are analyzed (Arbitrator's Exhibit, 1) the following data is revealed:

1. In only one instance (1982) at one level have the salaries increase of the teachers in this bargaining unit been less than the average wage increase of the Athletic Conference.

2. In no instance have the salaries of the teachers in this bargaining unit been less than the average wage for this Athletic Conference.

3. The acceptance of either final offer will not alter the ranking relationship with the Athletic Conference averages.

The impasse situation appears to be clear. Both parties have constructed a salary scheduled which enhances their constituents financial position best. A scattergraph of dispersion (Association exhibit, 2c) shows that over 80% of



the teachers are in the bottom half of the salary schedule. Over fifty percent of the total teachers are at the end of the educational column, and over 15% are at the end of the salary schedule. With this examination, the paradoxical situation of the parties being at impasse when management is willing to pay more on the base salary than the employees are asking is clarified. There is no one there. Management is not opposed to paying higher salaries for known unfilled positions in the salary schedule. The Association similarly is not opposed to asking for less for a schedule position when there no one apt to be there. One result of this situation is to render the arguments of both parties on the fairness and equity of their final offers specious.

The District alludes that there is a very direct agriculture economic relationship to the school districts financial abilities. However, the evidence provided does not support these assertions. district exhibits 4,17,18, do not show that the tax delinquency rate is actually translated into sheriff's sales or removal of the property from the tax roles. Second, the examination of occupations of persons 16 years or older employed shows that 20.7% are Managerial and Professional, 21.3% are engaged in Technical Sales and Administrative Support Services, 20.3% are engaged in Manufacturing, 16.9% are in Service Industries and 10.8% are in Agriculture. Thus, corrolations inferred because of the financial situation of farmers is not in the instance of this school district given much credance. The District raises the argument of property tax restraint. Yet, the district presented no evidence at this arbitration hearing that it informed the Association of this intent. Then the employees would have been on notice that "terms and conditions of employment" were not the matters on the table. In one other matter there is varience with the evidence and testimony presented. When compared to the Athletic Conference benchmarks the final offer salaries of the District are lower, except at one bench mark with no teachers, even if every Athletic Conference District's final offer is accepted.

In the instance of the Association's final offer they are requesting a great deal of change. First, they are requesting a 15%-16% increase incremental change in the salary structure. The Association's argument is that such increase is necessary to bring them in congruence with other comparable school districts. When this District is compared to others its increment structure is one of the higher amounts, additionally, its base salary is always higher than the average for the Athletic conference, and the wage increases in actual dollars have been higher than the Athletic Conference. Thus, the Association's argument by itself on this issue has little merit.

The Association has proposed a 3.1%-4.3% increase in the monetary difference in the educational columns of the salary schedule. Review of the Salary Schedules of comparable districts does not generally show the difference in educational columns to be as wide as the recently expired agreement and rarely at the requested level of the Association. In this instance this Arbitrator does not see this change in the educational columns as a matter of comparability but of establishing a unique standard. Since this issue fails in my opinion to to meet the standard of comparability the merit for its inclusion in an agreement will have to be demonstrated in some other manner. The Association presented no such evidence or testimony so the issue has no rationale. Also of note is the fact that the Association's final offer contains another educational column (MA+16). The Association's argument is that such a column is necessary to provide incentive for teachers to advance their abilities by furthering their educational skills. The District presented no argument directly against this issue except to state that they could get an adequate supply of teachers. The salary schedules of the Athletic Conference show that most of the other school districts have more educational columns than

this district, and the Association's request in this case appears valid.

The Association contends that the second contract year should be selected and have presented a salary schedule with an increase on the base of 5.7%, and incremental increases from 6% to 12.5% plus a 2.5% increase in the Masters education column. The Association's argument that the year will probably be over before the dispute is resolved is certainly accurate. If there was not this mass of dynamic change in the salary schedule the inclusion of a second year in the agreement would appear to be a viable option. However, there is a vast amount of change proposed in the Association's final offer and it is a total offer.

