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WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

BEFORE THE ARBITRATOR

In the Matter of the Petition of

WISCONSIN FEDERATION OF TEACHERS,
AFT, AFL-CIO

To Initiate Arbitration
Between Said Petitioner
and

Case 32
No. 46051 INT/ARB-6096
Decision No. 27169-A

WISCONSIN HEIGHTS SCHOOL DISTRICT

Appearances:

Greg Weyenberg, Staff Representative, appearing on behalf of
the Union.

Robert Butler, Staff Counsel, Wisconsin Association of School
Boards, appearing on behalf of the Employer.

INTEREST ARBITRATION AWARD

Wisconsin Federation of Teachers, AFT, AFL-CIO, (herein
"Union") having filed a petition to initiate interest arbitration
pursuant to Section 111.70(4)(cm), Wis. Stats., with the Wisconsin
Employment Relations Commission (herein "WERC"), with respect to an
impasse between it and Wisconsin Heights School District (herein
"Employer"); and the WERC having appointed the Undersigned as
arbitrator to hear and decide the dispute specified below by order
dated March 23, 1992; and citizens of the school district having
filed a petition for a public hearing; and the Undersigned having
held a public hearing, followed by an evidentiary hearing in
Mazomanie, Wisconsin June 24, 1992; and each party having filed
post hearing briefs, the last of which was received September 9,
1992.

ISSUES

The parties final offers constitute the issues between the
parties for their 1991-3 collective bargaining agreement. The
following constitutes my summary.

1. WAGES: For 1991-2, the Union proposes a BA base of \$20,400 on
the current schedule. For 1992-3, it proposes \$21,400 on the
current schedule. Its proposed schedules are attached hereto and
marked Appendix A-1 and A-2. The Employer proposes to modify the
current schedule. For 1991-2, it proposes a \$19,968 BA base and

for 1992-3 it proposes \$20,550.00 BA base. Its proposed schedules are attached hereto and marked Appedix B-1 and B-2. The Union costs its 1991-2 offer as \$2,250 per returning teacher or 7.982% salary increase, \$2,598 per returning teacher or 6.916% total package increase. It costs its 1992-3 offer at \$1,890 or 6.211% salary increase. It costs the Employer's 1991-2 offer at \$1,698 per returning teacher or 6.025% salary increase or \$1,939 per returning teacher or 5.159% total package. It costs the Employer's 1992-3 increase as \$1,275 salary increase or 4.267% increase. The Employer costs its offer for 1991-2 at \$1,719 per returning teacher or 6.1% (salary increase), \$2,037 per returning teacher or 5.4% (total package increase). For 1992-3, it costs its offer as \$1,253 per returning teacher or 4.2% (salary increase), \$1,743 or 4.4% total package increase. It costs the Association's 1991-2 offer as \$2,220 per returning teacher or 7.9% (salary increase), \$2,697 per returning teacher or 7.2% (total package increase). It costs the Association's 1992-3 offer as \$1,919 per returning teacher or 6.3% (salary increase), \$2,290 or 5.7% total package increase.

POSITIONS OF THE PARTIES

The Association heavily relies upon the comparison criterion to schools in the Capitol Conference. It argues that it is not seeking a catch-up increase, but merely an increase to keep it competitive with comparable teachers in comparable districts. It argues that Wisconsin Heights has the lowest average salary among the comparable districts even though it is above average on both years of experience and education. Similarly, by any measure of comparison, its final offer is closer to the average of settled comparable districts than that proposed by the Employer. While there was only one settled district for 1992-3, its offer was much closer to that. It also uses secondary comparables of Middleton and Sauk Prairie and notes that for 1992-3, its offer is closer to both of these. The Union has not addressed the total package aspect of the parties' second year since the Employer has a self funded insurance program and the Employer has manipulated information with respect to the premium equivalent to its advantage in bargaining. For example, the Employer first supplied the premium equivalent for the 1991-2 school year in January, 1992, too late for negotiations, because the premium had actually decreased. It notes based on the total compensation criterion that Wisconsin Heights is the only district which does not have either a long term disability plan or family dental plan.

The Union opposes the Employer's effort to change the salary schedule because the same was not discussed in negotiations and is simply a cosmetic attempt to disguise how low its offer really is. It also denies that the taxpayers will have difficulty meeting its offer or that the arbitrator should consider that. It argues that the district chose to have two K-8 schools which substantially

increased district costs. Since the district chose to have this higher cost base, the arbitrator should not consider the Employer's argument that it has a high tax levy.

