

FEB 21 1989

BEFORE THE ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the	:	
Arbitration Between	:	
	:	
OCONTO FALLS EDUCATION ASSOCIATION	:	Case 9
	:	Decision No. 25638-B
and	:	No. 40649 INT/ARB-4925
	:	
OCONTO FALLS SCHOOL DISTRICT	:	
	:	

APPEARANCES:

Ronald J. Bacon, Executive Director, United Northeast Educators, appearing on behalf of the Oconto Falls Education Association.

Mulcahy & Wherry, S.C., by Dennis W. Rader, appearing on behalf of the Oconto Falls School District.

ARBITRATION HEARING BACKGROUND AND JURISDICTION:

On September 30, 1988, the undersigned was notified by the Wisconsin Employment Relations Commission of appointment as arbitrator under Section 111.70(4)(cm)6. of the Municipal Employment Relations Act in the matter of impasse between the Oconto Falls Education Association, hereinafter referred to as the Association, and the Oconto Falls School District, hereinafter referred to as the Employer or the District. Hearing on this matter was held on October 31, 1988 in Oconto Falls, Wisconsin. During the hearing, the Association and 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 December 17, 1988.

THE FINAL OFFERS:

The remaining issue at impasse between the parties concerns wages, the specifics of which are identified in the final offers of the parties attached as Appendix "A" and "B".

STATUTORY CRITERIA:

Since no voluntary impasse procedure regarding the above-identified matter 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:

The solitary issue in dispute between the parties concerns 1988-89 and 1989-90 wages. In arguing for their respective positions, however, the parties also differ in regard to the school districts which they consider comparable. The District maintains the contiguous school districts in Oconto County should comprise the comparables while the Association argues for the districts included within the Packerland Athletic Conference.

Relying upon its selected comparables, the District argues its offer is more reasonable when it is compared with with other district settlements. It also argues its offers compares favorably with wage settlements within the private sector and with area municipal settlements. In addition, the District maintains its offer is supported by both the short range and long range increases in the CPI and by the fact that because of teacher placement on the salary schedule, its offer will allow more than half of the teachers to continue to be compensated highest among the comparables. Finally, the District declares its offer is more reasonable when the economic conditions of the district are considered.

The Association not only rejects the comparables proposed by the District but also argues that the District's comparisons with area municipal settlements and private sector settlements should be rejected since the data submitted is either indecisive or flawed. Instead, it urges its offer be compared with settlements among the districts in the Packerland Athletic Conference which it declares will show its offer to be reasonable regardless of whether a percent or dollar value is used as the measurement.

Referring to the cost of living criterion and the District's argument advanced concerning the CPI, the Association maintains neither offer reflects the increase measured by the CPI at the time the previous contract expired and urges the District's argument relative to the CPI as a measurement of the cost of living be rejected declaring that historically, teacher bargaining outcomes have not paralleled increases in the CPI. Continuing, the Association contends the cost of living increase is best measured by the pattern of settlements among the comparables and argues that if this measurement is used, its offer falls well within the pattern.

Finally, in addition to avowing that the District has not shown an inability to pay a wage increase, the Association rejects the District's argument that the effects of the drought and its impact on the farm economy are unique to this district and support an offer less than area settlements. In this respect, it argues that the District is not an exclusively agricultural district; that, further, there is evidence that the farm economy is improving and, finally, that the impact of the drought is more speculative than fact.

DISCUSSION:

This District has bargained with its teachers for years and has been able to reach voluntary agreement during those years but they have never agreed upon a comparable pool. Consequently, in this dispute, each party seeks to have an appropriate set of comparables defined. The District urges the selection of contiguous districts while the Association seeks to have the districts within the Packerland Athletic Conference defined as the comparables.

Prior to amending the Municipal Employment Relations Act in 1986, the arbitrator, in an interest arbitration, was required to select a set of comparables comprised of "similar" units of government and among the criteria used to determine similarity was similar size, geographic location, and economic and social demographics. Comparisons among these "similar" units of government were used for the purposes of determining which final offer submitted to arbitration was more reasonable as it pertained to salary comparisons, benefits, comparable wage increases and, at times, what the area considered an appropriate rise in the cost of living when compared with other units of government which were likely to share similar economic and political conditions.

