

1 I. BACKGROUND

2 The Palo Verde Unified School District (hereinafter
3 referred to as the "District") and the Palo Verde Teachers
4 Association CTA-NEA (hereinafter referred to as the "Associa-
5 tion") have been unsuccessful in resolving a number of issues
6 in their efforts to negotiate an Agreement to replace that which
7 expired on June 30, 1980.

8 Following mediation, the impasse was referred to the
9 Los Angeles Regional Office of the Public Employment Relations
10 Office. Upon his selection by the parties, the Public Employ-
11 ment Relations Board appointed Arnold O. Anderson to be the
12 neutral Chairperson of the three-member Factfinding Panel.

13 The Panel held hearings in Blythe on April 27 and 28, at
14 which the parties were given full opportunity to present facts,
15 to submit exhibits into evidence and to provide rebuttal testi-
16 mony. The Association presented a list of issues on which the
17 parties stated they had reached agreement.

18 Following the hearing the Panel met in Executive Session
19 and agreed that the Chairperson would prepare a draft of his
20 report and mail it to the other two members on Thursday, April 30.
21 It was further agreed that the Panel would meet in executive
22 session on May 14 for a discussion of the Chairperson's draft
23 report, with the final report to be issued on May 16.

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II. CRITERIA

The criteria the Factfinding Panel are required to consider are set forth in Section 3548.2 of Article 9, Impasse Procedures, contained in Division 4 of Title 1 of the (California) Government Code:

3548.2. . . . In arriving at their findings and recommendations, the factfinders shall consider, weigh, and be guided by all the following criteria:

- (1) State and federal laws that are applicable to the employer.
- (2) Stipulations of the parties.
- (3) The interests and welfare of the Public and the financial ability of the public school employee-employer.
- (4) Comparison of the wages, hours, and conditions of employment of the employees involved in the fact-finding proceeding with the wages, hours, and conditions of employment of other employees performing similar services and with other employees generally in public school employment in comparable communities.
- (5) The consumer price index for goods and services, commonly known as the cost of living.
- (6) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays, and other excused time, insurance and pensions, medical and hospitalization benefits; the continuity and stability of employment; and all other benefits received.
- (7) Such other facts, not confined to those specified in paragraphs (1) to (6) inclusive, which are normally or traditionally taken into consideration in making such findings and recommendations.

The Factfinding Panel has considered all of the above factors in arriving at its findings and recommendations.

1 III. ISSUES AT IMPASSE

2 Each of the eleven issues is addressed in this report.
3 The Panel has decided to provide its rationale for its recommen-
4 dations in only the most controversial issues at impasse.

5
6 Issue 1 -- Salaries for 1980-81

7 A. Percentage increase to salary schedule.

8 The District has offered the Association a seven
9 per cent increase applied to the 1979-80 salary schedule. This
10 offer was not accepted by the Association. The latter recom-
11 mends an increase of fourteen per cent.

12 Recommendation : That the 1980-81 certificated
13 salary schedule be increased by eleven per cent.

14 Rationale: At the hearing the Panel listened to
15 the parties' cogent arguments and has accepted into the record
16 significant exhibits to support the respective positions of the
17 parties. This presentation was followed by extensive rebuttal
18 statements.

19 In arriving at its recommendation, the Factfinding
20 Panel has given greater significance to factors (3), (4) and (5)
21 listed in II above, than to the other criteria.

22 1. Comparability (Criterion (4))

23 The Association introduced into evidence Table I
24 as shown in the Appendix below. This reveals that of the twenty-
25 eight unified districts in Riverside and San Bernardino Counties,
26 were the teachers to receive the District's percentage offer, the
27 minimum salary at Palo Verde would still be at the bottom of the
28 list, while those teachers at the top of the District's salary

1 schedule would be in twenty-seventh place, comparability-wise.
2 Were the Panel to consider only the comparative salary schedules,
3 the Association's request for a fourteen per cent increase in the
4 salary schedule would appear to be reasonable.

