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WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the Petition of

WINNECONNE EDUCATIONAL SUPPORT PERSONNEL
ASSOCIATION WEAC/NEA

To Initiate Arbitration Between said Petitioner

Decision No. 27724-A

-and-

WINNECONNE COMMUNITY SCHOOL DISTRICT

Appearances - Charles S. Garney, WEAC Coordinator, for the Association
William G. Bracken, Director of Employee Relations
Services, for the Employer

Winneconne Educational Support Personnel Association WEAC/NEA, hereinafter referred to as the Association, filed a Petition on April 1, 1992 with the Wisconsin Employment Relations Commission, hereinafter referred to as the Commission, wherein it alleged that an impasse existed between it and the Winneconne Community School District, hereinafter referred to as the Employer, in their collective bargaining. It requested the Commission to initiate arbitration pursuant to section 111.70(4)(cm)6 of the Municipal Employment Relations Act. Karen J. Mawhinney, a member of the Commission's staff, conducted an investigation in the matter and submitted a report. The Commission found that the Association is a labor organization maintaining its offices at Neenah, Wisconsin and the Employer is a municipal employer maintaining its offices at Winneconne, Wisconsin. The Commission further found that at all times material herein the Association has been and is the exclusive collective bargaining representative of certain employees of the Employer in a collective bargaining unit consisting of all regular full time and regular part time food service, clerical, aides, custodial, maintenance, and secretarial personnel and that the Association and the Employer have not been parties to a previous collective bargaining agreement covering the wages, hours and working conditions of the employees in the collective bargaining unit.

On July 29, 1991, the parties exchanged their initial proposals on matters to be included in a new collective bargaining agreement. After the parties met on nine occasions in efforts to reach an accord on a new agreement, the Association filed a petition requesting the Commission to initiate arbitration. On July 17, 1992 and November 17, 1992, Mawhinney's investigation reflected that the parties were deadlocked in their negotiations. The Commission concluded that an impasse within the meaning of section 111.70(4)(cm)(6) of the Municipal Employee Relations Act exists between the parties with respect to negotiations leading to a collective bargaining agreement covering wages, hours and conditions of employment effecting employees in the bargaining unit. It ordered

that the parties select an arbitrator within ten days after the issuance of its order from the panel submitted to them. Upon being advised that the parties had selected Zel S. Rice II as the arbitrator, it issued an order dated August 25, 1993 appointing him as the arbitrator to issue a final and binding award pursuant to section 111.70(4)(cm)6 and 7 of Municipal Employment Relations Act to resolve said impasse by selecting either the total final offer of the Association or the total final offer of the Employer.

The bargaining unit consists of non-professional employees including aides, secretaries, custodians, and cooks. Bus drivers are not included. This will be the initial collective bargaining agreement between the parties and will be for a duration of three fiscal years. The parties have agreed that all economic items will be retroactive to July 1, 1991. The Association proposes that the discipline procedure contain a provision that no non-probationary employee will be reprimanded in writing, demoted, discharged, or otherwise disciplined without just cause. It defines just cause as insubordination, immorality, in efficiency, incompetence, violation of employer policy or other just cause. The Employer would not have a just cause standard except for discharge. It would provide that employees would not be suspended or given a written reprimand for reasons that are arbitrary or capricious. The Association proposes that a vacant position be filled by a qualified internal applicant and the Employer proposes that it be allowed to choose the most qualified applicant from within or without the work force. The Association's proposal defines the normal work year and work week for employees and would not limit the Employer's right to fully or partially lay off employees. It also defines the 1993 summer schedule for secretaries and custodians. The Employer's proposal gives it the unlimited right to modify an employees work week or work year after merely notifying the employee of such a change. The Association proposes that employees who work less than 12 months have paid holidays effective with the 1993-94 fiscal year on Thanksgiving Day, New Year's Day and either on Christmas Day or Yom Kippur. The Employer's proposal does not provide for any paid holidays for employees who work less than 12 months. The Association and the Employer provide for a phase in of Employer payment of the employees share of the payments to the Wisconsin Retirement System. The Association would have the Employer contribute toward the employee's share of the payments to the Wisconsin Retirement System at the rate of 3 percent effective July 1, 1991, 5 percent effective July 1, 1992 and 6.2 percent effective July 1, 1993. The Employer would contribute 2 percent of the employee's share of the contribution to the Wisconsin Retirement System on January 1, 1992, 3 percent on July 1, 1992 and 4 percent on July 1, 1993. The Association's proposal would place inexperienced personnel at step one of the appropriate lane of the salary schedule and new hires with experience may, at the Employer's discretion, be placed no higher than step three of the salary schedule. The Employer proposes that inexperienced personnel would normally be placed at step one of the appropriate lane of the salary schedule but it reserves the right to place new employees at any step it deems appropriate. New hires with experience would, at the district's discretion, normally be placed no higher than step three of the salary schedule. However, the Employer reserves

the right to place new employees with experience above step three if it deems it appropriate. The wage schedule itself is not in dispute except for whether or not some employees would receive a 20 cents per hour lump sum payment or a 10 cents per hour lump sum payment. However, the parties are not in agreement on the placement of the majority of most employees on the wage schedule for the 1992-93 school year and the 1993-94 school year. The Association would place all employees on a step of the wage schedule for the 1992-93 school year, while the Employer's proposal does not place all employees on a step of the wage schedule until 1993-94. The Association's proposal would also provide an additional 20 cents per hour for the 1991-92 school year for eight employees who had reached the top wage step of their salary schedule classification in either 1989-90 or in 1990-91. The Association also continue the same 20 cent payment for the 1992-93 and 1993-94 school years. The Employer proposes a 10 cent per hour additional payment for the same employees for the 1991-92 school year only. That payment is not continued for those employees in the 1992-93 or 1993-94 school years. The Employer would provide an additional 10 cents per hour payment for two employees. The Association proposes that Peg Larsen shall be classified 50 percent as a Secretary II and 50 percent as a transportation coordinator. The Employer would not reclassify Larsen.

The Association's proposal would have a 1991-92 salary cost of \$574,433.00, a 5.97 percent increase, and the Employer's 1991-92 cost would be \$573,000.00, or a 5.71 percent increase. The total cost of the Association's proposal for the 1991-92 school year would be \$763,230.00, which would be a 9.53 percent increase. The Employer's 1990-91 total cost would be \$750,553.00 which would be a 7.71 percent increase over the preceding year. The Association's 1992-93 salary cost would be \$605,596.00, a 5.42 percent increase over the preceding year, while the Employer's cost for that year would be \$595,797.00, a 3.97 percent increase. The Total cost of the Association's proposal for the 1992-93 school year would be \$836,667.00, a 9.62 percent increase over the preceding year. The total cost of the Employer's proposal for the 1992-93 school year would be \$815,024.00 which is an 8.58 percent increase over the preceding year. The 1993-94 salary cost of the Association's proposal would be \$638,892.00 which is a 5.49 percent increase over the preceding year. The Employer's salary costs for that year would be \$618,670.00 which is a 3.83 percent increase over the preceding year. The total package cost of the Association's proposal for the 1993-94 school year is \$891,117.00 which is a 6.5 percent increase over the 1992-93 school year. The total cost of the Employer's proposal would be \$856,367.00 which is a 5.07 percent increase over the preceding year. The percent difference between the offers of the parties for the 1991-92 school year is .26 percent on salaries and 1.82 percent on total cost for the 1992-93 school year. The Association's proposal would provide a salary increase of 1.45 percent more than the Employer's proposal in the 1992-93 school year and the increase in the total cost of the Association's proposal is 1.04 percent greater than that of the Employer. For the 1993-94 school year, the Association's proposal would provide an increase of 1.66 percent more than that of the Employer and its total package cost would be 1.43 percent larger than that of the Employer.

COMPARABLE GROUPS

The Association proposes an internal comparable group consisting of the Employer's teachers. The teachers have been organized for several years and have a collective bargaining agreement currently in force with the Employer. The teachers working conditions and fringe benefit provisions either closely parallel provisions currently being provided to the non-professionals by district policy or are contained in the Association's final offer. The teachers are considered professionals and the employees in the bargaining unit involved in this case are not. The two groups have a substantial community of interest because they are both employed by the Employer and both groups are organized and represented by a labor organization. They have a common funding source and the teachers and support staff work closely with the students in the school building. The internal comparable group will hereinafter be referred to as Comparable Group A. The Association also proposes a set of external comparables consisting of the unionized school districts that are members of the East Central Athletic Conference plus Weyauwega-Freemont. Those school districts, hereinafter referred to as Comparable Group B, are Waupaca, Wautoma, Weyauwega-Freemont, and Omro. The Employer proposes a comparable group, hereinafter referred to as Comparable Group C, which consists of the school districts of Berlin, Hortonville, Little Chute, Omro, Ripon, Waupaca and Wautoma. Berlin, Little Chute and Ripon employees are not represented by labor organizations. Comparable Group B consists of five school districts all in the same general area and somewhat similar in population. Comparable Group C consists of eight school districts and the employees in three of them are not represented by unions. The Association argues that the Employer's proposal to include the non-unionized districts should be rejected because the level of benefits provided for those workers demonstrate that such benefits exceed, are less than or don't exist when compared to the final offers of the parties in this case. It contends that the level of benefits in the non-unionized districts can be lowered or raised at will by the employers because there is no bargaining agreement in force. They do not have standard contract benefits in the area of contract enforcement, union security, job security, and working conditions provisions normally found in collective bargaining agreements. The Association asserts that arbitrators have traditionally used a reasonableness test in their determination of whether or not a final offer should be accepted or rejected. The test is would the parties reasonably be expected to have agreed upon a given item in a voluntary basis in a face to face bargaining. The Union argues that in the case of Little Chute, Berlin and Ripon, the test is not valid because the employees do not collectively bargain. It contends that these school districts should not be used in comparables.

The Employer believes that the Union's selection of comparables solely on the basis of organizational status is flawed. It contends that majority of arbitrators have held that non-unionized districts should be taken into account when making comparisons between the parties offers.

Both parties cite decisions of other arbitrators in support of their position that the employees of non-unionized districts should be excluded or included.

It is inequitable to compare collective bargained working conditions with those which have been unilaterally established by employers. The districts proposed by the Association are in the same general area and of approximately the same size. A comparison between districts that have collective bargaining agreements is more equitable than a comparison with districts in which the employer alone sets the terms and conditions of employment. This is not to say that the presence of nearby districts where this is the case do not have some validity. They tend to reflect the basic economic viability of the area. This arbitrator will consider Comparable Groups A, B, and C. Both parties agree on Comparable Group A as the internal comparison and the arbitrator will consider both Comparable Groups B and C. Nevertheless, the primary comparison districts considered will be those where agreements have been arrived at through collective bargaining as opposed to those where the working conditions are unilaterally imposed by the employers. The terms and conditions of employment that similar parties agree to voluntarily in other public sector bargaining relations will carry greater weight under the comparability factor.

JUST CAUSE STANDARD

The issue regarding this item is the standard to be applied in disciplines other than discharge. The parties have already agreed that just cause shall be the standard for discharge. Regarding the other types of disciplines, the Association has proposed the application of a just cause standard while the district has proposed an arbitrary or capricious standard. Among the unionized districts in Comparable Group B, only Wautoma does not provide a just cause standard for disciplines other than discharge. The other six collective bargaining agreements provide that element of job security for employees. The collective bargaining agreement for the Village of Winneconne in which the Employer is located, provides for a just cause standard for all employees. The Association asserts that the Employer's proposal is unreasonable because it uses a lower standard for disciplines other than discharge. It points out that under the Employer's proposal, it would be possible to submit rulings into evidence of previous disciplines that were adjudicated under a lesser standard than in a discharge proceeding that would be adjudicated under the higher just cause standard.

The Employer objects to the just cause standard for forms of discipline other than discharge for the reason that the Winneconne teachers contract does not use it. It contends that the same standard of protection should be afforded all employees of the Employer. The Employer argues that consistency means a great deal in terms of the operations of the school district. It also asserts that there is a problem with the Union's proposal because of the definition of terms, but it did not state what the problem is.

The arbitrator understands the thrust of the Employer to have the same disciplinary standards in the contract with the Association that it has with its teachers. However, it is difficult to understand why anyone would object to having a just cause requirement for any type of discipline. Any employer who wants to discipline an employee should be willing to be held to a just cause standard. There is nothing wrong with an arbitrary and capricious standard such as the Employer would like to have for disciplines other than discharge, but there is no reason for having two different standards for different types of discipline in the same collective bargaining agreement. The terms arbitrary and capricious impose a reasonable standard under ordinary circumstances. However, when there is a just cause standard for discharge and a different standard for other disciplines, it indicates that the standards are different. The arbitrator can see no reason why the Employer should object to a just cause standard for all types of discipline. The two standards would only be confusing to the employees and to any arbitrator who might be interpreting the collective bargaining agreement. Accordingly, the arbitrator finds the Association's proposal to be more reasonable than that of the Employer.

