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MAY 25 1988

STATE OF WISCONSIN

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

BEFORE THE ARBITRATOR

APPEARANCES

On Behalf of the District: Barry Forbes, Staff Council
Wisconsin Association of School Boards

On Behalf of the Association: Steve Kowalsky, Representative Wisconsin Federation of Teachers

I. BACKGROUND

On February 25, 1987, the Parties exchanged their initial proposals on matters to be included in a new collective bargaining agreement to succeed the agreement which expired on June 30, 1987. Thereafter, the Parties met on two occasions in efforts to reach an accord on a new collective bargaining agreement. On May 20, 1987 the District filed a petition requesting that the Commission initiate Arbitration pursuant to Sec. 111.70(4)(cm)6 of the Municipal Employment Relations Act. On August 27, 1987 a member of the Commission's staff, conducted an investigation which reflected that the parties were deadlocked in their negotiations, and, by February 5, 1988, the Parties submitted to Investigator their final offers, written positions regarding authorization of inclusion of nonresidents of Wisconsin on the abitration panel to be submitted by the Commission, as well as a stipulation on matters agreed upon, and thereafter the Investigator the Parties that the investigation was closed and advised the Commission that the Parties remain at impasse. On February 15, 1988 the Commission ordered the Parties to select an Arbitrator. The undersigned was notified of his selection and appointment by letter dated March 1, 1988.

The Arbitrator scheduled a hearing for April 4, 1988. Prior to commencing the arbitration hearing, the Parties authorized the Arbitrator to mediate. A settlement was reached (attached as Appendix A) on the following outstanding issues: salary 1987-88 and 1988-89, health insurance, dental insurance, liquidated damages, hours of work, child rearing leave, credit reimbursement, calendars, disability insurance, duration, pay days and savings clause language.

The only issue which could not be resolved was snow days. The Parties agreed to discuss the matter further and, if it was not resolved they would submit two-page briefs within two weeks. The Arbitrator was then to study the final offers and issue a one-line award selecting one proposal or the other without accompanying rationale.

FINAL OFFERS

The Union's proposal reads as follows:

4.51 See the attached calendars for 1987-88 and 1988-89. The first and second snow days will not be made. The third and fourth snow days and all other snow days beginning with the seventh snow day will be made up at the end of the year. Effective the 1988-89 school year, sufficient snow days, to allow the District to comply with minimum DPI student contact time standards, will be made up at the end of the year. If one grade level(s) does not meet the standards, all grade levels must make up the day.

The District's proposal reads as follows:

4.51 During the 1987-88 school year, the first and second snow days will not be made up. The third and fourth snow days and all other snow days beginning with the seventh snow day will be made up at the end of the year. Starting with the 1988-89 school year, all snow days will be made up at the end of the school year.

AWARD

The Union's proposal on snow days (Section 4.51) is selected.

Gil Vernon, Arbitrator

Dated this 220day of May, 1988 at Eau Claire, Wisconsin.

WATERFORD JT. 1 (V) APPIL 14, 1988 SETTLEMENT AGREEMENT

SHLAR (

1987-88 Salary Schedule increased 5. get to 1 the 1986-87 schedule. (rounded to mearest ≇5)

1988-89 Salury Schedule increased 5% retite in

HEALTH INSUPHMICE

The contract will have leadth or manth them has attached the contract in amounts equal to ±220 (S Fer 1) at t ±85.25 for single in 1987-88.

The premiums will be changed July 1, 1-slip of the dollar amounts equal to 100% of the premiums.

The deductible is increased to \$100 and a simple of the Board may include a pre-admission ratio of at the health care plantamentary countries.

DENTAL INSUPANCE

The District will ask the insurance cars as to a 190 and open encollment period on a one time basis where two in with no coverage will be allowed or single is grape of allowed to encoll in single or family dental coverage.

The Board will contribute \$17.45 single and \$55.71 family in 1987-88 and the contract will reflect states dollar amounts equal to 100% of the premium in 1988-69.

LIQUIDATED DAMAGES

The Union accepts the Board's proposed 1.51 had dated damages.

HOURS

The Union accepts the Board's proposed 2.1. The Scarand Union understand that the 7 hour 50 minute workday is intended to be 7 hours and 50 continous minutes.

2.13 - Same language as in 1985-87 contract.

CHILD REARING LEAVE

The Union accepts the Board's modified He^{++} cle 3.31. Ehrld rearing leave: "This leave must be requested at least 6 weeks before the elected arrival date," He^{+} He^{+}

.4.34 - S.O. 1985-87 language

4.33 - Credit re-imburs ment 1987-88 - \$90/credit 1988-89 - \$110 credit

4.75 - The Union modifies its Section 4.75 to include a 30 day notice; the Board accepts.

4-15-88 15

4.51 Board Calendars are acceptant

February 26, 1990 is a noncontact day, School ends on June 6, 1990

The only unresolved issue is
the making up of snow days
the making up of snow days
Under 4,51 The parties will
Under 4,51 The parties will
discuss the issue further
discuss the issue
for two weeks If the issue
is still unresolved, the parties
is still unresolved, the parties
will be submit up to two
page briefs on this issue

4.72 BOARD ACCEPTS UNION GROJOSAL 6.72 "1 4.93 UNION GACCEPTS BOARD PROJUCAD PREUTOUS ST. GUZARCIO

SL 15-88

Side letter

The Waterford Joint School District
Number 1 (V) Board and WEEF

Local 3507/WFT agree that

No change will be made in the

pupil statement length of the proprit

contacts about for home room teachers

minutes within the Districts right

to make reasonable changes in contact

minutes within the pupil days for scheduling

purposes.

This agreement expires July 1, 1989.

4-15-88

1987-88

4.9 SALARY SCHEDULE

Increase each step of 1986-07 schedule by 6

- 4.91 EXTRA CURRICULAR NOTIVITIES SALADA
 - a. Increase each extra curricular by 6
 - b. Increase Head on Assistant Mathematical Colors addition(1 12.5%.

c. Add the following etimitien: — fe rlook---llou —> Jo — Curriculum Dovelopment

4.92 SUMMER BAND

a. Increase by 6%.

1988-39

4.9 SILARY SCHEPULE

Increase cach step on the 1987-93 school 1 5

DESPN CORPUZUBAR A PINCTIPS SUBJECT

Increase out to a corrector of Es

1.63 SAMIR BAND

There iso ho 近;

Kelion tivity - The Insurance is retroactive

1. - 1/4/1,1917 Salary, Extra corricular and sumpre 6 and is retroactive to August 24, 1987.