

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 30, 2006

Locator No: OSER-0118-CLR/LR/PP

Subject: Information for Processing FY 2006-2007 Pay Provisions for Employees in the Professional Education Bargaining Unit (Unit 13)

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year general wage adjustments, market adjustments, and lump sum payments 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 2005-2007 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 2005-2007 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 2005-2006 pay schedule for adjustments 1. through 8. on June 25, 2006.

Use the new pay schedule effective June 25, 2006, provided in Attachment 1, for adjustments shown in 9. through 11. below, effective June 25, 2006, and for all transactions after that date through March 31, 2007, and for adjustments 1. through 8. on April 1, 2007.

Use the pay schedule effective April 1, 2007 through June 30, 2007, provided in Attachment 2, for adjustments under numbers 9. through 11., effective April 1, 2007, 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 2006-2007 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 25, 2006

- A. Effective Date.** The GWA is effective June 25, 2006.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate.

SECTION III. TEACHER MARKET STRATIFICATION

- A. Effective Date.** The Teacher Market Equity Stratification is effective June 25, 2006.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on June 25, 2006, 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 June 25, 2006		Base Pay Increase
0 through 4 years		\$1.44
5 through 11 years		\$1.59
12 through 16 years		\$1.74
17 through 24 years		\$1.89
25 or more years		\$1.99

SECTION IV. NON-TEACHER MARKET EQUITY STRATIFICATION

- A. Effective Date.** The Non-Teacher Market Equity Stratification is effective June 25, 2006.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on June 25, 2006, whose positions are assigned to pay ranges 13-01, 13-02, 13-03, and 13-04 are eligible for an adjustment in the amount set forth in C., below.
- C. Amount.**

Full years of seniority as of June 25, 2006		Base Pay Increase
0 through 4 years		\$1.30
5 through 11 years		\$1.60
12 through 16 years		\$1.75
17 through 24 years		\$1.80
25 or more years		\$1.85

SECTION V. IMPLEMENTATION OF PAY SCHEDULE EFFECTIVE JUNE 25, 2006

Effective June 25, 2006, 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 VI. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE APRIL 1, 2007

- A. **Effective Date.** The GWA is effective April 1, 2007.
- B. **Eligibility.** All employees (employment types 01, 02, and 06) in pay status on April 1, 2007, are eligible for a GWA in the amount set forth in C., below.
- C. **Amount.** Each eligible employee will receive a GWA of 2.25% of the employee's base pay rate.

SECTION VII. IMPLEMENTATION OF PAY SCHEDULE EFFECTIVE APRIL 1, 2007

Effective April 1, 2007, the pay schedule effective April 1, 2007, 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 VIII. 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 Kathy Kopp of the Bureau of Labor Relations at: Phone: (608) 266-0711 or E-mail: kathy.kopp@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

JAP:JMW

Attachments:

- Attachment 1 - Pay Schedule 13 effective June 25, 2006 through March 31, 2007
- Attachment 2 - Pay Schedule 13 effective April 1, 2007 through June 30, 2007

Attachment 1

PAY SCHEDULE 13

PROFESSIONAL EDUCATION BARGAINING UNIT

Effective June 25, 2006 through March 31, 2007				
Range	Minimum	Maximum	WRPS	8% of the Minimum
13-01	16.888	29.554	0.507	1.352
13-02	18.008	31.514	0.541	1.441
13-03	21.751	38.065	0.653	1.741
13-04	25.296	44.268	0.759	2.024
13-05	17.995	31.492	0.540	1.440

Attachment 2

PAY SCHEDULE 13

PROFESSIONAL EDUCATION BARGAINING UNIT

Effective April 1, 2007 through June 30, 2007				
Range	Minimum	Maximum	WRPS	8% of the Minimum
13-01	17.268	30.219	0.519	1.382
13-02	18.414	32.225	0.553	1.474
13-03	22.241	38.922	0.668	1.780
13-04	25.866	45.266	0.776	2.070
13-05	18.400	32.200	0.552	1.472