The Employer argues that its offer is clearly closer to the public interest than that of the Union. It notes that the U.S. is in the midst of a severe recession. It argues this district is heavily dependent on the farm economy and that the local farm economy has had a severe downturn. Under these circumstances, it believes that its offer more closely meets the ability of the local taxpayers to pay taxes than that of the Union.

The Employer believes that the Capitol Conference is the appropriate comparable group. It denies that the comparables suggested by the Union of Middleton, Barneveld, River Valley and Sauk Prairie are appropriate in that the Union has offered no evidence to support these comparisons. It also denies that statewide comparisons are useful in that they do not reflect local conditions.

It also argues that its offer is more consistent with the cost of living than that of the Union. It notes that teachers salary increases have historically consistently been above the cost of living. Thus, over the years teachers have seen real gains above inflation and the Employer's offer herein will also give teachers a real increase above inflation. The Employer argues that according to labor economists, wages should follow the same trend as inflation. It notes that there can be no argument for "catch up" when teacher salaries have caught up and passed the average earnings in Wisconsin. It believes this criterion must be given independent weight. Further, it notes that not once in the last ten years have teachers received increases less than the cost of living. Further, these increases have out paced the earnings of the average American worker who has seen a real decrease in his or her purchasing power.

The Employer argues that "the American citizen and taxpayer are sick and tired of unnecessary increases in government spending" and the Employer's offer "recognizes this discontent". It believes that the power to tax to meet unnecessary increases constitutes a power to destroy farmers' dreams, impede the purchase of new textbooks, or hurt citizens on fixed incomes.

It also compares its increase to wage increases received by other public employees in general and in the area. It notes that major agreements covering public sector state and local employees nationally have averaged 2.8% for 1991 and that social workers, a profession it believes is close to that of teacher, in Dane County received wage increases of 3% at the highest, as did administrative employees in Dane County. It also argues that its offer exceeds wage increases in the private sector nationally and locally. Wick Building Systems gave its union and its administrative employees

salary increases of 4% in 1991 and 3% in 1992. The union contract also calls for 3.5% wage increases in 1994.

The Employer argues that the interests and welfare of the public are the most important criterion. While technically the Employer has the unlimited ability to meet the Union's offer, the political reality is that the public does not have the ability to meet the increased taxes. The taxpayers of Wisconsin Heights have serious economic problems. It notes that 23% of the district are farmers and Wisconsin Heights is second in the conference, behind Columbus, in the amount of its property engaged in agriculture. It argues that during 1991, farmers income was drastically reduced by a 9% lower price for milk, the prime commodity in this district, and sharply higher production costs. Current forecasts support the conclusion that this income depression will continue. The weather in 1992 has led to substantial crop damage which will increase production costs for dairy farmers. Given the foregoing, the arbitrator must consider the economic and political environment surrounding the parties' negotiations. Specifically, consumer confidence is at an all time low and the district is suffering in the midst of a national recession. Wisconsin is experiencing more unemployment and Wisconsin is expected to recover slower and less completely than other places. In addition to the foregoing, the Employer argues that Wisconsin Heights taxpayers have a legitimate argument for property tax relief. Wisconsin ranks 22nd nationally in per capita income, yet it ranks sixth in the nation in state and local taxes per \$1,000 of income. Since 1982, the school tax levy has increased 87%. Wisconsin is only one of two states where average salary of teachers is above the U.S. average teacher salary and its per capita personal income is below the national average. Because nearly 70% of expenditures are for salaries, salaries need to be controlled if there is to be property tax relief. Similarly, it argues that the state legislature has considered cost controls in each of the last two budgets. It argues that the Union has not shown any good reason why the interests of the public should not be given weight.

The Union filed a written reply which reiterated its position that comparability should govern. It also argued that teachers are professionals. Thus, it argues, the Employer has not shown any good reason why the teachers should be compensated at significantly less than comparable teachers.

The Employer filed its reply in which it argues that the Union's reliance on average salary should not be given weight because of the placement of various people on different schedules. It argues that the arbitrator should not consider "catch up" arguments of the Union in that this is merely an attempt to reopen past bargains. It argues that the Union's offer is really an attempt to move it up the rankings. Finally, the Employer argues that the reason Wisconsin Heights voted to continue two K-8 schools was to achieve the political consensus necessary to create the

school district.

