

JUL 29 1987

STATE OF WISCONSIN
BEFORE THE MEDIATOR/ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

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| In the Matter of the | : | |
| Mediation/Arbitration Between | : | |
| | : | |
| NORTHWEST UNITED EDUCATORS | : | Case 11 |
| | : | No. 37819 Med/Arb-4129 |
| and | : | Decision No. 24273-A |
| | : | |
| GRANTSBURG SCHOOL DISTRICT | : | |
| | : | |

APPEARANCES:

Tim A. Schultz, Executive Director, Northwest United Educators, appearing on behalf of the Northwest United Educators in the Grantsburg School District.

Marvin A. Niese, Labor Relations Consultant, Wisconsin Association of School Boards, Inc., appearing on behalf of the Grantsburg School District.

ARBITRATION HEARING BACKGROUND AND JURISDICTION:

On March 12, 1987, the undersigned was notified by the Wisconsin Employment Relations Commission of appointment as mediator/arbitrator under Section 111.70(4)(cm)6 of the Municipal Employment Relations Act in the matter of impasse between the Northwest United Educators and the Grantsburg School District. Pursuant to statutory requirement, the arbitrator met with the parties for mediation on April 14, 1987 in Grantsburg, Wisconsin. The parties were unable to resolve their differences and the matter proceeded to arbitration that same day. During the hearing, the Northwest United Educators, hereinafter referred to as NUE or the Union, and the Grantsburg School District, hereinafter referred to as the Employer or the District, were given full opportunity to present relevant evidence and make oral argument. Briefs and reply briefs were filed with the arbitrator, the last of which was received on May 23, 1987.

THE FINAL OFFERS:

The remaining issues at impasse between the parties concern wages, extra curricular pay and summer pay. The final offers of the parties are attached as Appendix "A" and "B".

STATUTORY CRITERIA:

Since no voluntary impasse procedure regarding the above-identified impasse was agreed upon between the parties, the undersigned, under the Municipal Employment Relations Act, is required to choose all of one of the parties' final offer on the unresolved issues after giving consideration to the criteria identified in Section 111.70(4)(cm)7, Wis. Stats.

POSITIONS OF THE PARTIES:

In their review of the statutory criteria as it supports their respective positions, the parties differ in the weight each assigns to specific criteria. The Union places primary emphasis upon comparisons between employees performing similar services while the Employer relies heavily upon other criteria to support its position.

Essential to the Union's position is the argument that since the conference districts, those agreed to be most comparable by both parties, are unsettled with the exception of Webster, a district which the parties agree should not be relied upon since its salary schedule is based upon a merit pay system, it is appropriate to define a different comparability group for pay comparison purposes. The Employer, on the other hand, contends that since there are no settlements among the most appropriate set of comparables, the decision as to which offer is more reasonable must turn on consideration of

other statutory criteria.

In support of its position, the NUE states that even though the Upper St. Croix Valley Conference districts are the most appropriate districts for comparison purposes, a previous arbitration involving this District, when confronted with the same circumstances, established a set of comparables outside the conference which met certain criteria. Among the relevant criteria were that the districts had all settled upon a one year contract, had retained a demographic balance and were within an 85 mile radius of the District. Utilizing these criteria, the Union now proposes two groups of comparables, one which is composed of eight districts all of which have settled upon one year contracts, are similar in size to the districts within the Upper St. Croix Valley Conference and are within the geographic radius established by the conference schools. The second group it proposes consists of nineteen districts of varying sizes which lie within the same radius established by the conference schools, all of which are settled for 1986-87, some of which are part of two-year agreements. The Union also maintains comparisons with all schools in Wisconsin which were settled as of March 6, 1987 should be made. Finally, making reference to comparisons with Lakeland Conference schools made by the District, the Union states it has no objection to considering all but one of the districts among the comparables.