VACANCIES AND TRANSFERS

The Association would provide that a vacant position would be filled by a qualified internal applicant while the Employer would allow the district to choose the most qualified applicant from within or without the work force. With respect to voluntary transfers, the Association would require the Employer to provide the transferred employee with written reasons for a transfer. The Employer's proposal would only require it to provide the employee with a written notice of the transfer. The Association argues that it is reasonable for the Employer to be required to transfer qualified internal applicants to vacant positions before hiring outside applicants even if the outside applicants are most qualified. It points out that the Employer retains the right to determine the qualifications for a vacant position and it can easily prevent an unqualified applicant from transferring into a vacant position. It contends that its proposal affords existing employees a logical basis for advancement by improving their skills on an ongoing basis in order to qualify for an advanced position. The Association asserts that a reasonable expectation for advancement is conducive to improving morale in the work force and existing employees are a known quantity when compared with outside applicants for vacant positions. The Association points out that the Employer's proposal does not require it to even interview internal applicants if they conclude that an external applicant is most qualified. That would have an adverse effect on employee morale because it would make it more difficult for employees to advance internally. The Association takes the position that existing employees are not held to a most qualified standard in the performance of their current duties and there is no reason why they should be so held with regard to transfers. It points out that only Weyauwega-Freemont applies a most qualified standard for filling vacancies. All others use a qualified standard and many provide for the filling of such vacancies on the basis of seniority, providing the most senior applicant is

qualified. The only difference between the two proposals with respect to involuntary transfers is that the Association would require the Employer to provide the reason why an employee was involuntarily transferred. The Association argues that the Employer's proposal would unreasonably prevent an affected employee from receiving information regarding the reasons why the transfer was implemented and the Employer's ability to transfer employees is not impeded in any way. Both the proposal of the Employer and that of the Association defined involuntarily transfers as being non-disciplinary in nature. The Employer objects to the Association's proposal because it might require it to hire a less qualified employee than could be found for the position. It contends that the Association's proposal might require the Employer to accept an employee with minimal qualifications when it should be trying to select the most qualified applicant for the position. The Employer argues that under the Association's proposal, it only gets to consider out of district applicants if no current employee applies or none of the current applicants are deemed as qualified.

The arbitrator finds the Employer's position to be without merit with regard to the voluntary transfers. The Employer determines the qualifications and it can set that level high enough to insure that applicants will be more than minimally qualified to perform the duties of the position. The practice in the comparable groups provide support for both the Employer's position and that of the Association. However, the majority of the collective bargaining agreements that address the issue, support the position of the Association. Even though the proposals of both the Association and the Employer define involuntarily transfers as being non-disciplinary in nature, there is no way an employee could verify this fact if he is not provided the reason for a transfer. It should be noted that the Employer's ability to transfer employees is not impeded in any way by the Association's proposal. The Employer contends that it will not indiscriminately transfer employees, but will only do so for a valid reason. It points out that its proposal allows for a conference so that Employer and the employee can talk over the situation. There is no reason why the Employer should not be willing to provide a written reason for an involuntary transfer. If it is willing to discuss the matter with the employee, it should be willing to give a written reason for an involuntary transfer. While there does not seem to be any language in any of the comparable contracts with respect to involuntary transfers, it is only realistic to have the Employer advise both the employee and the Association of the reasons for the transfer. Written notice and a conference before the transfer gives no assurance to either the employee or the Association of the Employers real reason for making the involuntary transfer. Written reasons for the involuntary transfer gives the Association an opportunity to review the Employer's alleged reason for the involuntary transfer prior to any conference, thus enabling it to investigate and prepare for the conference and perhaps change the Employer's mind about making a proposed involuntary transfer.

The arbitrator finds the Association's proposal to be more reasonable than the proposal of the Employer.

EMPLOYER WORK YEAR, WORK WEEK AND WORK DAY

Both the proposal of the Association and of the Employer define the parameters of the normal work day for full time employees, indicate that the Employer's right to lay off employees is not impeded and provide that Sunday work shall be paid at time and a half and do not guarantee hours of work per day or per week. The Association's proposal defines the normal work year and normal work week for employees while indicating that the definitions do not limit the Employer's right to fully or partially lay off employees. Its proposal is supported by the contracts of the three Omro bargaining units, the Wautoma bargaining unit and the tentative agreement with the Waupaca bargaining unit. Every contract except that of the Wautoma bus drivers defines the employee work day. The Association's proposal defines full time employees as working no less than six hours per day and defines a certain range for the work day to be scheduled. It preserves the summer work schedule for secretaries and custodians. The Employer's proposal on hours of work provides that the hours contained in the collective bargaining agreement should not be construed as a guarantee of hours per day or week and continues the practice of work day hours that are currently in effect. In the event that it is necessary to change them, the Employer agrees to give notice of change as far in advance as is reasonably practicable. The normal work week for full time employees is defined as 30 or more hours per week. Both parties agree that Sunday work shall be paid at time and a half.

The Association argues that the Employer's proposal gives it total control over all of the factors used to determine an employee's yearly salary except for the hourly wage. Nothing else contained therein gives an employee any idea what his/her yearly earnings will be. There is no mention of how many days or weeks an employee can reasonably expect to work during the Employer's fiscal year. The Association argues that these omissions give the Employer an unreasonable degree of control over the total compensation that an employee would be able to earn during a work year. It contends that it is reasonable to require that the collective bargaining agreement provide employees with some indication regarding the normal number of work days in their work year. The Employer views the Association's proposals as making substantial and critical changes in the employer/employee relationship that amount to a complete restructuring of them. It asserts that the arbitrator should not inflict the kind of inflexible language that is contained in the Association's proposal on the Employer. It contends that the Association presented no evidence of why it needs such restrictive language in the contract because there has been no documented problem with the hours as they are currently being scheduled. It contends that the Association's proposal would serve as a lock on the Employer's ability to meet changing conditions. It also takes the position that the Association's proposal amounts to a guarantee of the number of days worked. The Employer argues that the Association never addresses the issue of guaranteeing employees a certain number of hours per day or per week. It contends that there must be a clear understanding that the Employer cannot guarantee employees a

certain amount of work per day or per week because it needs the flexibility to adapt to changing conditions and schedule employees in the most efficient manner.

The arbitrator finds the positions of the Employer and the Association with regard to employee work year/work week and work day to be much ado about nothing. Both proposals give the Employer the right to lay off employees and retain for it the right to establish daily or weekly work schedules that depart from the employees normal work day or work week as long as notice is given in advance. The Employer needs the authority to do this in order to make the best use of its employees. The Employer's proposal is more consistent with the prevailing practice found in the comparable school districts.

Accordingly, the arbitrator finds the Employer's proposal with respect to the work year, work week and work day to be more reasonable than that of the Association.

HOLIDAYS

The only substantive difference between the positions of the parties on the holiday issue is whether or not employees who work less than twelve months shall receive any paid holidays. The Association's position is supported by the external comparables. The clear majority of school districts in any of the comparability groups provide their less than twelve month employees with the same number of paid holidays proposed by the Association. Only the Wautoma bus drivers do not receive any paid holidays at all. All other employees receive at least three holidays. There are smaller differences. The Employer would permit employees to use floating holidays with the Employer's approval while the Association's proposal would only require that the floating holiday to be scheduled in advance. The Employer contends that the Association's proposal changes the current practice of approval to one of simply scheduling in advance. It argues that it sees no reason to change the existing system of allowing floating holidays to be used with the supervisors approval. It points out that the Association presented no evidence to document why a change is necessary. Under the Employer's proposal, when holidays fall on Saturday or Sunday, the Employer's administrator designates another day as a non-working day. That is the current practice. The Association's proposal would require that the holiday falling on Saturday or Sunday would be celebrated as if it occurred on Monday unless otherwise agreed to by the parties. The Employer asserts that the current system of allowing the superintendent's discretion to designate the personal holiday has worked well.

None of the issues with respect to the holidays is particularly significant other than the Union's proposal to allow school year employees to receive three paid holidays beginning in the 1993-94 fiscal year. The Employer regards the three paid holidays as part of the total compensation. It contends that the three paid holidays are not fiscally prudent at the present time and the

Employer's total package is already significantly above that of other school districts. It contends that once the costs of three additional holidays are factored in the Association's proposal becomes too expensive.

The arbitrator is not impressed by either party's position with respect to any of the issues in connection with the holiday proposals other than the issue of school year employees receiving three paid holidays beginning in the 1993-94 school year. Most school districts in the comparable group provide three holidays for school year employees. The Employer contends that the holiday issue is strictly an economic one and the arbitrator agrees. This is a three year agreement and the Association's proposal forfeits any rights to the holidays during the first two years of the agreement. It appears to the arbitrator that it is time for the Employer to get on the ship of providing three holidays for its school year support staff employees just as almost every other school district in the comparable groups does. It is not unreasonable to give those employees paid holidays on Thanksgiving Day, Christmas Day or Yom Kippur and New Year's Day. Accordingly, the arbitrator finds the Association's proposal with respect to holidays to be more reasonable than that of the Employer. Three days vacation time for nine month employees is not unreasonable. The arbitrator agrees that it is an economic cost to the Employer but it apparently was not significant enough for either the Employer or the Association to determine its actual cost to the Employer during the 1993-94 school year.

Accordingly, the arbitrator finds the Association's position with respect to holidays to be more reasonable than that of the Employer.

PLACEMENT OF NEW HIRES ON THE WAGE SCHEDULE

The Association proposes that new hires with no experience would be placed at step one on the salary schedule and experienced employees could be placed on the salary schedule at any place up to step three. The Employer proposes that new hires with no experience would normally be placed at step one with discretion for the Employer to exceed it. Experienced employees would normally be placed at any step up to step three on the salary schedule with the Employer having discretion to exceed step three. In effect the Employer's proposal regarding new hires would allow it to place new hires at any step of the wage schedule that it deemed appropriate while the Association's proposal would somewhat restrict the Employer's ability to do so. The three bargaining units in Omro have specific contract language governing initial placement on the wage schedule. The collective bargaining agreements in Wautoma and Weyauwega-Fremont are silent regarding the matter.

The Association argues that the Employer's proposal could result in a new hire with no experience being paid more than an experienced existing employee. The Employer's proposal would permit experienced new hires to be placed at any step of the salary schedule or even above the salary schedule if the Employer decided to do so. The Association concedes that it is reasonable to treat

experienced new hires differently than new hires with no prior experience. Its proposal would allow the Employer to place experienced new hires midway through the salary schedule at step three which would provide an initial wage of 70 cents to 80 cents an hour higher than wages paid at step one of the salary schedule. It contends that this is sufficient incentive to attract qualified outside applicants without treating existing experienced employees unfairly. The Association points out that one of the main purposes of a wage schedule is to fairly and equitably factor in experience as a basis for wage increases. It contends that allowing the Employer to completely treat experience as it sees fit with regard to the placement of new hires ignores the entire basis for instituting a wage schedule. The Employer argues that it needs flexibility in the placement of new hires to obtain the most qualified employee. It contends that there could be cases when having flexibility would mean a difference between hiring a qualified applicant or not. It contends that only in cases of a shortage when it was necessary to get the most qualified applicant, would it even be considered. The Employer argues that its proposal is more reasonable because it allows more flexibility in the event the Employer needs to attract qualified employees.

The arbitrator does not find much validity in the Employer's position. What it really says is that they want to be able to pay a new hire more than they pay an employee that is already on the job and doing the work. That would be unfair to the employees who are already there and it would make a mockery of the wage schedule that the parties have agreed upon. There is not much sense in having a wage schedule if the Employer does not have to follow it for new hires and the Employer's position is absolutely unfair to existing employees who are tied to the wage schedule. If the Employer needs to pay a higher wage to get a qualified employee than the salary schedule permits, it should sit down with the Union and bargain out a new wage for the position and then pay that rate to the existing employees who are qualified as well as to the new hire. There is no justification whatsoever for the Employer's position and the arbitrator finds it less reasonable than that of the Association.

PLACEMENT OF EMPLOYEES ON THE WAGE SCHEDULE

The wage schedule between the parties is not in dispute. That was agreed upon by both parties at the bargaining table. There is some dispute about whether or not some employees will receive a 20 cent per hour lump sum payment or a 10 cent per hour lump sum payment. However, the parties are not in agreement on the placement of majority of most employees on the wage schedule for the 1992-93 and 1993-94 school years. The Association's proposal places all employees on a step of the wage schedule for the 1992-93 school year while the Employer does not place all employees on a step of the wage schedule until the 1993-94 school year. The Association argues that the effect of the Employer's placement delay of one year (when compared to the Association's proposal) is that the Employer's proposal for the 1993-94 school year places many employees one step lower on the salary schedule than does the Association's proposal for that year. The Association argues that the Employer's proposal does not place

24 of the 56 bargaining unit members on any step of the salary schedule during the 1992-93 school year. These totals include 16 of the 22 aides employed by the Employer. The Association argues that even though the parties have agreed to a rate schedule for all employees, only 6 of the 22 aides will actually receive the rates on the agreed upon salary schedule for the 1992-93 school year. The Association argues that it agreed to keep 26 employees off the schedule for the 1991-92 school year in order to make the transition from a 10 step schedule to a 5 step schedule for the 1991-92 school year. It asserts that there is no reason to keep employees off the schedule for a second year. The parties agreed to keep 26 employees off the schedule in the 1991-92 school year in order to hold down costs and increase Employer contributions to the Wisconsin Retirement System in the first year of the collective bargaining agreement. The Association points out that the difference in costs between its proposal for the 1991-92 school year and the Employer's proposal is \$1,433.00. The Association's proposal for the 1992-93 school year would cost \$9,797.00 and it would place all employees on a step of the wage schedule for the 1992-93 school year. The Employer's proposal would not put all employees on a step of the wage schedule until the 1993-94 school year. Both proposals would place all employees on a step of the salary schedule for the 1993-94 school year but the Employer's proposal places many employees one step lower on the salary schedule than the Association's proposal does. This is the result of the fact that the Employer's proposal would continue to have 24 of the 56 bargaining unit members off the salary schedule for the 1992-93 school year. The Association contends that differential in the cost between the placement proposals of the Association and the Employer should not be viewed as a barrier to instituting the Association's proposal to place all employees at their proper place on the salary schedule for the 1992-93 school year.