DISCUSSION

Pursuant to Section 111.70(4)(cm), the arbitrator is required to select the total final offer of one party or the other. The arbitrator is not allowed to make any changes. The arbitrator is required to select the offer which is closest to being appropriate and to make this selection by evaluating the parties' offers in the light of criteria specified in the statute. The standards which arbitrators are to use in evaluating final offers, as specified in Section 111.70(4)(cm), Wis. Stats., are:

- a. The lawful authority of the municipal employer.
- b. Stipulations of the parties.
- c. The interests and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement.
- d. Comparison of wages hours, and conditions of employment of the municipal employes involved in the arbitration proceedings with the wages, hours and conditions of employment of other employes performing similar services.
- e. Comparison of wages hours, and conditions of employment of the municipal employes involved in the arbitration proceedings with the wages, hours and conditions of employment of other employes generally in public employment in the same community and in comparable communities.
- f. Comparison of wages hours, and conditions of employment of the municipal employes involved in the arbitration proceedings with the wages, hours and conditions of employment of other employes in private employment in the same community and in comparable communities.
- g. The average consumer prices for goods and services, commonly known as the cost of living.
- h. The overall compensation presently received by the municipal employes, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

- i. Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- j. Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact finding, arbitration, or otherwise between parties, in the public service or in private employment.

External Comparisons

i. other teacher units

Both parties have agreed that the primary comparisons to teachers in other districts should be made to the Capitol Conference Schools. The following is the 1990-1 comparison:

1990-1 Comparisons

<u>Dist.</u> Colum.	BA Base	Rank	BA + 7	Rank	BA Max	Rank	Yr.
	19,714	3	24,495	1	31,197	1	15
Lake Mills	18,925	7	24,034	5	26,305	7	9
Lodi	20,009	2	24,189	4	26,962	3	10
McFar.	19,200	6	24,384	3	28,704	2	11
Poy.	19,325	4	23,669	7	26,565	6	10
Verona	20,453	1	24,407	2	25,067	8	7
Wi.Ht.	19,200	5	23,808	6	26,880	4	10
Mt.Hrb	18,271	8	23,489	8	26,597	5	9

<u>Dist.</u> Colum.	MA Base	Rank	MA + 10	Rank	MA Max	Rank	Yr.
	22,114	4	29,408	6	33,597	2	15
Lake Mills	21,385	6	29,725	3	33,147	3	13
Lodi	21,817	3	28,770	7	32,632	5	14
McFar.	20,950	8	29,435	4	35,091	1	15
Poy.	22,028	2	28,985	5	31,304	8	12
Verona	23,174	1	29,978	2	31,490	7	11
Wi.Ht.	21,120	7	28,032	8	31,872	6	14

Mt.Hrb	21,416	5	30,742	1	32,815	4	11
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<u>Dist.</u> Colum.	Sc. Max	Rank
	33,597	2
Lake Mills	33,147	3
Lodi	32,632	5
McFar.	35,091	1
Mt.Hrb	32,815	4
Poy.	31,304	8
Verona	31,490	7
Wi.Ht.	31,872	6

Wisconsin Heights has a longevity program providing \$600 for those at the top step of their lane. Lodi has a similar plan. Lake Mills pays an additional 2% to a maximum of 14%. Poynette has an additional 1.5% per year. Verona has a very limited plan. While the total compensation criterion requires consideration of the total compensation for unit employees, the evidence is insufficient to make comparisons including longevity. This bargaining unit is fairly evenly distributed over the salary schedule except there are 16 of the 84 employees at the top of the BA+24 lane. There are eight employees at the top of the MA lane. Overall, unit employees are paid somewhat less than their counterparts in other districts.

ii other public and private employees in the same area

The evidence indicates that the Village of Black Earth increased the wages of its employees 4.5% in 1992. The Employer directly compares the final offers of the parties to this increase and concludes that this favors its position. The statutory comparison factor does not require mere mathematical comparison to a set of numbers, but requires an arbitrator to use considered judgment in evaluating the item to be compared. Clearly, experienced negotiators look to this information and apply their knowledge and judgment to decide what they would consider to be an appropriate settlement. Direct comparison to non-teacher increases is difficult because teacher agreements usually contain extensive salary schedules which can account for a significant portion of a teacher increase on the roll forward method employed by the parties in costing this agreement. In this case, the increment is about .7% of the salary increase and .5% total package. The increment is a payment for increased experience in teaching and not a general wage adjustment for inflation, etc. It is unclear if Black Earth

costs any increment. However, there are very few public sector non-teacher agreements with extensive salary schedules progressions. The information supplied by the Employer substantiates that teacher salary increases have frequently exceeded those of other public employees. While the Employer argues that that ought not occur, a reasonable negotiator in predicting a likely settlement certainly would expect a teacher settlement at least slightly higher than that of the village. This settlement is for a calendar year, whereas the parties are negotiating on a school year basis. In any event, by comparing this settlement to the parties 1992-3 offers minus .7% in increment, this comparison would favor the Employer's offer only slightly.

