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MAR 13 1987

STATE OF WISCONSIN
BEFORE THE ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the Petition of the
NEW HOLSTEIN SCHOOL DISTRICT
To Initiate Mediation/Arbitration
Between the Petitioner and the
NEW HOLSTEIN EDUCATION ASSOCIATION

CASE 13
No. 37116 MED/ARB-3922
Decision No. 23920-A

I APPEARANCES

For the New Holstein School District
Mr. William Bracken, Wis. Assoc. of Sch. Bds., Spokesperson
Mr. Donald F. Fictum, District Administrator

For the New Holstein Education Association
Mr. Richard Terry, Dir. Kettle Moraine Uniserv, Spokesperson

II BACKGROUND

On June 12, 1986, the New Holstein School District the bonafide employer for all personnel within this school district (hereinafter called the District), filed a petition with the Wisconsin Employment Relations Commission alleging an impasse existed with regard to a collective bargaining agreement between it and the New Holstein Education Association hereinafter called the Association. The Association has been, and is, the exclusive bargaining agent of all full-time and regular part-time teaching personnel, including guidance counselors and librarians but excluding substitute per diem teachers, principals, administrators and other supervisory personnel. The parties exchanged initial proposals on matters to be included in a successor agreement on April 12, 1986, and subsequently met on two occasions in negotiation efforts to reach a mutual agreement. The parties reached impasse on June 12, 1986, and the District filed a petition requesting the Commission to initiate Mediation/Arbitration pursuant to Section 111.70(4)(cm)6 of the Municipal Employment Relations Act.

On August 26, 1986, a member of the Commission's staff conducted an investigation into the matters still at impasse. Finding the parties still deadlocked, the investigator accepted the parties final offers and notified the parties and the Commission that the parties were still at impasse and the investigation was closed. Subsequently, the Commission rendered a FINDING OF FACT, CONCLUSIONS OF LAW, CERTIFICATION OF RESULTS OF INVESTIGATION and ORDER requiring the implementation of Mediation/Arbitration.

The parties selected Donald G. Chatman as Mediator/Arbitrator on September 10, 1986. A public hearing was requested and such public hearing was held in the auditorium of the New Holstein High School on November 5, 1986, at 6:00 P.M. At this public hearing both parties were given the opportunity to explain their positions for the final offers. After an explanation from by the parties the persons in attendance at this hearing were given full opportunity to make pertinent statements to the parties on the issues in dispute. The public hearing was closed when there were no further comments at 7:30 P.M. on November 5, 1986.

III PROCEDURE

A mediation meeting was held on November 5, 1986, at 7:45 P.M. in the offices of the New Holstein School District, New Holstein, Wisconsin in an effort to resolve the issues at impasse between the parties. The parties were unable to reach agreement and the Mediator notified the parties of the previous notice in writing to resolve the dispute by final and binding Arbitration should the parties not settle the matter themselves. The mediation meeting was closed at 9:00 P.M. on November 5, 1986.

An Arbitration hearing was held at 9:05 P.M. on November 5, 1986, in the offices of the New Holstein School District. At this hearing both parties were given full opportunity to present their evidence, testimony and proofs, to present witnesses and to engage in their examination and cross-examination. The parties elected to present their final arguments in the form of written briefs. The

hearing was adjourned until receipt of the written briefs. The briefs were received by the Arbitrator on December 8, 1986, and the hearing was closed at 5:00 P.M. on December 9, 1986. Based on the evidence, testimony, arguments, and criteria set forth in Section 111.70(4) (cm)7 the Arbitrator renders the following Award.

IV STIPULATIONS AND ISSUES

The parties stipulate that they have agreed that Section VII, Section D, Subhead 5, p.18 of the existing agreement shall be changed to "The TNC proposes that the new dollar amounts for dental insurance be inserted; which are Single \$15.02, Family \$45.57". The parties have stipulated that there are no other issues not stated which would prevent the resolution of a successor agreement.

The Issue in dispute between the parties is the salary schedule. The parties are in agreement on the 1985-86 expenditures, the number of employees (98.32), and that the components of the salary scheduled are composed of Salaries, Extra Curricular Pay, STRS/TCHR., STRS/DIST, Social Security, Health Insurance, Life Insurance, Long Term Disability, and Dental Insurance. The District is proposing an average increase in 1986-1987 of approximately 5% and the final offer is attached as Appendix A. The Association is proposing an average increase of approximately 9% and the final offer is attached as Appendix B.

