

AUG 24 1987

STATE OF WISCONSIN
BEFORE THE MEDIATOR/ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the	:	
Mediation/Arbitration Between	:	
	:	
CAMBRIDGE EDUCATION ASSOCIATION	:	Case 8
	:	No. 37690 Med/Arb-4087
and	:	Decision No. 24277-A
	:	
CAMBRIDGE COMMUNITY SCHOOL DISTRICT	:	
	:	

APPEARANCES:

A. Phillip Borkenhagen, Executive Director, Capital Area Uni-Serv North, appearing on behalf of the Cambridge Education Association.

David R. Friedman, Attorney at Law, appearing on behalf of the Cambridge Community 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 Cambridge Education Association and the Cambridge Community School District. Pursuant to statutory requirement, the arbitrator met with the parties for mediation on May 6, 1987 in Cambridge, Wisconsin. The parties were unable to resolve their differences and the matter proceeded to arbitration that same day. During the hearing, the Cambridge Education Association, hereinafter referred to as the Association, and the Cambridge Community School District, hereinafter referred to as the Employer or the District, were given full opportunity to present relevant evidence and make oral argument. Briefs were filed with the arbitrator, the last of which was received on June 20, 1987.

THE FINAL OFFERS:

The remaining issues at impasse between the parties concern wages. 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 issue after giving consideration to the criteria identified in Section 111.70(4)(cm)7, Wis. Stats..

POSITIONS OF THE PARTIES:

The Association, addressing several statutory criteria, rejects positions it anticipates the District will espouse and argues its offer provides an equitable increase, "parity" with other area districts' settlements and stops erosion in benchmark rankings which began a year ago. Primary to its position is that the interest and welfare of the public is determined by the taxpayer's own financial support of the District, that the impact of the rural economy on these proceedings is misplaced, that reliance upon private sector and other public sector wage settlements is misplaced, that there is the need to expand the comparables from those mutually agreed upon and that benchmark comparisons and the settlement pattern among the comparables support the reasonableness of its offer.

Contending the interest and welfare of the public is determined by the financial support its taxpayers provide, the Association argues its offer best serves the District's public interest by maintaining competitive salaries. In

contrast, it posits the District's offer, substandard when compared to state and area settlements, results in a deterioration in rank which is unjustified since the District has financial resources sufficient to provide for adequate compensation. Among the resources available to the District, according to the Association, are state aid and tax credits. It continues that these resources combined with the fact that among its comparables the District has the third lowest tax rate, the second lowest cost per pupil, the second lowest instructional costs and the lowest cost for salaries and fringe benefits show the District's taxpayer is not overburdened.

In addition, the Association posits further evidence that the taxpayer is not overburdened is indicated by the fact that state aids, the amount of which is dependent upon the degree of burden placed upon the district's taxpayers, place the District among the middle of the comparables, proof that the District's economy does not differ from that of the area. The Association also holds the District's own budget projects not only an ability to pay but a self-imposed willingness to pay as is evidenced by the 10.89% increase in the operating budget.

Anticipating the District will argue that the economic problems affecting the agricultural community also affects its ability to impose any greater tax burden upon its taxpayers, the Association urges rejection of this type of argument. Addressing this argument, the Association maintains the evidence generated by the District to support this type of argument generally appears to be either nationally or regionally oriented and has no direct correlation with the economy of this District. It continues that any claim to apply this type of data to local conditions is directly refuted by evidence it supplied concerning the State's laudatory comments on Cambridge's success in reversing the plight of its farmers. It adds that other factors which refute any economic problems which limit the District's ability to provide wage increases are the fact that farmland preservation tax credits are available to the farmers within this area, the fact that Cambridge is well-known to be a "bedroom" community of urban Madison with no documented evidence of serious economic problems in and around the District and the fact that the District's median family income is second highest in the conference and the per capita income is third highest in the conference.