The Employer offered comparisons to a local unionized employer, Wick Building Company which gave its employees a 4% increase in 1992, 3% in 1993 and 3.5% increase in 1994. Irrespective of the differences in costing, these increases clearly support the position of the Employer.

total compensation

Wisconsin Heights has fully paid health insurance, but generally has a lower level of benefits than comparable employees.

cost of living

The Employer correctly argues that the cost of living criterion is an independent criterion which must be weighed by arbitrators.

The average annual relevant CPI increased 5.2% for 1990-1 and averaged about 3.1% for 1991-2. Ordinarily, increases in collective bargaining agreements are, in part, based upon cost of living increases the previous year. By any practical method of direct comparison, the Employer's offer is sufficient or better than necessary to adjust for past inflation. This criterion supports the position of the Employer.

interests and welfare of the public

The Employer concedes that it has the ability to meet the Union's offer, but argues that the adoption of the Union offer will create an unreasonable economic burden on its citizens. Among the communities the parties agree are comparable, Wisconsin Heights is second highest in the percentage of its land devoted to agriculture. The major districts in the comparability group with high percentages of land devoted to agriculture are Columbus 26.63% [\$24,923], Wisconsin Heights 23.53% [\$28,951], Poynette 21.31% [\$25,293] and Lodi 20.53% [\$26,344]. (1990 mean income shown in brackets.) (Source: Employer ex. 9 and 31.) All are heavily involved in dairy farming. Mount Horeb, also, has a significant

portion of its district devoted to dairy farming (17%) and about the same mean income (\$28,284).

At the end of 1990, milk prices began a steep decline. As a result, income from farming operations declined from 1989 and 1990 high figures in 1991 and are expected to be the same. This has increased pressure on farm families to increase their non farm income. Farm families' non farm income has tended to increase over the years.

The Employer correctly argues that arbitrators must consider the interest of the public, including the ability of the local taxpayer to bear the taxes necessary to support functions. Public employees share the economic conditions of the people they serve. As noted above, collective bargaining agreements usually adjust for economic conditions occurring the prior year. For the most part, the impact of the decline in farm economic conditions occurred during the 1991-2 school year. Therefore, they are appropriately primarily considered with the 1992-3 year of this agreement. (When, as here, the decline affects the second year of a two year agreement, negotiators are often faced with difficulty making the agreement both appropriate and acceptable.)

All of the people of those districts which the parties have agreed are primarily comparable have suffered the effects of the national recession. The available evidence indicates that those communities the parties agreed are comparable which share the same percentage of agricultural base as Wisconsin Heights have entered settlements (listed below) for 1991-2 which are all substantially higher than those offered by the Employer. Two of the three settlements are far closer to the Association's offer than the Employer's herein.

The same is not true for the second year of this agreement. The Employer has demonstrated that there has been an economic downturn heavily affecting the people of the Wisconsin Heights School District. In these difficult times, it is the responsibility of the Employer to balance the public interest in maintaining the level of services to the public, including maintaining appropriate pay for its employees and the ability of the local taxpayers to bear the burden of taxes. These considerations are discussed more below.

selection of final offers

One of the alternative arguments made by the Employer is that for many reasons teacher settlements here and throughout Wisconsin have been higher than they should be and essentially the Employer should be permitted to take a different approach. This argument is in stark contrast to arguments often made by unions that public sector wage rates are too low. The Union herein has argued that the Employer chose to retain two schools in creating this school

district rather than use a more efficient structure. These arguments, whenever they appear, really question the very purpose of the arbitration statute. The very essence of Section 111.70(4)(cm), Wis. Stats., is to encourage voluntary collective bargaining and resolution of disputes. It is designed to impact the product of collective bargaining as little as possible and to avoid the destructive bitterness of public employee strikes. As such, I view the arbitration role in cases like this one as essentially reaching a result which bargainers under like circumstances would have reached. Most of these arguments address policy issues bargainers do not have the authority to change or would only be resolved in collective bargaining by making other changes not at issue here and, therefore, I view these arguments as tending to be outside the appropriate level of consideration here.