V CONTENTIONS OF THE PARTIES

The District contends that the comparable school districts should be those of the Eastern Wisconsin Athletic Conference, and that those schools in this conference that have settled such agreements for 1986-1987 not be considered. The rationale advanced for this non-consideration is that the settlements are different from the salary structure proposed by the District. These conference comparable districts have settled for either flat dollar amounts or were in the second year of an agreement. The District concedes that its final offer is lower than these settlement but argues but that this offer is in the best interest and welfare of the public. The District argues that the economic conditions in the two counties in which the school district is situated have not changed from a year ago when the parties argued the same issue and an arbitrator found for the District. Specifically, the economic conditions in the area, state, nation and the farm economy have not changed from a year ago. They argue that Calumet and Fond du Lac counties' unemployment rate continues to be above the state average, that there is a marked increase in state bankruptcies which increases the burden on taxpayers. The District contends that the financial problems of the farmers has worsened since 1985, and that farmers pay a large portion of this school district's taxes. The District argues that since the school districts of Chilton, Kewaskum, and Kiel have adopted non-traditional salary schedules they should not be used as comparables, but comparables should be found internally. The District contends that over fifty percent of its staff receive longevity payments, and its self-declared generous longevity payments must be considered. The district maintains that because over fifty percent of its staff are at the end of salary columns it cannot raise the BA base schedule because this would represent almost a two dollar increase for every dollar on the base.

The District argues that because there are so few settlements in the athletic conference which the district deems relevant, it desires internal comparisons with the payment of its administrators at 5.3% and other district employees at 5.9% as appropriate internal comparables. The District does not explain why it offered its teachers less of an increase. The District also maintains because of the scarcity of settlements that private sector and other public sector employees in the New Holstein area assume greater importance as comparables. The District produces as evidence the data from one private industry in New Holstein, Wisconsin, which settled in 1986 for a 0.5% increase and an 0.8% increase per hour in July of 1987. The District does not point out what this represents in cents/hour and that these employees receive periodic wage increases every couple of months during their first years of employment. The

District contends its final offer is greater than the Consumer Price Index(CPI) for the equivalent period, and while it continues the definite downward trend in wage settlements for this district it is greater than the current CPI for this period. The District states that for the past six years the total salary package offered to teachers has exceeded the CPI. Additionally, the District maintains it has a unique severance pay plan that is far more generous than other comparable districts. Coupled with its unique severance pay plan and extremely liberal longevity plan the District contends its employees overall benefits exceed those received by employees in comparable school districts. Thus, for the above reasons the District maintains its final offer proposal should be selected.

The Association contends that the lawful authority of the employer and the District's ability to pay either of the final offer proposals is not an issue and have not been entered into as arguments. The Association contends that New Holstein spends less than the average in the State for education, while the property valuation within the District is at the average of the State. Thus they infer that the District can afford the Association's final offer proposal.

The Association contends that the Eastern Wisconsin Athletic Conference is the comparable group of school districts because of geographic proximity, and approximately equal average daily pupil attendance. The Association argues that the final offers should be weighed in comparison with these districts, from both the districts position and arbitration decisions giving great weight and creditability to comparable settlements in the same athletic conference. Additionally, the Association contends that geographic proximity and pertinent voluntary settlements in other school districts are relevant in determining appropriate final offer settlement selection. Towards that consideration the Association submits the school districts of Elkhart Lake, Fond du Lac, Kiel, Lake Shore Technical Institute, Ozaukee, Random Lake, Sheboygan, and Howards Grove. The Association argues it is not uncommon to look at school districts outside the Athletic conference or even on a state wide basis when there are few settlements within the athletic conference from which to make comparisons. The Association contends its final offer is more reasonable when viewed within the pattern of settlements among comparable school districts in the geographic area or comparable districts statewide. The Association argues that while its final offer averaging \$1,986.00 is above the average settlement for its selected comparables by \$190.00 annually, this final offer is more reasonable than the District's final offer which is hundreds of dollars annually below the average. The association argues that whether comparisons are made within the athletic conference, with comparable schools in the geographic proximity, or statewide, the Association's final offer emerges as the most reasonable.

The Association contends the the CPI should not be a determinative factor in the selection of a final offer. They argue that many arbitrators have found that comparable school districts to be of greater significance than the CPI in the determination of final offer selection. They also argue that since they will not acquire the benefits of this arbitration award until well into the academic year, they will have lost the purchasing power of these dollars. The Association contends that the acceptance of the District's final offer will further erode the salaries of these teachers from their counterparts in comparable school districts. The Association maintains that the District's final offer widens the existing gap between New Holstein and its comparable school districts, while the Association's final offer tends to slow this spread. The Association argues than a larger increase than normal is necessary to prevent further erosion, and cite arbitrators' discussions for this rationale. They maintain that the selection of the Association's final offer will not cause a substantial change in the athletic conference ranking, but will bring these teachers closer to the pattern of settlements set by comparable school districts in 1985-1986.

