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(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

1997-98

(session year)

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Committee on Education...

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* Contents organized for archiving by: Stefanie Rose (LRB) (December 2012)

TEACHER SALARY INFORMATION



COLLECTIVE BARGAINING/RESEARCH DIVISION

November 1997

Prepared by: Jeff Leverich, Research Coordinator

EXECUTIVE SUMMARY

Teachers' Salaries and the QEO

This report is a collection of analyses which examine the impact of the QEO on teacher earnings. The report is organized as follows:

- A response to the Wisconsin Association of School Boards claims about teacher earnings -- claims which are not substantiated by our data.
- A case study comparing new teachers to experienced teachers shows the inequities of the QEO on earnings for those at the maximum steps on a salary schedule.
- A 20-year analysis of teacher earnings under the QEO shows that, by 2016, teachers at the MA Maximum level will be earning less than starting teachers would have earned 20 years from now without QEO restricted salaries.
- A 10-year "what if" scenario depicts the loss in earnings that teachers would have experienced today if the QEO was in effect for ten years. At the Ma Maximum level, for instance, teachers would have lost over \$65,000 in income over the ten year period. The ramifications of this for retirement are examined next showing that in 20 years of annuities, teachers would have lost \$116,640 in income because of diminished salaries.
- A discussion of how teacher salaries are tracked and analyzed to show that rates of increase in teacher pay have declined since the imposition of the QEO.
- A series of analyses which graph rates of growth in Wisconsin teacher salaries and show that compared to personal income, inflation, and median household income, teachers are losing money.
- A comparison of growth in Wisconsin teacher salaries since the QEO to growth nationally and in the Midwest shows that Wisconsin received smaller increases.
- Wisconsin Retirement System information shows that teachers received a 1.9% increase in average salary last year, and *Occupational Outlook Quarterly* data shows teachers to have the lowest starting pay of any occupation for college graduates.
- A comparison of the number of hours worked by educators to private sector employees shows that teachers work as much as their private sector counterparts.

TEACHER SALARIES

A Rebuttal

The Wisconsin Association of School Boards (WASB) recently published a ten year history of teacher settlements compared to the CPI-U (inflation). The article appeared in their publication, *Review* (March 21, 1997), was distributed at the capitol, appeared in some UniServ offices around the state via member inquiries, and now is available on WASB's new homepage on the Internet.

Below is a point-by-point discussion of the article.

Teachers Have Lost Purchasing Power Over The Last Ten Years

WASB: "[Increases in] average [teacher] salaries have exceeded inflation over the last ten years."

RESPONSE: FALSE. In 1986-87, the average teacher in Wisconsin was making \$27,815. In 1996-97, the expected average teacher salary is \$38,950 -- an increase of 40.03%. However, based on the December CPI-U, inflation increased 43.53% during the same time period. Between 1986 and 1996, average teacher salaries *lost* money compared to inflation.

Increases in the Average Teacher Salary Were Less Than Inflation in Six Out of the Last Eight Years

WASB: "Over the last ten years the average teacher has received increases averaging 5.51%."

RESPONSE: FALSE. Between 1986 and 1996, the average annual increase in average teacher salaries was 3.44%. The WASB created a graph which purports to show that teacher salaries increased at a rate greater than inflation for every year between 1985 and 1996. This also is inaccurate (see attached graph).

Using official data from the DPI, WEAC Research replicated the WASB study and came up with the results below. Increases in the CPI-U were greater than increases in average teacher salaries in six of the last eight years. Further, most of the gains in average teacher salaries *occurred prior to 1990*.

Year	Average Salary	% Inc.	Inflation (CPI-U)	
1985-86	26347		109.30	
1986-87	27815	5.57%	110.5	1.10%
1987-88	29122	4.70%	115.4	4.43%
1988-89	30779	5.69%	120.5	4.42%
1989-90	31921	3.71%	126.1	4.65%
1990-91	33209	4.03%	133.8	6.11%
1991-92	35227	6.08%	137.9	3.06%
1992-93	35926	1.98%	141.9	2.90%
1993-94	35990	0.18%	145.8	2.75%
1994-95	37746	4.88%	149.7	2.67%
1995-96	38182	1.16%	153.5	2.54%
1996-97	38950	2.01%	158.6	3.32%
Percent increase '86-'96:		40.03%		43.53%
Average annual % inc:		3.44%		3.68%

The WASB does not report the methodology they used. Therefore, it is impossible to know how they came up with their percentage increases. Their numbers, however, do not jibe with officially reported average teacher salaries from the DPI.