The Association also anticipates the District will argue that since there is a dearth of settlements among the districts the parties normally consider comparable, other criteria should determine the reasonableness of the offers. In that regard, the Association argues any effort to rely upon private sector and other public sector settlements as support for the reasonableness of the offers is misplaced. Urging any District argument regarding low wage settlement patterns among various occupations as support for its position should be ignored since they are not directly tied to the Cambridge economy and since salary gains experienced by teachers over the past five years do not correlate with wage declines or increases in the private sector, the Association maintains the District's comparisons are either based upon percentages of unknown professional salaries or upon comparisons with positions which are hourly and non-professional, many of which do not require a college degree, licensure or any other comparative standards. The Association adds that if such comparisons are made, compensation paid teachers should be equated to that paid professionals since studies such as the Endicott Reports indicate teachers are paid approximately \$5,000 to \$6,000 less than other professionals.

Acknowledging that the parties agree the athletic conference comprises the districts the parties normally consider comparable, the Association urges the comparables be expanded since only two districts within the conference have settled and since there is the need to determine the credibility of the District's argument regarding "poor economic base or restrained climate." In this regard, the Association maintains the five districts it seeks to include for comparison purposes are appropriate not only because they are contiguous but because they share the same political and social climate as the Cambridge District. In support of its position, the Association maintains the proposed districts are similar to Cambridge in that they share similar equalized values, similar costs per pupil, similar net tax levy rates and similar state aids per pupil. It also argues that it is valid to expand the comparables since it is commonly known that Cambridge is a "bedroom" community to urban Madison as are the other proposed comparables.

Based upon comparability, the Association posits its offer is supported by the settlement patterns established by the comparables. Making benchmark

comparisons, comparisons between the offers and their maintenance of rank and comparisons with the pattern of settlements for purposes of determining the impact of the cost of living on wage offers, the Association maintains its offer is more reasonable. Referring to a comparison of benchmarks at the BA Minimum and the Schedule Maximum positions, together with the average salary dollar and percentage increases, the Association concludes its offer more adequately maintains the position it has attained in the last few years than does the District's offer. Further, comparing rank among the comparables, the Association posits its offer more adequately maintains the rankings consciously established by the parties two contracts prior to this dispute while the District's offer would continue the deterioration which occurred in the prior agreement reached through a Consent Award forcing the ranking even lower since its offer is as low as any increase in average salary dollars per teacher among the comparables.

Rejecting the Consumer Price Index as a valid measurement of the cost of living, the Association declares the settlement pattern both non-conference and statewide as well as the comparison with the two settlements within the conference districts more appropriately measures the impact of the cost of living. In that regard, it then concludes its offer is more reasonable.

The District, on the other hand, argues the schools comprising the Eastern Suburban Athletic Conference should serve as the primary comparables in this dispute and it rejects the Association's attempt to expand the comparables. It maintains that since there is a scarcity of conference settlements, primary consideration should be given to other statutory criteria and concludes that when this consideration is given its offer best meets the statutory criteria. In support of its position, the District relies primarily upon arguments advanced regarding wages earned by employees in general, the overall economy of the area and compliance with what it contends is public policy regarding taxation as support for its position.

Rejecting the Association's attempt to expand the comparables, the District cites generally accepted criteria used by arbitrators in establishing comparability and argues the expanded comparables do not meet that criteria except in the area of geographic proximity. In arguing against their inclusion, the District maintains the Association proposed districts have a larger average FTE, a larger average student enrollment, greater average full value taxable property, and greater average state aid than does the average of the conference districts. The District also contends the comparables should not be expanded because other arbitrators have neither included these conference districts in arbitrations involving the proposed comparables nor have they included the proposed comparables in arbitrations involving the conference districts.