5 2. Cost of living (Criterion (5))

6 While there was considerable testimony (as well
7 as exhibits) as to increases in the cost of living in Blythe, as
8 contrasted to other localities, the Panel has decided to use the
9 Bureau of Labor Statistics Consumer Price Index for the Los
10 Angeles-Long Beach-Anaheim area for July 1980 for the purpose of
11 considering this criterion. Those figures reveal the CPI to
12 have increased 15.8 per cent from July 1979 to June 1980.

13 Considering this factor standing alone, the
14 Association's request for a fourteen per cent salary schedule
15 increase would appear to be reasonable.

16 3. Ability to pay (Criterion (3))

17 Significant testimony was offered by the District
18 supporting its inability to pay more than the percentage offered.
19 The District submitted figures which reveal that an increase of
20 seven per cent "would leave the District with a reserve of less
21 than two percent." (District's summary of facts--April 27, 1981)
22 The District points out that John Board, CPA, who is currently
23 serving as an independent auditor for the District, recommends a
24 reserve of seven per cent. The Association, on the other hand,
25 pointed to the 11.7 per cent increase for 1980-81 in the District's
26 revenue limits.

27 The Panel is of the opinion that little would be
28 gained by setting forth, even in summary form, the voluminous

1 evidence presented by the parties with respect to Criterion (3)
2 in this report, for the parties have copies of the evidence and
3 are very familiar with each other's positions on the District's
4 ability or inability to pay. Suffice it to say that the Panel
5 is making its recommendation after a study of all of the evidence
6 presented by the parties.

7 The Chairperson is of the opinion that the
8 District's ability to provide a salary increase of eleven per
9 cent depends upon where the District places its priorities. How-
10 ever, he is convinced that the District is undergoing, and will
11 probably continue to suffer from, severe budgetary problems. The
12 Chairperson therefore recommends that the Association, along with
13 other employee segments of the District, work with District Admin-
14 istration to solve these difficult financial problems.

15

16 B. Salary schedule minimum and salary schedule maximum.

17 Recommendation: That the 1979-80 salary schedule
18 index of 1.0 (at column I, step 1) to 1.8 (at column V, step 13)
19 not be modified to 1.0 to 2.0. However, the Chairperson recom-
20 mends that the 1981-82 salary schedule index reflect the 1:2
21 ratio.

22 Rationale: The Factfinding Panel believes that, while
23 the request by the Association has merit based on the compara-
24 bility factor (See Appendix, Table II), the financial condition
25 of the District is such that the request should not be granted
26 for the 1980-81 school year.

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1 Issue 2 -- Grievance procedure

2 Recommendation: That binding arbitration be provided
3 as the terminal step in the grievance procedure.

4 Rationale: The Panel understands the concern of the
5 District in this matter because of its obligation, as an elected
6 body, to its electorate, to establish policies which will provide
7 for the best possible education for the District's students.
8 While this concern is understandable, the State Legislature has
9 removed doubts concerning any obligation to the electorate by
10 specifically providing for binding arbitration if mutually
11 acceptable to the parties (See Government Code 3548.5). Binding
12 arbitration at the terminal step of the grievance procedure is a
13 long-used and proven method of fair and just determination of
14 grievances. The Agreement between the parties is a mutual one
15 and this mutuality would be denied if one party could unilaterally
16 interpret the Agreement.

17
18 Issue 3 -- Organizational security.

19 Recommendation: There are insufficient data on the
20 record (based on the criteria set forth in the Code (Section
21 3548.2) to support a finding for a representation fee at this
22 time.

23
24 Issue 4 -- Emergency powers.

25 Recommendation: That the parties adopt the following
26 language:

27 "In the event through no fault of the District an unfore-
28 seen emergency arises that makes certain provisions of
this Agreement nonperformable, such provisions may be

1 temporarily suspended for the duration of the emergency.
2 The District's decision that an emergency exists and the
3 appropriateness of the District's actions resulting there-
4 from shall be subject to the grievance procedure. Nothing
5 contained in this section shall be deemed in derogation
6 of the District's duties to meet and negotiate over such
7 actions."