When MERA was amended, the criterion which dealt with comparisons of similar employees in similar communities was modified to require comparisons of similar employees without restricting the comparisons to similar communities. Despite this change in the law which clearly expands the scope of comparability among similar employees, there remains a need to also establish an appropriate set of comparables in order to appropriately weigh salary, benefit, comparable wage increases and if need be, a pattern of settlements as it relates to cost-of-living adjustments as they relate to an area in order to best protect the interest of the citizen who resides within the area, whose taxes must support the determination of reasonableness, and who is subject to economic and political conditions which may vary greatly from other units of government which might be proposed for comparison purposes. In addition, given the general policy of the the law which favors voluntary settlement through the procedures of collective bargaining, there is also some need to maintain stability in the bargaining relationship by making certain that when comparisons are made there is a certain degree of certainty regarding the use of those comparisons which the parties can learn to rely upon in negotiations.

In this dispute, neither set of proposed comparables meets all the criteria considered most important by this arbitrator in determining the similarity of communities. The District's proposed set of comparables contains few districts which are similar in size to Oconto Falls. Pulaski is almost twice its size, Oconto is similar in size and the remainder are nearly half the size if not smaller. This dissimilarity in size is likely to make staffing needs, programming needs and general operating expenses differ substantially. In addition, while it is true that the District's proposed comparables are

contiguous and thus, may share some economic similarities, the evidence establishes that with a few exceptions, the equalized values for the District's proposed set of comparables are similar to the equalized values of the Association's proposed set of comparables.

The Association's proposed set of comparable districts, on the other hand, are more similar in size but they are not geographically located near Oconto Falls. The Association urges they be selected as most appropriate because they comprise the athletic conference for the District. While it is true arbitrators frequently find athletic conferences to be most comparable, the criteria used for including a district within an athletic conference is different from the criteria used by arbitrators to determine similarity, although, in some respects the WIAA reliance upon similarity in the number and types of athletic programs may well reflect upon a district's general ability to finance both academic and extra-curricular programs.

In this record, there is no evidence which clearly calls for the selection of one set of comparables over the other. The criteria normally used in arbitrations to determine similarity is not sufficiently persuasive. There is no prior agreement between the parties as to which districts should be used as comparables. There is no historical use of comparisons upon which one can rely. Even the District's inclusion in an athletic conference has no historical basis upon which to rely since it has been in three different conferences during the past ten years. Most persuasive in trying to sort out which districts should be comparable is the selection of comparables in other arbitration decisions involving the districts which the parties propose as comparables. Both parties provided several cites by arbitrators involving decisions concerning the districts each proposes as comparables in support of their respective selection of comparables. Most clear in the review of this information is the fact that most recent arbitration decisions involving the proposed comparables and involving teachers have defined the current athletic conference as the appropriate set of comparables. Consequently, it is concluded that by selecting the athletic conference as the appropriate set of comparables in this dispute, a certain degree of consistency in comparability will be established for future bargaining purposes not only for this district but for the districts whose comparables have been established through prior arbitrations.

Having decided to use the athletic conference as the appropriate set of comparables does not mean, however, that District's proposed comparables will not be considered. Instead, they will be used as general comparables with a weight given to them consistent with their significance to relative size, economic conditions and geographic proximity.

Under the interest and welfare of the public criterion, the District has argued its unique economic circumstances demand its offer be considered more reasonable. As support for its position it cites the economic hardships of the agricultural community, the impact of the summer drought, the County's unemployment rate during the first three quarters of 1988 and the percentage school property taxes have increased since 1980-81. A review of the evidence does not support the District's conclusion.

While the crop loss figures, the decline in commodity prices and the reports of farm foreclosures certainly indicate the area's agricultural community has and continues to have a difficult time economically, nothing in the evidence indicates this area's agricultural difficulties are substantially different from those in the surrounding rural areas. Further, while it is recognized that the District is not immune to the problems encountered by the agricultural community, there is no evidence which indicates the District's agriculturally related economic circumstances differ substantially from those districts defined as comparable or from those districts which were proposed by the District as comparable.