Finally, the Association contends that the District's attempt to depict the school district as a pocket of poverty, and the District's attempt to utilize severance pay as part of the settlement consideration are only attempts to obfuscate. The Association argues that the District awarded its other employees greater percentage salary raises while lowering taxes and receiving greater school aids in this fiscal year. Thus, the issue of poverty is invalid, and the Association's final offer is more reasonable and in the best interest of the public.

VI DISCUSSION

The parties have raised several issues in this proceeding, ranging from agricultural economy, Consumer Price Index indices, equity, comparable groups, poverty, and community composition. The primary issue however, remains which salary schedule proposed in the parties final offer should be adopted and, in this Arbitrator's opinion, why? Prior to that decision, several of the factors raised by the parties need to be considered and evaluated. The first of these factors is comparability.

Comparability by dictionary definition is to examine separate entities and to examine and record their similarities and differences. However, for comparisons to have definitive meaning they must maintain some consistency over time. These comparisons should be known and generally accepted constructs, that can be duplicated by others who will arrive at similar conclusions. These comparisons should not vary based on capriciousness or particular strategies of the parties, but remain consistent as one of the base referents for long periods of time. Thus, the rising of the sun from other than the east is considered an exception, rather than any serious phenomena to be accepted without definitive explanation.

Comparisons of similar governmental units are particularly useful indicators when there are few or no actual agreements signed among a comparable group. The past history of these comparable groups is useful in discerning trends or changes and would appear to be a sounder basis for deciding final settlement offers, rather than the constant search for position justification comparables. Without some generally known and reported event governmental units do not change size, resource base, or mission. Thus, in this Arbitrator's opinion, the comparable school district statistics of the Eastern Wisconsin Athletic Conference should be a dominant factor in the selection of a final offer.

The District's argument that the two school districts within this conference which are currently settled should not be included for comparison is rejected. To exclude them because they have elected a form of payment to employees different from this district does not preclude that the payment received by these employees and the costs incurred by that district will not be similar to those settlements derived through so-called conventional methods. To reject these districts would be to reject some of the District's arguments on severance pay and longevity as being "different".

The District has argued that the area remains in the same status it was one year ago when its final offer was selected. However, there is no data provided which shows that this district is depressed. In fact demographic data indicates that this district has lessened its unemployment and less than 12% of its work force and income is derived from Agriculture. Therefore, while the financial plight of farmers remains a very real issue, the district has not demonstrated that its income is derived from agricultural sources. The District has based its final offer on the presumed basis that, in part, the local economy could not support a higher offer, but the District offered its administrators and clerical employees a higher wage. The District has raised the issue of the salaries of private industries in the area and cite a 0.5% wage increase for the year. However they fail to point out that the average wage for this private firm is over \$10.00/hr. The District's argument about the CPI is faulty. The District has not established how the Urban CPI ties in

with the presumed agricultural school District. Similarly faulty as a valid argument is the issue of severance pay as part of the current compensation benefits. Severance pay is a benefit which the ex-employee only gets when they are no longer employed.

The Association's argument that the athletic conference is the comparable group because of proximity and similarity in size is noted. However, the Association then attempts to enlarge this group of comparables by adding school districts in the geographic proximity. This addition is not given credibility because the primary variables for comparison consist of only one, geographic proximity. In this Arbitrator's opinion a comparison between political sub-divisions requires several variables of commonality to be considered similar, and the enlarged comparison list advocated by the Association generally does not meet this criteria. The preponderance of data strongly suggests confining variables of comparability to the Eastern Wisconsin Athletic Conference. The display of the Conference salary schedules discloses the following :