8
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10 Issue 5 -- Maintenance of benefits.

11 Recommendation: That, before taking unilateral
12 action affecting any matter within the scope of representation
13 and not expressly covered by the terms and provisions of the
14 Agreement, the District will first notify the Association of
15 the proposed change and then offer to meet and negotiate with
16 the Association on the matter. If the Association desires to
17 negotiate on the issue, the Association will so notify the
18 District within ten calendar days following receipt of the notice.
19 The parties shall then meet and negotiate for a period of up to
20 thirty calendar days. If agreement has not been reached within
21 this period, either party may resort to the impasse procedures
22 under EERA.

23
24 Issue 6 -- Leave verification.

25 Recommendation: That the parties adopt the following
26 language:

27 "The District may, when it has reason to believe a
28 teacher is misusing leave, require that verification
of the valid use of that leave be presented. If just
cause exists because of misuse of a leave, the District
may take appropriate disciplinary action. If the
District requests additional medical verification, the
medical expenses incurred in the verification of the
legitimate use of leave shall be borne by the District."

1 Issue 7 -- Concerted activities.

2 Recommendation: That, inasmuch as the Association
3 raised the issue of scope at the hearing, the Panel is making no
4 recommendation on this issue. The Chairperson notes, however,
5 that traditionally concerted activity clauses are quid pro quo
6 for binding arbitration.

7
8 Issue 8 -- Fringe benefits.

9 Recommendation: a. That the September 19, 1979
10 Amendment to the 1979-80 Agreement be carried forward into the
11 new Agreement. Inasmuch as the issue of the naming of the
12 carrier(s) is now before the PERB, the Chairperson deems it
13 inappropriate to make a recommendation on that matter.

14 b. That the parties explore the
15 legality of having a spouse a dependent if both husband and
16 wife are members of the bargaining unit and be guided thereby.

17
18 Issue 9 -- Secondary prep period.

19 Recommendation: The Factfinding Panel understands
20 the concerns of the teachers in this area. However, in view of
21 the ramifications of this proposal, the Panel believes that the
22 parties should explore this area further at the negotiating table
23 and so recommends.

24
25 Issue 10 -- Extra duty pay.

26 The parties have reached agreement on this issue.
27 It was withdrawn from factfinding during the hearing.

28 /

1 Issue 11 -- Duration of the Agreement.

2 Recommendation: That the Agreement be for the
3 period July 1, 1980 to June 30, 1982, except for salaries
4 (including extra duty pay), which either party may elect to
5 open for negotiation for the second year of the Agreement.

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8 Appendix attached, Tables I and II

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Respectfully submitted by

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ARNOLD O. ANDERSON
Impartial Chairperson
Factfinding Panel

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Date May 16, 1981

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128 Diablo View Road
Orinda, California 94563

