

Wentzville Federation of School Related Employees Local 4894

2013 School Board Candidates Questionnaire

Candidates, please type in your answers. When finished, please attach to an e-mail & return to Beth Finder, President of WFSRE Local 4894 - president_local4894@charter.net. Thank you for taking the time to complete this questionnaire.

Name: ***** DALE SCHAPER

1. Do you support the results of negotiations becoming a binding agreement with the District? ***** YES.

2. Would you support mediation or binding arbitration for the final stage of grievances and for bargaining impasses? Why or why not? ***** I DO NOT SUPPORT MEDIATION OR ARBITRATION TO A THIRD PARTY IN REGARDS TO GRIEVANCES. HOWEVER IN THE CASE OF BARGAINING IMPASSES A OUTSIDE PARTY MAYBE NEEDED.

3. In addition to the principals, would you be willing to sit down and talk with support staff about issues that concern them? ***** YES

4. Would you be willing to go to each building to speak to support staff as mentioned in the previous question. ***** YES. THE COMMENTS AND/OR QUESTIONEY ANSWERED WOULD BE THAT OF THE INDIVIDUAL SPEAKING, AND DOES NOT REPRESENT THE BOARD AS A WHOLE IN ITS ENTIRETY.

5. Describe your philosophy on the role of the school board in the negotiation process, and do you feel that a board member should be present at negotiation meetings in an informational capacity? ***** IT WOULD BE HARD FOR A BOARD MEMBER TO TAKE A SILENT ROLE IN NEGOTIATION. WITH THAT BEING SAID A OPENING STATEMENT AS TO CONCERN & ISSUES FOLLOWED BY A CLOSING BRIEF AS TO THE FINAL

6. In matters regarding employee termination, do you feel that all parties involved should be heard by the board before making a final decision? ***** YES AGREEMENT.

7. Currently the District gives % raises. What are your feelings on this? SEE ATTACHED (Example: 8% of \$120,000 is much more than 8% of \$25,000.) *****

8. Do you feel that Wentzville support staff employees are deserving of pay and benefits comparable to the St. Charles and Greater St. Louis school districts? ***** YES A SALARY & BENEFITS PACKAGE SHOULD BE ESTABLISHED TO OBTAIN AND RETAIN HIGHLY QUALIFIED STAFF

9. In many of our support staff groups, there are times when it is very difficult to find coverage when someone is absent. What kind of ideas would you have to help with this problem besides asking current employees to work more and more overtime? *****

8

10. If elected, what will be your top 3 objectives related to support staff. *****

1. SALARY
2. WORK CONDITIONS.
3. BENEFITS

STARTING & SALARY	CURRENT SALARY	AMOUNT OF INCREASE	DIFFERENCE AT START	DIFFERENCE AT CURRENT	AMOUNT OF ADDITIONAL INCREASE
① 111,000 -	① 151,000 -	40,000 -	—	—	—
② 211,000 -	③ 50,333 -	13,333 -	74,000 -	109,667 -	26,667 -
④ 217,750 -	③ 27,750 -	10,000 -	83,850 -	113,250 -	30,000 -
② 219,000 -	③ 30,000 -	8,000 -	88,800	120,800 -	32,000 -
④ 218,500	③ 23,677 -	4,667 -	92,500	125,833 -	33,333 -

- ① ABOVE
- ② 25% INCREASE
- ③ PROJECTION AT SAME %