State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- ***COMPENSATION AND LABOR RELATIONS BULLETIN –***

Date: July 1, 2008 **Locator No:** OSER-0197-CLR/LR/PP	**Subject:** Information for Processing FY 2007-2008 Pay and Benefit Provisions for Employees in the Professional Education Bargaining Unit (Unit 13)

This information is provided to assist appointing authorities in determining 2007-2008 fiscal year general wage adjustments and lump sum payments, and modifications to the supplemental add-on for Teachers, for employees in the Professional Education bargaining unit (bargaining unit 13). The wage increases are granted in accordance with the wage provisions (Article XII) of the 2007-2009 Agreement between the State of Wisconsin and the Wisconsin Education Association Council (WEAC), and base pay increases must be applied in the order set forth in this bulletin.

SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to Article XII, Section 5 of the 2007-2009 WEAC Agreement and s. ER 29.04, Wis. Adm. Code, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2006-2007 pay schedule for adjustments 1. through 8. on June 8, 2008.

Use the new FY 2007-2008 pay schedule (see attachment) for adjustments 9. through 11. below, effective June 8, 2008, and for all transactions after that date through July 5, 2008.

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. **Negotiated Base Pay Adjustments for the 2007-2008 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. GENERAL WAGE ADJUSTMENT (GWA)

A. Effective Date. The General Wage Adjustment is effective June 8, 2008.

B. Eligibility.

1. **Eligible.** Except for employees described under 2., below, all employees **(employment types 01, 02, and 06)** in pay status on June 8, 2008, are eligible for a GWA in the amount set forth in C., below.

2. **Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2007-2008 provided under the Compensation Plan or another 2007-2009 state collective bargaining agreement.

C. Amount. Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate.

SECTION III. FY 2007-2008 GWA AND GWA LUMP SUM PAYMENT ELIGIBILITY WHEN APPOINTED TO A WEAC POSITION

An employee appointed to a WEAC position from a bargaining unit not yet having a 2007-2009 collective bargaining agreement may be eligible for the GWA described in Section II, after the effective date of the GWA, per Article 12, Section 2 of the Agreement. If eligible, the employee will receive the GWA and lump sum in a manner similar to that described in OSER-0176-CLR/PP.

SECTION IV. IMPLEMENTATION OF FY 2007-2008 PAY SCHEDULE

Effective June 8, 2008, the pay schedule for fiscal year 2007-2008, provided in the Attachment, will be implemented. Any employee whose base pay rate falls below the pay range minimum for their classification will receive an adjustment to the new pay range minimum.

SECTION V. TEACHER SUPPLEMENTAL ADD-ONS

Effective with the effective date of the 2007-2009 WEAC Agreement (June 7, 2008), there are two changes to the provisions for Supplemental Add-ons to Teacher Base Pay:

A. Previously, Teachers could qualify for pay add-ons only for the completion of relevant college credits. Effective June 7, 2008, per Memorandum of Understanding #6 of the Agreement, Teachers may also qualify for pay add-ons upon the completion of Professional Development Plans (PDPs) required to maintain Teacher licensure. MOU #6 also explains when college credits earned as part of PDPs may or may not be applied to receive an add-on or movement on the add-on schedule.

B. The Teacher add-on schedule in Appendix A of the Agreement has been modified to remove the schedule for college credits beyond a Master's degree. Therefore, Teacher add-on amounts will be based on the number of relevant college credits beyond a Bachelor's degree, in conjunction with add-on steps earned by the completion of PDP's as discussed in paragraph A., above. No add-on amount currently received by a Teacher should be reduced due to the removal of the Master's degree plus schedule.

SECTION VI. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE FY 2007-2008 GENERAL WAGE ADJUSTMENT

A. Granting Date. The lump sum payment provided under C., below, will be provided **in a separate check** as soon after June 7, 2008, as administratively feasible.