#### Final Offers as a Whole

The final offers of both parties when viewed in their total context present problems. Because these final offers are all or nothing propositions, with all their appurtenances carried into a successor agreement, the selection of either offer may be a factor of which appurtenances and how many secondary issues are present. The District's offer appears to be too low. It does not follow the pattern of past negotiations, either within this district, or within the Athletic Conference comparables. Further, the District's arguments of impending possible financial difficulty, or agricultural crises were not given much merit because there was little factual evidence presented of their validity in this particular school district. The District's salary schedule with its increased base salary essentially has offers where there are few employees. Conversely, the Association's salary offer surrounds the existing employees. Therein lies the problem. The Association's final offer has too much change without substantial documentation or supporting background. The Association's final offers attempts, in this Arbitrator's opinion, to expand the length, breadth and depth of the salary schedule without adequate proofs. Further, it attempts codify these progressions by further incorporating them in a second year agreement. Thus, the Association's final offer although having some merit reaches too far and is rejected for this reason. The District's final offer in this Arbitrator's estimation is not adequate, it does not conform to the past history of its conference comparables. This final offer does not explain the change in bargaining history, but it is for one year and its the only other choice.

#### AWARD

The 1985-86 successor agreement between the West Salem Education Association and the West Salem School District shall contain the stipulated agreements attached as Appendix A, and other stipulations incorporated as part of this award, the unchanged portions of the 1984-1985 collective bargaining agreement, and the final offer of the West Salem School District.

Dated this 16th day of February, 1987, at Menomonie, Wisconsin.

  
Donald G. Chatman  
Mediator/Arbitrator

FEB 18 1987

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

The following are stipulated agreements to be incorporated into the 1985-86 collective bargaining agreement along with the Last Best Offer of one of the undersigned parties as may be determined by the Arbitrator. These stipulations, the Arbitrator's selected Last Best Offer and the unchanged portion of the 1984-85 collective bargaining agreement will constitute the 1985-86 or 1985-87 agreement.

Thomas C. Beni  
Representing the Education Association

Gerald C Kops  
Representing the Board of Education  
Gerald C Kops

4/15/86  
Date

West Salem Education Association

Date Offered: \_\_\_\_\_

7:08 PM

4/15/86

JB  
SK

ARTICLE XII

TERM OF AGREEMENT

B. Lines 8-21: Delete.

B/ The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of the Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter, even though such subjects or matters may not have been within the knowledge or contemplation of either, or both of the parties at the time that they negotiated or signed this Agreement. 1111701

Proposal 1

Date: 10/30/85

ARTICLE III

GRIEVANCE PROCEDURE

C. PROCEDURE. 4. shall be amended to read as follows:

If the decision of the Board is not satisfactory to the ~~teacher or~~ Welfare Committee, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. The request to proceed to arbitration shall be submitted to the District Administrator or his designee by the ~~teacher or~~ Welfare Committee not later than 10 days following the Board's decision. If a timely request for arbitration is received the parties shall request the Wisconsin Employment Relations Commission to submit a list of five names for their consideration. The employer and employee representatives shall determine by lot, the order of elimination and thereafter each shall, in that order, alternately strike a name from the list, the fifth and remaining name shall act as the arbitrator.

*tentative agreement*  
11/26/85  
B.K.  
TB

Proposal 2

Date: 10/30/85

ARTICLE III

GRIEVANCE PROCEDURE

- E. REPRISAL AND RIGHTS. Paragraph 2 shall be amended at line 117 to change the word "consistant" to "inconsistent".

*Deletion page 7  
11/21/85  
ELK  
B*

Proposal 3

Date: 10/30/85

ARTICLE IV

CONDITIONS OF EMPLOYMENT

E. STAFF REDUCTION.

Shall be amended to add a second paragraph to read as follows:

2. Written notice of full or partial layoff shall be provided to the affected staff members no later than ~~May~~ <sup>April</sup> 15 for the ensuing school year.

*tentative agreement  
11/20/85  
BIC  
IB*

Proposal 4

Date: 10/30/85

7:08 PM  
4/15/86  
TBK

ARTICLE V

CONTRACTS

C. RESIGNATIONS. Paragraph 3 shall be amended to read as follows:

Any teacher granted release from their individual contract shall pay the District \$300 to cover the cost of securing a replacement. Teachers may be released from their ensuing contract up to July 1, without incurring the replacement charge.

Insert: "unless the request for release is based on a reason beyond the teacher's control."