Average teacher salaries have lost money compared to inflation since 1986.

Average teacher salaries and benchmarks, key places on the salary schedule, are the two common ways to track teacher earnings. Below is an examination of both benchmarks and average teacher salaries for different time periods.

Teacher Salary Schedules Are Losing Money Compared to 1970

Twenty Five Year Benchmark Analysis

A 25 year snapshot from 1970 to 1995 shows that what teachers get paid at each benchmark is actually *less in terms of purchasing power* today compared to 25 years ago. This is true at every benchmark.

For instance, in 1970 the average BA minimum statewide was \$7,070. In 1996-1997, the BA minimum was \$24,822 -- an increase of 351.1%. During the same time period inflation, as measured by the December CPI-U, increased 398.49%.

Likewise, the MA maximum increased from \$11,539 in 1970 to \$44,628 in 1996, an increase of 386.76%, which also was less than the rate of inflation.

An analysis of benchmarks shows that teachers have less purchasing power today than they did in 1970.

Twenty Five Year Average Teacher Salary Analysis

Average teacher salaries in Wisconsin increased from \$9,729 in 1970, to \$38,950¹ in 1996-1997. This represents an increase of 400.34%, an increase slightly greater than inflation (398.49%).

Average teacher salaries reflect increases for advanced credits and seniority. Wisconsin's teaching corps is maturing, and one-half of Wisconsin's teachers have MAs. The average teacher has 17 years of experience. *Even with these increases factored in*, it took teachers 26 years to gain 1.85% in purchasing power as measured by average teacher salaries.

Teachers Have Lost Money Since 1990

Six Year Benchmark Analysis

In 1990, the average of the six benchmarks statewide was \$30,473. In 1996 the average benchmark was \$36,108--an increase of 18.49%. However, as measured by the December CPI-U, inflation increase 18.54% during the same time period.

Six Year Average Teacher Salary Analysis

Since 1990-1991, average teacher salaries increased 17.29% while the CPI-U increased 18.54%.

Teachers Have Lost Money Since 1993 and The QEO

Three Year Benchmark Analysis

Since the implementation of the QEO in 1993, statewide benchmarks have increased an average of 1.68% per year. Inflation during the same time period averaged about 2.9%. Teacher salary schedules lost purchasing power after implementation of the QEO. In the three years prior to the QEO, the average annual rate of increase in benchmarks was 4.82%.

Three Year Average Teacher Salary Analysis

The average teachers' salary has only increased by 2.03% annually since 1993. Again, this rate was *less than* inflation which averaged 2.9% annually between December of 1993 and 1996. In the three years prior to the QEO, average teacher salaries increased at an average annual rate of 3.88%

¹ Estimated figure--final data will be available by November of 1997.

Summation

Benchmark analysis shows that *salary schedules have not kept pace with inflation* over the last 25 years. Nor have they kept pace with inflation since the implementation of the QEO in 1993.

Further, average teacher salaries, which include longevity and credit advancements, show that teacher pay *barely* out-paced inflation over the last 25 years. The increases in average teacher salaries were due to advanced credits and seniority.

However, *in the last ten years, average teacher salaries have lost money compared to inflation.*

In the last three years, *neither* average salaries or benchmark salaries have kept up with the rate of inflation.

In fact, compared to inflation, average teacher salaries have lost money:

-
- In five out of the last seven years
 - In the last ten years between 1986 and 1996
 - In the last six years between 1990 and 1996
 - In the last three years since 1993 when the QEO was implemented.
-

As measured by benchmarks, teacher salaries have lost money compared to inflation when 25 year, six year, and three year analyses are conducted.

While certain limited "snapshots" in time can be used to depict salary increases which are greater than inflation, these snapshots fail to address the larger fact that *most time-frames of analysis show virtually no gain in teacher earnings compared to inflation.* Clearly, teacher salaries are not growing at exorbitant rates, but, rather, barely stayed even with or slowly lost purchasing power through time. Since 1993 and the QEO, teachers have experienced an intensified loss of purchasing power.

Total Compensation Should Not Be Compared To The CPI-U

WASB: Total package compensation (benefits + salary) needs to be used in cost of living comparisons.