The difference between the two proposals results from the Employer's placement of 24 employees off the salary schedule for the 1992-93 school year. Those employees would lose a year of placement on a salary schedule. The Association contends that its proposal represents a logical step progression for the period 1992-93 and 1993-94. It argues that the Employer's proposal would deny those employees their proper step placement for both the 1992-93 school year and the 1993-94 school year. The difference in cost between the Employer's proposal and the Association's proposal for placement of employees on the salary schedule for the 1993-94 school year would be \$20,222.00. The Association takes the position that the Employer's proposal would rob 24 employees of their proper placement on the salary schedule during the 1992-93 school year.

The Employer's basic argument against the Association's proposal is the major difference in cost associated with placing employees at the proper place on the salary schedule. It points out that under its proposal, some employees would receive salary increases of 8 to 12 percent. The Employer argues that most of the off schedule employees consist of cooks and aides and it argues that their salaries were relatively high. Because of this, the Employer proposes to give those employees about a 3 percent salary increase for the 1992-93 school

year rather than place them in their proper position on the salary schedule based on their experience level. The Employer argues that its proposal is fair because it tries to give all employees a salary or retirement increase comparable to other employees.

The arbitrator believes that a salary schedule is a salary schedule and the goal should be to get every employee on it at the earliest possible moment. It is absolutely unfair to have a salary schedule and not have some employees on it. A salary schedule is the most significant part of most collective bargaining agreements and the one that seems to give employers and employees the most difficulty. Here the parties have reached agreement on what the salary schedule should be. In order to save the Employer some money, both it and the Association makes separate proposals for phasing in the new salary schedule so that every employee would be on it. The Association's proposal puts every employee on the new salary schedule in the 1992-93 school year and the Employer's proposal would place everyone on the new salary schedule in the 1993-94 school year. Obviously the Employer's proposal would reduce the cost of placing everyone on the salary schedule by delaying it for one year. However, by delaying proper placement of 24 of the 56 employees in the bargaining unit for one year, the Employer's proposal would rob 17 employees of one step on the salary schedule. In effect, those 17 employees would forever be one step behind their proper place on the salary schedule until they reach the final step. That defeats the purpose of a salary schedule and is unfair to 17 of the employees who do not get placed at the appropriate place on the salary schedule until the 1993-94 school year. Even though they would be at a step on the salary schedule during the 1993-94 school year, they would not be at the appropriate place on the salary schedule that their experience justifies. Accordingly the arbitrator finds the Association's proposal for placement of employees on the wage schedule to be more reasonable and fair than that of the Employer.

LUMP SUM PAYMENTS TO CERTAIN EMPLOYEES

The Association's proposal provides that 8 employees who were at the top of the salary schedule by the 1990-91 school year would receive an additional 20 cents per hour increase for the 1991-92, 1992-93 and 1993-94 school years. The Employer proposes that employees off the salary schedule would receive a 10 cent per hour lump sum payment until they were properly placed on the salary schedule. 8 employees who had reached the top step of their salary schedule in either the 1989-90 school year or the 1990-91 school year would receive a 10 cent per hour lump sum payment for the 1991-92 school year only. It would not be continued for those employees in the 1992-93 or 1993-94 school years, except that 2 employees would receive a 10 cents per hour lump sum payment for the 1992-93 school year. Neither proposal "rolls in" these lump sum payments into their hourly wage.

The Association argues that although both proposals are designed to provide those employees who receive the lump sum payments with a minimum increase over

the three years of the agreement, its proposal is more reasonable because it more adequately maintains the purchasing power of these employees over the period of the contract. It takes the position that because 8 employees do not receive a step movement for any contract year because they have reached the top of the schedule, they should be given the lump sum payments in order to correspond with the increases in the cost of living. The Employer's proposal would provide that once an employee is on the salary schedule, no further lump sum payments would be made.

The arbitrator finds the Employer's proposal to be more appropriate than that of the Association. The parties have adopted a salary schedule and the purpose of it should be to get employees on it. Once they are placed in the appropriate slot in the salary schedule, there is no reason to give those employees an extra bonus as the Association proposes to do. There is a small savings to the Employer in its proposal because it would only pay one-half the lump sum payment that the Association proposes and it would discontinue those lump sum payments after an employee was placed on schedule while the Association would continue the lump sum payments for the balance of the collective bargaining agreement. The effect of the Association's proposal would be to keep those employees who had already reached the top of the salary schedule off the salary schedule by paying the lump sum payments even after they had achieved the appropriate place on the salary schedule. The arbitrator is satisfied that the purpose of a salary schedule is to place all employees on it. Once they achieve their proper place on the salary schedule, any additional payments should be discontinued because they would keep those employees off the salary schedule. The Employer's proposal does pay a lump sum bonus to those employees who had reached the top of the salary schedule for the first year of this agreement but it discontinues it in the second year of the agreement and the employees are paid according to the salary schedule. Accordingly, the arbitrator finds the Employer's proposal with respect to the lump sum payments to be more appropriate than that of the Association.

CLASSIFICATION OF EMPLOYEE PEG LARSON

For many years, Peg Larsen has had a split assignment as bus transportation coordinator and central school general secretary. The Association proposes that Larsen be classified 50 percent as a Secretary II and 50 percent as a transportation coordinator. The Employer proposes that Larsen be classified 50 percent as a Secretary I and 50 percent as a transportation coordinator. That is her current classification. For many years, Larsen has served a split assignment as bus transportation coordinator and central school general secretary. She shares office space with Nancy Johnson, who is the middle school secretary and is classified as a Secretary II on the agreed upon salary schedule. The Association contends that Larsen and Johnson share certain duties such as answering the phone and performing receptionist duties; assisting students, staff and visitors reporting to the school; and performing other general clerical work in the absence of the other secretary. It contends that Larsen's

duties are primarily those of a bookkeeper and include posting receipts for three separate district accounts, reconciling checks for four accounts, balancing district financial statements, handling four district checking accounts, and sorting mail received at the central school. The Association takes the position that Larsen is proficient on word processors and works with computer software programs such as Word Perfect. It asserts that over the years, Larsen's bus transportation coordination duties have consumed more and more time during her work day and at present, consume six hours out of an eight hour day.

The Employer argues that Larsen does not balance the district financial statements but balances a bank statement. It contends that the Association's claim that Larsen handles four district checking accounts actually means that she reconciles four different checking accounts. It takes the position that the reclassification of this position could better be handled by discussion between the parties as opposed to interest arbitration. Larsen asked for reclassification in January of 1993 and wrote a letter to the Employer stating why she should be a Secretary II. The Employer said it would reconsider her application in six months. The arbitrator thinks that is the appropriate method for handling Larsen's reclassification. The testimony presented at the hearing is not adequate for making an evaluation of the proper classification of Larsen. The Association takes the position that Larsen is not really a secretary, especially not a Secretary I. The evidence submitted by the Association is not sufficient to satisfy the arbitrator that Larsen should be reclassified to the classification of Secretary II for the secretarial functions that she performs. It therefore finds that the proposal of the Employer to reconsider Larsen's reclassification to be more reasonable than that of the Association.

RETIREMENT PAYMENTS INTO THE WISCONSIN RETIREMENT SYSTEM

The Association proposes that the Employer shall pay its share of retirement under the Wisconsin Retirement System for all eligible employees. On July 1, 1991, the Employer would contribute 3 percent, on July 1, 1992 it would contribute 5 percent, and on July 1, 1993 it would contribute 6.2 percent. Maintenance and career specialists would continue to receive the Employer payment of their share of the retirement in the amount of 6 percent until the 1993-94 school year when the amount paid would increase to 6.2 percent. The Association's proposal would also have the Employer pay an additional 2 percent of the employees share of the retirement contribution in January of 1992 for a total employee share paid by the Employer of 5 percent. In July of 1992, the Association proposal would require the Employer to pay an additional 1.2 percent of the employees share for a total contribution of 6.2 percent beginning July of 1992.

The Employer proposes that it would pay its share of the retirement under the Wisconsin retirement system for all eligible employees and would contribute 2 percent toward the employees share on January 1, 1992, 3 percent on July 1,

1992 and 4 percent on July 1, 1993. It would continue to contribute 6 percent toward the employees share of retirement for the head maintenance and career specialist positions. The Employer offers retirement proposal to 10 employees off the salary schedule that would result in full payment of those employees share of the contribution to the Wisconsin Retirement System by July 1993.

At the present time, the Employer does not contribute toward payment of the employees required share into the Wisconsin Retirement System for most of the bargaining unit. Thus, each employee has to contribute 6.2 percent per year toward this mandatory payment into the retirement system. The proposals of both the Employer and the Association provide for a phase in of the Employer's assumption of such payments but the parties differ regarding the size and the speed of the phase in. The Employer has been paying the teachers share of the Wisconsin Retirement System for many years. All of the comparable school districts who are members of the Wisconsin Retirement System currently contribute 100 percent of the employees share into the retirement system. Weyauwega-Freemont and Waupaca also currently contribute a greater amount into the private retirement systems that they offer their employees than the Employer provides for in its proposal to the Association. In effect, the take home pay of the Employer's employees has been reduced by 6.2 percent when compared with employees in other comparable school districts because the Employer's employees were required to pay their own contributions into the Wisconsin Retirement System. The Association's phase in plan would provide for full Employer payment of the employees share of the Wisconsin Retirement System effective with the third year of the collective bargaining agreement while the Employer's proposal only provides for a four percent payment at that time except for those employees who would have all of their contribution paid by the Employer. The Association argues that it is not unreasonable to provide full Employer payment by the third year of the collective bargaining agreement in the instant case. It contends that its proposed phase in of the Employer's payment of the employees share of the Wisconsin Retirement System corresponds with the phase in time table that the Omro School District is making for its employees. The Employer argues that the internal comparable for retirement should not be controlling here. It contends that its employees may have received larger wage increases than teachers or not wanted employees' share paid by the Employer. The Employer argues that the average of the total contribution toward retirement for comparable school districts is 8.1 percent. It includes the districts that offer an annuity, districts that provide no retirement, and those that belong to the Wisconsin Retirement System. The Employer's offer of a 10.3 percent compares favorably with the average 8.1 percent in the comparable districts while the Union's 12.5 percent proposal is 50 percent above the prevailing comparable rate in Comparable Group C. It takes the position that the Association's offer is out of the main stream of retirement benefits found in the comparable districts. The Employer agrees that the Omro aides and food service contract is instructive. In that case the Employer felt that equity argument for providing retirement to the newly organized aides and food services was very strong because the benefit was already provided to two other support staff unions at Omro. It

points out that the Union at Omro accepted a wage freeze in the 1992-93 school year in order to induce the Employer to give it retirement. The Employer argues that the Association wants full retirement and a reasonable wage increase too. It argues that when it adds up all of the Union's economic items, the total package becomes excessive.

In the 1990-91 school year, the Employer's total Wisconsin Retirement System costs, including both the Employer's contributions and the employees contributions made by the Employer had a total of \$34,648.00. The Employer proposes to increase that contribution to \$43,704.00 for the 1991-92 school year. That is an increased contribution of \$9,056.00. The Union's 1991-92 proposal would require the Employer to contribute \$54,831.00 to the Wisconsin Retirement System which is an increase of \$20,183.00 over the 1990-91 contribution and would have a cost of \$11,125.00 more than the Employer's proposal. In the 1992-93 school year, the Association proposes that the Employer pay into the Wisconsin Retirement System \$68,576.00 which is an increase of \$13,145.00 over the previous year. The Employer offers to pay in \$57,542.00 which is an increase of \$13,838.00. In fact, the Employer's proposal would increase its payment to the Wisconsin Retirement System by \$93.00 more than the increase resulting from the Association's proposal for that year. In the 1993-94 school year, the Association proposes that the Employer pay \$78,518.00 which is an increase of \$9,941.00 over the previous year. The Employer proposes that it pay \$65,662.00 to the Wisconsin Retirement System for its employees during the 1993-94 school year. That is an increase of \$8,120.00 over the previous year. The Association's proposal would require the Employer to pay \$1,821.00 more towards the Wisconsin Retirement System than the Employer's proposal would in the 1993-94 school year. Over the three years of this agreement, the Association's proposal would increase the Employer's contribution to the Wisconsin Retirement System for its employees from \$34,648.00 to \$78,518.00 which is an increase of \$43,870.00. The Employer's proposal would increase its contribution to \$65,662 per year over the three year period which is an increase of \$31,014.00.

The Association's proposal would require the Employer to pay the entire employees share of the contribution toward the Wisconsin Retirement System by July 1, 1993. It provides a substantial catch up in contributions by the Employer of the employees share of the contribution to the Wisconsin Retirement System. The Employer's proposal would not result in the payment of all of the employees share of the contribution towards the Wisconsin Retirement System by the end of this agreement, although it would do that for 10 employees. It would be paying 4 percent of the employees share of the contribution to the Wisconsin Retirement System by July 1, 1993 for the rest of the employees.