Ordinarily, the factor which negotiators and arbitrators usually consider the strongest in evaluating final offers is settlements among other employees in the same job in comparable communities. The following is the settlement data presented herein:

91-2 increase comparisons

<u>Dist.</u> Colum.	sal./rt tchr. 2,111	sal.inc 6.77%	% total 7.0%
Lake Mills	2,196	7.0	7.17
Lodi	2,036	6.6	6.15
McFar.	2,529	7.96	8.04
Mt.Hrb. (u)	2,197	7.54	7.74
Mt.Hrb. (e)	1,736	5.96	6.21
Poy.	2,100	7.0	7.40
Verona	2,000	6.85	-
av. w/o mh	2,162	7.03	7.152
Wi.Ht. (e)	1,719	6.1	5.4
Wi.Ht. (u)	2,220	7.9	7.2

1992-3 increase comparisons

McFar.	2,157	6.2	6.82
Mt.Hrb. (u)	2,194	7.0	7.35
Mt.Hrb. (e)	1,365	4.42	5.01
Wi.Ht. (U)	1,919	6.3	5.7
Wi.Ht. (E)	1,253	4.2	4.4

Because there is only one settlement for the 1992-3 school year, the Association has offered a secondary comparison group of contiguous districts of Middleton, Barneveld, River Valley and Sauk Prairie. Contrary to the position of the Employer, the record has some data to support the use of these as potential secondary comparisons. However, that data reveals that Middleton is clearly a wealthier district closer to Madison. Accordingly, Middleton is not comparable. Dairy farm data supplied by the Employer and income data supplied by both parties indicates that the average income in the remaining communities is significantly lower than Wisconsin Heights' average income. All have heavy concentrations of dairy herds. Of these only Sauk Prairie has settled for 1992-3. Sauk Prairie settled for 6.9% or \$2,186 wage increase for 1992-3.

For 1991-2, the offer of the Association is clearly closer to the average dollar amount of salary only increase per returning teacher. This comparison is important to preserve the relative difference between the salaries here and the higher comparable salaries. The parties are roughly even when comparing to the average percent salary increase. The Association's offer is much closer to the average total package increase. Overall, the comparison criterion very heavily favors the Association's offer for 1991-2. Taken with the fact that other employers in the comparable group have made settlements which are mostly closer to the Association's position for 1991-2, the Association's offer for 1991-2 is heavily preferred.

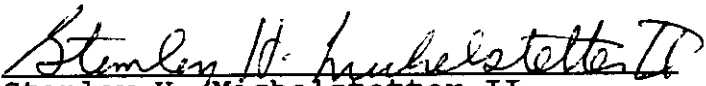
To the extent that data is available for 1992-3, the comparable public employees criterion favors the Association position. However, there are so few settlements (even with the enhancement) that the value of this criterion must be judged in conjunction with the other factors discussed above and below. First, there is only one settlement in the main comparison group. That settlement is in McFarland which has a much higher average

income and virtually no farmland. Second, the parties in Mount Horeb have submitted final offers. Mount Horeb has a substantial percentage of its community devoted to dairy farming, although not as much as Wisconsin Heights. The Employer's offer herein is lower than the offer of the employer in Mount Horeb and only slightly closer to the total package increase offered by Mount Horeb than the Association's offer here. By contrast, the Employer's offer is slightly supported by proper comparison to other local public employee settlement in Black Earth. [I give more weight to the public sector comparison and less weight to the private sector comparison because under the available facts, it appears the public sector settlement was made in the light of the private settlement.] It is heavily favored by direct comparison to the cost-of living. The Employer's second year offer is lower than appropriate to deal with this situation by comparison to what other have done dealing the situation. The offer of the Association is higher than appropriate given the different economic situation. While the Employer's offer in the second year is lower than it should be, it is slightly more preferable than that of the Association in the second year. However, when both years are viewed together, the Association's offer is closer to appropriate and, therefore, it is adopted.

AWARD

That the offer of the Union for the parties' 1991-3 agreement be included in their collective bargaining agreement.