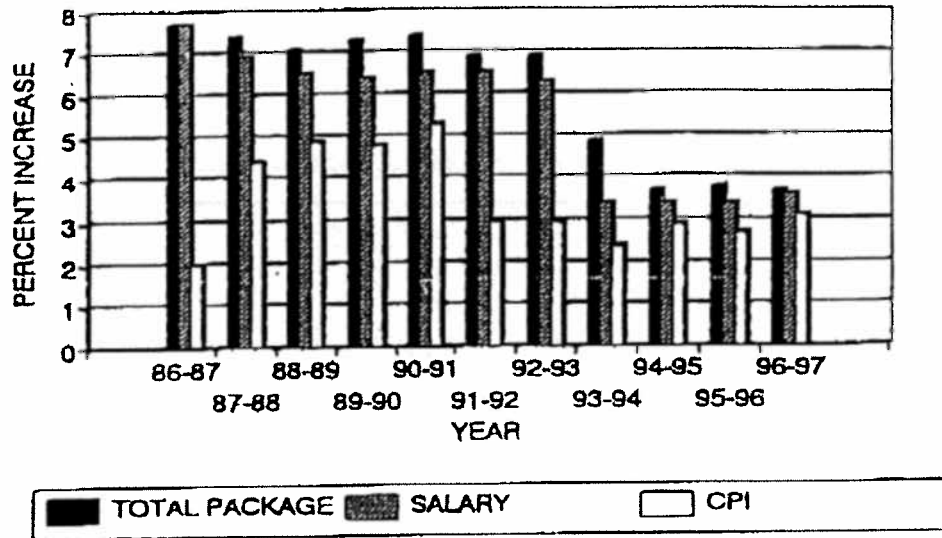
RESPONSE: FALSE. The calculation used to determine the CPI does *not* include health insurance premiums. The WASB's methodology creates an "apples to oranges" comparison where costs are being *added* to teachers' compensation and then compared to an economic indicator which *does not include the same costs*. Also, no other standard measure of income, such as per capita income or median household income, include benefits in the calculation. The WASB maintains that teacher salaries should be analyzed in a different manner than all other standards of income analysis.

Maintaining The Same Level of Benefits Is Not An Increase In Compensation

Further, an increase in the cost of benefits does not increase take-home pay. If an employee had a family health insurance plan in 1985 and by 1995 the cost for that plan exceeded inflation, *the employee received no additional benefit -- they simply maintained the status quo*. It is not reasonable to blame exorbitant health care costs, the result of a complex market system, on employees who simply wish to maintain health insurance for their families.

Prepared by: Jeff Leverich
Research Coordinator
Collective Bargaining/Research
WEAC

Teacher Settlements vs. CPI-U Salary and Total Package (%)



Salaries and Benefits have Kept Pace with Inflation Over the Last Ten Years

Teachers throughout the state have recently been asserting that their salaries are not keeping pace with inflation. As is apparent from the above chart, average salary increases and average total compensation increases have not only kept pace with inflation, but they have exceeded inflation over the last ten years.

Average salary and total package represents the salary and total package increase received by the average teacher in Wisconsin. The average salary increase includes only salary schedule and longevity pay. Total package includes all salaries and fringe benefit costs. The cost of living (CPI-U) represents the average annual rate of inflation for urban wage earners and clerical workers. This is the CPI figure that was used for determining the allowable increase in the revenue limit.

Over the last ten years the average teacher in

Wisconsin has received salary increases averaging 5.51% (\$1624 in average dollars) per year and total compensation increases averaging 6.07% (\$2434 in average dollars) per year. Over the same period of time the cost of living has averaged 3.50%.

Districts should track this information based upon their own settlements to determine if their settlements match up with the statewide trends. Districts should make sure that the comparison between the cost of living and the CPI focuses on what the teacher takes home in pay and benefits. Wage rate adjustments, that being the percentage increase of one cell on the salary schedule, do not accurately demonstrate the increase in compensation that employees have received. Wage rate adjustments don't take into account increases due to step movement and lane movement. Also, wage rate adjustments don't measure the increased cost of fringe benefits.

Make sure that cost of living comparisons give the full picture, not just wage rates.

Salary Increases Under the QEO

New versus Experienced Teachers
Verona as an Example

Step	BA	Step	MA+24*	Step	MA+30*
('94-'95) 1	\$22,908	15	43978	16	46493
('95-'96) 2	\$24,135	15	44769	16	47786
('96-'97) 3	\$25,132	15	45091	16	48359
\$ Inc.	\$2,224		\$1,113		\$1,866
% Inc.	9.71%		2.53%		4.01%

* Includes longevity

NOTES: '96-'97 is a new salary schedule. A "new" teacher in the BA lane received both a step increase and the per cell increase associated with the new schedule. Teachers at step 15, however, only received the per cell increase associated with the new salary schedule because they already were at the maximum step.