Proposal 6

Date: 10/30/85

ARTICLE VII

WORKING CONDITIONS

A. INSTRUCTIONAL LOAD.

Shall be amended to add paragraph 4 to read as follows:

The high school Athletic Director shall teach four (4) classes one semester and five (5) classes the other or four (4) classes and one (1) study hall each semester.

#3500. per year

*Intervent agent*  
*1/26/85*  
*LK*  
*IB*

Proposal 7

Date: 10/30/85

ARTICLE VII

WORKING CONDITIONS

B. THE TEACHING DAY.

Paragraph 1 shall be amended to change the starting time to 7:30 a.m. and the ending time to 3:30 p.m.

*Justine  
Agreed 11/26/85  
DLK  
B*

Proposal 8

Date: 10/30/85

ARTICLE VII

WORKING CONDITIONS

D. TEACHER EVALUATION.

Paragraph 4 shall be amended to <sup>read as follows</sup> ~~delete the following~~ language:

"Such evaluations shall be ~~a minimum of three weeks apart.~~  
*appropriately spaced*"

*Teacher Agreement*  
*11/26/85*  
*6171*  
*113*

Proposal 9

Date: 10/30/85

ARTICLE VII

WORKING CONDITIONS

D. TEACHER EVALUATION.

Paragraph 4, line 67 and 68 shall be amended to delete  
"(refer to page 20 F 3)".

*Deborah Kagan*  
*11/26/85*  
*Grade*  
*113*

Proposal 10

Date: 10/30/85

ARTICLE VII

WORKING CONDITIONS

F. SUPERVISION OF STAFF.

Paragraph 3, lines 112 and 113 shall be amended to delete the following language: "or extending the probationary period."

*Deborah J. [unclear]*  
*11/26/85*  
*ES:K*  
*IB*

West Salem Education Association

Date Offered: October 30, 1985

*Contract payment  
B 12/19/85  
Jek*

NEW JURY DUTY

1. Notification - An employee who is called for jury duty service shall notify his/her principal immediately upon request of the summons.

2. Leave Provision - When an employee is absent on a school day as a result of performing jury duty, the full salary for the day will be paid provided that all payments excluding expenses due to the employee for performing such jury duty shall paid to the District.

West Salem Education Association

Date Offered: October 30, 1985

ARTICLE VI

COMPENSATION

C. SALARY SCHEDULE - Lines 31-35

Substitute as follows:

- 2. The salary schedule set forth in Appendix B will be the basic pay rate for teaching duties in the West Salem School District. Modification in teacher pay levels will only occur as allowed by other sections of this Agreement."

*Tentative Agreement*  
 11/26/85  
 SCIK  
 IB

*Does not impact on Ansty Olsen*

ARTICLE TWO -- Negotiations Procedure

Delete present A, B and C. ~~DE~~ Substitute the following.

A. INITIATING NEGOTIATIONS

Negotiations for a successor agreement should be initiated on or about ninety (90) days before the expiration of this Agreement or no sooner than sixty (60) days after the finalization of the present agreement, whichever is later.

B. COST OF IMPASSE

Any costs and expenses which may be incurred in securing and utilizing the service of any individual and/or Board of Review for Mediation and/or Arbitration will be shared equally by the Board and the Association.

C. OPEN MEETINGS

All negotiation meetings between the Board of Education and the Association shall be open unless otherwise agreed.

*Intotum agreed  
12/17/85  
TB  
BVK*



4

West Salem Education Association

Date Offered: October 30, 1985

ARTICLE I

D. ASSOCIATION SECURITY

Add to line 112: "The Association shall reimburse the District  
the cost of materials expended under this paragraph."

*Tentative agreement*  
*11/26/85*  
*Bill*  
*13*

FEB 18 1987

WISCONSIN EMPLOYMENT  
RELATIONS COMMISSIONName of Case: WEST SALIEM 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.