Noting the scarcity of settlements within the comparables accepted by both parties, the District urges comparability be given less weight and the merits of the offers be determined based upon consideration of the other statutory criteria. In that regard, it argues that wage increases teachers receive should be determined by the increase many of the taxpayers within the District have received. Submitting nationwide data on wage increases among all industries, on wages paid unionized employees, on increases received by the non-manufacturing sector, on wage increases paid white collar salary employees, on increases in wages in the construction industry and even among non-unionized employees, the District maintains the people who pay teacher salaries have received much less of an increase than the final offers propose. It notes, further, that when the service industry wage increases are considered, since many people within the District are employed in the service industry, its final offer is far above potential increases employees within the District received. In support of its use of nationwide data to support these conclusions, the District declares it is appropriate to use the data since Wisconsin's economy mirrors the national economy. The District continues, arguing the average weekly earnings declines from the previous year; the average non-farm wage and salary declines since 1979 and the decline in the average number of hours worked in manufacturing also affect the taxpayers ability to assume any greater tax burden.

The District also argues that although the farm population comprises only 11% of the District's population, the impact upon the farm economy must be taken into consideration since farmers tend to be the largest property holders in the district. Referring to the decline in farm income and projecting a continued decline in farm income, the District concludes the farmer's ability

to pay taxes is impaired and that this fact must be considered when determining the reasonableness of the offers. The District adds that although farm preservation tax credits may be available, they offer little relief to the plight of the farmer since the credit has not eliminated the burden of paying property tax and only offsets part of the cost.

The District rejects any attempt by the Association to argue that there is the need for catch-up. In rejecting this argument, it states there is no evidence to show the District has consistently ranked behind its comparables and there is no indication that the District has ranked below the averages established by the comparables. It continues that absent clearly conclusive evidence that the benchmark positions are deteriorating or that they consistently rank low among the comparables, the need for catch-up cannot be argued.

Addressing the cost-of-living criterion, the District concludes its offer will result in a real wage gain for the teachers when compared with the increase in the Consumer Price Index. Based upon this conclusion, it maintains its offer is more than sufficient and must be found more reasonable when this criterion is considered.

Finally, the District states that public policy dictates its offer be implemented. Noting the findings of the current Task Force on County and Local Mandates as well as the previous governor's Task Force appointed to look at state and local spending include advocating a cap be placed on local government spending, the District maintains it is this arbitrator's opportunity to contribute to the goals set by both task forces by finding the District's offer should be implemented.

DISCUSSION:

In addition to differing over the comparables in this dispute, the parties differ over the degree of weight which they believe should be attached to each of the statutory criteria. The Association maintains comparability is a primary factor in determining the reasonableness of the offers and the District maintains that since only two settlements exist among the districts which the parties agree are comparable, the merits of the dispute should be determined by weight assigned other statutory criteria. The Municipal Employment Relations Act requires the arbitrator to give consideration to each of the statutory criteria set forth therein but allows the degree of weight assigned to each to be measured by the arbitrator. The degree of weight assigned to each criterion is determined to an extent by the degree of relevancy and the credibility of the evidence submitted regarding each of the criterion. In this dispute, if the comparables are not expanded, it would be reasonable to assign greater weight to other statutory criteria in addition to that of comparability since only two districts within those comparables upon which the parties agree have settled for 1986-87.

In deciding the comparables should not be expanded, except for purposes of confirming the credibility of the settlements among the agreed upon comparables, the District's argument regarding the dissimilarity of the proposed districts was accepted. A review of the size of the proposed districts both in average daily membership and in teaching staff, together with a review of other criteria such as the equalized values, the levy rates, the cost per pupil and other economic data, indicates the proposed districts are less like Cambridge than are those the parties agree are comparable even though they all share geographic proximity. Despite this fact, however, greater weight could not be assigned other statutory criteria since, except for the evidence submitted regarding the cost of living as measured by the Consumer Price Index and some submitted regarding the economic condition of the District, the evidence submitted regarding the statutory criteria other than that of comparability was so general in nature it could not be applied meaningfully to this fact situation.

In determining the Association's offer should be implemented, it was found the District's offer was more reasonable when compared with the cost of living as measured by the Consumer Price Index, however, the Association's offer was more reasonable when compared with the settled districts in the agreed upon comparables and when compared with the settlement pattern apparent in the area. Further, greater weight was assigned the wage comparisons than was assigned the comparison of the final offers to the cost of living as measured by the Consumer Price Index since settlement patterns also reflect to a certain

extent upon the cost of living criterion. The other arguments concerning the taxpayers' potential wage increases and the economic condition of the District advanced by the District in support of its offer, while considered, were not found persuasive since the evidence submitted regarding these arguments was not specific to the District and was countered by evidence more specific to the District submitted by the Association. Finally, it was determined the public policy argument raised by the District is without merit.