In addition, neither the income nor the unemployment data supports a conclusion that the District's economic conditions sets it apart from other districts. The average income figures indicate that while the District is less affluent than some districts, its income level is not among the lowest either in the selected set of comparables or in the District's proposed set of comparables. Further, while the unemployment rate for the County is higher than that for most of the surrounding counties, the evidence does indicate that the unemployment rate is less this year than in the past year. It should also be noted that without a showing that the unemployment rate particularly impacts

upon this District it cannot be concluded that the District's economic circumstances are any different than those of the comparable districts.

Finally, the District's reliance upon its percentage increase in taxes levied over the past eight years does not establish that it has unique economic circumstances which should carry substantial weight in determining the reasonableness of the offers but shows that the District has been especially concerned about keeping the cost of education down. The percentage increase in taxes levied over the past eight years averages a little more than 4.0% a year and is among the lowest of those districts whom the District proposed as comparables as well as among the districts selected as the comparables. The District's interest in keeping the cost of education down is also demonstrated by its most recently known cost per member (the cost of educating a student) which is among the lowest in the range of costs incurred by any of districts discussed as comparable. The District should be commended for its interest in keeping the cost of a quality education as low as possible, however, this interest should not be the prevailing one in determining the reasonableness of the offers.

A 1988-89 salary comparison of the final offers with the settlements reached with other employees performing similar services favors the Association's offer of 6.89% or an average dollar increase of \$1,736 per returning teacher. Even though the Association's offer is slightly higher than the settlements of those districts with employees performing similar services, the District's offer is so far below not only the average of the settlements but any of the settlements that without sufficient reason to justify such a departure it can only be concluded the Association's offer is more reasonable. At 4.34% or an average of \$1,094 per returning teacher, the District's wage offer is well below the average percentage increase of 6.28% among those districts which were selected as comparables and the average dollar increase of \$1,664 and well below the average percentage increase of 6.58% and the average dollar increase of \$1,633 among those districts proposed as comparable by the District. The District also lags by a similar percentage and dollar variance when a total package cost comparison is made. Further, the same holds true when a 1989-90 salary comparison is made although there are far fewer settlements from which to draw a conclusion.

The District argues for its position maintaining that at least among its proposed set of comparables, the settlements were reached prior to that point in time when the summer drought occurred and that this must be factored into the settlement comparisons. While it is true that the settlements achieved among the District's proposed set of comparables did occur prior to the summer drought, no evidence was submitted to show that the settlements among all the comparables were achieved prior to the drought or that any of the other comparable districts were any better off during that time. In fact, the crop percentage losses presented as evidence of the impact of the drought indicate similar crop losses occurred among those districts. Consequently, since all the settlements, either pre-drought or post-drought are still quite similar, the impact of the drought does not carry as much weight as it might in some decisions.

The District also maintains its position is justified since its offer allows a majority of teachers within the District, because of placement on the salary schedule, to remain the most highly compensated among the comparables. Despite the District's contention that benchmark comparisons are irrelevant when a majority of the teachers within a district are located at one benchmark as in this instance, a benchmark analysis should not be ignored. While it is important to consider the impact of a wage increase upon the teachers who are currently in the employ of the district, it is also important that the integrity of the salary schedule be maintained in order to encourage educational advancement among those teachers who currently work for the district and to assure that teachers with similar education and experience are able to receive similar compensation. When benchmark comparisons are made, it is clear that the District's offer results in a deterioration of position when compared to the average and drops in rank as well.

The District's stress on its overall level of paid fringe benefits as support for its position on the salary increase ignores the fact that except for longevity its fringe benefit package is quite similar to benefits received by employees performing similar work among those districts it proposed as comparable. When the longevity benefit is considered, however, its benefit package is slightly better than those among the districts it has proposed as

comparable. This factor would carry greater weight in determining the reasonableness of the offers if there had been a negotiated change in this benefit. Since there was no change, however, it must be assumed this benefit has been factored into the negotiations in years past.

The salary offer of the District is closer to the pattern of settlements for non-teacher public employees in the area and to the average percentage increase for all industries in the private sector. As additional support for its comparison with employees in the private sector, the District compared its wage rate with wages paid other professionals within the County and concludes that teacher salaries end up substantially higher than other professional positions do. While it is clear the District's offer is favored when compared with the pattern of settlements paid non-teacher public employees since those settlements are clearly in evidence, the same cannot be concluded when it is compared with settlements in the private sector. The data provided for private sector employees is inconclusive. Whether or not one agrees with the premise set forth by the District in regard to comparison of wages paid professionals, that evidence in and of itself only serves to make a comparison and does not address wage increases or the relevancy of such wage increases. Consequently, the only private sector data which can be relied upon as support for the reasonableness of the final offers pertains to the industry-wide standards which do not adequately reflect on wages paid employees in private employment in the same community and in comparable communities.