4/15/86  
(Date)Thomas C. Beni  
(Representative)On Behalf of: WEST SALIEM EDUCATION ASSOCIATION

3:40 PM  
ASSOCIATION

04/15/86  
WEST SALEM  
BA BASE 15550  
BA COL 550  
MA MA+8 595  
BA 0-5 IN 540  
BA 6-TOP 565  
MA 0-5 565  
MA 6-TOP 590

85-86

West Salem Education Assn. 04/15/86

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
0	15550	16100	16650	17200	17750	18345	18940
1	16090	16640	17190	17740	18315	18910	19505
2	16630	17180	17730	18280	18880	19475	20070
3	17170	17720	18270	18820	19445	20040	20635
4	17710	18260	18810	19360	20010	20605	21200
5	18250	18800	19350	19900	20575	21170	21765
6	18815	19365	19915	20465	21165	21760	22355
7	19380	19930	20480	21030	21755	22350	22945
8	19945	20495	21045	21595	22345	22940	23535
9	20510	21060	21610	22160	22935	23530	24125
10	21075	21625	22175	22725	23525	24120	24715
11	21640	22190	22740	23290	24115	24710	25305
12	22205	22755	23305	23855	24705	25300	25895
13		23320	23870	24420	25295	25890	26485
14			24435	24985	25885	26480	27075
15						27070	27665

01/15/86  
 WEST SALEM  
 BA BASE 16440  
 BA COL 550  
 MA MA+8 610  
 BA 0-5 IN 575  
 BA 6-TOP 625  
 MA 0-5 625  
 MA 6-TOP 675

86-87

West Salem	01/01/86						
STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
0	16440	16990	17540	18090	18700	19310	19920
1	17015	17565	18115	18665	19325	19935	20545
2	17590	18140	18690	19240	19950	20560	21170
3	18165	18715	19265	19815	20575	21185	21795
4	18740	19290	19840	20390	21200	21810	22420
5	19315	19865	20415	20965	21825	22435	23045
6	19940	20490	21040	21590	22500	23110	23720
7	20565	21115	21665	22215	23175	23785	24395
8	21190	21740	22290	22840	23850	24460	25070
9	21815	22365	22915	23465	24525	25135	25745
10	22440	22990	23540	24090	25200	25810	26420
11	23065	23615	24165	24715	25875	26485	27095
12	23690	24240	24790	25340	26550	27160	27770
13		24865	25415	25965	27225	27835	28445
14			26040	26590	27900	28510	29120
15						29185	29795

85-86

Salary Schedule - 15550 BA Base - attached

WRF - 5.5% after 1/1/86

Appendix C - Ex Dutes - Appendix C:

OT 4.9% add .125%

5% Up add .25%

Appendix D Hourly Rates @ \$5.50/hr.

Increase the per event rates by the same % increase as the BA base.

86-87

Salary Schedule - 16440 BA Base - attached

WRF - 5.75% 7/1/86

Appendix C. OT 4.9% add .125%

5% Up add .25%

Appendix D.

Increase all rates by the same percent increase as the BA base.

Appendix B. - A.

Change - MA +15 to MA +23

Change MA+8 to MA+16

People who receive longevity will be frozen at their 1984-85 dollar amount until such time as they qualify for additional increments by gaining a MA plus 24 credits. Because of the addition of a MA +16 column, no longevity increment will be paid in 1985-86.

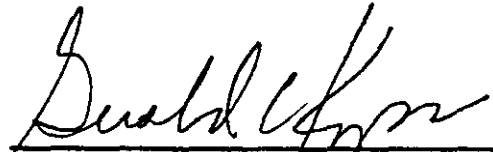
Insurance - 1986-87 WEAC \$100 front end deductible insurance will be provided (\$200 family aggregate) The employer will pay the full premium for this policy.

FEB 18 1987

Name of Case: West Salem School District WISCONSIN EMPLOYMEN  
Case B No 36505 MED/ARB-3829 RELATIONS COMMISSION

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.

4/15/86  
(Date)

  
(Representative)

On Behalf of: West Salem School District  
\_\_\_\_\_

WEST SALEM SCHOOL DISTRICT

FINAL OFFER 1

April 15, 1986



WEST SALEM AREA SCHOOLS: 1985-86 PROPOSAL BASE =

15,810

\*\*\*\*\*

	1984-85	1985-86
BASE SALARY .....	14600	15810
BS DEGREE		
INCREMENT (YEAR 1 THRU 5) .....	465	465
INCREMENT (YEAR 6 THRU 15) .....	490	490
MASTERS DEGREE		
INCREMENT (YEAR 1 THRU 5) .....	490	490
INCREMENT (YEAR 6 THRU 15) .....	515	515
BS DEGREE		
COLUMN CHANGE (CREDITS).....	527	527
MASTERS DEGREE		
COLUMN CHANGE (CREDITS).....	577	577