In arguing that its offer is more reasonable because it more closely approximates the potential wage increases experienced by the private sector and other taxpayers in the public sector, the District relied to a great extent upon evidence which was nationwide or regional in outlook, evidence which without specific reference to the District must be viewed only as indicative of the status quo within the District. Further, countering the District's argument is evidence submitted by the Association which indicates taxpayers within the District are financially better off than are many of the taxpayers within the comparable districts even if the District follows the trend as is suggested by the nationwide or regional data. In per capita income, taxpayers in this District rank third highest among the ten comparable districts and well above the median for the ten districts. In median family income, taxpayers in the District rank second highest among the ten comparable districts. Further, the percentage of families who are below the poverty level in the District is similar to 70% of the districts while three districts, Deerfield, Johnson Creek and Lake Mills have a higher percentage of families below poverty level. Thus, based upon this evidence, it must be concluded the District's taxpayers are experiencing no greater diminished earning capacity, if there is diminished earning capacity, than are the taxpayers within the comparable districts and that they, in fact, have a better earning capacity than do the taxpayers in a majority of the comparable districts.

Further, when the District's economic condition is considered, as the District proposes, there is still no indication that this District fares any worse than any of the districts the parties consider comparable. In fact, the evidence suggests this District is better able to financially support education than are other districts among the comparables. When the equalized values as a basis of support for the costs of education are compared among the comparables, it is determined the District is neither the wealthiest nor the poorest district among the comparables. Further, even though this value decreased from 1985-86 to 1986-87, it also did not experience as great a decrease in value as did other districts within the comparables. Added to this fact, is the fact that the District has the second lowest levy rate among the comparables and the lowest cost per pupil, an indication that the burden upon the taxpayers within this District is less than the burden assumed by other taxpayers in other districts considered comparable. The amount of state aid received by the District, again neither the greatest nor the smallest amount, also substantiates this conclusion since state aid is based upon a formula which takes into consideration not only the equalized value of the District but the burden the District has placed upon its taxpayers to finance education.

The District also argued its offer should be implemented because it more directly supports public policy as expressed by the current Task Force on County and Local Mandates as well as the previous governor's Task Force appointed to look at state and local spending which advocates a cap be placed on local government spending. While the District may hope these recommendations will become public policy, the arbitrator does not yet consider them public policy. Public policy is that body of opinion which has been formally accepted by the public through laws of the state as found in the

assigned to this finding, however, since the two settlements within the comparables, as well as the pattern of settlements for the districts located within the Madison metropolitan area, also reflection of the impact of cost of living increases, indicate increases higher than the increase in the CPI have been agreed upon. Further, when the increases in the two settled districts among the agreed upon comparables are considered, and confirmed as reasonable when compared to the pattern of settlements in the Madison metropolitan area, the increases are more representative of the Association's offer than of the District's offer, therefore, it is concluded the Association's offer is also reasonable.

Having determined the cost of living criterion does not dispose of this dispute, comparison of the final offers with the potential impact of each among the comparables agreed upon by the parties indicates the Association's offer is more reasonable. In arriving at this conclusion, comparisons were made with the two settled districts, Lake Mills and Williams Bay and with the certified final offers in Deerfield, Hustisford and Marshall. Based upon the two districts which have settled for 1986-87, it is concluded the Association's offer is more reasonable. In both districts, the average dollar salary increase exceeded \$1,700 and the percentage increase was above 7%. The Association's offer of \$1,659 average increase per teacher and 7.45% increase in this dispute falls well within the confines of the two settlements. Conversely, the District's offer of \$1,144 average increase per teacher and 5.3% increase is substantially lower than the two settlements upon which agreement has been reached.