This district has 295.5 FTE (full-time equivalent) teachers.

Of this, 131 positions are at the maximum step in their respective lanes.

Sixty teachers are at the maximum step in the MA+30 lane, which is the highest lane for the district.

Inflation has been running just under 3% annually for the last three years.

Senior teachers are penalized the most under the QEO. They receive significantly lower increases in pay than those who are able to gain annual step increases.

The Long-term Impact on Earnings of The QEO

A Twenty Year Projection

Years	Increase	Years	Increase
90-91	5.45%	94-95	1.69%
91-92	5.09%	95-96	1.54%
92-93	4.63%	96-97	1.88%

Pre-QEO 3 year average **4.82%** Post-QEO 3 yr average **1.68%**

In 20 years a teacher at the MA Max will be making *less* than teachers would have made at the BA Minimum in 20 years without the QEO.

**Actual 1996-1997 BA Min
X 4.82% annual increases**

Year	BA Min
1996-1997	\$24,829
1997-1998	\$26,026
1998-1999	\$27,280
1999-2000	\$28,595
2000-2001	\$29,973
2001-2002	\$31,418
2002-2003	\$32,932
2003-2004	\$34,520
2004-2005	\$36,184
2005-2006	\$37,928
2006-2007	\$39,756
2007-2008	\$41,672
2008-2009	\$43,681
2009-2010	\$45,786
2010-2011	\$47,993
2011-2012	\$50,306
2012-2013	\$52,731
2013-2014	\$55,273
2014-2015	\$57,937
2015-2016	\$60,729
2016-2017	\$63,656

**Actual 1996-1997 MA Max
X 1.68% annual increase**

Year	MA Max
1996-1997	\$44,649
1997-1998	\$45,399
1998-1999	\$46,162
1999-2000	\$46,937
2000-2001	\$47,726
2001-2002	\$48,528
2002-2003	\$49,343
2003-2004	\$50,172
2004-2005	\$51,015
2005-2006	\$51,872
2006-2007	\$52,743
2007-2008	\$53,629
2008-2009	\$54,530
2009-2010	\$55,446
2010-2011	\$56,378
2011-2012	\$57,325
2012-2013	\$58,288
2013-2014	\$59,267
2014-2015	\$60,263
2015-2016	\$61,276
2016-2017	\$62,305

**Actual 1996-1997 MA Max
X 3% assumed inflation**

Year	MA Max
1996-1997	\$44,649
1997-1998	\$45,988
1998-1999	\$47,368
1999-2000	\$48,789
2000-2001	\$50,253
2001-2002	\$51,760
2002-2003	\$53,313
2003-2004	\$54,913
2004-2005	\$56,560
2005-2006	\$58,257
2006-2007	\$60,005
2007-2008	\$61,805
2008-2009	\$63,659
2009-2010	\$65,569
2010-2011	\$67,536
2011-2012	\$69,562
2012-2013	\$71,649
2013-2014	\$73,798
2014-2015	\$76,012
2015-2016	\$78,292
2016-2017	\$80,641

The following is an examination of the impact of the QEO on 10 years of teacher earnings. The analysis compares actual statewide benchmarks to what benchmarks would have been if the QEO was implemented in 1986. The average increase in benchmarks in 1995-1996 under the QEO was 1.53%. This rate of increase is applied annually and compared to actual settlement information in order to calculate the difference in earnings at each benchmark.

If settlements between 1993 and 1996 (the "Actual settlement" data used for comparative purposes) had not occurred under the QEO, the differences in earnings between QEO and non-QEO salaries over the 10 years would be even greater.

The second page depicts how the loss in earnings affects teacher retirement for those retiring at the MA Max and Schedule Max levels.