\*\*\*\*\*

YEAR	BA+0	BA+B	BA+16	BA+24	MA+0	MA+B
0	15810	16337	16864	17391	17968	18545
1	16275	16802	17329	17856	18458	19035
2	16740	17267	17794	18321	18948	19525
3	17205	17732	18259	18786	19438	20015
4	17670	18197	18724	19251	19928	20505
5	18135	18662	19189	19716	20418	20995
6	18625	19152	19679	20206	20933	21510
7	19115	19642	20169	20696	21448	22025
8	19605	20132	20659	21186	21963	22540
9	20095	20622	21149	21676	22478	23055
10	20585	21112	21639	22166	22993	23570
11	21075	21602	22129	22656	23508	24085
12	21565	22092	22619	23146	24023	24600
13	0	22582	23109	23636	24538	25115
14	0	0	23599	24126	25053	25630
15	0	0	0	0	0	26145

\*\*\*\*\*

\*\*\*\*\*  
 CATEGORY NUMBERS  
 -----

YEARS	BA+0	BA+8	BA+16	BA+24	MA+0	MA+8
0	0	0	0	0	0	0
1	1.1737	0	0	0	0	0
2	.7411	0	0	0	0	0
3	2.7369	0	0	0	0	0
4	1	1	0	0	1	0
5	0	.2	1	0	.4263	0
6	1	0	0	0	1	0
7	0	1	0	1	0	1
8	2.5	1.5158	.6289	0	1.5	0
9	1	2.2632	1	0	3	1
10	1	1.5882	0	0	3	1.3333
11	0	.6837	0	0	2	0
12	2.6429	0	0	0	1	0
13XXXXXXXXXX		3	1	0	1	1
14XXXXXXXXXXXXXXXXXXXX			6.8574	7	6	1
15XX						10
TOTALS	13.7946	11.2509	10.4863	8	19.9263	15.3333
TOTAL FTE TEACHERS						78.7914

\*\*\*\*\*  
 TOTAL COST PER CATEGORY  
 -----

YEAR	BA+0	BA+8	BA+16	BA+24	MA+0	MA+8
0	0	0	0	0	0	0
1	19102	0	0	0	0	0
2	12406.01	0	0	0	0	0
3	47088.36	0	0	0	0	0
4	17670	18197	0	0	19928	0
5	0	3732.4	19189	0	8704.193	0
6	18625	0	0	0	20933	0
7	0	19642	0	20696	0	22025
8	49012.5	30516.09	12992.45	0	32944.5	0
9	20095	46671.71	21149	0	67434	23055
10	20585	33530.08	0	0	68979	31426
11	0	14769.29	0	0	47016	0
12	56994.14	0	0	0	24023	0
13	0	67746	23109	0	24538	25115
14	0	0	161827.8	168882	150318	25630
15	0	0	0	0	0	261450
TOTALS	261578	234804.6	238267.2	189578	464818	388701

\*\*\*\*\*

\*\*\*\*\*

BASIC SCHEDULE TOTAL (B95+C95+D95+E95+F95+G95) .....	1777746.
TEACHER'S RETIREMENT- EMPLOYEE (G102*.05).....	88887
TEACHER'S RETIREMENT - EMPLOYER (G102*.064).....	113776
SOCIAL SECURITY (G102*.071) .....	126220
LIFE INSURANCE (G102*.0044).....	7893
DISABILITY INSURANCE (G102*.0045).....	8000
HEALTH INSURANCE [REDACTED] .....	130529
DENTAL INSURANCE (1984-85) .....	27845
VISION INSURANCE (1984-85) .....	10663
ANNUITIES (1983-84) .....	12519
TOTAL FRINGE BENEFITS.....	526332
-----	
ABOVE SCHEDULE	
JONES	279
LANGSTON	105
ARNDT	245
CHENNOWETH	533
FISH	1800
GREVE	560
JAMES	3683
JOHNSON	2400
NICHOLS	258
NIEDFELDT	2400
OLSON M	450
PHELPS	1500
ROSS	3649
SANDERS	4200
SMILLIE	6200
STRUTT	3277
WARRINER	1312
PUDENZ	258
TOTAL ABOVE SCHEDULE.....	33109
TOTAL ABOVE SALARY FRINGE (*.1939) .....	6420
GRAND TOTAL-FRINGE AND SALARY.....	2343608