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SALARY EXHIBIT C

RIVERSIDE AND SAN BERNARDINO COUNTIES--UNIFIED DISTRICT

SALARY COMPARISONS*

<u>District</u>	<u>Maximum Salary</u>	<u>Amount Above Palo Verde</u>	<u>Percent Above Palo Verde</u>	<u>District</u>	<u>Minimum Salary</u>	<u>Amount Above Palo Verde</u>	<u>Percent Above Palo Verde</u>
Trona	\$32,310	\$12,326	61.7%	Trona	\$16,412	\$5,410	49.2%
Rim-of-the-World	26,764	6,780	33.9%	Jurupa	13,200	2,198	20.0%
Jurupa	26,400	6,416	32.2%	Baker Valley	13,009	2,007	18.2%
Yucaipa	26,350	6,366	31.9%	Redlands	13,002	2,000	18.2%
Riverside	26,058	6,074	30.4%	Chino	13,000	1,998	18.2%
Alvord	26,016	6,032	30.2%	Rim-of-the-World	12,952	1,950	17.7%
Chino	26,013	6,029	30.2%	Needles	12,904	1,902	17.3%
Redlands	26,004	6,020	30.1%	Alvord	12,879	1,877	17.1%
Fontana	26,000	6,016	30.1%	Yucaipa	12,873	1,871	17.0%
Palm Springs	25,975	5,991	30.0%	Hemet	12,871	1,869	17.0%
Hemet	25,740	5,756	28.8%	Fontana	12,817	1,815	16.5%
Colton	25,630	5,646	28.3%	Riverside	12,732	1,730	15.7%
San Bernardino	25,539	5,555	28.0%	Rialto	12,705	1,703	15.5%
Rialto	25,410	5,426	27.2%	Palm Springs	12,598	1,596	14.5%
Desert Center	25,046	5,062	25.3%	Desert Sands	12,573	1,571	14.3%
Corona-Norco	25,034	5,050	25.3%	Banning	12,538	1,536	14.0%
Morongo	24,865	4,881	24.4%	Corona-Norco	12,516	1,514	13.8%
Needles	24,716	4,732	23.7%	Colton	12,447	1,445	13.1%
Moreno Valley	24,707	4,723	23.6%	San Bernardino	12,423	1,421	12.9%
Desert Sands	26,660	4,676	23.4%	Morongo	12,420	1,418	12.9%
Bear Valley	24,239	4,255	21.3%	Moreno Valley	12,195	1,913	10.8%
San Jacinto	24,216	4,232	21.2%	Beaumont	12,180	1,178	10.7%
Baker Valley	24,130	4,146	20.7%	Barstow	12,177	1,175	10.7%
Beaumont	24,116	4,132	20.7%	San Jacinto	12,021	1,019	9.2%
Banning	24,005	4,021	20.1%	Bear Valley	11,945	943	8.6%
Barstow	23,175	3,191	16.0%	Desert Center	11,786	784	7.1%
Coachella	22,784	2,800	14.0%	Coachella	11,719	717	6.5%
Palo Verde +7%	21,382	1,398	7.0%	Palo Verde + 7%	11,772	770	7.0%
Palo Verde	19,984	-0-	-0-	Palo Verde	11,002	-0-	-0-

**Average Percentage Above Palo Verde 25.8%

**Average Percentage Above Palo Verde 14.1%

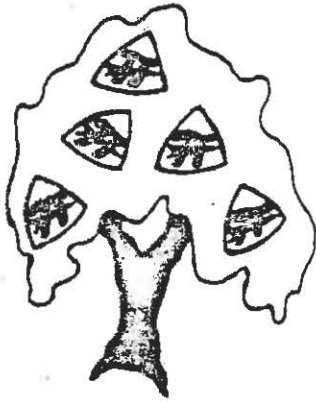
*These figures do not include bonuses paid for doctorates or anniversaries.

**Averages exclude Trona (because of its federal money) and Palo Verde.

SALARY EXHIBIT K

COMPARISON OF SALARY RATIOS

<u>District</u>	<u>Ratio of Minimum Salary to Maximum Salary</u>
Desert Center	1 to 2.12
Palm Springs	1 to 2.06
Rim-of-th-World	1 to 2.06
Colton	1 to 2.05
San Bernrdino	1 to 2.05
Riverside	1 to 2.04
Yucaipa	1 to 2.04
Alvord	1 to 2.02
Bear Valley	1 to 2.02
Fontana	1 to 2.02
San Jacinto	1 to 2.01
Chino	1 to 2.00
Cornona-Norco	1 to 2.00
Jurupa	1 to 2.00
Moreno Valley	1 to 2.00
Morongo	1 to 2.00
Redlands	1 to 2.00
Rialto	1 to 2.00
Hemet	1 to 1.99
Beaumont	1 to 1.97
Desert Sands	1 to 1.96
Trona	1 to 1.96
Coachella	1 to 1.94
Banning	1 to 1.91
Needles	1 to 1.91
Barstow	1 to 1.85
Baker Valley	1 to 1.85
Palo Verde	1 to 1.81



Citrus Belt UniServ, Inc.