EASTERN WISCONSIN ATHLETIC
CONFERENCE SALARY 1981-86

SCHOOL NAME	81-82	BA MINIMUM				AVG. INC
		82-83	83-84	84-85	86-86	
CHILTON	12000	12585	13400	14325	15385	846.25
KEWASKUM	12050	12843	14003	15225	16208	1039.5
KIEL	12000	12700	13475	14375	15150	787.5
NEW HOLSTEIN	12050	12660	13450	14325	15100	762.5
PLYMOUTH	12000	12825	13755	14800	15800	950.0
SHEBOYGAN FALLS	12150	12830	13500	14310	15910	940.0
TWO RIVERS	12363	13062	13846	14608	16408	1011.25
CONF. AVG.	12181.5	12823.5	13623	14466.5	15896.5	928.75
% CHANGE		1.052	1.062	1.061	1.098	1.068
		BA MAXIMUM				
CHILTON	17700	18563	19765	21129	22693	1248.25
KEWASKUM	17775	19589	20724	22457	23907	1533.0
KIEL	18480	19558	20752	22138	23331	1212.75
NEW HOLSTEIN	19160	20129	21390	22777	24009	1212.25
PLYMOUTH	18678	19960	21410	23035	24595	1479.25
SHEBOYGAN FALLS	19474	20539	21588	22882	24482	1252.25

NEW HOLSTEIN	12650	13260	14050	14925	15700	762.5
PLYMOUTH	13000	13825	14755	15800	16800	950.0
SHEBOYGAN FALLS	13050	13730	14400	15264	15864	703.5
TWO RIVERS	13605	14374	15236	16074	17874	1067.25
CONF. AVG.	13152.5	13829.5	14668	15549.5	16979.5	951.16
%CHANGE		1.051	1.060	1.060	1.091	1.066

		MA MAXIMUM				
CHILTON	20955	21920	23441	24979	27485	1632.5
KEWASKUM	22407	23882	25563	27250	29009	1650.5
KIEL	21300	22543	23918	25516	26891	1397.7
NEW HOLSTEIN	21252	22277	23608	25074	26376	1281.0
PLYMOUTH	21013	22340	23845	25535	27150	1534.2
SHEBOYGAN FALLS	21442	22538	23615	25032	26632	1297.5
TWO RIVERS	22271	23529	24941	26313	28114	1460.7
CONF. AVG.	21613	22724.5	24191	25646	27799.5	1546.6
% CHANGE		1.051	1.064	1.060	1.083	1.065

		SCHEDULE MAXIMUM				
CHILTON	21285	22250	23774	25644	28166	1720.2
KEWASKUM	24218	25813	27760	29798	31722	1876.0
KIEL	21540	22797	24188	25803	27194	1413.5
NEW HOLSTEIN	21756	22781	24114	25578	26880	1281.0
PLYMOUTH	21454	22615	24120	25975	27595	1535.2
SHEBOYGAN FALLS	21924	23020	24098	25543	27143	1304.7
TWO RIVERS	23868	25217	26730	28200	30001	1533.2
CONF. AVG.	22576.5	23733.5	25252	26922	29083	1626.7
% CHANGE		1.051	1.063	1.066	1.080	1.065

The data indicate that from 1981-82 through 1985-86 the starting salaries of the New Holstein teachers has averaged 17.8% less than the average starting wage in the athletic conference. The District has argued that starting salaries are kept low because the indexing provides for almost two dollars at the top for every dollar added at the BA base. An examination of the data shows that teachers at the schedule maximum are over \$2,000 below the average salary of the athletic conference. The data show that at the BA maximum, MA minimum, MA maximum since 1981-82 the District's teachers have lost ranking and salary when compared to the athletic conference average salary for this group. Even if a teacher received the schedule maximum and the maximum longevity they would be earning less than the average schedule maximum for the athletic conference.

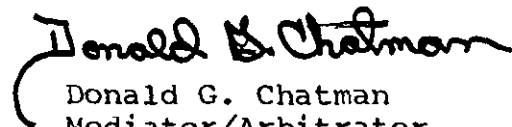
From the evidence presented and examination and comparison of the salary schedules and other data of the athletic conference the District's final offer on its merit alone is not sustainable. The other data presented by the District on internal comparisons does not show that its other employees are not comparable. Its data on the agriculture is speculative, no proofs were provided that bankruptcies had increased, or that this school district is radically different than the others in the athletic conference.

The Association's final offer averages \$1,986.00. This is well above the average increase of the athletic conference. While it may be true that the District's final offer is extremely low and there is a demonstrable basis for not sustaining it, the Association's offer is too high. There is a definitive difference in getting fed and getting fat. This Arbitrator would accept the premise that some equity adjustment in pay with the rest of the athletic conference is necessary. However, a banquet is not indicated. In this instance the Arbitrator is presented with the opportunity to select from two bad final offers. Under these compelling circumstances, because the Association's final offer does not appreciatively change the respective ranking within the athletic conference, it is reluctantly preferable.