The arbitrator is satisfied that the Employer has lagged behind in contributions toward the Wisconsin Retirement System and it should be moving in that direction. It proposes to pay all of the employees share of the contribution for those 10 employees who have reached their top step on the salary schedule. It seems inequitable to pay the entire Employer's contribution for those

employees and not for the rest. However, the rest of the employees would make substantial progress with respect to the Employer's contribution toward their share of the payment to the Wisconsin Retirement System under the proposal of the Employer. The Employer's payments to the Wisconsin Retirement System would increase from \$34,648.00 during the 1990-91 school year to \$65,662.00 during the 1993-94 school year. That is a 90 percent increase in the annual payment to the Wisconsin Retirement System in a three year period which is pretty substantial. The Association's proposal would increase the Employer's annual contribution by 126 percent over that three year period and that much catch up is not necessary for this particular agreement. The parties will be bargaining again this year and they will have an opportunity to move the Employer's contribution toward the employees share of the Wisconsin Retirement System then. It can be done in the next contract. Accordingly, the arbitrator finds the Employer's proposal with respect to contributions toward the Wisconsin Retirement System to be more reasonable than that of the Association.

The Employer points out that it is now operating on revenue limits imposed by the state. The legislator has imposed limits on school district revenues for the 1993-94 through 1997-98 school years. The limit is on the total amount of revenue derived from general school aids. It argues that the legislators attempt to get a handle on compensation increase for teachers and administrators as well as revenue limits on school districts sends a new message to arbitrators. It concedes that support staff employees are not covered by the revisions in the arbitration law but it cites the new restrictions as a policy that places a premium on reducing property taxes. The Employer takes the position that the interest and welfare of the public is a very important criteria in this proceeding. The Association asserts that the Employer will face no revenue crunch because of the costs of either final offer. It takes the position that it would be a gross miscarriage of justice if the non-professionals of the Employer were victimized by changes in section 111.70 of the Wisconsin statutes that are not meant for non-professionals. The Association points out that the Employer takes the position that a quid pro quo must be paid by it to justify elements of its final offer that exceed the previous level of benefits to the bargaining unit.

It should be noted that there is no status quo because the previous personnel policies of the Employer were the result of a unilateral action on its part and not as the result of good faith bargaining. No employee was ever given a meaningful role in the determination of personnel policies and no negotiations ever took place. Because the arbitration in the instant case is to determine the initial collective bargaining agreement, neither party is required to provide a quid pro quo in order to depart from the status quo. The Association's position on just cause standard, vacancies and transfers, holidays, placement of new hires on the wage schedule, and placement of the employees on the wage schedule is much more in line with the main stream of collective bargaining. The Employer's position on many of those issues reflect 1960 thinking and it is bargaining for the period from July 1991 to July 1994.

The Association is not facing reality with respect to the total package cost of the Employer. In a three year period, the Employer's proposal would increase its total package costs from \$696,767.00 to \$856,367.00. That is an increase of \$159,603.00, or just under 23 percent. That is not a spectacular increase over a three year period for an employer that has lagged behind the pattern in the area by a substantial amount but it does provide some catch up. If the Employer's proposal contained more improvement in the area of language in the areas hereinbefore mentioned by the arbitrator, it could be considered an attractive proposal. The proposal as it stands, leaves the Association with unsatisfactory language in areas such as just cause standard for discipline, vacancies and transfers, holidays, placement of new hires on the wage schedule, and placement of employees on the wage schedule. There is a lot of movement that the Employer should make in those areas in order to bring the Employer up to the standards in the main stream of collective bargaining.

The total package cost of the Association's proposal would increase by \$194,350.00 or almost 28 percent over the three year period. That is an average increase in cost for the Employer of \$3,471.00 for each employee. The Employer's proposal would increase the total package cost by \$159,603.00 over the three year period and that would average out to an increase in the Employer's cost per employee of \$2,850.00 over the three year period. The Employer's proposal would provide a lot of "catch up" to the Association and it would be hard for the arbitrator to justify requiring the Employer to expend an average of another \$200.00 per year per employee over each of the three years involved. The arbitrator recognizes that a collective bargaining agreement consists of more than just an economic package and the language items are very important to the members of the bargaining unit. However, the arbitrator is satisfied that the Association has reached too far in the area of economics and its proposal becomes unacceptable because of its cost. Some of the Association's economic proposals have validity and improvements should be phased sometime soon. The Association's proposals with regard to language that the arbitrator finds more reasonable than those of the Employer should become part of the collective bargaining agreement in the next round of negotiations. It is only because the Employer has made a good faith effort in the economic areas, that the arbitrator has not selected the Association's proposal because of the fact that its positions on most of the language issues are far more reasonable than that of the Employer.

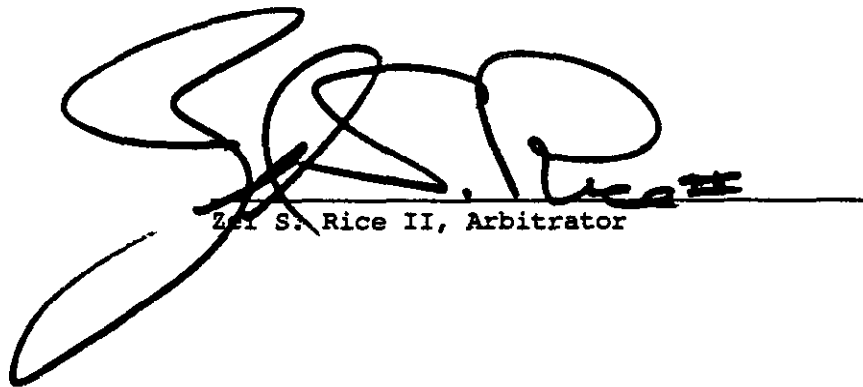
It therefore follows from the above facts and discussion thereon, that the undersigned renders the following

AWARD

After full consideration of the criteria set forth in the statutes and after careful and extensive evaluation of the testimony, arguments, exhibits and

briefs of the parties, the arbitrator finds that the Employer's final offer more closely adheres to the statutory criteria than that of the Association and directs that its proposal contained in Exhibit 2 be incorporated into the collective bargaining agreement as a resolution of this dispute.

Dated at Sparta, Wisconsin this 14th day of February, 1994.



Zai S. Rice II, Arbitrator

EXHIBIT 1-

Name of Case: Winneconne School District Case 14, No 47260 INT/ARB-6436

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.

6/23/93

(Date)

Charles S. Marmer

(Representative)

On Behalf of: Winneconne Educational Support Staff Association

RECEIVED
JUN 26 1993

/WISCONSIN EMPLOYMENT/
RELATIONS COMMISSION

RECEIVED
JUN 26 1993

WISCONSIN EMPLOYMENT/
RELATIONS COMMISSION

FINAL OFFER
FOR THE COLLECTIVE BARGAINING AGREEMENT

OF THE

WINNECONNE EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

TO THE

WINNECONNE COMMUNITY SCHOOL DISTRICT

Having the Duration of

July 1, 1991 - June 30, 1994

Submitted to the District and the WERC May 26, 1993

Resubmitted to the District and the WERC -- June 23, 1993

Note: Unless specifically noted herein, all provisions of this Agreement shall be retroactive to July 1, 1991.

WINNFO5

5.0 Discipline Procedure

OPEN

5.1

Just Cause Standard: No non-probationary employee shall be reprimanded in writing, demoted, discharged, or otherwise disciplined without just cause. Just cause is defined as insubordination, immorality, inefficiency, incompetency, violation of District policy or other just cause. Any such action asserted by the District or any agent or representative thereof shall be subject to the grievance procedure of the Agreement. Note: Oral reprimands are not grievable.

CSM 6/23/93

11.0 Vacancies and Transfers

OK

A. Vacancies will be posted on a designated bulletin board in each school building. A copy of the posting will be sent to the President of the Union.

OK

B. Qualified personnel may apply for the vacant positions without resigning their present position in the District.

C. Voluntary Transfers

OK

1. When a vacant position occurs, bargaining unit employees shall have the opportunity to apply for a transfer to such vacant position before said position is posted externally.

OPEN

2. A bargaining unit employee who wishes to transfer to a vacant position shall file a written application for the position with the Superintendent or other person designated by the District on the job posting. In the event no employee submits an application for the vacant position or none of the applicants are deemed as qualified for the position as determined by the Board, the position may be filled outside the workforce.

OK

3. The District retains the right to determine the qualifications needed for any vacant position.

D. Involuntary Transfers

OPEN

1. When the District determines that an involuntary transfer of a bargaining unit employee is necessary, and the basis for such involuntary transfer is non-disciplinary in nature, such transfer shall not take place without the employee being given written reasons for such transfer and the opportunity for a conference with the Superintendent or his or her designee.

OK

2. The District retains the right to determine the qualifications needed for any vacant position.

CSM 6/23/93

12.0 WORK YEAR, WORK WEEK, WORK DAY

OPEN

12.1

Employee Work Year:

The work year for all employees shall be the work year in effect for the 1991-1992 fiscal year, for said employee(s). This section shall not be deemed to limit the District's right to implement provisions of Article 10.0 LAYOFF/RECALL.

OPEN

12.2

Employee Work Week:

The work week for all employees shall be Monday through Friday, as measured in consecutive days. This section shall not be deemed to limit the District's right to implement provisions of Article 10.0 LAYOFF/RECALL.

OPEN

12.3

Employee Work Day:

The normal work day for all full time employees shall be no less than six (6) hours per day. Each employee's work day shall fall within the following parameters. (Except for the unpaid lunch, all work days shall be continuous hours):

- | | |
|-------------------|-------------------------|
| (a) Maintenance | 7:00 a.m. to 11:00 p.m. |
| (b) Custodial | 7:00 a.m. to 11:00 p.m. |
| (c) Aides | 7:30 a.m. to 4:00 p.m. |
| (d) Kitchen Staff | 7:00 a.m. to 3:00 p.m. |
| (e) Secretaries | 7:00 a.m. to 4:00 p.m. |

This Section shall not be deemed to limit the District's right to implement provisions of Article 10.0 LAYOFF/RECALL.

OPEN

12.5

Sunday Work

Employees assigned to work on Sundays shall be paid at the rate of time and one-half of their regular rate.

OPEN

12.6

1993 Summer Schedule for Secretaries and Custodians

The 1993 summer work schedule for secretaries and custodians shall be the same as the schedule that was in effect for the summer of 1992.

CSH 6/23/93

13.0 HOLIDAYS

OPEN

13.1 All employees are entitled to paid holidays in accordance with the schedules listed below. Employees will be compensated for paid holidays at their normal daily rate. Employees required to work on such holidays will be paid at time and 1/2 rate.

OPEN

13.2 If a holiday falls on a Saturday or Sunday, it will be celebrated and paid as though it had occurred on a Monday unless otherwise agreed to by the parties. If a holiday(s) falls internally within a vacation period of the employee, the employee will be paid for the holiday(s), but the holiday will not be counted as used vacation time.

OPEN

13.3 The following holidays will be paid holidays for twelve (12) month employees:
July 4th
Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve Day or Rosh Hashanah
Christmas Day or Yom Kippur
New Years Day
Memorial Day
One floating holiday (to be scheduled in advance by the employee's supervisor).

OPEN

13.4 The following holidays will be paid holidays for all other employees: (To become effective with the 1993-94 fiscal year.)
Thanksgiving Day
Christmas Day or Yom Kippur
New Years Day

13.5 In order to be eligible for holiday pay, an employee must be on the active payroll of the District, and must have worked his/her full regularly scheduled work day before and after the holiday, unless excused by the Board for a paid leave.

CSH 6/23/93

16.0 FRINGE BENEFITS

16.3 Retirement

16.3.1 The District shall pay its share of retirement under the Wisconsin Retirement System for all eligible employees. The Board will contribute the following towards the employee's share:

7/1/91:	3%
7/1/92:	5%
7/1/93:	6.2%

(Note: Employees holding the Head Maintenance and Career Specialist positions will continue to receive District payment of their share of retirement in the amount of 6.0% until 1993-94 when the amount paid shall increase to 6.2%.)

CSH 6/23/93

17.0 COMPENSATION

- 17.2.1 Inexperienced personnel will be placed at Step 1 of the appropriate lane of the Salary Schedule.
- 17.2.2 New hirees with experience may, at the District's discretion, be placed no higher than Step 3 of the salary schedule.

