

IN THE MATTER OF ARBITRATION) INTEREST ARBITRATION
)
between)
)
Independent School District)
No. 2143, Waterville-Elysian-)
Morristown)
) BMS Case No. PN-0659
-and-)
)
Education Minnesota -)
Waterville-Elysian-)
Morristown) February 11, 2010
))

WHEREAS, the parties, Independent School District No. 2143, Waterville-Elysian-Morristown and Education Minnesota - Waterville-Elysian-Morristown engaged in collective bargaining for their successor 2010-11 and 2011-12 agreement. They were unsuccessful in bargaining and mediation in resolving all of their outstanding contract items. As a result, the parties decided to resolve their outstanding contract items through interest arbitration pursuant to Minnesota Statute Section 179A.16 (2009).

WHEREAS, the parties submitted all unresolved contract issues before December 31, 2009, and filed required final positions on all unresolved items with the Commissioner of Bureau of Mediation Services (BMS) before January 15, 2010. This complies with the statutory requirements set forth in Minnesota Statute Section 123B.05, Contract, Deadline and Penalty, Subd. 2(1)(2009).

WHEREAS, pursuant to Minnesota Statute Section 123B.05, Subd. 2(2), the arbitration panel must issue its decision within sixty (60) days after the date the parties' final positions on all unresolved items are filed with the BMS Commissioner.

WHEREAS, prior to the commencement of the interest arbitration hearing, the parties resolved all of the unresolved items. The parties Proposed Interest Arbitration Award states the following:

PROPOSED INTEREST ARBITRATION AWARD

**Submitted by
Education Minnesota – Waterville-Elysian-Morristown
and
Independent School District No. 2143**

Issue #1: Salary Schedules-- Salary Schedules for 2009-10 and 2010-11, including step, lane, and career increment movement – Schedules A & B; Article VI, Sections 1-2

- a) Schedules A and B are attached.
- b) Article VI, Section 1 shall be revised to read as follows:

Subd. 1. 2009-10 Rates of Pay: The wages and salaries reflected in Schedule A, attached hereto, shall be effective for the 2009-10 school year. Teachers shall advance one increment on the salary schedule for the 2009-10 school year, subject to the provisions of Section 2, effective on the 137th duty day.

Subd. 2. 2010-11 Rates of Pay: The wages and salaries reflected in Schedule B, attached hereto, shall be effective for the 2010-11 school year. Teachers shall advance one increment on the salary schedule, subject to the provisions of Section 2, for the 2010-11 school year

- c) Section 2 is to read the same as the language contained in the 2007-09 contract.

Issue #2: Co-curricular and Additional Assignment Salary Schedules – Co-curricular salary schedules for 2009-10 and 2010-11 – Schedules C, Article VII, Section 1

- a) Schedule C is attached.
- b) Article VII, Section 1 shall be revised to read as follows:

Sec. 1 subd. 1 The wages and salaries reflected in the Schedules C and D, attached hereto, shall be effective only for the 2009-2011 school year

* Note: Schedule C is increased by 1% for 2009-10 and another 1% for 2010-11. Schedule D is not to be changed from the amounts stated in the 2007-09 contract for either year of the 2009-11 contract.

Issue #3: District Contribution to Health and Hospitalization Insurance – Dollar amount contributed by district to family health insurance for 2009-10 and 2010-11 – Article VIII, Section 2

Article VIII, Section 2 is to be revised to read as follows:

Health and Hospitalization Insurance: The School District shall contribute a sum not to exceed the full premium for VEBA individual coverage and the following amounts per month for single plus one and

dependent coverage for each full-time teacher employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan:

2009-10
Full VEBA individual coverage/
Traditional (highest individual cost)
\$852.25 single plus one coverage
\$882.25 for dependent coverage

2010-11
Full VEBA individual coverage/
traditional (highest individual cost)
\$945.75 single plus one coverage
\$975.75 for dependent coverage
(if the increased cost of VEBA
single (or traditional single) is less
than \$758, that amount will be
divided equally between the other
two policies)

Any additional cost of the premium for single plus one or dependent coverage shall be borne by the teacher and paid by payroll deduction. The contribution for a full time teacher whose spouse is also employed full-time by the District and said spouse shall not exceed the amount of the single basic premium for one teacher and the District's contribution for family coverage for the other teacher, in no event shall either teacher receive any cash reimbursement.