Anticipating the District will contend other statutory criteria should be used in determining the reasonableness of the offers, the Union urges rejection of that position and argues comparability should carry considerable weight in deciding the reasonableness of the offers since it is "generally considered the most significant statutory criteria." In that respect, it cites several arbitrators who have indicated comparability is an important criterion. The NUE also urges rejection of any arguments which may attempt to prove the reasonableness of the final offers based solely upon comparisons to private sector and other non-teaching employees within the community.

Relying upon comparability, the NUE proposes the best means of determining the reasonableness of the offers is through benchmark analysis. In that regard, comparing the final offers with benchmark dollar and percentage increases among the settled districts within the Lakeland Conference, with rank, dollar and percentage increases among the settled districts within its proposed set of eight comparables and with rank, dollar and percentage increases among the settled districts within its proposed set of nineteen comparables, the NUE concludes its offer allows teachers to keep pace with teachers in other school districts who have settled for 1986-87 while the District's offer will result in "large-scale erosion."

In regard to its summer employment rate increase proposal, the Union maintains the increase "is warranted because the current rate of payment for summer employment is the lowest in the Upper St. Croix Valley Conference." It adds that this rate is also the lowest among its proposed set of eight comparables. Finally, declaring that the proposal would have a minimal impact upon the District since few teachers within the District are receiving full summer employment, the NUE urges its proposal be considered more reasonable since it has tempered its proposal to "soften the impact" upon the District and since it is "only fair...to pay teachers whose work is extended into the summer...the rate they are paid during the school year."

Finally, addressing all the criteria identified in the statute, as well as the arguments it anticipates the District will raise, the Union concludes the relevancy of certain criteria does not affect the reasonableness of either offer and there is no merit in the positions taken by the District. Specifically, the Union rejects the District's effort to justify its low wage offer based upon its contention that fringe benefits more than make up for the low wages. Admitting it does have insurance benefits which are superior to most districts, the Union argues, however, that a comparison of wages, together with the contributions for insurance benefits, still demonstrates the "above average insurance benefits...are more than offset by the below average wages."

Further, in regard to the interest and welfare of the public and the financial ability of the District to meet the costs of either proposal, the NUE maintains the primary debate is over what constitutes the interest and welfare of the public and posits "quality education" is also "a commodity which serves the interests and welfare of the public. It continues that in order to provide quality education it is necessary to maintain wage rates competitive with schools in surrounding communities. It also rejects the District's effort to

"portray the serious economic recession" which is affecting it. The NUE maintains the District has failed to show whether or not the economic conditions within the District are any different than those in neighboring school districts which settlements are higher than that proposed by the District in this dispute.

Making reference to the District's comparison of wages, hours and conditions of employment with other employees in public employment and in the private sector, the NUE posits the District's exhibits have limited value. In that respect, it again asserts the most significant comparisons are those made with employees performing similar work under similar conditions who have similar training and are employed by employers with similar income bases from a similar economy.

Finally, addressing the District's argument concerning the cost-of-living criterion, the NUE posits this factor also carries less weight in determining the reasonableness of the offers. Asserting arbitrators have "increasingly avoided analyzing wage rate proposals with the cost of living" by subscribing to a philosophy that the appropriate measure of the impact of cost of living increases is measured by voluntary agreements achieved in comparable districts, the NUE concludes application of this philosophy favors its offer.

The District asserts that since there are no settlements among the appropriate set of comparables, the reasonableness of the offers must be determined by applying other statutory criteria. In that respect, it continues, its offer is more reasonable when measured against the interest and welfare of the public, the cost-of-living increase, the comparison with other public and private sector employees and against the overall compensation received by its teachers.

Commencing with the interest and welfare of the public criterion, the District asserts, citing several arbitrators' decisions which addressed this criterion, "the overriding concern must be the public's ability to pay given the current state of the rural economy...." In that regard, the District maintains it has demonstrated not only that its offer will better serve the interest and welfare of a district which is heavily agricultural and consequently suffering an economic recession, but that it more directly takes into consideration the attitude of the public toward government spending and the property tax.