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 Rialto, California 92376
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May 15, 1981

Mr. Clifford Hillis, Assistant Superintendent
 Business Services
 Palo Verde Unified School District
 187 North Seventh Street
 Blythe, CA 92225

Mr. Harry Roberts, Superintendent
 Palo Verde Unified School District
 187 North Seventh Street
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Mr. Ronald C. Ruud, Esq.
 Atkinson, Andelson, Ruud & Romo
 290 North "D" Street, Suite 806
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Mr. David Bates, Negotiations Consultant
 California Teachers Association
 1450 East 17th Street, Suite 100
 Santa Ana, CA 92701

Mr. Scott Wiseman, President
 Palo Verde Teachers Association
 300 No. Palm, #8
 Blythe, CA 92225

RE: PALO VERDE UNIFIED SCHOOL DISTRICT
 -and-
 PALO VERDE TEACHERS ASSOCIATION/CTA/NEA
 PERB Ref. LA-R-644, M-732, F-132

Opinion of Factfinding Panelist

After careful deliberation this panelist concurs in the recommendations of the factfinding chairman with the exception of the determination on Organizational Security. Every exclusive representative should have as a contractual right adequate financial support from bargaining unit membership as a concomitant to its duty to represent each and every member of that unit fairly.

This decision to concur is not an easy one. It must be recognized that even with the 11% salary increase for 1980-81 and the salary schedule ratio increase to 2-1 for 1981-82 Palo Verde Unified School District teachers will still suffer in comparison with the compensation levels of their colleagues in other districts in San Bernardino and Riverside Counties. This panelist concurs with the hope that the District will work with the Association to develop an additional overall salary increase in 1981-82 that will achieve parity.

Respectfully submitted,

Edward B Hogenson

Edward B. Hogenson, Panelist

EBH:mb

cc: Pat Hernandez
Arnold Anderson

1 In the Matter of Factfinding
2 between
3 PALO VERDE UNIFIED SCHOOL DISTRICT
4 and
5 PALO VERDE TEACHERS ASSOCIATION/CTA/NEA

Ref. No. LA-R-644, M-732, F-132
DISSENT OF DISTRICT
REPRESENTATIVE FROM
REPORT OF FACTFINDING
PANEL

6 I respectfully dissent from the Chairperson's Report on the
7 following issues:

8 Issue 1 - Salaries for 1980-81

9 A. Percentage increase to salary schedule

10 The recommended salary increase for school year 1980-81
11 is without support in the record, and indeed, is in contradiction to the
12 facts before the Panel.

13 Ordinarily, conflicts in evidence, differences in interpre-
14 tation and analysis, or the weight to be given various facts are the stuff
15 of which dissents are made. This case is unique. All parties gave evidence
16 of the desire to generate the best possible salary increase. The seven
17 (7) percent offered by the District is in fact a real ten plus (10.05)
18 percent on average increase over the 1979-80 salary schedule. The per-
19 centage increase to any individual teacher ranges from a low of seven (7)
20 percent to a high of seventeen plus (17.88) percent (Exhibit). The
21 District's offer has remained at "seven (7) percent" even though income
22 from the State will be less due to loss of average daily attendance (ADA)
23 over what was expected, and the announced State deficit. Thus, the
24 elements of comparability introduced into evidence, Table I as shown in
25 the Appendix of the Chairperson's Report, challengeable as they are on
26 the point of correctness of data, remain on the whole a moot issue. The
27 Panel makes the recommendation for an eleven (11) percent increase
28 but makes no suggestions for generating the needed money. Without an
29 identified money source for such a salary increase, as is recommended,
30 the Panel is trying to force the District to a position of having a less
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2 than adequate reserve of two (2) percent against the recommendation of the
3 auditor, Mr. John Board, for a reserve of seven (7) percent. The
4 Chairperson relates District's ability to provide a salary increase of
5 eleven (11) percent to where the District places its priorities, but
6 raises no challenge to those very priorities. The District in fact asked
7 for and stated its position of openness to suggestions from the Panel on
8 this matter. The Panel offered none.

