

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

– COMPENSATION AND LABOR RELATIONS BULLETIN –

Date: July 14, 2008

Locator No: OSER-0208-CLR/LR/PP

Subject: Information for Processing FY 2008-2009 Pay Provisions for Employees in the Professional Education Bargaining Unit (Unit 13)

This information is provided to assist appointing authorities in determining 2008-2009 fiscal year general wage adjustments and market adjustments 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 2007-2008 pay schedule for adjustments 1. through 8. on July 6, 2008.

Use the new pay schedule effective July 6, 2008, provided in Attachment 1, for adjustments shown in 9. through 11. below, effective July 6, 2008, and for all transactions after that date through June 6, 2009, and for adjustments 1. through 8. on June 7, 2009.

Use the pay schedule effective June 7, 2009 through June 30, 2009, provided in Attachment 2, for adjustments 9. through 11., effective June 7, 2009, and for all transactions after that date.

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 2008-2009 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JULY 6, 2008

- A. Effective Date.** The GWA is effective July 6, 2008.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on July 6, 2008, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate.

SECTION III. IMPLEMENTATION OF PAY SCHEDULE EFFECTIVE JULY 6, 2008

Effective July 6, 2008, the pay schedule provided in Attachment 1 will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION IV. FY 2008-2009 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's described in Section II and Section VII (and/or associated Annualized GWA Payments, if applicable) after the effective date of the applicable GWA(s), per Article 12, Section 2 of the Agreement. If eligible, the employee will receive the GWA(s) and lump sum(s) in a manner similar to that described in OSER-0176-CLR/PP. This provision will sunset June 30, 2009, unless extended by mutual agreement of OSER and WEAC.

SECTION V. TEACHER MARKET STRATIFICATION

- A. Effective Date.** The Teacher Market Stratification is effective October 12, 2008.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on October 12, 2008, in the classification of Teacher (class code 58200, pay range 13-05) are eligible for an adjustment in the amount set forth in C., below.
- C. Amount.**

Full years of seniority as of October 12, 2008		Base Pay Increase
0 through 4 years		\$0.55
5 through 9 years		\$0.65
10 through 14 years		\$0.75
15 through 19 years		\$0.85
20 or more years		\$0.95

SECTION VI. NON-TEACHER MARKET STRATIFICATION

- A. Effective Date.** The Non-Teacher Market Stratification is effective October 12, 2008.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on October 12, 2008, whose positions are assigned to pay ranges 13-01, 13-02, 13-03, or 13-04 are eligible for an adjustment in the amount set forth in C., below.
- C. Amount.**

Full years of seniority as of October 12, 2008		Base Pay Increase
0 through 4 years		\$0.54
5 through 9 years		\$0.64
10 through 14 years		\$0.74
15 through 19 years		\$0.84
20 or more years		\$0.94

SECTION VII. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 7, 2009

- A. Effective Date.** The GWA is effective June 7, 2009.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on June 7, 2009, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 2% of the employee's base pay rate.

SECTION VIII. IMPLEMENTATION OF PAY SCHEDULE EFFECTIVE JUNE 7, 2009

Effective June 7, 2009, the pay schedule effective June 7, 2009, provided in Attachment 2, will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION IX. REFERRAL OF QUESTIONS

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

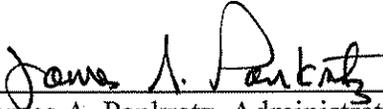
Agency questions regarding the *pay provisions* contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov.

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, Administrator
Division of Compensation & Labor Relations

JMW

Attachment 1: Pay Schedule 13 effective July 6, 2008 through June 6, 2009

Attachment 2: Pay Schedule 13 effective June 7, 2009 through June 30, 2009

Attachment 1

PAY SCHEDULE 13

PROFESSIONAL EDUCATION BARGAINING UNIT

Effective July 6, 2008 through June 6, 2009				
Range	Minimum	Maximum	WRPS	8% of the Minimum
13-01	17.791	35.582	0.534	1.424
13-02	18.971	37.942	0.570	1.518
13-03	22.913	45.826	0.688	1.834
13-04	26.648	53.296	0.800	2.132
13-05	18.956	37.912	0.569	1.517

Attachment 2

PAY SCHEDULE 13

PROFESSIONAL EDUCATION BARGAINING UNIT

Effective June 7, 2009 through June 30, 2009				
Range	Minimum	Maximum	WRPS	8% of the Minimum
13-01	18.147	36.294	0.545	1.452
13-02	19.351	38.702	0.581	1.549
13-03	23.372	46.744	0.702	1.870
13-04	27.181	54.362	0.816	2.175
13-05	19.336	38.672	0.581	1.547