In addition to considering the average dollar salary increase and the percentage increase which it reflects in the settled districts, the impact of the final offers as they affected the rank at the BA Minimum and at the Schedule Maximum among not only the settled districts but among the districts with certified final offers was considered. When the assumption was made that the districts would prevail in all the final offers, the District's offer in this dispute would result in moving the District at the BA Minimum from 1st place in 1985-86 to 3rd place in 1986-87. If it is assumed the associations' offers would prevail, the rank would move even one step lower. Conversely, if the Association's offer were implemented making the same assumptions, the 1st place rank would be retained assuming the districts' offers were implemented and it would change to 2nd place if the associations' offers were to prevail. Under either offer and either assumption, at the Schedule Maximum, rank would remain the same, although further analysis indicates movement from the position maintained relevant to the average would occur.

In addition to a change in rank at the BA Minimum, as noted above, a comparison of the offers with the position maintained relevant to the average at both benchmarks established in 1985-86 was made. The analysis, summarized on Appendix "C", indicates the District's offer would result in a deterioration of position relative to the average of over 1% at the BA Minimum if the districts' offers are implemented in arbitration and of over 2.5% if the associations' offers are implemented. In contrast, the Association's offer would improve its position relative to the average by .5% at the BA Minimum if the districts' offers are implemented and would result in a slight deterioration if the associations' offers are implemented. At the Schedule Maximum position, the District's offer would result in a much greater deterioration under either assumption than occurs at the BA Minimum position. If the districts' offers are implemented, the District's offer in this dispute would result in a downward movement from the average of over 2.5% and of over 3.5% if the associations' offers are implemented. Again, in contrast, the Association's offer causes less deterioration. It would maintain relative position if the districts' offers are implemented and it would move downward from the average by approximately 1.0% if the associations' offers are implemented.

The deterioration at the Schedule Maximum position would not be of as much concern since the District ranks first among the comparables in this position except that the potential for earning maximum income occurs in the District over a slower period of time than it does in the comparable districts. Thus, while teachers in this District are able to receive a greater income than other teachers in other districts at the maximum, the number of years in which they have the potential for receiving the maximum is less than those in comparable districts. This factor, while not a problem in itself, since the parties have agreed to the schedule which has been implemented, is cause for concern when there is an effort to again move the District toward the average since it slows

the maximum income earning potential even more.


Finally, since total package increase figures were not available for all the districts considered comparable in this dispute, the impact of the cost of insurances was considered. In reviewing that information, it was determined that the cost of insurances for this District was among the lowest in the comparables. Of the ten districts considered comparable, this District ranked 6th (single rate) and 8th (family rate) among 10 in the costs for health insurance and 10th (single rate) and 9th (family rate) among the 10 in the costs for dental insurance. Further, all of the districts, with the exception of Dodgeland, experienced increases in the cost of health insurance for 1986-87 and all of the districts, with the exception of Dodgeland and Marshall, experienced increases in the cost of dental insurance. In addition, the disability insurance is different from that provided among the comparables and the District provides no life insurance while others do. Thus, on the basis of increase in the cost of insurance, it appears the increase in costs for this District will be similar to that experienced by the other districts among the comparables.

Based upon these comparative analyses, it is concluded the Association's offer is more reasonable. On the basis of rank, as well as maintenance of position relative to the average established in the previous year, the Association's offer is more reasonable. Further, when the cost of living impact is considered, it is determined that less weight should be assigned this criterion since the District's offer is reasonable when compared with the cost of living measured by the CPI while the Association's offer is reasonable when compared with the percentage increase established by the settled districts among the comparables and confirmed by the area settlements. Accordingly the following award is issued.

AWARD

The final offer of the Association, attached as Appendix "A", together with the stipulations of the parties which reflect prior agreements in bargaining, one of which was reached later than those certified to the Wisconsin Employment Relations Commission and is attached as Appendix "D", 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 21st day of August, 1987 at Wa Crosse, Wisconsin.