9 B. Salary Schedule minimum and maximum

10 Dissent is offered only in the modification to 1.0 to 2.0
11 for the school year 1981-82. To make such a change during the financial
12 crisis the State of California is facing would seriously compound the
13 problems of fiscal constraints and pressures noted in the Chairperson's
14 Report.

15 Issue 2 - Grievance Procedure

16 The District's position that as an elected body, it is obligated
17 to its electorate, under present law, in matters pertaining to the Palo
18 Verde Unified School District. Binding arbitration offers no benefits
19 to the parties in Blythe, California that are not already available through
20 the court system for enforcement of the contract agreement. In fact, the
21 District argued it would be less costly to all to use the court system
22 available to the Blythe, California locale.

23 Issue 4 - Emergency Powers

24 The concept as expressed is agreed to, however, the specific
25 language should be developed by the parties to the agreement through
26 negotiation.

27 Issue 5 - Maintenance of Benefits

28 Such language in the contract is not needed. Dissent is based
29 on the fact that P.E.R.B. decisions make it clear that unilateral changes
30 in working conditions which are within scope of negotiations may violate
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the duty to bargain under the Rodda Act. Thus, inclusion of such language is not needed because this issue is addressed and dealt with through P.E.R.B. decisions.

Issue 6 - Leave Verification

The concept as expressed is agreed to, however, the specific language should be developed by the parties to the agreement through negotiation.

Issue 7 - Concerted Activities

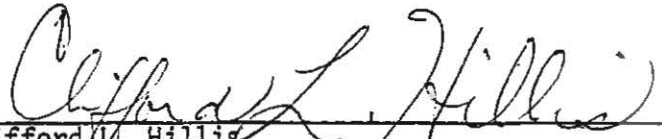
An article dealing with concerted activities has long been a part of past agreements and should continue to be included. Dissent is made relative to the Panel comment of traditional linkage with binding arbitration. The dissent rationale expressed relative to Issue #2 on the subject of binding arbitration is applicable as well in this instance.

Exception taken to inclusion of exhibits, Appendix, Table I

Inclusion of Table I and the absence of any District data related to fiscal issues draws attention away from the real, and difficult issue in question. That question being the availability of money to give more than the District offered, seven (7) percent, which is actually a ten plus (10.05) percent increase. The attached exhibit demonstrates the percentage range of seven (7) to seventeen plus (17.88) for each teacher, as well as the average ten plus (10.05) percent increase over the 1979-80 salary schedule.

Except as noted above, the undersigned is in general agreement with the Chairperson's recommendations.