STATE OF WISCONSIN - AVERAGE BENCHMARK SALARIES

Actual salaries compared to what salaries would have been under the QEO
1985-86 through 1995-96

(1.53% was the average increase in statewide benchmarks for 1995-96 under the QEO)

	BA Min	BA 7	MA Min	MA10	MA Max	Sch Max	Average of six	Loss In* Sal. Sched.
1985-86 Actual	16345	20751	18018	25332	28994	31192	23439	
1986-87 Actual	17361	22029	19173	26947	30761	33118	24898	
Assume 1.53% increase	16595	21068	18294	25720	29438	31669	23797	
Loss with 1.53%	766	961	879	1227	1323	1449	1101	7706
1987-88 Actual	18300	23211	20237	28465	32475	35020	26285	
Assume 1.53% increase	16849	21391	18574	26113	29888	32154	24161	
Loss with 1.53%	1451	1820	1663	2352	2587	2866	2123	14863
1988-89 Actual	19197	24340	21236	29873	34124	36842	27602	
Assume 1.53% increase	17107	21718	18858	26513	30345	32646	24531	
Loss with 1.53%	2090	2622	2378	3360	3779	4196	3071	21497
1989-90 Actual	20083	25466	22256	31330	35715	38670	28920	
Assume 1.53% increase	17369	22050	19146	26918	30810	33145	24906	
Loss with 1.53%	2714	3416	3110	4412	4905	5525	4014	28095
1990-91 Actual	21062	26724	23596	33195	37562	40708	30475	
Assume 1.53% increase	17634	22388	19439	27330	31281	33652	25287	
Loss with 1.53%	3428	4336	4157	5865	6281	7056	5187	36309
1991-92 Actual	22078	27998	24791	34874	39453	42925	32020	
Assume 1.53% increase	17904	22730	19737	27748	31760	34167	25674	
Loss with 1.53%	4174	5268	5054	7126	7693	8758	6345	44418
1992-93 Actual	23029	29195	25899	36411	41294	44998	33471	
Assume 1.53% increase	18178	23078	20039	28173	32245	34690	26067	
Loss with 1.53%	4851	6117	5860	8238	9049	10308	7404	51827
1993-94 Actual	23636	29960	26584	37370	42367	46183	34350	
Assume 1.53% increase	18456	23431	20345	28604	32739	35221	26466	
Loss with 1.53%	5180	6529	6239	8766	9628	10962	7884	55188
1994-95 Actual	24036	30473	27033	38012	43158	47033	34958	
Assume 1.53% increase	18738	23790	20656	29041	33240	35760	26871	
Loss with 1.53%	5298	6683	6377	8971	9918	11273	8087	56606
1995-96 Actual**	24350	30839	27383	38444	43844	47928	35465	
Assume 1.53% increase	19025	24154	20973	29486	33748	36307	27282	
Loss with 1.53%	5325	6685	6410	8958	10096	11621	8183	57278
Sum of annual losses:	35277	44436	42128	59275	65260	74014	53398	

* Loss in value of salary schedule as measured by standard benchmarks assuming a 1.53% increase.

** Settlements for this and previous year occurred under the QEO -- otherwise the differences would be even greater.

Loss in Retirement if QEO Had Been in Effect for Ten Years

Retirement annuity = (average of 3 highest salaries) X .016 X years of service.

		With 10 yrs of QEO	Without QEO*	Monthly Difference	Annual Difference	20 yr Difference
Ma Max	93-'94	32739	43284			
	94-'95	33240	45371			
	95-'96	33748	47558			
Three year salary avg:		33242	45404			
Twenty years of service monthly annuity:		886	1211	325	3900	78000
Thirty years of service monthly annuity:		1330	1816	486	5832	116640

		With 10 yrs of QEO	Without QEO*	Monthly Difference	Annual Difference	20 yr Difference
Schedule Max	93-'94	35221	47167			
	94-'95	35760	49440			
	95-'96	36307	51823			
Three year salary avg:		35763	49477			
Twenty years of service monthly annuity:		954	1319	365	4380	87600
Thirty years of service monthly annuity:		1431	1979	548	6576	131520

* "Without QEO" salaries were calculated by taking the average increase in benchmarks for the three years prior to the implementation of the QEO (4.82% increase) and applying this to the 1992-1993 salaries forward. This is the most accurate way to calculate the difference between QEO and non-QEO scenarios since using actual benchmarks since 1994 would be using benchmarks settled under the QEO limitations.

THE IMPACT OF THE QEO ON TEACHER EARNINGS

SEPTEMBER 1997

There are two ways in which the Wisconsin Education Association Council tracks teacher salary data statewide. The first is by "benchmarks," key places on teacher salary schedules, and the second is by the statewide average teacher salary.