## EXTRA-CURRICULAR (ATHLETICS)

FOOTBALL		6008
LEWIS	1581	9 - 1319
PERUSICH	791	6 876
RAMSEY	949	15 7.6
FORTNEY	949	4
ZANTER	949	
BOCKENFELD	791	
VOLLEYBALL		1581
HANSON	949	
OSTERHAUS	632	
BOYS' BB		4901
IHLE	1423	
OLSON	1107	
GOODWIN	949	
SORENSEN	632	
JENSEN	791	
GIRLS' BB		4585
HANSON	1423	
MATZ	949	
BUHLOG	791	
BOCKENFELD	791	
MOUCHA	632	
GYMNASTICS		3004
HEMMERSBACH	1423	
SOBOTTA	791	
ZANTER	791	
WRESTLING		3162
KRALL	1581	
SWEENEY	949	
SOBOTTA	632	
BOYS' TRACK		1897
LEWIS	1107	
JENSEN	791	
GIRLS' TRACK		2372
KRALL	1107	
SELBO	632	
HANSEN	632	
GOLF-SORENSEN		791
TENNIS-?		949
BASEBALL		2372
NIEDFELDT	1581	
HERVERT	791	
CHEERLEADING		920
KACZMARSKI	643	
GANZEMILLER	277	
ATHLETIC DIRECTORS		4131
OLSON M	3406	
ZANTER	725	
TOTAL ATHLETICS		<u>36671</u>

EXTRA-CURRICULAR (NON-ATHLETICS)		
DRAMA AND STAGE		1684
SOLIE	1186	
ARNDT	498	
MUSIC		3953
JAMES	949	
SORENSEN	1423	
STRUTT	1581	
FHA-SEVERSON		300
FORENSICS-CULLEN		632
NOON DUTY		2242
HOFFMAN	720	
OLSON M	720	
THOMPSON E	802	
STUDENT COUNCIL		949
SOLIE	395	
KINDSCHY	553	
UNIT LEADERS		2530
KNUDSON	474	
MAAS	316	
PETERSON	474	
THOMPSON K	949	
THOMPSON S	316	
MOCK TRIAL		300
GOODWIN	150	
CHENOWETH	150	
QUIZ BOWL-CHENOWETH		150
ACAD DECATH-GOODWI		150
YEARBOOK-SANDERS		1265
TOTAL NON-ATHLETIC		14154
TOTAL ATHLETIC AND NON-ATHLETIC		50824
TOTAL EXTRA CURR FRINGE (*.1939)		9855
TOTAL EXTRA CURRICULAR		60679

=====

TOTAL COST OF ALL TEACHER'S SALARY AND FRINGE	2404287.
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WEST SALEM SCHOOL DISTRICT

	* 1984-85 FINAL =====	1985-86 PROPOSED =====	GAIN =====
SALARY	1660432	1777746	117314
RETIREMENT	83022	88887	5865
RETIREMENT	106268	113776	7508
SOCIAL SECURITY	117060	126220	9160
LIFE INSURANCE	6806	7893	1087
DISABILITY INS.	6974	8000	1026
HEALTH INSURANCE	121147	130529	9382
DENTAL INSURANCE	27845	27845	0
VISION INSURANCE	10663	10663	0
ANNUITIES	12519	12519	0
ABOVE SCHEDULE+	37441	39529	2088
EXTRA-CURRICULAR+	56258	60679	4421
TOTAL	2246435	2404287	157852
TOTAL INCREASE			157852
AVERAGE INCREASE			2003
PERCENT INCREASE			7.03

\* FIGURES AGREED UPON BY ERTZ AND BINA - JAN 28, 1986

WEST SALEM AREA SCHOOLS-PROFESSIONAL SALARIES

1985-86 PROPOSAL ONE  
ONE YEAR EXPERIENCE

BASE RATE = 15810

BS YF. (1-5)	BS (6-15)	MS (1-5)	MS (6-15)	BS CREDITS	MS CREDITS	L-M-H WITHOUT FRINGES
465	490	490	515	527	577	15810
465	490	490	515	527	577	22563
0	0	0	0	0	0	30345

AVERAGE INCREASE WITH FRINGE 2003  
PERCENT OF INCREASE 7.03