The District also argues its offer is more reasonable when compared with the cost of living increases as represented by the Consumer Price Index. Contending there should be a reasonable relationship between the increase in the CPI and the salary increase for any particular year, the Board posits its offer should be selected since it is closest to the CPI increase for the year in question and, yet, is well ahead of that increase as well.

Continuing, the Employer states salary considerations alone do not determine the quality of education. Citing several reports which it contends demonstrates there is not a statewide teacher shortage, that, statewide, teachers have been compensated well when compared with the cost of living increases, that teachers are content with their chosen occupations and that quality teaching is the result of a variety of factors and not just salary, the District posits its reasonable salary increases are appropriate.

Directing its attention more specifically to its teachers, the District asserts the high cost of the fringe benefits its teachers receive must be considered in determining the reasonableness of the final offers. Specifically citing the costs of the fringe benefits it extends to its teachers, the District maintains these benefits, which are better than most of the districts', not only enhance the educational program within the District but give "the teachers greater job security and there by (sic) a better work environment."

Additionally, the District posits its offer is more reasonable since it more reasonably relates to the demographic and economic characteristics of the district's economy. Citing surveys completed by both public sector and private sector employers, the District concludes pay levels within the District are modest as are increases granted those employees. It further argues increases for its teachers should be similar. In additional support of its position that the District cannot sustain more than modest increases in wages, the District cites the per capita income for Burnett County, the unemployment rate from

1975 to 1985 for the County which is generally higher than that of the state's average, the fact that the County is classified as 100 percent rural in nature, and the fact that a substantial number of residents of the three counties in which the District is located are households headed by persons 65 years of age or over who are less interested in public schools and "often least able to afford increases in the property tax."

More specifically addressing the rural nature of the District, the Employer posits its ability to fund a quality education is affected by the on-going crisis in the farm economy. In that respect, it cites the decline in tax base; what it contends causes a resulting increase in tax effort to sustain the same tax levy; the failure of farm and non-farm income to grow since 1981 and, thus, the increasing burden that the property tax imposes. Further, referring to exhibits which it maintains demonstrate problems with the farm economy, the District asserts these conditions extend to its local farmers and greatly influence how the District has developed its salary proposal. Finally, citing arbitration decisions wherein the District contends the reasonableness of the offers was determined by the condition of the farm economy, the District urges consideration of its economic circumstances in determining the reasonableness of the offers in this dispute.

Referring to the comparables argument advanced by the Union, the District urges NUE's attempt to expand the list of comparables be rejected and posits it is quite possible to reach a decision by applying other statutory criteria. The District specifically objects to expanding the comparables beyond those which comprise the athletic conference contending, as was stated in a previous arbitration decision, that expansion of comparables to districts similar in size and geographic proximity do not necessarily make the districts comparable. Arguing this is particularly true of the districts which comprise the Lakeland Conference, many of which are included in the comparables proposed by the NUE, as is demonstrated by the fact that there is no indication pressure from collective bargaining and from the labor market has driven salaries toward common levels among these districts. The District continues that its referenced comparisons with the Lakeland Conference were not intended for comparison purposes but merely to show the District's rank in a Conference that occupies some of the geographical area from which the District has occasionally hired teachers.

Finally, the District argues consideration should not be given to the Endicott Report in deciding the reasonableness of the offers. Referring to the report's findings, the District argues significant comparisons cannot be made since there is greater security in public sector employee jobs than there are in private sector jobs; since public employees enjoy greater fringe benefits than do private sector employees, and since, specifically, teachers enjoy a substantially shorter work year than other public or private professional employees.

DISCUSSION:

In arbitration, arbitrators strive to reach a decision which the parties would have reached had they been able to arrive at a voluntary agreement. To that end, the statutory criteria set forth in 111.70 Wis. Stats. is applied keeping in mind how other parties, similarly situated, voluntarily reached agreement. It is the "similarly situated" factor which causes emphasis upon comparability as it applies to each statutory criterion in the decision making process. In addition, in order to discourage parties from frequently resorting to arbitration to settle their disputes, arbitrators also attempt to insert as much order to the process as possible by making every effort to select the same units of government, consistently, in order to establish a degree of certainty in the parties' bargaining process.