Finally, the parties addressed the reasonableness of their offers as they pertain to the cost-of-living criterion. The District relies upon the increase in the CPI-U or the CPI-W as support for its position while the Association relies upon the pattern of settlements within the area as a more accurate reflection of the cost-of-living. From the evidence, it is clear that both offers exceed the CPI measurements and that the District's offer is more closely aligned with them. It is concluded, however, as in the past, that the weight accorded the CPI is best indicated by the pattern of settlements reached by other parties bargaining under the same conditions as the parties to this dispute. In this dispute, there is a clear pattern of salary settlements which is higher than the CPI, whether or not they were reached early in the year. Given this fact, since it is unlikely that the District, had it been able to arrive at a voluntary agreement, would have assigned a greater weight to the CPI than all of the area comparables have, consideration of the cost-of-living criterion is less persuasive.

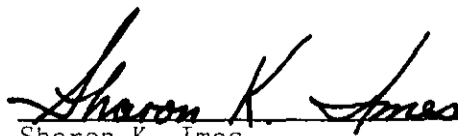
In conclusion, based upon the above discussion, it is determined that the District position pertaining to the interest and welfare of the public criterion was not persuasive; that the Association's offer is more reasonable when compared with settlements received by employees performing similar work; that the District's offer is more reasonable when compared with settlements received by other non-teaching public employees and that the evidence was inconclusive in regard to comparisons made with private sector employees and the cost-of-living criterion. Further, since the Association's offer was not unreasonable when compared with settlements received by employees performing similar work it was determined that less weight should be assigned to settlements involving non-teaching public employees since the issue in dispute is one involving salary increases for teaching employees.

Based upon the above findings, the record as a whole and consideration of the statutory criteria which is set forth in 111.70 Wis. Stats., the undersigned issues the following

AWARD

The final offer of the Association, 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 1988-90 collective bargaining agreement as required by statute.

Dated this 17th day of February, 1989 at La Crosse, Wisconsin.


Sharon K. Imes
Arbitrator

AUG 07 1988

Name of Case: OCONTO FALLS SCHOOL DISTRICT
CASE #: 9 NO: 040649 INT/ARB-4925

The following, or the attachment hereto, constitutes our final offer for the purposes of 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. Further, we ~~(do)~~ **(do not)** authorize inclusion of nonresidents of Wisconsin on the arbitration panel to be submitted to the Commission.

8-4-88
(Date)

Ronald J. B...
(Representative)

On Behalf of: United Northeast Educators

Oconto Falls Education Association



UNITED

NORTHEAST

EDUCATORS

RECEIVED
JUL 21 1988
WISCONSIN
DEPARTMENT OF
PUBLIC INSTRUCTION

106 1/2 MILITARY AVENUE • GREEN BAY WISCONSIN 54303 • PHONE 414 499-7500 • FAX 800 472-5000

July 20, 1988

Ms. Karen J. Mawhinney, Investigator
WERC
P. O. Box 7870
Madison, WI 53707-7870

Re: Oconto Falls School District
Case 9, No. 40649
INT/ARB-4925

Dear Ms. Mawhinney:

Please find enclosed the Oconto Falls Education Association's final offer in the above referenced matter.

Thank you for your continued interest in this dispute.

Yours truly,

Ronald J. Bacon
Executive Director

RJB:slc

cc: Dennis Rader (with enclosure)
Don Voermans (with enclosure)

Oconto Falls Education Association

FINAL OFFER

Case 9, No. 40649
INT/ARB-4925

1. Two year agreement - 1988-90
2. Change all dates to coincide with number one above.
3. Salary schedules for 1988-89 and 1989-90. See attached.
4. All other items to remain status quo from 1986-88 contract.