Dated at Milwaukee, Wisconsin, this 30th day of October, 1992


Stanley H. Michelstetter II,
Arbitrator

11 p p r r
 1991-92 SALARY SCHEDULE

UNION PROPOSAL - OLD INDEX

YEAR	BA	BA+12	BA+18	BA+24	MA	MA+15	MA+30
BASE	\$20,400						
16.0							\$36,516
15.5							\$36,108
15.0						\$35,190	\$35,700
14.5						\$34,782	\$35,292
14.0					\$33,864	\$34,374	\$34,884
13.5					\$33,456	\$33,966	\$34,476
13.0				\$32,538	\$33,048	\$33,558	\$34,068
12.5				\$32,130	\$32,640	\$33,150	\$33,660
12.0			\$31,212	\$31,722	\$32,232	\$32,742	\$33,252
11.5			\$30,804	\$31,314	\$31,824	\$32,334	\$32,844
11.0		\$29,886	\$30,396	\$30,906	\$31,416	\$31,926	\$32,436
10.5		\$29,478	\$29,988	\$30,498	\$31,008	\$31,518	\$32,028
10.0	\$28,560	\$29,070	\$29,580	\$30,090	\$30,600	\$31,110	\$31,620
9.5	\$28,152	\$28,662	\$29,172	\$29,682	\$30,192	\$30,702	\$31,212
9.0	\$27,744	\$28,254	\$28,764	\$29,274	\$29,784	\$30,294	\$30,804
8.5	\$27,336	\$27,846	\$28,356	\$28,866	\$29,376	\$29,886	\$30,396
8.0	\$26,928	\$27,438	\$27,948	\$28,458	\$28,968	\$29,478	\$29,988
7.5	\$26,520	\$27,030	\$27,540	\$28,050	\$28,560	\$29,070	\$29,580
7.0	\$26,112	\$26,622	\$27,132	\$27,642	\$28,152	\$28,662	\$29,172
6.5	\$25,704	\$26,214	\$26,724	\$27,234	\$27,744	\$28,254	\$28,764
6.0	\$25,296	\$25,806	\$26,316	\$26,826	\$27,336	\$27,846	\$28,356
5.5	\$24,888	\$25,398	\$25,908	\$26,418	\$26,928	\$27,438	\$27,948
5.0	\$24,480	\$24,990	\$25,500	\$26,010	\$26,520	\$27,030	\$27,540
4.5	\$24,072	\$24,582	\$25,092	\$25,602	\$26,112	\$26,622	\$27,132
4.0	\$23,664	\$24,174	\$24,684	\$25,194	\$25,704	\$26,214	\$26,724
3.5	\$23,256	\$23,766	\$24,276	\$24,786	\$25,296	\$25,806	\$26,316
3.0	\$22,848	\$23,358	\$23,868	\$24,378	\$24,888	\$25,398	\$25,908
2.5	\$22,440	\$22,950	\$23,460	\$23,970	\$24,480	\$24,990	\$25,500
2.0	\$22,032	\$22,542	\$23,052	\$23,562	\$24,072	\$24,582	\$25,092
1.5	\$21,624	\$22,134	\$22,644	\$23,154	\$23,664	\$24,174	\$24,684
1.0	\$21,216	\$21,726	\$22,236	\$22,746	\$23,256	\$23,766	\$24,276
0.5	\$20,808	\$21,318	\$21,828	\$22,338	\$22,848	\$23,358	\$23,868
0.0	\$20,400	\$20,910	\$21,420	\$21,930	\$22,440	\$22,950	\$23,460