B. Eligibility.

1. **Eligible.** The following employees will be eligible to receive a lump sum payment for the delay in implementation of the FY 2007-2008 GWA:

a. Employees who were at all times in the bargaining unit between June 24, 2007, and June 8, 2008.
b. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 24, 2007, and before June 8, 2008.
c. New state employees hired into the bargaining unit between June 24, 2007, and June 8, 2008.
d. Employees hired into the bargaining unit from another certified state bargaining unit between June 24, 2007, and June 8, 2008, and prior to the effective date of a corresponding wage adjustment in the employee's former bargaining unit.
e. Former employees of the bargaining unit who retired from state service between June 24, 2007, and June 8, 2008. Such payments shall not be considered earnings for retirement and benefit purposes.
f. Employees in the bargaining unit who are on or returned from a leave of absence between June 24, 2007, and June 8, 2008. Employees who went on a leave of absence from a position in the bargaining unit after June 24, 2007, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of the Agreement.

2. Ineligible.

a. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2007-2008 GWA prior to his or her appointment to a position in the Professional Education bargaining unit.
b. Any employee who is on a leave of absence on June 8, 2008, and who fails to return from such leave prior to the termination of the Agreement.

C. Amount. Eligible employees will receive a lump sum payment in a separate check equal to the sum of the following (retirees receive this lump sum for base pay increases they would have received if there had been no delay in implementation of the FY 2007-2008 GWA):

1. The total hourly amount received as a base pay increase under Section II., above, multiplied by the number of hours in pay status from June 24, 2007, through June 7, 2008.

2. The lump sum wage payment shall also reflect an increase in the premium rate portion of overtime wages earned during the applicable period stated in 1., above.

D. Determining the "Hours in Pay Status."

1. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated in C. 1., above.

2. Hours excluded from hours in pay status:

a. Hours as an LTE employee (employment types 9, 10 and 23);
b. Work hours for which holiday or compensatory time-off credits were earned but not used;
c. Any leave without pay hours.

3. For purposes of calculating employee benefits, except for former employees who have retired, any lump sum wage payment received under this section for the delay in implementation of the FY 2007-2008 GWA shall be considered as salary or wages earned during the applicable period from June 24, 2007, through June 7, 2008.

SECTION VII. PAYMENTS FOR SCHOOL ACTIVITIES

Negotiating Note #6A of the 2007-2009 Agreement, effective June 7, 2008, contains various modifications to lump sum payments for school activities at the Wisconsin Center for the Blind and Visually Impaired and the Wisconsin Education Services Program for the Deaf and Hard of Hearing. Please refer to the Agreement for payment amounts and complete details. In summary:

A. The listing of eligible positions is updated.

B. Certain lump sum payments by experience level are increased for coaching, advising, etc.

C. There are no longer any payments associated with mentors or attendees of the Star School program.

SECTION VIII. REFERRAL OF QUESTIONS

Employee questions regarding the provisions contained in this bulletin should be referred to the agency Human Resources or Payroll Office.

Agency questions regarding the ***pay provisions*** contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov.

Questions regarding ***all other contract provisions*** should be referred to Wil Mickelson of the Bureau of Labor Relations at: Phone: (608) 267-5169 or E-mail: wil.mickelson@wisconsin.gov.

Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll: **Shelley Schwartz at (608) 264-9571**

UW-Processing Center: **Payroll and Financial Services (608) 262-3558**

James A. Pankratz

James A. Pankratz, Administrator
Division of Compensation & Labor Relations

JMW

Attachment: Pay Schedule 13 effective June 8, 2008 through July 5, 2008

Attachment

PAY SCHEDULE 13
PROFESSIONAL EDUCATION BARGAINING UNIT

2007-2008 Pay Schedule **Effective June 8, 2008 through July 5, 2008**				
Range	**Minimum**	**Maximum**	**WRPS**	**8% of the Minimum**
1	17.614	35.228	0.529	1.410
2	18.783	37.566	0.564	1.503
3	22.686	45.372	0.681	1.815
4	26.384	52.768	0.792	2.111
5	18.768	37.536	0.564	1.502