Sharon K. Imes
Mediator/Arbitrator

SKI:ms

APPENDIX "A"

RECEIVED
JAN 29 1987
VASSCO' MUNICIPAL EMPLOYMENT
RELATIONS COMMISSION

Name of Case: Cambridge Community School District
Case 8 No. 37690 Med/Arb-4087

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.

January 28, 1987
(Date)


(Representative)

On Behalf of: Cambridge Education Association

CAMBRIDGE COMMUNITY SCHOOL DISTRICT

FINAL OFFER

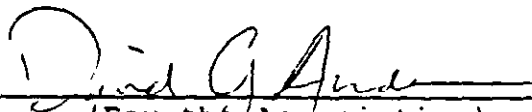
OF THE

CAMBRIDGE EDUCATION ASSOCIATION

The Association proposes the provisions of the 1985-86 Collective Bargaining Agreement between the Cambridge Education Association and the Cambridge School District Board of Education become the terms of the 1986-87 Collective Bargaining Agreement, with any stipulated agreements between the parties and the following amendments hereto, and as determined by the mediator-arbitrator to be incorporated into the successor/amended agreement.

January 28, 1987

(Date)



(For the Association)

APPENDIX A

1986 - 1987 SALARY SCHEDULE

STEP	BA	BA+8	BA+16	BA+24	EA+30	MA+8	MA+16	MA+24
					MA			
1.0	16125	16649	17190	17748	18326	18921	19536	20171
2.0	16609	17148	17706	18282	18875	19489	20123	20776
3.0	17107	17663	18237	18829	19442	20073	20726	21400
4.0	17620	18193	18784	19395	20025	20676	21348	22042
5.0	18149	18738	19348	19976	20625	21296	21989	22703
6.0	18693	19301	19928	20576	21244	21935	22648	23384
7.0	19254	19880	20526	21193	21882	22593	23328	24086
8.0	19832	20476	21142	21829	22538	23271	24027	24808
9.0	20427	21091	21776	22484	23215	23968	24748	25552
10.0	21039	21723	22430	23158	23911	24688	25491	26318
11.0	21671	22375	23102	23852	24628	25429	26255	27109
12.0	22321	23046	23795	24569	25367	26191	27043	27921
13.0	22990	23737	24509	25306	26128	26977	27854	28759
14.0	23680	24449	25244	26064	26912	27786	28689	29622
15.0	24391	25183	26002	26846	27719	28620	29550	30510
16.0	25123	25939	26782	27652	28550	29479	30436	31426
17.0	25876	26717	27585	28481	29408	30363	31350	32369
18.0	26652	27519	28412	29336	30290	31274	32291	33339

Teachers will be placed on this schedule by moving up one step from their 1985-86 placement.

RECEIVED

JAN 20 1987

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

APPENDIX "B"

DAVID R. FRIEDMAN

Attorney at Law

30 W MIFFLIN ST. ROOM 802
MADISON WISCONSIN 53703
(608) 256-0155

January 19, 1987

HAND DELIVERED:

Mr. Edmond J. Bielarczyk, Jr.
Investigator
Wisconsin Employment Relations Commission
P.O. Box 7870
Madison, Wisconsin 53707

Re: Cambridge Community School District
Case 8 No. 37690 MED/ARB-4087

Dear Ed:

Please disregard the previous offer sent to you. In doing some calculations the Board noticed that it wished to have a base salary of \$15,775. The Association has also been informed that they may wish to recheck their calculations to see if they are using the proper base figures when retirement and social security contributions are made.

A copy of this new final offer is being sent directly to Phil Borkehagen.

To make sure that we completely understand the Board's final offer, it is the final offer with a base of \$15,775.00 dated in the upper right-hand corner 1/15/87.

Thank you for your cooperation.

