

STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATION

TEACHER

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future professional teaching positions performing academic, career, or technical instruction. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification encompasses professional teaching positions that engage in the direct delivery of academic, career, or technical instruction to students individually or in a classroom setting. The student population may include juveniles and adults who may be physically and/or cognitively disabled, emotionally disturbed, and/or incarcerated in a state correctional institution or enrolled in the Wisconsin National Guard Challenge Academy. Related duties may include participation in curriculum development, overseeing student teachers, preparing student evaluations, and the development of instructional materials to meet student needs. Positions allocated to this classification must meet the statutory definition of professional as defined in s.111.81 (15), Wis. Stats.

C. Exclusions

Excluded from this series are the following types of positions:

1. Positions which meet the statutory definition of supervisor as defined in s. 111.81 (19), Wis. Stats. as administered and interpreted by the Wisconsin Employment Relations Commission and are more appropriately classified as Teacher Supervisor.
2. Positions which meet the statutory definition of management as defined in s. 111.81 (13), Wis. Stats. as administered and interpreted by the Wisconsin Employment Relations

Commission and are more appropriately classified as Education Administrative Director, Education Director, or Juvenile Education Director.

2. Positions which are, for the majority of time, engaged in the performance of professional academic or vocational consultation in the Department of Public Instruction, Department of Corrections, or the Wisconsin Technical College System Board, and are classified as Education Specialist, Education Program Specialist, Educational Program Coordinator, or School Administration Consultant.
  3. Positions which are, for the majority of time, engaged in a variety of activities in support of a professional teacher, education program manager, or education director, and are more appropriately classified as Education Assistant.
  4. All other positions which are more appropriately identified by other classifications.
- D. Entrance Into This Classification  
Employees enter positions within this classification by competition.

## II. DEFINITIONS

Positions engaged in the direct delivery of academic, career, or technical instruction to students individually or in a classroom setting. Currently positions are allocated to the Departments of Corrections, Health Services, Military Affairs, and Public Instruction. The student population includes juveniles and adults who may be physically and/or cognitively disabled, emotionally disturbed, and/or incarcerated in a state correctional institution, or enrolled in the Wisconsin National Guard Challenge Academy. Related duties may include participating in curriculum development, preparing student evaluations, developing instructional materials to meet student needs, and overseeing student teachers. Supervision is received from a Teacher Supervisor, Education Director, Treatment Director, Deputy Director, or Institution Superintendent. Work is performed under close to general supervision.

## III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired. Teacher positions may be either Degree or Non-Degree based on the program they are allocated to.

Degree Teachers - Must be certified or eligible for certification by the Department of Public Instruction or the State Board of Vocational, Technical and Adult Education.

Non-Degree Teachers - Must be certified or eligible for certification by the Wisconsin Technical College System Board.

## IV. ADMINISTRATIVE INFORMATION

This classification was created using the Wisconsin Quantitative Evaluation System (WQES) factors. This classification was modified effective January 4, 2009 and announced in Bulletin OSER-0232-MRS/SC to recognize allocations of this classification in the Department of Military Affairs, to update the inclusion and exclusion sections of the class spec, and to perform a general format update.

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