VII AWARD

The 1986-1987 Collective Bargaining agreement between the New Holstein School District and the New Holstein Education Association shall contain the agreed upon stipulations, the continuing agreement clauses and the final offer of the New Holstein Education Association.

Dated this 12th day of March, 1987, at Menomonie, Wisconsin.


Donald G. Chatman
Mediator/Arbitrator

DISTRICT

Name of Case: New Holstein School District #13 No. 37116 MED/AR.G-3922

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.

8/26/86
(Date)

Bill Buschen

(Representative)

On Behalf of:

New Holstein School Board.

ANNUAL COST SHEET										
ELEMENTARY SCHOOL F.T.E.:			BASE OF 15600.00			BASE RAISE 500.00			DISTRICT F.T.E.:	
51.3848			46.9332			HIGH SCHOOL			98.32	
FACTOR	85-86	86-87	INCREASE	85-86	86-87	INCREASE	85-86	86-87	INCREASE %	INCREASE
SALARIES	1252669.32	1310040.64	57391.32	1133241.24	1188410.49	55169.25	2385910.56	2498471.13	112560.57	.047177196
EXTRA-CUR.	8727.80	9118.20	390.40	63406.15	66263.40	2857.25	72133.95	75381.60	3247.65	.045022469
TRS/TCR							139371.12	154431.16	15060.04	.108057105
TRS/DSTR							162230.94	173323.24	11092.31	.068373551
CO. SEC.							174521.16	184030.47	9509.31	.054488006
HEALTH INS		73 FAMILY	18 SINGLE				151775.64	166767.84	14992.20	.098779697
LIFE INS.							25817.93	27021.96	1204.03	.046635384
TD							12044.42	13126.65	1082.23	.089353310
DENTAL INS		74 FAMILY	17 SINGLE				40291.44	43530.24	3238.80	.080384320

TOTALS 1261397.12 1319178.84 57781.72 1196647.39 1254673.69 58026.50 3164097.16 3336684.30 171987.14 .054355633

AVERAGE COST SHEET										
ELEMENTARY SCHOOL F.T.E.:			BASE OF 15600.00			BASE RAISE 500.00			DISTRICT F.T.E.:	
51.38			46.93			HIGH SCHOOL			98.32	
FACTOR	85-86	86-87	INCREASE	85-86	86-87	INCREASE	85-86	86-87	INCREASE %	INCREASE
SALARIES	24378.21	25495.10	1116.89	24145.83	25321.32	1175.48	24267.28	25412.14	1144.86	0.05
EXTRA-CUR.	169.85	177.45	7.60	1350.99	1411.97	60.88	733.68	766.71	33.03	0.05
TRS/TCR							1417.55	1570.73	153.18	0.11
TRS/DSTR							1650.06	1762.88	112.82	0.07
CO. SEC.							1775.07	1871.79	96.72	0.05
HEALTH INS.							1543.72	1696.21	152.49	0.10
LIFE INS.							262.60	274.84	12.25	0.05
TD							122.50	133.51	11.01	0.09
DENTAL INS.							409.81	442.75	32.94	0.08
TOTALS	24548.06	25672.55	1124.49	25496.82	26733.18	1236.36	32182.28	33931.57	1749.29	0.05