Proposed 88-89 Salary Schedule

STEP	BA	BA+15	BA+30	MA	MA+15
	-----	-----	-----	-----	-----
0.0	18331	18893	19455	20018	20580
0.5	18706	19281	19857	20432	21008
1.0	19081	19669	20258	20847	21435
1.5	19456	20058	20660	21261	21863
2.0	19831	20446	21061	21676	22291
2.5	20206	20834	21462	22091	22719
3.0	20581	21222	21864	22505	23147
3.5	20956	21611	22265	22920	23575
4.0	21331	21999	22667	23334	24002
4.5	21706	22387	23068	23749	24430
5.0	22081	22775	23470	24164	24858
5.5	22456	23164	23871	24578	25286
6.0	22831	23552	24272	24993	25714
6.5	23206	23940	24674	25408	26141
7.0	23581	24328	25075	25822	26569
7.5	23956	24717	25477	26237	26997
8.0	24331	25105	25878	26651	27425
8.5	24707	25493	26280	27066	27853
9.0	25082	25881	26681	27481	28280
9.5	25457	26269	27082	27895	28708
10.0	25832	26658	27484	28310	29136
10.5	26207	27046	27885	28724	29564
11.0	26582	27434	28287	29139	29992
11.5	26957	27822	28688	29554	30419
12.0	27332	28211	29090	29968	30847
12.5	27707	28599	29491	30383	31275
13.0	28082	28987	29892	30798	31703

Proposed Dconto Falls 88-89 Schedule Cost

STEP	BA	BA+15	BA+30	MA	MA+15	TOTAL
0.0	0	0	0	0	0	0
0.5	0	0	0	0	0	0
1.0	19081	0	0	0	0	19081
1.5	0	0	0	0	0	0
2.0	59493	0	0	21676	0	81169
2.5	20206	0	0	0	0	20206
3.0	102905	21222	0	0	0	124127
3.5	0	0	0	0	0	0
4.0	42662	0	0	0	0	42662
4.5	0	0	0	0	0	0
5.0	22081	0	0	0	0	22081
5.5	0	0	0	24578	0	24578
6.0	108447	23552	0	24993	0	156992
6.5	0	0	0	0	0	0
7.0	0	0	0	0	0	0
7.5	0	0	0	0	0	0
8.0	97324	50210	0	13326	0	160860
8.5	0	0	0	27066	0	27066
9.0	31353	25881	0	27481	0	84715
9.5	0	0	0	0	0	0
10.0	25832	0	0	0	0	25832
10.5	26207	0	0	0	0	26207
11.0	79746	0	28287	0	0	108033
11.5	26957	0	0	0	0	26957
12.0	81996	0	0	0	0	81996
12.5	0	0	0	0	0	0
13.0	638866	405818	104622	431172	126812	1707290
TOTAL	1383155	526683	132909	570292	126812	2739851

NUMBER OF EMPLOYEES (FTE) = 101.75

TOTAL PAYROLL = \$2,739,851

AVERAGE SALARY = \$26,927.28

AVERAGE INCREASE/EMPLOYEE \$1,736.48 (6.89 %)

07-20-1988 13:09:18

Proposed 89-90 Oconto Falls Schedule

STEP	BA	BA+15	BA+30	MA	MA+15
	-----	-----	-----	-----	-----
0.0	19321	19913	20506	21099	21691
0.5	19716	20322	20929	21536	22142
1.0	20111	20731	21352	21973	22592
1.5	20507	21141	21775	22410	23044
2.0	20902	21550	22198	22847	23495
2.5	21297	21959	22621	23283	23946
3.0	21692	22368	23045	23720	24397
3.5	22088	22777	23468	24157	24848
4.0	22483	23187	23891	24594	25298
4.5	22878	23596	24314	25031	25749
5.0	23273	24005	24737	25469	26200
5.5	23669	24414	25160	25906	26651
6.0	24064	24824	25583	26343	27103
6.5	24459	25233	26006	26780	27553
7.0	24854	25642	26429	27216	28004
7.5	25250	26051	26852	27653	28455
8.0	25645	26461	27275	28090	28906
8.5	26041	26870	27699	28528	29357
9.0	26436	27279	28122	28965	29807
9.5	26832	27688	28545	29402	30258
10.0	27227	28098	28968	29839	30709
10.5	27622	28506	29391	30276	31160
11.0	28017	28915	29814	30713	31612
11.5	28413	29325	30238	31149	32062
12.0	28808	29734	30661	31586	32513
12.5	29203	30143	31084	32024	32964
13.0	29598	30552	31506	32461	33415