C&A 6/23/93

Special Salary and Benefit Provisions

1. The following employees will receive an additional 20¢ per hour increase for the years indicated. The employees receiving the 20¢ per hour increase are:

1991-92, 1992-93 and 1993-94

Forseth, J.
Krueger, M.
Unser, S.
Vraney, L.
Christianson
Korn
Loker
Sleik

2. All of the above employees will also be entitled to an additional Board contribution to retirement over and above the amounts contained in Section 16.3.1 as follows:

Year	Employees Covered	Additional WRS Employee Share Paid by Board	Total Employee Share Paid by Board
1991-92	All eight employees listed above.	2.0% (1/92)	5.0% (1/92)
1992-93	All eight employees listed above.	1.2% (7/92)	6.2% (7/92)

C&A 6/23/93

17.0 COMPENSATION

1991-92

<u>Step</u>	<u>Dishwasher /Server</u>	<u>Cook I Aide I</u>	<u>Health Cook II Aide II</u>	<u>Custodian I Secretary I</u>	<u>BAccts Pyl Secretary II</u>	<u>Career Spec. Custodian II Trans. Coord.</u>	<u>Mechanic I</u>	<u>Head Mechanic</u>
1	5.50	6.55	6.80	7.09	7.57	8.15	9.12	9.70
2	5.55	6.95	7.20	7.49	7.97	8.55	9.52	10.10
3	5.60	7.35	7.60	7.89	8.37	8.95	9.92	10.50
4		7.75	8.00	8.29	8.77	9.35	10.32	10.90
5		8.15	8.40	8.69	9.17	9.75	10.72	11.30

1992-93

<u>Step</u>	<u>Dishwasher /Server</u>	<u>Cook I Aide I</u>	<u>Health Cook II Aide II</u>	<u>Custodian I Secretary I</u>	<u>BAccts Pyl Secretary II</u>	<u>Career Spec. Custodian II Trans. Coord.</u>	<u>Mechanic I</u>	<u>Head Mechanic</u>
1	5.55	6.75	7.00	7.30	7.80	8.40	9.40	10.00
2	5.60	7.15	7.40	7.70	8.20	8.80	9.80	10.40
3	5.65	7.55	7.80	8.10	8.60	9.20	10.20	10.80
4		7.95	8.20	8.50	9.00	9.60	10.60	11.20
5		8.35	8.60	8.90	9.40	10.00	11.00	11.60

1993-94

<u>Step</u>	<u>Dishwasher /Server</u>	<u>Cook I Aide I</u>	<u>Health Cook II Aide II</u>	<u>Custodian I Secretary I</u>	<u>BAccts Pyl Secretary II</u>	<u>Career Spec. Custodian II Trans. Coord.</u>	<u>Mechanic I</u>	<u>Head Mechanic</u>
1	5.60	6.95	7.21	7.52	8.03	8.65	9.68	10.30
2	5.65	7.35	7.61	7.92	8.43	9.05	10.08	10.70
3	5.70	7.75	8.01	8.32	8.83	9.45	10.48	11.10
4		8.15	8.41	8.72	9.23	9.85	10.88	11.50
5		8.55	8.81	9.12	9.63	10.25	11.28	11.90

CSA 6/23/93

WINNECONNE COMMUNITY SCHOOL DISTRICT
Wage Placement Information
 1990-91, 1991-92 1992-93 and 1993-94

92-93 Employees <u>AIDES</u>	Classifi- <u>cation</u>	Actual <u>1990-91¹</u>	Proposed <u>1991-92²</u>	Proposed <u>1992-93²</u>	Proposed <u>1993-94²</u>
- Anderson	Aide II	---	off	2	3
New	Aide II	---	---	2	3
Benedict	Aide II	4	off	4	5
BGR 79%	Aide I	5	off	5	5
BSR 79%	Aide I	7	off	5	5
Crlns 93%	Aide II	2	off	2	3
Daubert	Health	8	off	5	5
Forseth J.	Aide I	10	off+20¢	5+20¢	5+20¢
Gieschn M	Aide I	5	off	4	5
Harmon L	Aide II	3	off	3	4
Kolterjon	Aide II	6	off	5	5
Krueger M	Aide II	10	off+20¢	5+20¢	5+20¢
Marks M	Aide I	5	off	5	5
Maas N	Aide I	8	off	5	5
Mutter D	Aide II	2	off	2	3
Noffke	Aide II	---	off	2	3
Reichert	Aide I	5	off	5	5
Richardson	Aide II	1	off	3	4
Ristow M	Aide I	6	off	5	5
Tritt	Aide I	3	off	4	5
Unser S	Aide I	10	off+20¢	5+20¢	5+20¢
Vraney L	Aide II	10	off+20¢	5+20¢	5+20¢
<u>COOKS/SERVERS & DISHWASHERS</u>					
Christnsn	Cook II	10	off+20¢	5+20¢	5+20¢
Korn	Cook I	10	off+20¢	5+20¢	5+20¢
Lacosse	Cook I	4	off	4	5
Loker	Cook I	10	off+20¢	5+20¢	5+20¢
Schultz	Cook I	1	off	2	3
Sleik	Cook I	10	off+20¢	5+20¢	5+20¢
<u>PART-TIME COOKS</u>					
Dishmon	Server	---	1	2	3
Fleck	Server	1	2	3	3
Garbie	Dishwsr	1	2	3	3
Hale Faye	Server	1	2	3	3
Thull	Server	1	2	3	3
<u>CUSTODIAN - MAINTENANCE</u>					
Hilman Chuck	Maint	(Salaried)	5	5	5
Kempkin Dennis	Maint I	---	3	4	5
<u>CUSTODIAL</u>					
Brennand Irene	Cust I	1	off	2	3
Roger Coats	Cust II	10	5	5	5
Formiller 50%	Cust I	--	off	1	2
Sheila Gurkowski	Cust II	10	5	5	5
David Livingstone	Cust II	--	--	---	5
Marion Oleson	Cust I	9	5	5	5
Marshall Proehl	Cust II	3	off	3	4
Mary Jo Schneider	Cust I	7	off	4	5
Jeff Sundquist	Cust II	3	1	2	3
Stephen Witte	Cust II	10	5	5	5
Zuehlke	Cust II	7	5	5	5

CSA 6/23/93

EXHIBIT 2

Name of Case: WINNECONNE COMMUNITY SCHOOL DISTRICT
CASE 14 NO: 47260 INT/ARR-6431

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.

7/6/92
(Date)


(Representative)

On Behalf of: Winneconne Community School Board

WINNECONNE COMMUNITY SCHOOL DISTRICT

BOARD FINAL OFFER

June 21, 1993

RECEIVED
JUN 22 1993

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

5.2 Once an employee successfully completes the probationary period, he/she will not be discharged except for just cause.

Employees will not be suspended or given a written reprimand for reasons that are arbitrary or capricious.

BB
6/21/93
1/17

11.00 - VACANCIES AND TRANSFERS

11.1 Vacancies will be posted on a designated bulletin board in each school building. A copy of the posting will be sent to the President of the Union.

11.2 Qualified personnel may apply for the vacant positions without resigning their present position in the District.

11.3 VOLUNTARY TRANSFERS.

1. When a vacant position occurs, bargaining unit employees shall have the opportunity to apply for a transfer to such vacant position before said position is posted externally.
2. A bargaining unit employee who wishes to transfer to a vacant position shall file a written application for the position with the Superintendent or other person designated by the District on the job posting. The District may then open the job to applicants outside the bargaining unit. The Board will select the most qualified applicant for the position in its sole discretion.
3. The District retains the right to determine the qualifications needed for any vacant position.

11.4 INVOLUNTARY TRANSFERS.

1. When the District determines that an involuntary transfer of a bargaining unit employee is necessary, and the basis for such involuntary transfer is non-disciplinary in nature, such transfer shall not take place without the employee being given written notice for such transfer and the opportunity for a conference with the District Administrator.
2. The District retains the right to determine the qualifications needed for any vacant position.

FB
6/21/93
2/17

12.0 HOURS OF WORK AND OVERTIME

12.1 This article is intended only to provide a basis for calculating overtime and shall not be construed as a guarantee of hours of work per day or per week. Compensation shall not be paid more than once for the same hours of work.

12.2 (c) Should it be necessary in the judgment of the Employer to establish daily or weekly work schedules departing from the employee's normal work day or work week, notice of such change shall be given to the employee affected as far in advance as is reasonably practicable.

(e) The normal work week for all full-time employees shall be thirty (30) or more hours. Each employee's work day shall fall within the following parameters (Except for the unpaid lunch, all work days shall be continuous hours):

- | | | |
|----|---------------|-------------------------|
| 1) | Maintenance | 6:30 a.m. to 11:00 p.m. |
| 2) | Custodial | 6:30 a.m. to 11:00 p.m. |
| 3) | Aides | 7:30 a.m. to 4:30 p.m. |
| 4) | Kitchen Staff | 7:00 a.m. to 4:00 p.m. |
| 5) | Secretaries | 6:30 a.m. to 4:30 p.m. |

This Section shall not be deemed to limit the District's right to implement provisions of Article 10.0 Layoff/Recall.

(f) Sunday Work Employees assigned to work on Sundays shall be paid at the rate of time and one-half of their regular rate.

12.13.2 Travel Reimbursement

Support staff employees who are required to transport children in their private vehicles shall receive 10 cents per mile in addition to the normal employee mileage reimbursement rate.

BB
6/21/93
3/17

13.0 - HOLIDAYS

13.1 Twelve-month employees are entitled to the following paid holidays:

New Year's Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
December 24
Christmas Day
Friday after Thanksgiving
1 Floating Holiday (to be used with the
supervisor's approval.)

- 13.2** Whenever a holiday falls on a Saturday or Sunday, the superintendent will designate another day as a non-working day. In order to be eligible for holiday pay, an employee must be on the active payroll of the District and must have worked his/her full regularly scheduled workday before and after the holiday, unless excused by the Board for a paid leave. Employees will be compensated for paid holidays at their normal daily rate.
- 13.3** An employee who is called in to work on a holiday shall receive one and one-half (1.5) times his/her regular straight-time hourly rate of pay for all hours worked.
- 13.4** If a holiday(s) falls internally within a vacation period of the employee, the employee will be paid for the holiday(s), but the holiday(s) will not be counted as used vacation time.

RB
6/21/93
4/17

16.0 - FRINGE BENEFITS

16.3 Retirement

16.3.1 The District shall pay its share of retirement under the Wisconsin Retirement System for all eligible employees. The Board will contribute the following towards the employee's share:

1/1/92: 2%

7/1/92: 3%

7/1/93: 4%

Note: The Head Maintenance and Career Specialist positions will continue to have the District contribute the employees' 6.0 percent share of retirement.

BB
6/21/93
5/17

17.0 COMPENSATION

- 17.2.1** Inexperienced personnel will normally be placed at Step 1 of the appropriate lane of the salary schedule. The Board reserves the right to place new employees at any step it deems appropriate.
- 17.2.2** New hirees with experience will, at the District's discretion, normally be placed no higher than Step 3 of the salary schedule. The Board reserves the right to place new employees with experience above Step 3 if it deems it appropriate.

BB
6/21/93
6/17

17.0 COMPENSATION

1991-92

<u>Step</u>	<u>Dishwasher /Server</u>	<u>Cook I Aide I</u>	<u>Health Cook II Aide II</u>	<u>Custodian I Secretary I</u>	<u>Secretary II</u>	<u>Career Spec. Custodian II Trans. Coord.</u>	<u>Mechanic I</u>	<u>Head Mechanic</u>
1	5.50	6.55	6.80	7.09	7.57	8.15	9.12	9.70
2	5.55	6.95	7.20	7.49	7.97	8.55	9.52	10.10
3	5.60	7.35	7.60	7.89	8.37	8.95	9.92	10.50
4		7.75	8.00	8.29	8.77	9.35	10.32	10.90
5		8.15	8.40	8.69	9.17	9.75	10.72	11.30

1992-93

<u>Step</u>	<u>Dishwasher /Server</u>	<u>Cook I Aide I</u>	<u>Health Cook II Aide II</u>	<u>Custodian I Secretary I</u>	<u>Secretary II</u>	<u>Career Spec. Custodian II Trans. Coord.</u>	<u>Mechanic I</u>	<u>Head Mechanic</u>
1	5.55	6.75	7.00	7.30	7.80	8.40	9.40	10.00
2	5.60	7.15	7.40	7.70	8.20	8.80	9.80	10.40
3	5.65	7.55	7.80	8.10	8.60	9.20	10.20	10.80
4		7.95	8.20	8.50	9.00	9.60	10.60	11.20
5		8.35	8.60	8.90	9.40	10.00	11.00	11.60

1993-94

<u>Step</u>	<u>Dishwasher /Server</u>	<u>Cook I Aide I</u>	<u>Health Cook II Aide II</u>	<u>Custodian I Secretary I</u>	<u>Secretary II</u>	<u>Career Spec. Custodian II Trans. Coord.</u>	<u>Mechanic I</u>	<u>Head Mechanic</u>
1	5.60	6.95	7.21	7.52	8.03	8.65	9.68	10.30
2	6.65	7.35	7.61	7.92	8.43	9.05	10.08	10.70
3	5.70	7.75	8.01	8.32	8.83	9.45	10.48	11.10
4		8.15	8.41	8.72	9.23	9.85	10.88	11.50
5		8.55	8.81	9.12	9.63	10.25	11.28	11.90

BB
6/21/93
7/17

SPECIAL PROVISIONS

Note: Employees off of the salary schedule will receive a 10 cents per hour increase until they are placed on the salary schedule. These employees receiving the 10 cents per hour increase include:

<u>1991-92</u>	<u>1992-93</u>	<u>1993-94</u>
Forseth, J. Krueger, M. Unser, S. Vraney, L. Christianson Korn Loker Sleik	Daubert Maas	All employees on schedule.

All of the above employees will also be entitled to an additional Board contribution to retirement over and above the amounts contained in Section 16.3.1 as follows:

Year	Employees Covered	Additional WRS Employee Share Paid by Board	Total Employee Share Paid by Board
1991-92	Same eight employees listed above.	2% (1/92)	4.0% (1/92)
1992-93	All ten employees listed above.	2% (7/92)	5.0% (7/92)
1993-94	All ten employees listed above.	1.2% (7/93)	6.2% (7/93)

The Board offers the above retirement package to the employees off of the salary schedule to give them a reasonable increase and to get them on the salary schedule by the 1993-94 contract.

Note: For a specific list of all employees, their placement on or off of the salary schedule, their salary increases and treatment for retirement are attached and shall govern the implementation of these provisions. The attachments are an integral part of the Board's final offer.