BB
8/26/86

SDNC Final Offer

8-26-06

RS/EXP	INDEX%	EA	BA+6	BA+12	BA+18	BA+24	BA+30	MA&BA+42	MA+6	MA+12	MA+18
0	1	15600.00	15700.00	15800.00	15900.00	16000.00	16100.00	16200.00	16300.00	16400.00	16500.00
.5	1.025	15990.00	16092.50	16195.00	16297.50	16400.00	16502.50	16605.00	16707.50	16810.00	16912.50
1	1.05	16380.00	16485.00	16590.00	16695.00	16800.00	16905.00	17010.00	17115.00	17220.00	17325.00
1.5	1.075	16770.00	16877.50	16985.00	17092.50	17200.00	17307.50	17415.00	17522.50	17630.00	17737.50
2	1.1	17160.00	17270.00	17380.00	17490.00	17600.00	17710.00	17820.00	17930.00	18040.00	18150.00
2.5	1.125	17550.00	17662.50	17775.00	17887.50	18000.00	18112.50	18225.00	18337.50	18450.00	18562.50
3	1.15	17940.00	18055.00	18170.00	18285.00	18400.00	18515.00	18630.00	18745.00	18860.00	18975.00
3.5	1.175	18330.00	18447.50	18565.00	18682.50	18800.00	18917.50	19035.00	19152.50	19270.00	19387.50
4	1.2	18720.00	18840.00	18960.00	19080.00	19200.00	19320.00	19440.00	19560.00	19680.00	19800.00
4.5	1.225	19110.00	19232.50	19355.00	19477.50	19600.00	19722.50	19845.00	19967.50	20090.00	20212.50
5	1.25	19500.00	19625.00	19750.00	19875.00	20000.00	20125.00	20250.00	20375.00	20500.00	20625.00
5.5	1.275	19890.00	20017.50	20145.00	20272.50	20400.00	20527.50	20655.00	20782.50	20910.00	21037.50
6	1.3	20280.00	20410.00	20540.00	20670.00	20800.00	20930.00	21060.00	21190.00	21320.00	21450.00
6.5	1.325	20670.00	20802.50	20935.00	21067.50	21200.00	21332.50	21465.00	21597.50	21730.00	21862.50
7	1.35	21060.00	21195.00	21330.00	21465.00	21600.00	21735.00	21870.00	22005.00	22140.00	22275.00
7.5	1.375	21450.00	21587.50	21725.00	21862.50	22000.00	22137.50	22275.00	22412.50	22550.00	22687.50
8	1.4	21840.00	21980.00	22120.00	22260.00	22400.00	22540.00	22680.00	22820.00	22960.00	23100.00
8.5	1.425	22230.00	22372.50	22515.00	22657.50	22800.00	22942.50	23085.00	23227.50	23370.00	23512.50
9	1.45	22620.00	22765.00	22910.00	23055.00	23200.00	23345.00	23490.00	23635.00	23780.00	23925.00
9.5	1.475	23010.00	23157.50	23305.00	23452.50	23600.00	23747.50	23895.00	24042.50	24190.00	24337.50
10	1.5	23400.00	23550.00	23700.00	23850.00	24000.00	24150.00	24300.00	24450.00	24600.00	24750.00
10.5	1.5225	23791.00	23943.25	24095.50	24247.75	24400.00	24552.25	24704.50	24856.75	25009.00	25161.25
11	1.545	24182.00	24336.50	24491.00	24645.50	24800.00	24954.50	25109.00	25263.50	25418.00	25572.50
11.5	1.5675	24573.00	24729.75	24886.50	25043.25	25200.00	25356.75	25513.50	25670.25	25827.00	25983.75
12	1.59	24964.00	24963.00	25122.00	25281.00	25440.00	25599.00	25758.00	25917.00	26076.00	26235.00
12.5	1.6125			25477.50	25638.75	25800.00	25961.25	26122.50	26283.75	26445.00	26606.25
13	1.635			25833.00	25996.50	26160.00	26323.50	26487.00	26650.50	26814.00	26977.50
13.5	1.6575							26851.50	27017.25	27183.00	27348.75
14	1.68							27216.00	27384.00	27552.00	27720.00

LONGEVITY SCHEDULE

RS/EXP	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA&BA+42	MA+6	MA+12	MA+18
13	25285.00	25445.00								
14	25441.00	25602.00	26316.00	26480.50	26645.00	26809.50				
15	25597.00	25759.00	26674.00	26639.50	26805.00	26970.50	27703.00	27872.00	28041.00	28210.00
16	25753.00	25916.00	26632.00	26798.50	26965.00	27131.50	27865.00	28035.00	28205.00	28375.00
17	25753.00	25916.00	26790.00	26957.50	27125.00	27292.50	28027.00	28198.00	28369.00	28540.00
18	25909.00	26073.00	26790.00	26957.50	27125.00	27292.50	28189.00	28361.00	28533.00	28705.00
19	25909.00	26073.00	26948.00	27116.50	27285.00	27453.50	28189.00	28361.00	28533.00	28705.00
20	26065.00	26230.00	26948.00	27116.50	27285.00	27453.50	28351.00	28524.00	28697.00	28870.00
21	26065.00	26230.00	27106.00	27275.50	27445.00	27614.50	28351.00	28524.00	28697.00	28870.00
22	26221.00	26387.00	27106.00	27275.50	27445.00	27614.50	28513.00	28687.00	28861.00	29035.00
23	26221.00	26387.00	27264.00	27434.50	27605.00	27775.50	28513.00	28687.00	28861.00	29035.00
24	26377.00	26544.00	27264.00	27434.50	27605.00	27775.50	28675.00	28850.00	29025.00	29200.00
25			27422.00	27593.50	27765.00	27936.50	28675.00	28850.00	29025.00	29200.00
26							28637.00	28813.00	28989.00	29165.00

BB
8/26/06

ASSOCIATION

Name of Case: New Hobstein School District #13 No. 37116 MEO/AMP-3922

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.

