

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 22nd day of May, 1988 at Eau Claire, Wisconsin.

WATERFORD JT. 1 (U)
APRIL 14, 1988
SETTLEMENT AGREEMENT

SALARY

1987-88 Salary Schedule increased 5% per year over 1986-87 schedule, (rounded to nearest \$5)

1988-89 Salary Schedule increased 5% per year over 1987-88 schedule.

HEALTH INSURANCE

The contract will have health insurance premiums specified in the contract in amounts equal to \$220 (5 April 1988) and \$85.25 for single in 1987-88.

The premiums will be changed July 1, 1988 to stated dollar amounts equal to 100% of the premium.

The deductible is increased to \$100 single and family. The Board may include a pre-admission review plan for the health care plan SUBSTANTIALLY EQUIVALENT TO THE ADVANTAGE PLAN.

DENTAL INSURANCE

The District will ask the insurance carrier to allow an open enrollment period on a one time basis where those not with no coverage will be allowed on single coverage and those allowed to enroll in single or family dental insurance coverage.

The Board will contribute \$17.40 single and \$55.71 family in 1987-88 and the contract will reflect stated dollar amounts equal to 100% of the premium in 1988-89.

LIQUIDATED DAMAGES

The Union accepts the Board's proposed 1.51 liquidated damages.

HOURS

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

2.13 - Same language as in 1985-87 contract.

CHILD REARING LEAVE

The Union accepts the Board's modified Article 3.911 Child rearing leave: "This leave must be requested at least 6 weeks before the expected arrival date, *if possible*"

4.31 - S.O. 1985-87 language

4.33 - Credit reimbursement
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.

SH
4-15-88 *BZ*

4.51 Board Calendars are accepted as modified:

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

The only unresolved issue is the making up of snow days under 4.51. The parties will discuss the issue further for two weeks. If the issue is still unresolved, the parties will ~~issue~~ submit up to two page briefs on this issue.

4.72 BOARD ACCEPTS UNION PROPOSAL

6.72 " " " "

4.93 UNION ACCEPTS BOARD PROPOSAL

4.94 " " " "

PREVIOUS STIPULATIONS

4-15-88

Side letter.

amount of
pupil
contact
minutes →

The Waterford Joint School District
Number 1 (V) Board and WEEF
Local 3507/WFT agree that

No change will be made in the
~~starting or length of the pupil~~

day for home room teachers
~~(starting time to ending time)~~

during the 1988-89 school year. The
WEEF recognizes the District's right
to make reasonable changes in contact
minutes within the pupil day for scheduling
purposes.

This agreement expires July 1, 1989.



4-15-88