BB 6/21/93
8/17

5/18/93 WINNECONNE COMMUNITY SCHOOL DISTRICT
SUPPORT STAFF SALARY

1.00

NO PAID HOLIDAYS

BOARD OFFER 5/18/93

91/92 COSTING

FLAT INCREASES BETWEEN CELLS + .40

5.45	6.30	6.70	7.10	7.50	8.10	9.10	9.60
1	6.30	0.40	STEP INC				

AS SLOTTED BEGINNING 91/92

STEP	DISHWASHR /SERVER	COOK I AIDE I	HEALTH COOK II AIDE II	CUST I SEC I	CAREER SF CUST II SEC II	TRNSP CRD MECH I	HD MECH	91/92	INSURANCE PER TEACHERS 91/92
2	5.55	6.95	7.20	7.49	7.97	8.55	9.52	10.10	12
3	5.60	7.35	7.60	7.89	8.37	8.95	9.92	10.50	13
4		7.75	8.00	8.29	8.77	9.35	10.32	10.90	14
5		8.15	8.40	8.69	9.17	9.75	10.72	11.30	15

.0224
4% OFF+10
2%

JAN 1, 92

AIDES	HR PR DY	POINTS	STEP	SCH YR INCLUDES	91/92 RATE	91/92 SALARY	SOC/SEC	RET-EMPE	RET-EMPR	+2 STEPS	90/91 RATE	91/92	91/92	
												OLD	INCREASE	%
ANDERSON NEW	3.75	AIDE I	OFF	181	678.75	6.82	4629.05	354	52	290	6.82	0.00	NEW 91/92	
	3	AIDE II		181	543	0.00	0.00	0	0	0	0	0	NEW 91/92	
BENEDICT	6.75	AIDE II	OFF	181	1221.75	7.60	9285.30	710	104	562	7.60	7.03	0.57	0.08
BGR 79%	4.75	AIDE I	OFF	181	859.75	7.67	6594.28	504	74	413	7.67	7.09	0.58	0.08
BSR 79%	4.75	AIDE I	OFF	181	859.75	7.98	6860.81	525	77	430	7.98	7.67	0.31	0.04
CRLSN 93%	7.00	AIDE II	OFF	149	1043	6.43	6706.49	513	75	420	6.43	6.07	0.36	0.06
DAUBERT	8	HEALTH	OFF	183	1464	8.64	12648.96	968	142	793	8.64	8.3	0.34	0.04
FORSETH J	6.75	AIDE I	OFF+10	181	1221.75	8.24	10067.22	770	226	631	8.14	8.14	0.10	0.01
GIESCHN M	3.75	AIDE I	OFF	181	678.75	7.38	5009.18	383	56	314	7.38	7.09	0.29	0.04
HARMON L	7	AIDE II	OFF	181	1267	7.03	8907.01	681	100	558	7.03	6.63	0.40	0.06
KOLTERJON	7	AIDE II	OFF	181	1267	8.06	10212.02	781	114	640	8.06	7.6	0.46	0.06
KRUEGER M	7	AIDE II	OFF+10	181	1267	8.49	10756.83	823	241	674	8.39	8.39	0.10	0.01
MARKS M	7	AIDE I	OFF	183	1281	7.67	9825.27	752	110	616	7.67	7.09	0.58	0.08
MAAS N	6.75	AIDE I	OFF	181	1221.75	8.99	10250.48	784	115	643	8.39	8.06	0.33	0.04
MUTTER D	6.75	AIDE II	OFF	181	1221.75	6.43	7855.85	601	88	493	6.43	6.07	0.36	0.06
NDOFFKE	7	AIDE II	OFF	181	1267	6.25	7918.75	606	89	497	6.26		NEW 91/92	
REICHERT	4	AIDE I	OFF	183	732	7.67	5614.44	430	63	352	7.67	7.09	0.58	0.08
RICHARDSON	6.75	AIDE II	OFF	181	1221.75	7.03	8588.90	657	96	539	7.03	6.25	0.78	0.12
RISTOW H	7	AIDE I	OFF	183	1281	7.83	10030.23	767	112	629	7.83	7.38	0.45	0.06
TRITT	5.75	AIDE I	OFF	181	1040.75	7.09	7378.92	564	83	463	7.09	6.43	0.66	0.10
UNSER S	6.75	AIDE I	OFF+10	181	1221.75	8.24	10067.22	770	226	631	8.14	8.14	0.10	0.01
VRANEY L	7	AIDE II	OFF+10	181	1267	8.49	10756.83	823	241	674	8.39	8.39	0.10	0.01

COOKS

CHRISTNSN	6	COOK II	OFF+10	181	1086	8.49	9220.14	705	207	578	8.39	8.39	0.10	0.01
KORN	6	COOK I	OFF+10	181	1086	8.24	8948.64	685	200	561	8.14	8.14	0.10	0.01
LACOSSE	4	COOK I	OFF	181	724	7.38	5343.12	409	60	335	7.38	6.82	0.56	0.08
LOKER	6	COOK I	OFF+10	181	1086	8.24	8948.64	685	200	561	8.14	8.14	0.10	0.01
SCHULTZ	3.5	COOK I	OFF	181	633.5	6.43	4073.41	312	46	255	6.43	5.73	0.70	0.12
SLEIK	6	COOK I	OFF+10	181	1086	8.24	8948.64	685	200	561	8.14	8.14	0.10	0.01

MAY 19 1993

9/17

PART-TIME COOKS

<u>DISHMON</u>	2 SERVER	1	181	362	<u>5.50</u>	1991.00	152	N/A	N/A	5.45	<u>NEW 91/92</u>		
FLECK	2 SERVER	2	181	362	5.55	2089.10	154	N/A	N/A	5.45	5.45	0.10	0.02
GARBE	3.25 DISH/WR	2	181	588.25	5.55	3264.79	250	N/A	N/A	5.45	5.45	0.10	0.02
HALE FAYE	2.5 SERVER	2	181	452.5	5.55	2511.38	192	N/A	N/A	5.45	5.45	0.10	0.02
THULL	2.5 SERVER	2	181	452.5	5.55	2511.38	192	N/A	N/A	5.45	5.45	0.10	0.02

CUSTODIAN		STEP/PTS	CLASS	MAINT I & CLASS II									
MAINTENANCE													
CHUCK HILLMAN	MAINT-HD	5	MAINT	2088	<u>11.30</u>	23594.40	1805	1416	1475	10.53	10.53	0.77	0.07
<u>KEMPKEN DENNIS</u>	MAINT I	3	MAINT I	2088	<u>9.92</u>	20712.96	1585	207	1295	9.89	<u>NEW 91/92</u>		
CUSTODIAL													
BRENDAN IRENE	CUST I	OFF	I	2088	6.43	13425.84	1027	134	839	6.43	5.73	0.70	0.12
ROGER COATS	CUST II	5	II	2088	9.75	20358.00	1557	204	1272	9.39	9.39	0.36	0.04
<u>FORMILLR 50%</u>	CUST I	OFF	I	1044	<u>6.43</u>	6712.92	514	67	420	6.43	<u>NEW 9/17/91</u>		
SHEILA GURKOWSKI	CUST II	5	II	2088	9.75	20358.00	1557	204	1272	9.39	9.39	0.36	0.04
DAVID LIVINGSTONE	CUST II	5	II	2088	9.75	20358.00	1557	204	1272	9.39	9.39	0.36	0.04
MARION OLESON	CUST I	5	I	2088	8.69	18144.72	1388	181	1134	8.14	7.98	0.71	0.09
MARSHALL PROEHL	CUST II	OFF	II	2088	8.31	17351.28	1327	174	1084	8.31	7.63	0.68	0.09
MARY JO SCHNEIDER	CUST I	OFF	I	2088	7.98	16662.24	1275	167	1041	7.98	7.67	0.31	0.04
JEFF SUNDQUIST	CUST II	I	II	2088	8.15	17017.20	1302	170	1064	7.63	7.63	0.52	0.07
STEPHEN WITTE	CUST II	5	II	2088	9.75	20358.00	1557	204	1272	9.39	9.39	0.36	0.04
ZUEHLKE ALBERT	CUST II	5	II	2088	9.75	20358.00	1557	204	1272	9.39	9.22	0.53	0.06

OFFICE

BREISTER	8 SEC II	5	194	1552	9.17	14231.84	1089	159	892	8.64	8.64	0.53	0.06
HARPER P	4 SEC I	OFF	229	916	7.60	6961.60	533	78	436	7.60	7.03	0.57	0.08
CRISPINA	8 SEC II	5	12 MO.	2088	9.17	19146.96	1465	191	1197	8.64	8.64	0.53	0.06
HALE C	8 SEC II	5	12 MO.	2088	9.17	19146.96	1465	191	1197	8.64	8.64	0.53	0.06
JOHNSON N	8 SEC II	5	12 MO.	2088	9.17	19146.96	1465	191	1197	8.64	8.64	0.53	0.06
MEYER J	8 SEC II	OFF	12 MO.	2088	8.14	16996.32	1300	170	1062	8.14	7.53	0.61	0.08
LARSEN B	4 TRNSP	5	12 MO.	1044	9.75	10179.00	779	102	636	9.44	9.44	0.31	0.03
LARSEN P	4 SEC I	5	12 MO.	1044	8.69	9072.36	694	91	567	8.39	8.39	0.30	0.04
LEHR JEAN	8ACCTS PYL	OFF	12 MO.	2088	7.83	16349.04	1251	163	1022	7.83	7.24	0.59	0.08
BEHN	7CAREER SP	OFF	184	1288	8.22	10587.36	810	635	664	8.22	7.46	0.76	0.10

614964 47045 8902 37719 429 382 20 3

MAY 19 1993

Handwritten initials and date: 10/17

COSTING	90/91	SALARY	RETIREMENT 9 1/2				RETIREMENT 12 MO.		HEALTH	DENTAL	LTD	TERM	LIFE	COST
			SOC/SEC	EMPLYR	EMPLOYE	EMPLYR	EMPLOYE	HEALTH						
			.0765	.0617	.06	.0615	.06			.0037	0.21			
AIDES	159070	12169	9815	0	N/A	N/A	24737	3773	589	401		210552.9		
COOKS	54310	4155	2727	0	N/A	N/A	0	523	201	137		62052.52		
MAINTENC	21987	1682	N/A	N/A		1352	1319	4296	465	81	55	31238.16		
CUSTODIAN	174181	13325	N/A	N/A		10712	0	26961	3375	644	439	229637.4		
OFFICE	122930	9404	1219	0	6342	0	9703	1047	455	310		151409.0		
CAREER SP	9556	731	590	573.36	N/A	N/A	0	368	35	24		11877.44		
TOTAL 90/91	542034	41466	14350	573	18406	1319	65697	9551	2006	1366		696767.4		

696767.4 0

COSTING	91/92	JAN 1, 92				JAN 1, 92		HEALTH	DENTAL	LTD	TERM	LIFE	COST	% INCR
		SOC/SEC	EMPLYR	EMPLOYE	EMPLYR	EMPLOYE	ACTUAL							
AIDES	167416	12807	10497	2342	N/A	N/A	27271	3943	619	422		225317	6.55	
COOKS	55779	4267	2852	913	N/A	N/A	2396	546	206	141		67101	7.52	
MAINTENC	23594	1805	N/A	N/A		1475	1416	4531	486	87	59	33453	6.62	
CUSTODIAN	184391	14106	N/A	N/A		11524	1044	29007	3527	682	465	245546	6.48	
OFFICE	131231	10039	1329	237	6877	1100	13264	1095	486	331		165989	8.78	
CAREER SP	10587	810	664	635	N/A	N/A	0	384	39	27		13147	9.65	
TOTAL 91/92	573000	43834	15341	4127	19876	4360	76470	9980	2120	1444		750553	0	

VERIFY TOTALS 0 0 0 0 --- --- 0 0 750553 0

INCLUDES
5/12 OPEN
ENROLLMENT
FEB-JUNE

COST OF 2 STEP INCREASE AND HEALTH AND DENTAL BENEFIT INCREASE PER TEACHER SETTLEMENT

\$ INCREASE	30966	2369	992	3554	1471	3041	10773	429	115	78		53786	\$ INCR
% INCREASE	5.71	5.71	6.91	619.87	7.99	230.50	16.40	4.49	5.71	5.71		7.72	% INCR

OPEN ENROLLMENT MARCH 1, 92 ADDED 9 HEALTH POLICIES NOT COUNTED

+ 1 CUST + 2 COOK													
+ 4 OFF + 2 AIDE	=	3 - 9.5MO SINGLE ?	1471.36	3									
		1 - 9.5MO FAMILY ?	3587.39	1									
		5 - 12 MO SINGLE ?	1858.56	5									

1796 768
12 MO INS 40/HR %

17294.27 17294.27

+ VAC
2 DAYS

RETIREMENT 9 1/2 RETIREMENT 12 MO.