8-26-86
(Date)

Rich Rollins
(Representative)

On Behalf of: Education Association

1 NC Final Offer 2

8-26-86

YRS/EXP	INDEX%	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA&BA+42	MA+6	MA+12	MA+18
0	1	16125.00	16225.00	16325.00	16425.00	16525.00	16625.00	16725.00	16825.00	16925.00	17025.00
.5	1.025	16528.13	16630.63	16733.13	16835.63	16938.13	17040.63	17143.13	17245.63	17348.13	17450.63
1	1.05	16931.25	17036.25	17141.25	17246.25	17351.25	17456.25	17561.25	17666.25	17771.25	17876.25
1.5	1.075	17334.38	17441.88	17549.38	17656.88	17764.38	17871.88	17979.38	18086.88	18194.38	18301.88
2	1.1	17737.50	17847.50	17957.50	18067.50	18177.50	18287.50	18397.50	18507.50	18617.50	18727.50
2.5	1.125	18140.63	18253.13	18365.63	18478.13	18590.63	18703.13	18815.63	18928.13	19040.63	19153.13
3	1.15	18543.75	18658.75	18773.75	18888.75	19003.75	19118.75	19233.75	19348.75	19463.75	19578.75
3.5	1.175	18946.88	19064.38	19181.88	19299.38	19416.88	19534.38	19651.88	19769.38	19886.88	20004.38
4	1.2	19350.00	19470.00	19590.00	19710.00	19830.00	19950.00	20070.00	20190.00	20310.00	20430.00
4.5	1.225	19753.13	19875.63	19998.13	20120.63	20243.13	20365.63	20488.13	20610.63	20733.13	20855.63
5	1.25	20156.25	20281.25	20406.25	20531.25	20656.25	20781.25	20906.25	21031.25	21156.25	21281.25
5.5	1.275	20559.38	20686.88	20814.38	20941.88	21069.38	21196.88	21324.38	21451.88	21579.38	21706.88
6	1.3	20962.50	21092.50	21222.50	21352.50	21482.50	21612.50	21742.50	21872.50	22002.50	22132.50
6.5	1.325	21365.63	21498.13	21630.63	21763.13	21895.63	22028.13	22160.63	22293.13	22425.63	22558.13
7	1.35	21768.75	21903.75	22038.75	22173.75	22308.75	22443.75	22578.75	22713.75	22848.75	22983.75
7.5	1.375	22171.88	22309.38	22446.88	22584.38	22721.88	22859.38	22996.88	23134.38	23271.88	23409.38
8	1.4	22575.00	22715.00	22855.00	22995.00	23135.00	23275.00	23415.00	23555.00	23695.00	23835.00
8.5	1.425	22978.13	23120.63	23263.13	23405.63	23548.13	23690.63	23833.13	23975.63	24118.13	24260.63
9	1.45	23381.25	23526.25	23671.25	23816.25	23961.25	24106.25	24251.25	24396.25	24541.25	24686.25
9.5	1.475	23784.38	23931.88	24079.38	24226.88	24374.38	24521.88	24669.38	24816.88	24964.38	25111.88
10	1.5	24187.50	24337.50	24487.50	24637.50	24787.50	24937.50	25087.50	25237.50	25387.50	25537.50
10.5	1.5225	24590.63	24742.56	24894.48	25046.40	25198.32	25350.24	25502.16	25654.08	25805.99	25957.91
11	1.545	24993.75	25147.63	25301.51	25455.39	25609.27	25763.15	25917.03	26070.91	26224.79	26378.67
11.5	1.5675	25396.88	25552.75	25708.62	25864.49	26020.36	26176.23	26332.10	26487.97	26643.84	26799.71
12	1.59	25799.38	25957.25	26115.12	26272.99	26430.86	26588.73	26746.60	26904.47	27062.34	27220.21
12.5	1.6125	26201.88	26360.75	26519.62	26678.49	26837.36	26996.23	27155.10	27313.97	27472.84	27631.71
13	1.635	26604.38	26764.25	26924.12	27084.00	27243.87	27403.74	27563.61	27723.48	27883.35	28043.22
13.5	1.6575	27006.88	27167.75	27328.62	27489.49	27650.36	27811.23	27972.10	28132.97	28293.84	28454.71
14	1.68	27409.38	27571.25	27733.12	27895.00	28056.87	28218.74	28380.61	28542.48	28704.35	28866.22