In this dispute, the parties have jointly agreed the most appropriate set of comparables is the athletic conference, Webster excepted, and at least one arbitration decision has used these districts as the appropriate set of comparables. The problem with using them as the appropriate set of comparables in this dispute, however, is that none of the districts considered comparable, except Webster, has reached voluntary agreement.

The last time the parties resorted to arbitration, the situation was similar to that in this dispute. In that dispute, only two of the districts within the conference, one of them Webster, had settled. Consequently, the arbitrator in that dispute chose the set of districts proposed by the NUE as

appropriate comparables. Following the line of reasoning set forth in the first paragraph of the discussion on the previous page, it would be appropriate for this arbitrator to rely upon the same set of comparables used by the previous arbitrator, however, neither the District nor the NUE has proposed them as comparables in this dispute and no evidence regarding them has been submitted. Consequently, if comparability with employees performing similar work is to be considered, a new set of comparables must be determined.

Since the District argued the dispute could be settled applying other criteria and not relying upon a comparison with employees performing similar work, an effort was made to analyze the evidence without establishing a set of comparable districts. The criteria relied upon by the District and the nature of the evidence it submitted pertinent to that criteria, however, indicated the need for establishing comparables since an objective evaluation could not be made without comparisons. In presenting its case, the District relied upon criteria such as the interest and welfare of the public, the cost-of-living and the impact of the benefits it offers its employees compared to other employees as reason for support of its position, all criteria which require some comparison in order to determine whether or not the District's position is unique.

While it might be possible to consider the interest and welfare of the public criterion without making comparisons, much of the evidence submitted in this dispute is general in nature and has evidentiary problems since the source of this evidence was newspaper articles. Generally very little weight is assigned to evidence submitted through newspaper articles since there is no way to determine the source or the accuracy of the data. In this instance, the validity of that reasoning was substantiated by the conflicting evidence which existed in a number of the newspaper articles. Just one of the examples is as follows: District exhibit 49 suggests the average wage increase for 1986-87 was 5.6% and it projects the 1987-88 wage increase at approximately 5%. District exhibit 50 states the average wage increase for 1986 was about 6% and projects 1987's wage increase at 5.5%. District exhibit 54 states the average wage increase for 1985 was 4.5% and, yet, exhibit 55 states the average wage increase for 1985 was 6%. This type of conflict, without the ability to determine how the figures were calculated or what was actually considered when the information was compiled leaves little reliable evidence upon which to base a reasonable decision. Further, evidence submitted pertinent to the economic status of the area as it pertains to the ability to assume the tax burden; to cost-of-living increases, and to comparisons of fringe benefits most appropriately need to be compared in order to determine the reasonableness of the positions.

To that end, the following districts were selected for comparability purposes: Cameron, Clear Lake, Shell Lake and Turtle Lake. In selecting these districts as comparables, a number of factors was considered. Among them was size (determined by the range of district sizes within the Upper St. Croix Valley Conference), location within the Lakeland Conference or within the counties comprising the Upper St. Croix Valley Conference since that area constitutes the District's labor market, voluntary agreement on a one year contract and similarity in economic conditions. When these criteria were originally applied, excluding similarity in the economic conditions of the counties, the set of comparables included a number of districts located within St. Croix County. However, when the economic data for the counties was considered, it was concluded those districts within St. Croix County should not be considered comparable, even though they are located within the District's conference since the economic conditions within St. Croix County, based upon per capita income, appear to differ significantly from those within Barron, Polk, Washburn and Burnett Counties.

Having determined the comparables, having compared the evidence submitted by the District with the conditions evident among the comparables and having made salary comparisons, including a review of fringe benefits provided among the comparables, it is determined the Union's offer should be implemented. This conclusion is based upon the fact that although the District's offer is more reasonable compared to the cost of living increases measured by the Consumer Price Index; compared to the increases received by employees performing other work in the community and in similar communities, and slightly more reasonable when fringe benefits are compared, the Association's offer is more reasonable when compared with the cost of living increases voluntarily reached within other districts with similar economic conditions, when compared with the final offer submitted in Siren, and when compared with benchmark

positions, rank and percentage increases among districts with employees performing similar work.