	SALARY	SOC/SEC	EMPLYR	EMPLOYE	EMPLYR	EMPLOYE	HEALTH	DENTAL	LTD	TERM	LIFE	% INCR
AIDES	0.05	0.05	0.07	0.01	N/A	N/A	0.10	0.04	0.05	0.05		6.55
COOKS	0.03	0.03	0.05	0.01	N/A	N/A	1.00	0.04	0.03	0.03		7.52
MAINTENC	0.07	0.07	N/A	N/A		0.09	0.01	0.05	0.04	0.07	0.07 2 DYS	6.62
CUSTODIAN	0.06	0.06	N/A	N/A		0.08	0.01	0.08	0.04	0.06	0.06 6 DYS	6.48
OFFICE	0.07	0.07	0.09	0.01	0.08	0.01	0.37	0.05	0.07	0.07 4 DYS		8.78
CAREER SP	0.11	0.11	0.13	0.11	N/A	N/A	0.00	0.04	0.11	0.11		9.65

Circled staff are listed for information only - Not included in Costing. MAY 19 1993 11/17

5/18/93 WINNECONE COMMUNITY SCHOOL DISTRICT
SUPPORT STAFF SALARY

1.00
NO HOLIDAY PAY

BOARD OFFER 5/18/9

92/93 COSTING	FLAT INCREASES BETWEEN CELLS + .40							
	5.50	6.55	6.80	7.09	7.57	8.15	9.12	9.70
STEP INC.	.05	0.40	0.40	0.40	0.40	0.40	0.40	0.40

AS SLOTTED BEGINNING 91/92

STEP	DISHWASHER		HEALTH		CAREER SP		CUST I		CUST II		INSURANCE PER TEACHERS 92/93
	/SERVER	AIDE I	COOK I	COOK II	SEC I	SEC II	TRNSP	CRD MECH I	HD MECH		
1	5.55	6.75	7.00	7.30	7.80	8.40	9.40	10.00	92/93	11	
2	5.60	7.15	7.40	7.70	8.20	8.80	9.80	10.40		12	
3	5.65	7.55	7.80	8.10	8.60	9.20	10.20	10.80		13	
4		7.95	8.20	8.50	9.00	9.60	10.60	11.20		14	
5		8.35	8.60	8.90	9.40	10.00	11.00	11.60		15	

.05

5% OFF +10 FROM 91/92 & 92/93

3%

JULY 1, 92

12MO/ 12MO/ CURRENT

WINNECONE COMMUNITY SCHOOL DIST 92/93 EMPLOYEES		SCH YR INCLUDES		92/93		92/93		12MO/ 12MO/ CURRENT		SCH YR SCH YR PAY		92/93 92/93		
AIDES	HR PR DY POINTS	STEP	0 PD HOL	DAYS	HOURS	RATE	SALARY	SOC/SEC	RET-EMPE	RET-EMPR	+2 STEPS	RATE	INCREASE	INCREASE
ANDERSON	3.75 AIDE I	OFF		181	678.75	7.39	5009.18	383	150	316	7.38	6.82	NEW 91/92	0.08
NEW	3 AIDE II			181	543	0.00	0.00	0	0	0		0.00	NEW 91/ 92	
BENEDICT	6.75 AIDE II	OFF		181	1221.75	8.06	9847.31	753	295	620	8.06	7.60	0.46	0.06
BGR 7%	4.75 AIDE I	OFF		181	859.75	7.98	6860.81	525	206	432	7.98	7.67	0.31	0.04
BSR 7%	4.75 AIDE I	5		181	859.75	8.35	7178.91	549	215	452	8.14	7.98	0.37	0.05
CRLSN 93%	7.00 AIDE II	OFF		149	1043	7.09	7394.87	566	222	466	7.09	6.43	0.66	0.10
DAUBERT	8 HEALTH	OF+10+2%R		183	1464	8.74	12795.36	979	640	806	8.64	8.64	0.10	0.01
FORSETH J	6.75 AIDE I	5 +2%R		181	1221.75	8.35	10201.61	780	510	643	8.14	8.24	0.11	0.01
GIESCHN M	3.75 AIDE I	OFF		181	678.75	7.69	5219.59	399	157	329	7.69	7.09	0.60	0.08
HARMON L	7 AIDE II	OFF		181	1267	7.38	9350.46	715	281	589	7.38	7.03	0.35	0.05
KOLTERJON	7 AIDE II	OFF		181	1267	8.39	10630.13	813	319	670	8.39	8.06	0.33	0.04
KRUEGER M	7 AIDE II	5 +2%R		181	1267	8.60	10896.20	834	545	686	8.39	8.49	0.11	0.01
MARKS M	7 AIDE I	OFF		183	1281	8.22	10529.82	806	316	663	8.22	7.67	0.55	0.07
MAAS N	6.75 AIDE I	OF+10+2%R		181	1221.75	8.49	10372.66	794	519	653	8.39	8.39	0.10	0.01
MUTTER D	6.75 AIDE II	OFF		181	1221.75	7.09	8662.21	663	260	546	7.09	6.43	0.66	0.10
NOFFKE	7 AIDE II	OFF		181	1267	7.03	8907.01	681	267	561	7.03	6.25	NEW 91/	0.12
REICHERT	4 AIDE I	OFF		183	732	7.98	5841.36	447	175	368	7.98	7.67	0.31	0.04
RICHARDSON	6.75 AIDE II	OFF		181	1221.75	7.60	9285.30	710	279	525	7.60	7.03	0.57	0.08
RISTOW M	7 AIDE I	OFF		183	1281	8.14	10427.34	798	313	657	8.14	7.83	0.31	0.04
TRITT	5.75 AIDE I	OFF		181	1040.75	7.67	7982.55	611	239	503	7.67	7.09	0.58	0.08
UNSER S	6.75 AIDE I	5 +2%R		181	1221.75	8.35	10201.61	780	510	643	8.14	8.24	0.11	0.01
VRANEY L	7 AIDE II	5 +2%R		181	1267	8.60	10896.20	834	545	686	8.39	8.49	0.11	0.01

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COOKS

CHRISTNSN	6 COOK II	5 +2/R	181	1086	8.60	9339.60	714	467	588	8.39	8.49	0.11	0.01
KORN	6 COOK I	5 +2/R	181	1086	8.35	9068.10	694	453	571	8.14	8.24	0.11	0.01
LACOSSE	4 COOK I	OFF	181	724	7.83	5668.92	434	170	357	7.83	7.38	0.45	0.06
LOKER	6 COOK I	5 +2/R	181	1086	8.35	9068.10	694	453	571	8.14	8.24	0.11	0.01
SCHULTZ	3.5 COOK I	OFF	181	633.5	7.09	4491.52	344	135	233	7.09	6.43	0.66	0.10
SLEIK	6 COOK I	5 +2/R	181	1086	8.35	9068.10	694	453	571	8.14	8.24	0.11	0.01

PART-TIME COOKS BASE OF LANE 1 TO ADJUST ONLY WITH THAT CELL

HAT CELL

DISHMON	2 SERVER	2	181	362	5.60	2027.20	155	N/A	N/A	5.45	5.50	NEW 91/92	0.02
FLECK	2 SERVER	3	181	362	5.65	2045.30	156	N/A	N/A	5.45	5.55	0.10	0.02
GARBE	3.25 DISHWR	3	181	568.25	5.65	3323.61	254	N/A	N/A	5.45	5.55	0.10	0.02
HALE FAYE	2.5 SERVER	3	181	452.5	5.65	2556.63	196	N/A	N/A	5.45	5.55	0.10	0.02
THULL	2.5 SERVER	3	181	452.5	5.65	2556.63	196	N/A	N/A	5.45	5.55	0.10	0.02

CUSTODIAN

STEP/PTS CLASS MAINT I & CLASS II

0.06
6%

CLASS II

MAINTENANCE

CHUCK HILLMAN	MAINT-HD	5	MAINT	2088	11.60	24220.80	1853	1453	1526	11.30	11.30	0.30	0.03
KEMPKEN DENNIS	MAINT I	4	MAINT I	2088	10.60	22132.80	1693	664	1374	10.25	9.92	NEW 91/92	0.07
CUSTODIAL													
BRENNAND IRENE	CUST I	OFF	I	2088	7.09	14803.92	1132	444	933	7.09	6.43	0.66	0.10
ROGER COATS	CUST II	5	II	2088	10.00	20880.00	1597	626	1315	9.39	9.75	0.25	0.03
FORHILLR 50%	CUST I	OFF	I	1044	7.09	7401.96	566	222	466	7.09	6.43	NEW 91/92	0.10
SHEILA GURKOWSKI	CUST II	5	II	2088	10.00	20880.00	1597	626	1315	9.39	9.75	0.25	0.03
DAVID LIVINGSTONE	CUST II	5	II	2088	10.00	20880.00	1597	626	1315	9.39	9.75	0.25	0.03
MARION OLESON	CUST I	5	I	2088	8.90	18583.20	1422	557	1171	8.14	8.69	0.21	0.02
MARSHALL PROEHL	CUST II	OFF	II	2088	8.90	18583.20	1422	557	1171	8.90	8.31	0.59	0.07
MARY JO SCHNEIDER	CUST I	4	I	2088	8.50	17748.00	1358	532	1118	9.14	7.98	0.52	0.07
JEFF SUNDQUIST	CUST II	2	II	2088	8.80	18374.40	1406	551	1158	8.31	8.15	0.65	0.08
STEPHEN WITTE	CUST II	5	II	2088	10.00	20880.00	1597	626	1315	9.39	9.75	0.25	0.03
ZUEHLKE ALBERT	CUST II	5	II	2088	10.00	20880.00	1597	626	1315	9.39	9.75	0.25	0.03

OFFICE

BREISTER	8 SEC II	5		194	1552	9.40	14588.80	1116	438	919	8.64	9.17	0.23	0.03
HARPER P	4 SEC I	OFF		229	916	8.06	7382.96	565	221	465	8.06	7.60	0.46	0.06
CRISPIGUA	8 SEC II	5	12 MO.	2088	9.40	19627.20	1501	589	1237	8.64	9.17	0.25	0.03	
HALE C	8 SEC II	5	12 MO.	2088	9.40	19627.20	1501	589	1237	8.64	9.17	0.23	0.03	
JOHNSON N	8 SEC II	5	12 MO.	2088	9.40	19627.20	1501	589	1237	8.64	9.17	0.23	0.03	
MEYER J	8 SEC II	3	12 MO.	2088	8.60	17956.80	1374	539	1131	8.47	8.14	0.46	0.06	
LARSEN B	4 TRNSP	5	12 MO.	1044	10.00	10440.00	799	313	658	9.44	9.75	0.25	0.03	
LARSEN F	4 SEC I	5	12 MO.	1044	8.90	9291.60	711	279	585	8.39	8.69	0.21	0.02	
LEHR JEAN	8ACCTS PYL	OFF	12 MO.	2088	8.3	17330.40	1326	520	1092	8.30	7.83	0.47	0.06	
BEHM	7CAREER SP	OFF		194	1288	8.89	11450.32	876	657	721	8.89	8.22	0.67	0.08

6%

641275 49058 21971 39612 443 437

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	.0765	.0627	.02	.0625	.02	.0037	0.21				
			JAN 1 92			JAN 1, 92					
AIDES	167416	12807	10497	2342	N/A	N/A	27271	3943	619	422	225317.6
COOKS	55779	4267	2852	913	N/A	N/A	2396	546	206	141	67100.04
MAINTENC	23594	1805	N/A	N/A	1475	1416	4531	486	87	59	33453.70
CUSTODIAN	184391	14106	N/A	N/A	11524	1844	29007	3527	682	465	245545.8
OFFICE	131231	10039	1329	237	6877	1100	13264	1095	486	331	165988.4
CAREER SP	10587	810	664	635	N/A	N/A	0	384	39	27	13145.56

TOTAL 91/92 572998 43834 15342 4127 19876 4360 76469 9981 2120 1444 750551.2 0

COSTING 92/93			JULY 1 92		JULY 1 92		ACTUAL		ACTUAL		% INCR
	.0765	.063	.04	.063	.04	ACTUAL	ACTUAL				
AIDES	174574	13355	10998	6545	N/A	N/A	33955	4129	646	440	244642 7.90
COOKS	57186	4375	2942	2132	N/A	N/A	5960	573	212	144	73524 8.74
MAINTENC	24221	1853	N/A	N/A	1526	1453	5343	508	90	61	35054 4.56
CUSTODIAN	192493	14726	N/A	N/A	12127	5775	35458	3694	712	485	265469 7.50
OFFICE	135872	10394	1384	659	7176	3417	20726	1654	503	342	182127 8.86
CAREER SP	11450	876	721	687	N/A	N/A	0	402	42	29	14208 7.48
TOTAL 92/93	595797	45578	16046	10023	20829	10645	101442	10959	2204	1501	815024 0
VERIFY TOTALS	0	0	0	0	---	---	0	0	815024		0

INCLUDES
7 MONTHS ADDITIONAL
OPEN ENROLLMENT
91/92 9 EMPLOYEES

COST OF 2 STEP INCREASE AND HEALTH AND DENTAL BENEFIT INCREASE PER TEACHER SETTLEMENT

\$ INCREASE	22799	1744	704	5896	953	6285	24973	978	84	57	64473 \$ INCR
% INCREASE	3.98	3.98	4.59	142.86	4.79	144.15	32.66	9.80	3.98	3.98	8.59 % INCR

OPEN ENROLLMENT MARCH 1, 92 ADDED 9 HEALTH POLICIES NOT COUNTED

+ 1 CUST + 2 COOK
+ 4 OFF + 2 AIDE = 3 - 9.5MO SINGLE @ 1730.71 3
1 - 9.5MO FAMILY @ 4229.59 1
5 - 12 MO SINGLE @ 2186.16 5
1796 768
12 MO INS 40/HR %

	RETIREMENT 9 1/2		RETIREMENT 12 MO.		HEALTH	DENTAL	LTD	TERM	LIFE	% INCR	
SALARY	SOC/SEC	EMPLYR	EMPLOYE	EMPLYR	EMPLOYE						
AIDES	0.04	0.04	0.05	0.01	N/A	N/A	0.25	0.05	0.04	0.04	7.90
COOKS	0.03	0.03	0.03	0.01	N/A	N/A	1.00	0.05	0.03	0.03	8.74
MAINTENC	0.03	0.03	N/A	N/A	0.03	0.01	0.18	0.04	0.03	0.03 2 DYS	4.56
CUSTODIAN	0.04	0.04	N/A	N/A	0.05	0.01	0.22	0.05	0.04	0.04 6 DYS	7.50
OFFICE	0.04	0.04	0.04	0.01	0.04	0.01	0.56	0.51	0.04	0.04 4 DYS	8.86
CAREER SP	0.08	0.08	0.09	0.08	N/A	N/A	0.00	0.05	0.08	0.08	7.48