**SCHEDULE A
2009-2010**

QTR	BS MS+45	BS+15	BS+30	BS+45	BS+60	BS+75	MS	MS+15	MS+30
SEM		BS 10	BS 20	BS 30	BS 40	BS 50	MS 10	MS 20	
	MS 30								
1	29,416	30,296	31,230	32,218	33,499	34,108	35,006	35,919	36,825
2	29,929	30,799	31,717	32,705	33,991	34,603	35,502	36,424	37,339
3	30,414	31,252	32,173	33,163	34,451	35,062	35,961	36,936	37,904
4	30,963	31,768	32,690	33,680	34,973	35,585	36,484	37,482	38,473
5	31,527	32,301	33,224	34,217	35,513	36,123	37,023	38,046	39,063
6	32,370	33,182	34,153	35,194	36,552	37,169	38,117	39,173	40,222
7	33,637	34,487	35,510	36,603	38,031	38,645	39,642	40,713	41,777
8	34,917	35,804	36,874	38,022	39,516	40,129	41,175	42,267	43,353
9	36,153	37,084	38,204	39,401	40,963	41,581	42,671	43,843	44,982
10	37,402	38,372	39,540	40,788	42,414	43,000	44,171	45,430	46,652
11	38,692	39,698	40,918	42,221	43,916	44,530	45,722	47,036	48,315
12	40,037	41,128	42,420	43,799	45,566	46,179	47,442	48,764	50,049
13						47,967	49,227	50,559	51,858
CI13	41,037	42,128	43,420	44,799	46,566	48,967	50,227	51,559	52,858
CI14	42,037	43,128	44,420	45,799	47,566	49,967	51,227	52,559	53,858
CI16	43,037	44,128	45,420	46,799	48,566	50,967	52,227	53,559	54,858
CI18	44,267	45,358	46,650	48,029	49,796	52,197	53,457	54,789	56,088
CI20	46,267	47,358	48,650	50,029	51,796	54,197	55,457	56,789	58,088

13CI = \$1000 CI included in the total

Service years = step hired at + years in District
 \$1,000 additional during the 13th year
 \$1,000 additional during the 14th year
 \$1,000 additional during the 16th year
 \$1,230 additional during the 18th year
 \$2,000 additional during the 20th year

Service years above darkened black line eligible for grid increases
 Lanes are quarter hour credits
 Semester credits are 1.5 times quarter hour credits

**SCHEDULE B
2010-2011**

QTR	BS MS+45	BS+15	BS+30	BS+45	BS+60	BS+75	MS	MS+15	MS+30
SEM		BS 10	BS 20	BS 30	BS 40	BS 50	MS 10	MS 20	
	MS 30								
1	29,416	30,296	31,230	32,218	33,499	34,108	35,006	35,919	36,825
2	29,929	30,799	31,717	32,705	33,991	34,603	35,502	36,424	37,339
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CI14	42,037	43,128	44,420	45,799	47,566	49,967	51,227	52,559	53,858
CI16	43,037	44,128	45,420	46,799	48,566	50,967	52,227	53,559	54,858
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**SCHEDULE C
CO-CURRICULAR ASSIGNMENTS**

2009-2010 2010-2011

Football, Volleyball, Basketball, Wrestling & Gymnastics

Head	4,461	4,506
1st Assistant	3,180	3,212
2nd Assistant	2,540	2,565
3rd Assistant	2,115	2,136
Junior High	1,912	1,931
Saturday Basketball and Wrestling	1,200	1,212
Junior High (14 week basketball programs)	2,115	2,136

Baseball, Softball, Track, and Cross Country

Head	3,692	3,729
1st Assistant	2,571	2,597
2nd Assistant	2,104	2,125
Junior High	1,515	1,530

Cheerleading and Danceline

Head	2,578	2,604
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WHEREAS, the undersigned Arbitrator has reviewed and approves the Proposed Interest Arbitration Award. The Award complies with all of the requirements set forth in Minnesota Statute Section 123B.05, Subd. 2 (2009). Thus, Independent School District No. 2143, Waterville-Elysian-Morristown should not be subject to any state aid reduction.



Richard John Miller, Arbitrator

Dated February 11, 2010, at Maple Grove, Minnesota.