Dated: May 16, 1981


Clifford L. Hillis
Representing the Palo Verde Unified School District

WEIDNER, S	8	5	16382	***	9	4	18010	18010	###	1528	.0933774	END
WEIDNER, B	16	4	15478	***	7	4	17044	17044	###	1566	.1011759	END
WEIGER, T	12	4	18188	***	13	4	19944	19944	###	1756	.0965472	END
WOLSON, S				***	6	4	16541		###	0	ERROR	END
YOUNG, J	7	4	15929	***	8	4	17527	17527	###	1600	.1004457	END
ZIMMERMAN	5	4	15478	***	7	4	17044	17044	###	1566	.1011759	END
BEERS, R	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
BISHOP, R	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
BRIDGES, J	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
BROWN, J	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
COLCUM, D	11	5	18099	***	12	5	20855	20855	###	1856	.0976894	END
CONRAD, T	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
COPELAND	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
CORNELL, J	12	5	19491	***	13	5	21383	21383	###	1892	.0970704	END
COX, E	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
ECTOR, M	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
ELLES, E	7	5	17027	***	8	5	18746	18746	###	1719	.1009573	END
FRIEL, J	11	5	18999	***	12	5	20855	20855	###	1856	.0976894	END
GRADY, I	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
HAPTAMIN	11	5	18999	***	12	5	20855	20855	###	1856	.0976894	END
HEATER, V	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
HEATH, M	13	5	19984	***	17	5	21918	21918	###	1934	.0967774	END
HICGASON	6	5	16535	***	7	5	18219	18219	###	1684	.1018446	END
HOLMES, M	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
HOLT, R	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
HUGHES, S	11	5	18099	***	12	5	20855	20855	###	1856	.0976894	END
KAMMER, J	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
KENEDY, D	8	5	19019	***	10	5	19801	19801	###	1788	.0992616	END
KERR, E	4	5	15550	***	5	5	17166	17166	###	1616	.1030228	END
KOWNICK, J	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
LEWIS, C	10	5	18506	***	10	5	19801	19801	###	1788	.0992616	END
MARLBORON	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
MARLOWE, J				***	6	5	17692		###	0	ERROR	END
MASLAN, R	6	5	16535	***	7	5	18219	18219	###	1684	.1018446	END
MCDONELL, J	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
MCILLEN, J	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
MOORE, G	13	5	19984	***	17	5	21918	21918	###	1934	.0967774	END
NAVARRO, J	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
NEWMAN, M	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
OKADA, A	7	5	17027	***	8	5	18746	18746	###	1719	.1009573	END
PHILLIPS, J	12	5	19491	***	13	5	21383	21383	###	1892	.0970704	END
PINNEY, R	3	5	15057	***	4	5	16639	16639	###	1532	.1050674	END
PRYOR, B	8	5	17520	***	9	5	19274	19274	###	1754	.1001142	END
PRYOR, L	12	5	19491	***	13	5	21383	21383	###	1892	.0970704	END
RABBIT, J	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
ZAMSEY, F	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
REILAND, J	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
ROLL, W	9	5	18013	***	10	5	19801	19801	###	1788	.0992616	END
SAVAGE, M	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
SIDDALL, J	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
SPIVA, J	12	5	19491	***	13	5	21383	21383	###	1892	.0970704	END
STEVENS, J	11	5	18099	***	12	5	20855	20855	###	1856	.0976894	END
STINSON, J	13	5	19984	***	17	5	21918	21918	###	1934	.0967774	END
STOECKER, J	13	5	19984	***	17	5	21918	21918	###	1934	.0967774	END
TIND, R	11	5	18999	***	12	5	20855	20855	###	1856	.0976894	END
VEETE, R	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
WERSHOCK	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
WHITE, L	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
WILCOX, J	11	5	18099	***	12	5	20855	20855	###	1856	.0976894	END
WISEMAN, J	10	5	18506	***	11	5	20329	20329	###	1823	.0985086	END
WOOLFOLK, J	17	5	20484	***	17	5	21918	21918	###	1434	.0700059	END
YEDKANOV, J	6	5	16535	***	7	5	18219	18219	###	1684	.1018446	END
YOUNG, B	7	5	17027	***	8	5	18746	18746	###	1719	.1009573	END
HARBARD, J				***	1	5	15057		###	0	ERROR	END
STONE, K	7	5	17027	***	8	5	18746	18746	###	1719	.1009573	END
WEBBER, E	13	5	19984	***	13	5	21383	21383	###	1399	.0700060	END
TOTALS			2160583				2741915	2377639		217136		END

Actual 1979-80 salary
 Actual 1980-81 salary with the 7% included for all teachers
 Actual 1980-81 salary with the 7% included for teachers employed in 1979-80
 Difference between salary for 1979-80 and 1980-81
 % increase of salary from 1979-80 to 1980-81

Totals are shown for each above noted columns A, B, C and D. Column E "total" indicates the over-all average increase of 10.05%