Sincerely yours,

David R. Friedman
David R. Friedman

DRF/rs
Enclosure

cc w/enclosure: Mr. Phil Borkenhagen
Mr. George Nikolay

RECEIVED

JAN 20 1987

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WISCONSIN EMPLOYMENT RELATIONS COMMISSION

File: SALARY SB ●

1 STEP ADVANCE
3.00% VERTICAL
3.25% HORIZONTAL

APPENDIX A

1986 - 1987 SALARY SCHEDULE

STEPS	MA							
	BA	BA+8	BA+16	BA+24	BA+30	MA+8	MA+16	MA+24
1)	15,775	16,288	16,817	17,364	17,928	18,511	19,112	19,733
2)	16,248	16,776	17,322	17,884	18,466	19,066	19,686	20,325
3)	16,736	17,280	17,841	18,421	19,020	19,638	20,276	20,935
4)	17,238	17,798	18,376	18,974	19,590	20,227	20,884	21,563
5)	17,755	18,332	18,928	19,543	20,178	20,834	21,511	22,210
6)	18,288	18,882	19,496	20,129	20,783	21,459	22,156	22,876
7)	18,836	19,448	20,080	20,733	21,407	22,103	22,821	23,563
8)	19,401	20,032	20,683	21,355	22,049	22,766	23,506	24,269
9)	19,983	20,633	21,303	21,996	22,711	23,449	24,211	24,998
10)	20,583	21,252	21,942	22,656	23,392	24,152	24,937	25,747
11)	21,200	21,889	22,601	23,335	24,094	24,877	25,685	26,520
12)	21,836	22,546	23,279	24,035	24,816	25,623	26,456	27,316
13)	22,491	23,222	23,977	24,756	25,561	26,392	27,249	28,135
14)	23,166	23,919	24,696	25,499	26,328	27,183	28,067	28,979
15)	23,861	24,637	25,437	26,264	27,118	27,999	28,909	29,848
16)	24,577	25,376	26,200	27,052	27,931	28,839	29,776	30,744
17)	25,314	26,137	26,986	27,863	28,769	29,704	30,669	31,666
18)	26,074	26,921	27,796	28,699	29,632	30,595	31,589	32,616

Teachers will be placed on this schedule by moving up one step from their 1985-86 placement.

APPENDIX "C"

COMPARISON OF OFFERS TO AVERAGES ESTABLISHED ASSUMING BOARD OFFERS
ACCEPTED IN ARBITRATION

	<u>BA Minimum</u>	
1985-86 Average	\$15,201	
District's Relationship	+224	+ 1.5%
1986-87 Average	\$15,808	
District's Offer	+33	+ 0.2%
Association's Offer	+317	+ 2.0%

	<u>Schedule Maximum</u>	
1985-86 Average	\$28,361	
District's Relationship	+3,531	+12.5%
1986-87 Average	\$29,717	
District's Offer	+2,899	+ 9.8%
Association's Offer	+3,622	+12.2%

COMPARISON OF OFFERS TO AVERAGES ESTABLISHED ASSUMING ASSOCIATION OFFERS
ACCEPTED IN ARBITRATION

	<u>BA Minimum</u>	
1985-86 Average	\$15,201	
District's Relationship	+224	+ 1.5%
1986-87 Average	\$15,953	
District's Offer	-178	- 1.1%
Association's Offer	+172	+ 1.1%

	<u>Schedule Maximum</u>	
1985-86 Average	\$28,361	
District's Relationship	+3,531	+12.5%
1986-87 Average	\$29,995	
District's Offer	+2,621	+ 8.7%
Association's Offer	+3,344	+11.1%

APPENDIX "D"

ACTIVITY PAY COMMITTEE

From: Sonja Nikolay-Teacher
Ilana Strauch-Social Worker
Vicki Kaufman-Citizen
L. Gene Wilson-High School Principal
George Nikolay-District Administrator

By unanimous vote the following recommendations are being made:

1. Academic Decathlon

It is recommended that payment of \$150.00 be made to one advisor. If more than one individual wishes to become involved the payment is to be prorated accordingly.

2. Junior High F.H.A.

It is recommended that a payment of 2% of the base salary for a beginning teacher be made to one advisor.

3. Interpretive Reading

It is recommended that the Reading Specialist coordinate the program and that two other staff members serve as assistants. The two staff members are to receive a maximum of 2 days release time from their teaching assignments for the purpose of judging and writing critiques.