Proposed 89-90 Schedule Cost

STEP	BA	BA+15	BA+30	MA	MA+15	TOTAL
0.0	0	0	0	0	0	0
0.5	0	0	0	0	0	0
1.0	0	0	0	0	0	0
1.5	0	0	0	0	0	0
2.0	20902	0	0	0	0	20902
2.5	0	0	0	0	0	0
3.0	65076	0	0	23720	0	88796
3.5	22088	0	0	0	0	22088
4.0	112415	23187	0	0	0	135602
4.5	0	0	0	0	0	0
5.0	46546	0	0	0	0	46546
5.5	0	0	0	0	0	0
6.0	24064	0	0	0	0	24064
6.5	0	0	0	26780	0	26780
7.0	118057	25642	0	27216	0	170915
7.5	0	0	0	0	0	0
8.0	0	0	0	0	0	0
8.5	0	0	0	0	0	0
9.0	105744	54558	0	14483	0	174785
9.5	0	0	0	29402	0	29402
10.0	34034	28098	0	29839	0	91971
10.5	0	0	0	0	0	0
11.0	28017	0	0	0	0	28017
11.5	28413	0	0	0	0	28413
12.0	86424	0	30661	0	0	117085
12.5	29203	0	0	0	0	29203
13.0	762149	427728	110271	454454	133660	1888262

TOTAL 1483131 559213 140932 605894 133660 2922829

NUMBER OF EMPLOYEES (FTE) = 101.75

TOTAL PAYROLL = \$2,922,829

AVERAGE SALARY = \$28,725.59

AVERAGE INCREASE/EMPLOYEE \$1,798.31 (6.68 %)

07-20-1988 13:13:01

Name of Case: OCONTO FALLS SCHOOL DISTRICT

CASE #: 9 NO: 040649 INT/ARB-4925

The following, or the attachment hereto, constitutes our final offer for the purposes of 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. Further, we **(do)** **(do not)** authorize inclusion of nonresidents of Wisconsin on the arbitration panel to be submitted to the Commission.

8/15/88
(Date)

John M. Ecker
(Representative)

On Behalf of: Oconto Falls School Dist

Mulcahy & Wherry

Mulcahy
& Wherry

AUG 18 1988

Mulcahy & Wherry, S.C.
Attorneys at Law

414 East Walnut Street
P.O. Box 1103
Green Bay, WI 54305-1103
414 435 4471

August 15, 1988

Ms. Karen Mawhinney
Wisconsin Employment Relations Commission
P.O. Box 7870
Madison, Wisconsin 53707-7870

Re: Oconto Falls School District
Case 9 No. 40649 INT/ARB-4925

Dear Ms. Mawhinney:

Please find enclosed the final offer for the Oconto Falls School District.

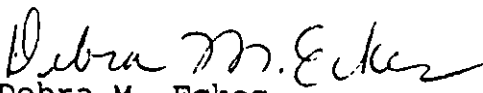
The offer is based on a five percent increase total package for 1988-89 and 1989-90.

This should finalize the details for certifying the final offers.

Thank you for your assistance in this matter.

Very truly yours,

MULCAHY & WHERRY, S.C.