Much of the District's argument in support of its position pertained to the evidence it submitted relevant to the interest and welfare of the public criterion. In that regard, it is concluded that while there is no question that the economic recession experienced by the farm economy within the District's area has an effect upon the area and has diminished the farmer's ability to pay school property tax, the evidence was inconclusive as to whether or not the impact in this District was any greater or any less than the impact in those districts which were defined as comparable.

For instance, tax delinquencies for Burnett County have not increased any more than they " " County and are less than the increase in Washburn and Polk Counties. This fact, in itself, however, indicates little about the County's economic well-being since the status of a county's tax delinquencies, without additional information regarding the percentage of delinquencies the County normally expects and budgets for, the interest rate charged on delinquent taxes by the County and the County's vigorous pursual of delinquent accounts is not known.

Further, while the per capita income data appears to indicate there is less ability to pay property taxes, without data to show how the income is distributed or how it was actually calculated, little can be told from the dollar figures alone. This is particularly true when District exhibits 29 and 31 are compared. If the per capita income figures are to be believed, exhibit 31 indicates the per capita income between 1983 and 1984 has grown by over \$2,000 in one year. Similar growth in the other counties was also demonstrated. Doubt is cast upon this evidence if cost-of-living increases as measured by the CPI and data regarding the recession occurring within the farm economy is to be believed. Since the per capita income appears to have grown over 30% while the CPI index has increased less than 2% and since farmers statewide and nationwide are all experiencing the same problems and the District has demonstrated that at least Polk and Burnett Counties are 100% rural, something other than the farm economy must affect the per capita income and the citizens' ability to pay property taxes.

Finally, when the final offers submitted to arbitration in the Siren school district and the percentage increases in wages in Webster are considered, it is concluded that at least two districts within Burnett County believe the taxpayer's ability to pay property taxes within the County is somewhat better than the District would argue in this instance. Thus, the argument regarding the the taxpayer's ability to pay property taxes is less persuasive than other arguments.

Among the other criteria cited by the District was the cost-of-living criterion. In that regard, as stated earlier, the District's offer is more reasonable when compared with the cost-of-living increase as measured by the Consumer Price Index. Weighed against that measurement, however, is the dollar and percentage increases at the benchmarks other districts considered comparable were willing to provide voluntarily and the increases provided in the final offers in the Sirenschool district and in Webster which indicates an increase higher than the cost of living increase as measured by the CPI is also considered reasonable in the area.

Compared to the increases other employees within the community and in other communities received, however, the District's offer is more reasonable. Even, there, however, the data cannot conclusively support the District's final offer. For instance, the wage surveys conducted by the District indicates salary only increases ranged from 3% to 5.5% or more. This is in comparison to the District's proposed approximate 3% per cell increase and average 4.68% overall wage increase which results from the method by which school district wages are costed. In addition, although none (with the exception of one survey) indicated fringe benefits, the way the survey was worded, it is impossible to tell whether or not the employees surveyed receive fringe benefits and whether or not there was an increase in the cost of those benefits, a factor which would affect the comparison between the total package increase in costs. Consequently, less weight is assigned this criterion.

The District asserts that its offer is also more reasonable since it offers its employees a fringe benefit package which is better than that received by most employees in most districts. A review of the benefits

provided among the districts established as comparables indicates that the benefits provided by the District are quite similar to the benefits provided by the other districts, however they are slightly better. All the districts provide health insurance at 100% of the rate, dental insurance at 100% of the rate, disability, life, and state teacher's retirement benefits. The primary differences are that this District provides vision insurance where the others do not and the cost of health insurance, while not the highest is among the highest, and the cost of the dental insurance is the highest. The cost attached to these benefits should be considered when salary comparisons are made.