LONGEVITY SCHEDULE

YRS/EXP	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA&BA+42	MA+6	MA+12	MA+18
13	26125.00	26285.00								
14	26286.25	26447.25	27179.63	27344.13	27508.63	27673.13				
15	26447.50	26609.50	27342.88	27508.38	27673.88	27839.38	28590.25	28759.25	28928.25	29097.25
16	26608.75	26771.75	27506.13	27672.63	27839.13	28005.63	28757.50	28927.50	29097.50	29267.50
17	26608.75	26771.75	27669.38	27836.88	28004.38	28171.88	28924.75	29095.75	29266.75	29437.75
18	26770.00	26934.00	27669.38	27836.88	28004.38	28171.88	29092.00	29264.00	29436.00	29608.00
19	26770.00	26934.00	27832.63	28001.13	28169.63	28338.13	29092.00	29264.00	29436.00	29608.00
20	26931.25	27096.25	27832.63	28001.13	28169.63	28338.13	29259.25	29432.25	29605.25	29778.25
21	26931.25	27096.25	27995.88	28165.38	28334.88	28504.38	29259.25	29432.25	29605.25	29778.25
22	27092.50	27258.50	27995.88	28165.38	28334.88	28504.38	29426.50	29600.50	29774.50	29948.50
23	27092.50	27258.50	28159.13	28329.63	28500.13	28670.63	29426.50	29600.50	29774.50	29948.50
24	27253.75	27420.75	28159.13	28329.63	28500.13	28670.63	29593.75	29768.75	29943.75	30118.75
25			28322.38	28493.88	28665.38	28836.88	29593.75	29768.75	29943.75	30118.75
26							29761.00	29937.00	30113.00	30289.00

Rich Rollins
8-26-86

FINAL COST SHEET:..... BASE OF 16125.00:.....BASE RAISE 1025.00:.....										
F.T.E.: 51.3848 ELEM.SCHOOL F.T.E.: 46.9332 HIGH SCHOOL DISTRICT F.T.E. 98.32										
FACTOR	85-86	86-87	INCREASE	85-86	86-87	INCREASE	85-86	86-87	INCREASE %	INCREASE
SALARIES	1252669.32	1352558.27	99888.95	1133241.24	1226674.50	93433.26	2385910.56	2579232.77	193322.21	.081026596
EXTRA-CUR.	8727.80	9425.06	697.26	63406.15	68484.94	5078.79	72133.95	77910.00	5776.05	.080073946
STRS/TCHR							139371.12	159428.57	20057.44	.143913905
STRS/DSTR							162230.94	178931.99	16701.06	.102946188
SOC. SEC.							174521.16	189985.71	15464.55	.088611306
HEALTH INS		73 FAMILY 18 SINGLE					151775.64	166767.84	14992.20	.098778697
LIFE INS.							25817.93	27903.69	2085.75	.080787047
LTD							12044.42	13551.43	1507.01	.125121033
DENTAL INS		74 FAMILY 17 SINGLE					40291.44	43530.24	3238.80	.080384320

TOTALS 1261397.12 1361983.33 100586.21 1196647.39 1295159.44 98512.05 3164097.16 3437242.23 273145.07 .086326386

AVERAGE COST SHEET:..... BASE OF 16125.00:.....BASE RAISE 1025.00:.....										
F.T.E.: 51.38 ELEM SCHOOL F.T.E.: 46.93 HIGH SCHOOL DISTRICT F.T.E.: 98.32										
FACTOR	85-86	86-87	INCREASE	85-86	86-87	INCREASE	85-86	86-87	INCREASE %	INCREASE
SALARIES	24378.21	26322.15	1943.94	24145.83	26136.60	1990.77	24267.28	26233.58	1966.30	0.08
EXTRA-CUR.	169.85	183.42	13.57	1350.99	1459.20	108.21	733.68	792.43	58.75	0.08
STRS/TCHR							1417.55	1621.56	204.01	0.14
STRS/DSTR							1650.06	1819.93	169.87	0.10
SOC. SEC.							1775.07	1932.36	157.29	0.09
HEALTH INS.							1543.72	1696.21	152.49	0.10
LIFE INS.							262.60	283.81	21.21	0.08
LTD							122.50	137.83	15.33	0.13
DENTAL INS.							409.81	442.75	32.94	0.08

TOTALS 24548.06 26505.57 1957.51 25496.82 27595.81 2098.98 32182.28 34960.46 2778.18 0.09

Rich Rollins
8-26-86