20352.52 + VAC 2 DAYS 20352.52

Circled Staff are listed for information only - NOT included in Costing. MAY 19 1993 BB 14/17

93/94 COSTING FLAT INCREASES BETWEEN CELLS + .40

	5.55	6.75	7.00	7.30	7.80	8.40	9.40	10.00
STEP INC.	.05	0.40	0.40	0.40	0.40	0.40	0.40	0.40

AS SLOTTED BEGINNING 91/92

STEP	HEALTH		CAREER SP		CAREER SP				INSURANCE PER TEACHERS 93/94 ACTUAL
	DISHWASHR /SERVER	COOK I AIDE I	COOK II AIDE II	CUST I SEC I	CUST II SEC II	TRNSP CRD MECH I	HD MECH		
1	5.60	6.95	7.21	7.52	8.03	8.65	9.68	10.30	92/93 11
2	5.65	7.35	7.61	7.92	8.43	9.05	10.08	10.70	12
3	5.70	7.75	8.01	8.32	8.83	9.45	10.48	11.10	13
4		8.15	8.41	8.72	9.23	9.85	10.88	11.50	14
5		8.55	8.81	9.12	9.63	10.25	11.28	11.90	15

.062
6.2% RET FOR OFF+10 FROM 91/92 & 92/93
4%

JULY 1, 93

WINNECONNE COMMUNITY SCHOOL DIST 92/93 EMPLOYEES	SCH YR INCLUDES	DAYS	HOURS	92/93	92/93	SOC/SEC	RET-EMPE	RET-EMPR	93/94	93/94	
				RATE	SALARY				RATE	%	
ANDERSON NEW	3 AIDE I	3	181	678.75	7.75	5262.01	403	210	332	7.38 NEW 91/92	0.05
	3 AIDE II		181	543	0.00	0.00	0	0	0	NEW 91/92	
BENEDICT	6.75 AIDE II	4	181	1221.75	8.41	10274.92	786	411	647	8.06	0.35 0.04
BGR 79%	4.75 AIDE I	5	181	859.75	8.55	7353.01	563	294	463	7.56	0.57 0.07
BSR 79%	4.75 AIDE I	5	181	859.75	8.55	7353.01	563	294	463	8.35	0.20 0.02
CRLSN 93%	7.00 AIDE II	2	149	1043	7.61	7937.23	607	317	500	7.09	0.52 0.07
DAUBERT	8 HEALTH	5 +6.2%R	183	1464	8.81	12897.84	987	800	813	8.74	0.07 0.01
FORSETH J	6.75 AIDE I	5 +6.2%R	181	1221.75	8.55	10449.02	799	648	658	8.35	0.20 0.02
GIESCHN M	3.75 AIDE I	4	181	678.75	8.15	5533.51	423	221	349	7.69	0.46 0.06
HARMON L	7 AIDE II	3	181	1267	7.75	9822.42	751	393	619	7.38	0.37 0.05
KOLTERJON	7 AIDE II	5	181	1267	8.81	11162.27	854	446	703	8.39	0.42 0.05
KRUEGER M	7 AIDE II	5 +6.2%R	181	1267	8.81	11162.27	854	692	703	8.60	0.21 0.02
MARKS M	7 AIDE I	4	183	1281	8.41	10773.21	824	431	679	8.22	0.19 0.02
MAAS N	6.75 AIDE I	5 +6.2%R	181	1221.75	8.55	10449.02	799	648	658	8.49	0.06 0.01
MUTTER D	6.75 AIDE II	2	181	1221.75	7.61	9297.52	711	372	586	7.09	0.52 0.07
NOFFKE	7 AIDE II	2	181	1267	7.61	9641.87	738	386	607	7.03	NEW 91/92 0.08
REICHERT	4 AIDE I	5	183	732	8.55	6260.43	479	250	394	7.98	0.57 0.07
RICHARDSON	6.75 AIDE II	3	181	1221.75	8.01	9786.22	749	391	617	7.60	0.41 0.05
RISTOW M	7 AIDE I	5	183	1281	8.55	10955.75	838	438	690	8.14	0.41 0.05
TRITT	5.75 AIDE I	4	181	1040.75	8.15	8484.71	649	339	535	7.67	0.48 0.06
UNSER S	6.75 AIDE I	5 +6.2%R	181	1221.75	8.55	10449.02	799	648	658	8.35	0.20 0.02
VRANEY L	7 AIDE II	5 +6.2%R	181	1267	8.81	11162.27	854	692	703	8.60	0.21 0.02

COOKS

CHRISTNSN	6 COOK II	5 +6.2%R	181	1086	8.81	9567.66	732	593	603	8.60	0.21 0.02
KORN	6 COOK I	5 +6.2%R	181	1086	8.55	9288.02	711	576	585	8.35	0.20 0.02
LACOSSE	4 COOK I	4	181	724	8.15	5902.41	452	236	372	7.93	0.32 0.04
LOKER	6 COOK I	5 +6.2%R	181	1086	8.55	9288.02	711	576	585	8.35	0.20 0.02
SCHULTZ	3.5 COOK I	2	181	633.5	7.35	4657.81	356	186	293	7.09	0.26 0.04
SLEIK	6 COOK I	5 +6.2%R	181	1086	8.55	9288.02	711	576	585	8.35	0.20 0.02

MAY 19 1993

Bb 15/17

PART-TIME COOKS BASE OF LANE 1 TO ADJUST ONLY WITH THAT CELL

DISHMON	2 SERVER	3	181	362	5.70	2063.40	158	N/A	N/A	5.60	NEW 91/92	0.02
FLECK	2 SERVER	3	181	362	5.70	2063.40	158	N/A	N/A	5.65	0.05	0.01
GARBE	3.25 DISHWR	3	181	588.25	5.70	3353.03	257	N/A	N/A	5.65	0.05	0.01
HALE FAYE	2.5 SERVER	3	181	452.5	5.70	2579.25	197	N/A	N/A	5.65	0.05	0.01
THULL	2.5 SERVER	3	181	452.5	5.70	2579.25	197	N/A	N/A	5.65	0.05	0.01

CUSTODIAN	MAINTENANCE	STEP/PTS	CLASS	MAINT I	&CLASS II		%			CLASS II		
CHUCK HILLMAN	MAINT-HD	5	MAINT	2088	11.90	24847.20	1901	1491	1565	11.60	0.30	0.03
KEMPKEN DENNIS	MAINT I	5	MAINT I	2088	11.28	23556.82	1802	942	1484	10.40	NEW 91/92	0.06
CUSTODIAL												
BRENNAND IRENE	CUST I	1	I	2088	7.52	15699.67	1201	628	989	7.09	0.43	0.06
ROGER COATS	CUST II	5	II	2088	10.25	21406.18	1638	856	1349	10.00	0.25	0.03
FORMILLR 50"	CUST I	1	I	1044	7.52	7849.84	601	314	495	7.09	NEW 91/92	0.06
SHEILA GURKOWSKI	CUST II	5	II	2088	10.25	21406.18	1638	856	1349	10.00	0.25	0.03
DAVID LIVINGSTONE	CUST II	5	II	2088	10.25	21406.18	1638	856	1349	10.00	0.25	0.03
MARION OLESON	CUST I	5	I	2088	9.12	19040.47	1457	762	1200	8.90	0.22	0.02
MARSHALL PROEHL	CUST II	3	II	2088	9.45	19735.78	1510	789	1243	8.90	0.55	0.06
MARY JO SCHNEIDER	CUST I	5	I	2088	9.12	19040.47	1457	762	1200	8.50	0.62	0.07
JEFF SUNDQUIST	CUST II	3	II	2088	9.45	19735.78	1510	789	1243	8.80	0.65	0.07
STEPHEN WITTE	CUST II	5	II	2088	10.25	21406.18	1638	856	1349	10.00	0.25	0.03
ZUEHLKE ALBERT	CUST II	5	II	2088	10.25	21406.18	1638	856	1349	10.00	0.25	0.03

OFFICE

BREISTER	8 SEC II	5	194	1552	9.63	14951.97	1144	598	942	9.40	0.23	0.02
HARPER P	4 SEC I	4	229	916	8.72	7986.60	611	319	503	8.06	0.66	0.08
CRISP JANA	8 SEC II	5	12 MO.	2088	9.63	20115.79	1539	805	1267	9.40	0.23	0.02
HALE C	8 SEC II	5	12 MO.	2088	9.63	20115.79	1539	805	1267	9.40	0.23	0.02
JOHNSON N	8 SEC II	5	12 MO.	2088	9.63	20115.79	1539	805	1267	9.40	0.23	0.02
MEYER J	8 SEC II	4	12 MO.	2088	9.23	19280.59	1475	771	1215	8.60	0.63	0.07
LARSEN B	4 TRNSP	5	12 MO.	1044	10.25	10703.09	819	428	674	10.00	0.25	0.03
LARSEN P	4 SEC I	5	12 MO.	1044	9.12	9520.24	728	381	600	8.90	0.22	0.02
LEHR JEAN	8ACCTS PYL	3	12 MO.	2088	8.83	18445.39	1411	738	1162	8.30	0.53	0.06
BEHM	7CAREER SP	3	184	1288	9.45	12174.18	931	730	767	8.89	0.56	0.06

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COSTING	92/93	SALARY	SOC/SEC	EMPLYR	EMPLOYE	EMPLTK	EMPLOYE	HEALTH	DENTAL	LTD	TERM	LIFE	COST
			.0765	.063	.03	.063	.03			.0037	0.21		
					JAN 1 92		JAN 1,92						
AIDES	174574	13355	10998	6545	N/A	N/A	33955	4129	646	440			244641.8
COOKS	57186	4375	2942	2132	N/A	N/A	5960	573	212	144			73523.43
MAINTENC	24221	1853	N/A	N/A	1526	1453	5343	508	90	61			35054.56
CUSTODIAN	192493	14726	N/A	N/A	12127	5775	35458	3694	712	485			265470.0
OFFICE	135872	10394	1384	659	7176	3417	20726	1654	503	342			182127.3
CAREER SP	11450	876	721	687	N/A	N/A	0	402	42	29			14207.14
TOTAL 92/93	595796	45578	16045	10023	20829	10645	101442	10960	2204	1501			815024.2
													815024.2
													0

COSTING	93/94	SALARY	SOC/SEC	EMPLYR	EMPLOYE	EMPLTK	EMPLOYE	HEALTH	DENTAL	LTD	TERM	LIFE	COST	% INCR
			.0765	.063	.04	.063	.04							
					JULY ,93		JULY 93		Actual Rates					
AIDES	181564	13890	11439	8727	N/A	N/A	36517	4411	672	458			257676	5.06
COOKS	58567	4480	3023	2743	N/A	N/A	6404	617	217	148			76199	3.51
MAINTENC	24847	1901	N/A	N/A	1565	1491	5625	537	92	63			36120	2.95
CUSTODIAN	200283	15322	N/A	N/A	12618	8011	37980	3948	741	505			279407	4.99
OFFICE	141235	10804	1445	918	7453	4732	22632	1763	523	356			191861	5.07
CAREER SP	12174	931	767	730	N/A	N/A	0	425	45	31			15104	5.93
TOTAL 93/94	618670	47328	16674	13118	21636	14234	109157	11701	2289	1559			856367	0
VERIFY TOTALS	0	0	0	0	---	---	0	0					856367	0
							INCLUDES		116658.3					
							7 ADDITIONAL MONTHS		11508					
							OPEN ENROLLMENT							
							9/1/92 9 EMPLY							

COST OF 2 STEP INCREASE AND HEALTH AND DENTAL BENEFIT INCREASE PER TEACHER SETTLEMENT

\$ INCREASE	22874	1750	629	3095	807	3569	7715	741	85	58			41343	\$ INCR
% INCREASE	3.84	3.84	3.92	30.88	3.87	33.72	7.61	6.76	3.84	3.84			5.07	% INCR

W/O INS 53949
 OPEN ENRL 6.68%

OPEN ENROLLMENT MARCH 1, 92 ADDED 9 HEALTH POLICIES
 + 1 CUST + 2 COOK
 + 4 OFF + 2 AIDE = 3 - 9.5MO SINGLE @ 1950.678 3
 1 - 9.5MO FAMILY @ 4452.907 1
 5 - 12 MO SINGLE @ 2464.014 5

1796 768
 12 MO INS 40/HR %

SALARY	SOC/SEC	EMPLYR	EMPLOYE	EMPLYR	EMPLOYE	HEALTH	DENTAL	LTD	TERM	LIFE	% INCR
AIDES	0.04	0.04	0.04	0.01	N/A	N/A	0.08	0.07	0.04	0.04	5.06
COOKS	0.02	0.02	0.03	0.01	N/A	N/A	1.00	0.08	0.02	0.02	3.51
MAINTENC	0.03	0.03	N/A	N/A	0.03	0.01	0.05	0.06	0.03	0.03 2 DYS	2.95
CUSTODIAN	0.04	0.04	N/A	N/A	0.04	0.01	0.07	0.07	0.04	0.04 6 DYS	4.99
OFFICE	0.04	0.04	0.04	0.01	0.04	0.01	0.09	0.07	0.04	0.04 4 DYS	5.07
CAREER SP	0.06	0.06	0.06	0.06	N/A	N/A	0.00	0.06	0.06	0.06	5.93

MAY 19 1993
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