The higher cost of the fringe benefits does not offset the much lower increase in wages proposed by the District given the fact that the taxpayer's ability to pay the proposed increases in the District is similar to the ability of the taxpayer's to pay the proposed increases in Siren and in those districts defined as comparable in this dispute. In arriving at this conclusion, since the standardly accepted comparisons were not available, care was taken to assure that conclusions were not drawn from comparisons which might fluctuate substantially more than the comparisons do for the conference. In the conference, the District regularly ranked between 8th and 6th out of 8 districts at the BA Minimum, BA Maximum, MA Minimum, MA Maximum and Schedule Maximum benchmarks over the past four years. During that same time, among the districts selected as comparables for this dispute, the District regularly ranked between 4th and 3rd out of 5 districts at the BA Minimum, BA Maximum, MA Minimum and MA Maximum positions and 2nd (except for one year) at the Schedule Maximum position over the same four years. Given the consistency of the District's position in rank (although the ranks are different) among both sets of districts it was determined that it was not unreasonable to make benchmark comparisons in considering the impact of the final offers on position.

A comparison of the rank and dollar and percent deviation from the average at each benchmark indicates the District's offer would erode the District's position at all benchmarks to a much greater degree than the NUE's position would improve its position. Under the District's offer the District would move one step down in rank at the BA Minimum and the BA Maximum benchmarks. It would move two steps down in rank at the MA Minimum and the Schedule Maximum benchmarks and it would remain the same at the MA Maximum benchmark except that much greater deviation from the average would occur. Under the NUE's offer, the District would retain rank at the BA Minimum, BA Maximum, MA Minimum and MA Maximum positions and would move down one step in rank at the Schedule Maximum position. In addition, when the dollar and percentage deviation from the average is considered, the District's offer would result in a movement downward from the relationship to the average established in 1985-86 of approximately 3 percent at all benchmark positions while the NUE's offer would result in a movement upward of less than one-half percent. These comparisons, together with the fact that the District's final offer in Siren will result in a per cell increase, approximately 2 3/4 percent more than the District's offer in this dispute and approximately 3/4 percent less than the NUE's offer results in the NUE's offer being found more reasonable based upon benchmark comparisons.

Earlier, it was stated that the higher cost of the fringe benefits should be considered when determining the reasonableness of the offers. Since the District does provide good fringe benefits and since the cost of providing them is somewhat higher than it is in most of the districts defined as comparable, a slight deviation from the average even though the District is among the lowest paid employees among the comparables and certainly within the conference could be considered reasonable. However, the District's offer does not result in a slight deviation from the average but continues to significantly move the comparison to the average downward. Given this impact, it cannot be concluded that the District's offer is more reasonable.

Finally, in regard to the summer pay question, it is determined the District's offer is more reasonable. Although it is possible that teachers in other districts could receive more, dependent upon the step within the schedule which they occupy, the methods of compensation in the comparable districts varies substantially and the pay offered by the District does not provide cause for finding the NUE's proposal more reasonable. This issue, however, since it has a minimal cost impact does not determine the reasonableness of the final offers.

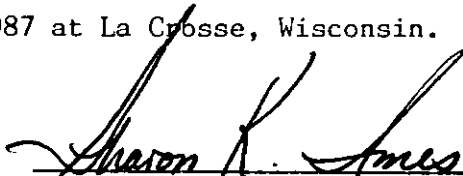
In summary, it is concluded the District's offer is more reasonable when compared with the cost-of-living increase as compared to the Consumer Price

Index, more reasonable when compared with the percentage increase in wages paid other employees in other public and private sector employment and more reasonable when its proposal for summer employment pay is considered. The NUE's offer is reasonable when compared to the cost-of-living as measured by voluntary settlements achieved within the area, is more reasonable when compared with the benchmark averages both as to rank and as to dollar and percentage and not unreasonable when compared with the proposal for summer employment pay. In addition, when the erosion caused by the District's proposal is considered compared to the increase caused by the NUE's proposal, it is determined the NUE's offer is more reasonable since the District is generally paid the least among the districts it considers comparable and does less harm to the maintainance of position. Accordingly, the following award is issued.

