

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: September 7, 2006

Locator No.: OSER-0137-CLR/LR/PP

Subject: Information for Processing FY 2006-2007
Pay and Benefit Provisions for Employees
represented by the Teaching Assistants
Association

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year appointment rates and health insurance deductions for employees represented by the Teaching Assistants Association (TAA). The pay rates and health insurance deductions are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the TAA.

SECTION I. TEACHING ASSISTANT STIPEND RATES FOR THE BEGINNING OF ACADEMIC YEAR 2006-2007.

- A. Stipend Rates.** The pay rates in the table below are for a 100%, full-time appointment for an academic year. The rate paid to an employee will be prorated according to the full-time-equivalent (FTE) of that employee's appointment. This FTE-prorated rate is then divided by nine to calculate the stipend for each monthly pay period of the academic year.

Teaching Assistant Stipend Rates Effective with the 2006 Fall Semester

| Appointment Type | Full-Time Rate | Effective Date |
|----------------------------------|----------------|-----------------|
| <u>TA* – Academic Year Basis</u> | | |
| Regular Teaching Assistant | \$25,221 | August 28, 2006 |
| Experienced Teaching Assistant | \$26,212 | August 28, 2006 |
| Senior Teaching Assistant | \$30,273 | August 28, 2006 |

*Summer TA's (those on an "S" pay basis) are paid at the previous academic year rate.

- B. Teaching Assistant Levels.** The three classifications of Teaching Assistants (TAs) are based on prior experience, training and education. See Article X, Section 2 of the labor agreement for details on counting semester-units of experience.
1. A "Regular" TA has had less than one and two-thirds semester-units of experience.
 2. An "Experienced" TA has had one and two-thirds or more semester-units of experience and has completed the required diversity training.
 3. A "Senior" TA has had one and two-thirds or more semester-units of experience and has completed all course-work and departmental requirements for candidacy for a PhD, as certified by the TA's academic department.

SECTION II. PROGRAM/PROJECT ASSISTANT STIPENDS EFFECTIVE JULY 1, 2006

- A. Stipend Rates.** The pay rate in the table below is the minimum for a 100%, full-time appointment of twelve-month duration. The rate paid to an employee will be prorated according to the FTE of that employee's appointment. This FTE-prorated rate is then divided by twelve to calculate the stipend for each monthly pay period.

Program/Project Assistant Stipend Rates

| Appointment Type | Full-Time Rate | Effective Date |
|---------------------------|----------------|----------------|
| <u>PA – Annual Basis</u> | | |
| Program/Project Assistant | \$32,177 | July 1, 2006 |

- B. Per Article X, Section 2.D. of the Agreement, a Program/Project Assistant with two semesters (or equivalent) experience as a Program/Project Assistant who is employed as a Teaching Assistant will be placed at a level no lower than the experienced Teaching Assistant level for pay purposes only.

SECTION III. HOURLY GRADER/READER PAY RATES FOR ACADEMIC YEAR 2006-2007

The minimum hourly pay rates below for Grader/Readers are effective during the 2006-2007 academic year. The minimum hourly rate for summer session Grader/Readers is the minimum rate in effect at the end of the previous academic year.

Grader/Reader Minimum Rate Effective for the 2006 Fall Semester: \$14.00/hour

Grader/Reader Minimum Rate Effective Pay Period 8 of the Academic Year: \$14.35/hour

SECTION IV. TEACHING ASSISTANT STIPENDS EFFECTIVE PAY PERIOD 8 OF THE 2006-2007 ACADEMIC YEAR.

The stipend rates in the table below are for a 100%, full-time appointment for an academic year. The rate paid to an employee will be prorated according to the FTE of that employee's appointment. This FTE-prorated rate is then divided by nine to calculate the stipend for each monthly pay period of the academic year.

Teaching Assistant Stipend Rates Effective Pay Period 8 of the 2006-2007 Academic Year

| Appointment Type | Full-Time Rate | Effective Date |
|---------------------------------|----------------|----------------|
| <u>TA – Academic Year Basis</u> | | |
| Regular Teaching Assistant | \$25,788 | March 29, 2007 |
| Experienced Teaching Assistant | \$26,802 | March 29, 2007 |
| Senior Teaching Assistant | \$30,954 | March 29, 2007 |

SECTION V. PROGRAM/PROJECT ASSISTANT STIPENDS EFFECTIVE APRIL 1, 2007

The stipend rate in the table below is the minimum for a 100%, full-time appointment of twelve-month duration. The rate paid to an employee will be prorated according to the FTE of that employee's appointment. This FTE-prorated rate is then divided by twelve to calculate the stipend for each monthly pay period.

Program/Project Assistant Stipend Rates

| Appointment Type | Full-Time Rate | Effective Date |
|---|-----------------------|-----------------------|
| <u>PA – Annual Basis</u> Program/Project Assistant | \$32,901 | April 1, 2007 |

SECTION VI. HEALTH INSURANCE PREMIUMS

The three-tier model for health insurance plans continues for the duration of the labor agreement. For covered employees, the employee share of the health insurance premiums is as follows:

Employee Monthly Contribution for 2006 Coverage Months

| | Single | Family |
|--------|---------|----------|
| Tier 1 | \$11.00 | \$ 27.50 |
| Tier 2 | \$25.00 | \$ 62.50 |
| Tier 3 | \$50.00 | \$125.00 |

Employee Monthly Contribution for 2007 Coverage Months

| | Single | Family |
|--------|---------|----------|
| Tier 1 | \$13.50 | \$ 34.00 |
| Tier 2 | \$30.00 | \$ 75.00 |
| Tier 3 | \$71.50 | \$179.00 |

SECTION VII. REFERRAL OF QUESTIONS

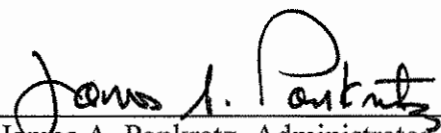
Employees with questions regarding the provisions contained in this bulletin should contact their agency Human Resources or Payroll Office directly.

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to the Bureau of Compensation, John Wiesman (608) 266-1418, E-mail John.Wiesman@wisconsin.gov.

Questions regarding *all other contract provisions* should be referred to the Bureau of Labor Relations, Mike Soehner (608) 267-9462 or E-mail Michael.Soehner@Wisconsin.gov.

Questions concerning **payroll processing or file maintenance** procedures should be referred to:

UWS-Service Center: Payroll and Financial Services (608) 262-3558



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

JAP:JMW