App. 4

1992-93 SALARY SCHEDULE

UNION PROPOSAL - OLD INDEX

YEAR	BA	BA+12	BA+18	BA+24	MA	MA+15	MA+30
BASE	\$21,400						
16.0							\$38,306
15.5							\$37,878
15.0						\$36,915	\$37,450
14.5						\$36,487	\$37,022
14.0					\$35,524	\$36,059	\$36,594
13.5					\$35,096	\$35,631	\$36,166
13.0				\$34,133	\$34,668	\$35,203	\$35,738
12.5				\$33,705	\$34,240	\$34,775	\$35,310
12.0			\$32,742	\$33,277	\$33,812	\$34,347	\$34,882
11.5			\$32,314	\$32,849	\$33,384	\$33,919	\$34,454
11.0		\$31,351	\$31,886	\$32,421	\$32,956	\$33,491	\$34,026
10.5		\$30,923	\$31,458	\$31,993	\$32,528	\$33,063	\$33,598
10.0	\$29,960	\$30,495	\$31,030	\$31,565	\$32,100	\$32,635	\$33,170
9.5	\$29,532	\$30,067	\$30,602	\$31,137	\$31,672	\$32,207	\$32,742
9.0	\$29,104	\$29,639	\$30,174	\$30,709	\$31,244	\$31,779	\$32,314
8.5	\$28,676	\$29,211	\$29,746	\$30,281	\$30,816	\$31,351	\$31,886
8.0	\$28,248	\$28,783	\$29,318	\$29,853	\$30,388	\$30,923	\$31,458
7.5	\$27,820	\$28,355	\$28,890	\$29,425	\$29,960	\$30,495	\$31,030
7.0	\$27,392	\$27,927	\$28,462	\$28,997	\$29,532	\$30,067	\$30,602
6.5	\$26,964	\$27,499	\$28,034	\$28,569	\$29,104	\$29,639	\$30,174
6.0	\$26,536	\$27,071	\$27,606	\$28,141	\$28,676	\$29,211	\$29,746
5.5	\$26,108	\$26,643	\$27,178	\$27,713	\$28,248	\$28,783	\$29,318
5.0	\$25,680	\$26,215	\$26,750	\$27,285	\$27,820	\$28,355	\$28,890
4.5	\$25,252	\$25,787	\$26,322	\$26,857	\$27,392	\$27,927	\$28,462
4.0	\$24,824	\$25,359	\$25,894	\$26,429	\$26,964	\$27,499	\$28,034
3.5	\$24,396	\$24,931	\$25,466	\$26,001	\$26,536	\$27,071	\$27,606
3.0	\$23,968	\$24,503	\$25,038	\$25,573	\$26,108	\$26,643	\$27,178
2.5	\$23,540	\$24,075	\$24,610	\$25,145	\$25,680	\$26,215	\$26,750
2.0	\$23,112	\$23,647	\$24,182	\$24,717	\$25,252	\$25,787	\$26,322
1.5	\$22,684	\$23,219	\$23,754	\$24,289	\$24,824	\$25,359	\$25,894
1.0	\$22,256	\$22,791	\$23,326	\$23,861	\$24,396	\$24,931	\$25,466
0.5	\$21,828	\$22,363	\$22,898	\$23,433	\$23,968	\$24,503	\$25,038
0.0	\$21,400	\$21,935	\$22,470	\$23,005	\$23,540	\$24,075	\$24,610

App. B-1

5

1991-92 SALARY SCHEDULE

BOARD PROPOSAL - ADJUSTED INDEX - MA AND ABOVE

YEAR	BA	BA+12	BA+18	BA+24	MA	MA+15	MA+30
BASE	\$19,968						
16.0							\$36,002
15.5							\$35,603
15.0						\$34,704	\$35,204
14.5						\$34,305	\$34,804
14.0					\$33,407	\$33,906	\$34,405
13.5					\$33,007	\$33,506	\$34,005
13.0				\$31,849	\$32,607	\$33,107	\$33,606
12.5				\$31,450	\$32,208	\$32,708	\$33,207
12.0		\$30,551	\$31,050	\$31,809	\$32,308	\$32,308	\$32,808
11.5		\$30,152	\$30,651	\$31,410	\$31,909	\$31,909	\$32,408
11.0	\$29,253	\$29,752	\$30,252	\$31,010	\$31,509	\$31,509	\$32,008
10.5	\$28,854	\$29,353	\$29,852	\$30,611	\$31,110	\$31,110	\$31,609
10.0	\$27,955	\$28,454	\$28,954	\$29,453	\$30,212	\$30,711	\$31,210
9.5	\$27,556	\$28,055	\$28,554	\$29,053	\$29,812	\$30,312	\$30,811
9.0	\$27,156	\$27,656	\$28,155	\$28,654	\$29,413	\$29,912	\$30,412
8.5	\$26,757	\$27,256	\$27,756	\$28,255	\$29,013	\$29,512	\$30,011
8.0	\$26,358	\$26,857	\$27,356	\$27,855	\$28,614	\$29,113	\$29,612
7.5	\$25,958	\$26,458	\$26,957	\$27,456	\$28,215	\$28,714	\$29,213
7.0	\$25,559	\$26,058	\$26,557	\$27,057	\$27,816	\$28,315	\$28,814
6.5	\$25,160	\$25,659	\$26,158	\$26,657	\$27,416	\$27,916	\$28,415
6.0	\$24,760	\$25,260	\$25,759	\$26,258	\$27,016	\$27,515	\$28,015
5.5	\$24,361	\$24,860	\$25,359	\$25,859	\$26,617	\$27,116	\$27,615
5.0	\$23,962	\$24,461	\$24,960	\$25,459	\$26,218	\$26,717	\$27,216
4.5	\$23,562	\$24,061	\$24,561	\$25,060	\$25,819	\$26,318	\$26,817
4.0	\$23,163	\$23,662	\$24,161	\$24,660	\$25,420	\$25,919	\$26,418
3.5	\$22,764	\$23,263	\$23,762	\$24,261	\$25,019	\$25,519	\$26,018
3.0	\$22,364	\$22,863	\$23,363	\$23,862	\$24,620	\$25,119	\$25,619
2.5	\$21,965	\$22,464	\$22,963	\$23,462	\$24,221	\$24,720	\$25,220
2.0	\$21,565	\$22,065	\$22,564	\$23,063	\$23,822	\$24,321	\$24,820
1.5	\$21,166	\$21,665	\$22,164	\$22,664	\$23,423	\$23,922	\$24,421
1.0	\$20,767	\$21,266	\$21,765	\$22,264	\$23,023	\$23,522	\$24,021
0.5	\$20,367	\$20,867	\$21,366	\$21,865	\$22,623	\$23,123	\$23,622
0.0	\$19,968	\$20,467	\$20,966	\$21,466	\$22,224	\$22,724	\$23,222