AWARD

The final offer of the NUE, attached as Appendix "A", together with the stipulations of the parties which reflect prior agreements in bargaining, as well as those provisions of the predecessor agreement which remained unchanged during the course of bargaining, shall be incorporated into the 1986-87 collective bargaining agreement as required by statute.

Dated this 27th day of July, 1987 at La Crosse, Wisconsin.



Sharon K. Imes
Mediator/Arbitrator

SKI:ms

Appendix "A"

Name of Case: Grantburg 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.

1/27/87
(Date)

Wm. C. Schmitt
(Representative)

On Behalf of: Northwest United Educators

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FEB 03 1987
WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

FINAL OFFER
OF
NORTHWEST UNITED EDUCATORS
FOR A 1986-87 GRANTSBURG TEACHER CONTRACT
WERC CASE 11 NO. 37819 MED/ARB-4129

Unless provided for in the final offer below, the terms of the 1985-86 contract shall continue.

1. Stipulations between the parties.
2. Increase all wage rates by 6.5 percent (see attached salary schedule) including those on the co-curricular pay schedule (Article XVI).
3. Article XV - D. Summer Employment:
 1. Increase the dollar amount to \$3,342.

ADM
1 of 2
1/30/87

RECEIVED

FEB 03 1987

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

NUE FINAL OFFER FOR
GRANTSBURG SALARY SCHEDULE 1986-87

| STEP | BA | BA10 | BA20 | BA30 | MA | MA10 | MA20 |
|------|-------|-------|-------|-------|-------|-------|-------|
| 0.0 | 16300 | 16626 | 16952 | 17442 | 17929 | 18582 | 19235 |
| 1.0 | 16952 | 17290 | 17630 | 18139 | 18646 | 19324 | 20003 |
| 2.0 | 17604 | 17956 | 18308 | 18836 | 19365 | 20069 | 20772 |
| 3.0 | 18256 | 18620 | 18986 | 19533 | 20082 | 20811 | 21543 |
| 4.0 | 18908 | 19286 | 19664 | 20231 | 20798 | 21555 | 22312 |
| 5.0 | 19559 | 19951 | 20341 | 20929 | 21516 | 22299 | 23080 |
| 6.0 | 20212 | 20616 | 21020 | 21627 | 22233 | 23041 | 23851 |
| 7.0 | 20864 | 21282 | 21698 | 22326 | 22950 | 23785 | 24620 |
| 8.0 | 21516 | 21945 | 22377 | 23022 | 23669 | 24527 | 25389 |
| 9.0 | 22168 | 22610 | 23054 | 22495 | 24384 | 25271 | 26159 |
| 10.0 | 22820 | 23277 | 23732 | 24417 | 23967 | 26014 | 26927 |
| 11.0 | 23472 | 23941 | 24411 | 25115 | 25820 | 26758 | 27696 |
| 12.0 | 24124 | 24606 | 25089 | 25813 | 26537 | 27501 | 28466 |
| 13.0 | --- | --- | --- | --- | 27253 | 28245 | 29236 |

ADM
2 of 2
1/30/87

Appendix "B"

Name of Case: Grantsburg 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.

1/27/86
(Date)

Martin A. Niese
(Representative)

On Behalf of: Grantsburg School District

FINAL OFFER
GRANTSBURG SCHOOL DISTRICT
1/22/87

The Grantsburg School District hereby submits the following final offer for teacher negotiations.

1. All terms and conditions of employment in the 1985-1986 agreement shall remain unchanged except as follows.
2. All the stipulations agreed upon on 1/27/87
- ~~3. Increase each cell in the salary schedule by 1.03%.~~
~~a. The base salary shall be \$15,761.~~
3. The increase salary schedule is attached, with a base of \$15,761.
4. Increase the co-curricular hourly rate to \$4.42.
5. Increase the summer pay rate to \$2954.
6. Increase the unit leader pay to \$1884.
7. Increase the shop/safety coordinator to \$1191.