Debra M. Eckes
Research Associate

DME/sjd
Enclosure

cc: Victor Rossetti
Ron Bacon
Dennis W. Rader

APR 16 1990

VOLUME 10, NUMBER 10
 OCTOBER 1989

OCONTO FALLS SCHOOL DISTRICT
 TOTAL PACKAGE COSTING
 101.75 FTE

		1987-88 BASE YEAR		1988-89 BOARD		1989-90 BOARD
WAGES		\$2,563,163		\$2,674,486		\$2,778,016
\$ INCREASE				111,323		103,530
% INCREASE				4.34%		3.67%
AVE \$ INCREASE				1,094		1,017
LONGEVITY		67,463		74,152		78,417
SUMMER WORK/CURRICULUM		13,461		13,461		13,461
ATHLETIC SALARIES		56,029		56,029		56,029
EXTRA-CURRICULAR		10,469		10,469		10,469
EXTRA DUTY		4,383		4,383		4,383
TOTAL		<u>2,714,968</u>		<u>2,832,980</u>		<u>2,940,775</u>
HEALTH INSURANCE	22 S@ 78.33 69 F@204.79	190,245	@ 90.64 @239.05	221,862	@108.76 @286.86	266,233
DENTAL INSURANCE	21 S@ 11.31 74 F@ 34.22	33,237	@ 10.72 @ 36.41	35,034	@ 12.67 @ 43.70	42,049
CREDIT REIMBURSEMENT		8,050		8,614		9,217
LIFE INSURANCE		12,708		13,315		13,822
LTD	0.45%	12,217	0.47%	11,615	0.47%	12,057
FICA	7.51%	203,894	7.51%	212,757	7.58%	222,911
WRS	11.9%	323,081	11.9%	337,125	11.9%	349,952
TOTAL		<u>3,498,401</u>		<u>3,673,302</u>		<u>3,857,015</u>
\$ INCREASE				174,900		183,714
% INCREASE				5.00%		5.00%
AVE \$ INCREASE				1,719		1,806

Lane totals and summary

Lane	Lane Cost	Employees
BA	1350544.25	54.75
BA+15	513512	19
BA+30	129774.5	4.5
MA	556834.5	19.5
MA+15	123820	4
=====		
Total	2674485.25	101.75

New Contract Base	17898
Old Contract Amount	2,563,163.00
New Contract Total Cost	2674485.25
Percentage Change	4.34%
Average Change/Employee	1094.08

Salary schedule

Lane Step	BA	BA+15	BA+30	MA	MA+15
0	17898	18447	18996	19545	20095
1	18631	19206	19780	20355	20930
2	19363	19964	20564	21165	21765
3	20096	20722	21348	21975	22601
4	20828	21480	22132	22784	23436
5	21560	22238	22916	23594	24272
6	22293	22996	23700	24404	25107
7	23025	23755	24484	25213	25943
8	23758	24513	25268	26023	26778
9	24490	25271	26052	26833	27613
10	25222	26029	26836	27642	28449
11	25955	26787	27620	28452	29284
12	26687	27545	28403	29262	30120
13	27420	28304	29187	30071	30955

Employees on each step

Lane Step	BA	BA+15	BA+30	MA	MA+15
0					
1	1.00				
2	3.50			1.00	
3	5.50	1.00			
4	2.00				
5	1.00			0.50	
6	4.75	1.00		1.50	
7					
8	4.00	2.00		1.00	
9	1.25	1.00		1.50	
10	1.50				
11	4.00		1.00		
12	3.50	1.00			
13	22.75	13.00	3.50	14.00	4.00

Lane totals and summary

1989-90 BOARD FINAL OFFER

Lane	Lane Cost	Employees
BA	1409691.5	54.75
BA+15	531531	19
BA+30	133952	4.5
MA	575879	19.5
MA+15	127040	4
=====		
Total	2778093.5	101.75

New Contract Base	18363
Old Contract Amount	2,674,485.25
New Contract Total Cost	2778093.50
Percentage Change	3.87%
Average Change/Employee	1018.26

Salary schedule

Lane	BA	BA+15	BA+30	MA	MA+15
Step					
0	18363	18926	19490	20053	20617
1	19115	19705	20294	20884	21474
2	19866	20483	21098	21715	22331
3	20618	21261	21903	22546	23188
4	21369	22038	22707	23376	24045
5	22120	22816	23512	24207	24903
6	22872	23594	24316	25038	25760
7	23623	24372	25120	25868	26617
8	24375	25150	25925	26699	27474
9	25126	25928	26729	27530	28331
10	25878	26705	27533	28360	29188
11	26630	27483	28338	29191	30045
12	27381	28261	29141	30023	30903
13	28133	29040	29946	30853	31760

Employees on each step

Lane	BA	BA+15	BA+30	MA	MA+15
Step	-----				
0					
1					
2	1.00				
3	3.50			1.00	
4	5.50	1.00			
5	2.00				
6	1.00			0.50	
7	4.75	1.00		1.50	
8					
9	4.00	2.00		1.00	
10	1.25	1.00		1.50	
11	1.50				
12	4.00		1.00		
13	26.25	14.00	3.50	14.00	4.00