APP. B-2

6

1992-93 SALARY SCHEDULE

BOARD PROPOSAL - ADJUSTED INDEX - MA AND ABOVE

YEAR	BA	BA+12	BA+18	BA+24	MA	MA+15	MA+30
BASE	\$20,550						
16.0							\$37,051
15.5							\$36,640
15.0						\$35,716	\$36,230
14.5						\$35,305	\$35,819
14.0				\$34,380	\$34,894	\$34,894	\$35,408
13.5					\$33,969	\$34,482	\$34,996
13.0				\$32,777	\$33,558	\$34,072	\$34,585
12.5					\$32,366	\$33,147	\$33,661
12.0			\$31,442	\$31,955	\$32,736	\$33,250	\$33,764
11.5			\$31,031	\$31,544	\$32,325	\$32,839	\$33,353
11.0		\$30,106	\$30,620	\$31,133	\$31,914	\$32,427	\$32,941
10.5		\$29,695	\$30,209	\$30,722	\$31,503	\$32,017	\$32,530
10.0	\$28,770	\$29,284	\$29,798	\$30,311	\$31,092	\$31,606	\$32,120
9.5	\$28,359	\$28,873	\$29,387	\$29,900	\$30,681	\$31,195	\$31,709
9.0	\$27,948	\$28,462	\$28,976	\$29,489	\$30,270	\$30,784	\$31,298
8.5	\$27,537	\$28,051	\$28,564	\$29,078	\$29,859	\$30,372	\$30,886
8.0	\$27,126	\$27,640	\$28,154	\$28,667	\$29,448	\$29,962	\$30,475
7.5	\$26,715	\$27,229	\$27,743	\$28,256	\$29,037	\$29,551	\$30,065
7.0	\$26,304	\$26,818	\$27,332	\$27,845	\$28,626	\$29,140	\$29,654
6.5	\$25,893	\$26,407	\$26,921	\$27,434	\$28,215	\$28,729	\$29,243
6.0	\$25,482	\$25,996	\$26,510	\$27,023	\$27,804	\$28,317	\$28,831
5.5	\$25,071	\$25,585	\$26,099	\$26,612	\$27,393	\$27,907	\$28,420
5.0	\$24,660	\$25,174	\$25,688	\$26,201	\$26,982	\$27,496	\$28,010
4.5	\$24,249	\$24,763	\$25,277	\$25,790	\$26,571	\$27,085	\$27,599
4.0	\$23,838	\$24,352	\$24,866	\$25,379	\$26,160	\$26,674	\$27,188
3.5	\$23,427	\$23,941	\$24,455	\$24,968	\$25,749	\$26,262	\$26,776
3.0	\$23,016	\$23,530	\$24,044	\$24,557	\$25,338	\$25,852	\$26,365
2.5	\$22,605	\$23,119	\$23,632	\$24,146	\$24,927	\$25,441	\$25,955
2.0	\$22,194	\$22,708	\$23,221	\$23,735	\$24,516	\$25,030	\$25,544
1.5	\$21,783	\$22,297	\$22,811	\$23,324	\$24,105	\$24,619	\$25,133
1.0	\$21,372	\$21,886	\$22,400	\$22,913	\$23,694	\$24,207	\$24,721
0.5	\$20,961	\$21,475	\$21,989	\$22,502	\$23,283	\$23,797	\$24,310
0.0	\$20,550	\$21,064	\$21,578	\$22,091	\$22,872	\$23,386	\$23,899