Benchmarks

Benchmarks represent what teachers actually get paid at that point on the salary schedule. There are six benchmarks currently used to track teacher salaries. They are the BA minimum, the BA 7th step, the MA minimum, the MA 10th step, the MA maximum, and the schedule maximum for each district. An average of these six benchmarks is also calculated to create an "average benchmark."

Benchmarks are weighted by the number of full-time equivalent (FTE) teachers for each district. The weighted average for the 1996-1997 BA minimum, for instance, was \$24,822. This represents a snapshot of what the average starting teacher with a BA made in the state. However, the range of starting salaries extended from a low of \$20,684 to a high of \$30,112.

The average of the six benchmarks for 1996-1997 was \$36,108. This represented a 1.9% increase over the previous year's average. To compare, between 1994-1995 and 1995-1996, the percentage increase in the average benchmark was 1.54%.

See the attached chart which shows the impact that the QEO law has had on the rate of increase in the average benchmark. The average increase in the three years prior to the QEO was 4.82%. The average increase in the benchmarks for the three years after the QEO was just 1.68%.

Average Salaries

The average teacher salary is determined by analyzing the Fall Staff Reports. The figure is calculated by the Department of Public Instruction. Average salaries are calculated by dividing the total amount of dollars paid to teaching staff by the number of employees (FTE equivalent). The average includes the costs of longevity (step increases) and lane changes (BA to MA, for instance) which may occur during a teacher's employment. Thus, the figure can be used to assess the aggregate impact of these costs on teacher pay through time.

In the three years since the implementation of the QEO, average teacher salaries only increased 2.03% annually. In the three year period prior to the QEO, average salaries increased an average of 3.88% annually.

Conclusion

Analysis of both benchmark and average teacher salaries show the impact of the QEO on teacher earnings. As measured by benchmarks, the rate of increase in teacher earnings in the three years prior to the QEO was *over twice* the rate experienced after the QEO was implemented. As measured by the average teacher salary, the rate of increase in the three years prior to the QEO was *nearly twice* the rate experienced after the QEO.

These facts have serious consequences on life-long retirement earnings for teachers, which are based on maximum salaries, and on teachers' purchasing power through time. With inflation running just under 3%, teachers are experiencing a decline in their standard of living every year that the QEO stays in effect.

Benchmark and Average Teacher Salary Analysis

Average Increase in Benchmarks*						
	Year	Pre-QEO		Year	Post-QEO	
	1990-91	5.45%		1994-95	1.69%	
	1991-92	5.09%		1995-96	1.54%	
	1992-93	4.63%		1996-97	1.90%	
Total increase:		15.17%			5.13%	
Average annual increase:		4.82%			1.68%	
*1993-1994 is not included because some districts settled under the QEO and others did not.						
Increase in Average Teachers' Salary*						
	Year	Pre-QEO	% Inc.	Year	Post-QEO	% Inc.
BASE	1989-90	31921	—	1992-93	35926	—
	1 1990-91	33209	4.03%	1 1993-94	35990	0.18%
	2 1991-92	35227	6.08%	2 1994-95	37746	4.88%
	3 1992-93	35926	1.98%	3 1995-96	38182	1.16%
Total increase:		Pre-QEO	12.10%		Post-QEO	6.21%
Average annual increase:			3.88%			2.03%
*1993-94 is included because 1996-97 data is not available for average salaries.						

WEAC, Collective Bargaining/Research Division, September 1997.

Prepared by: Jeffrey Leverich, Research Coordinator.

**RATES OF INCREASE IN WISCONSIN
TEACHER PAY COMPARED TO**

PERSONAL INCOME

MEDIAN HOUSEHOLD INCOME

AND

INFLATION

State has high income growth

Associated Press

Madison — Personal income in Wisconsin grew 38% between 1990 and 1996, exceeding the national pace, University of Wisconsin Business School professor Jon Udell says.

A study by Udell for the Wisconsin Department of Commerce, using U.S. Department of Commerce statistics, said only the farm sector failed to show impressive economic growth.

"Choose almost any time period beginning after 1973 and Wisconsin's economic growth at least equals the nation's," the study says.

Wisconsin farmers' total receipts fell 2% from 1990 to 1995 while expenses grew nearly 11%, resulting in a 126% decrease in corporate farm income, the report says.

Wisconsin's total personal income grew 643% between 1969 and 1996, it says.

The personal income increase of 38% from 1990 to 1996 exceeded most of the nation.

Wisconsin's per capita income averaged \$23,269 last year.

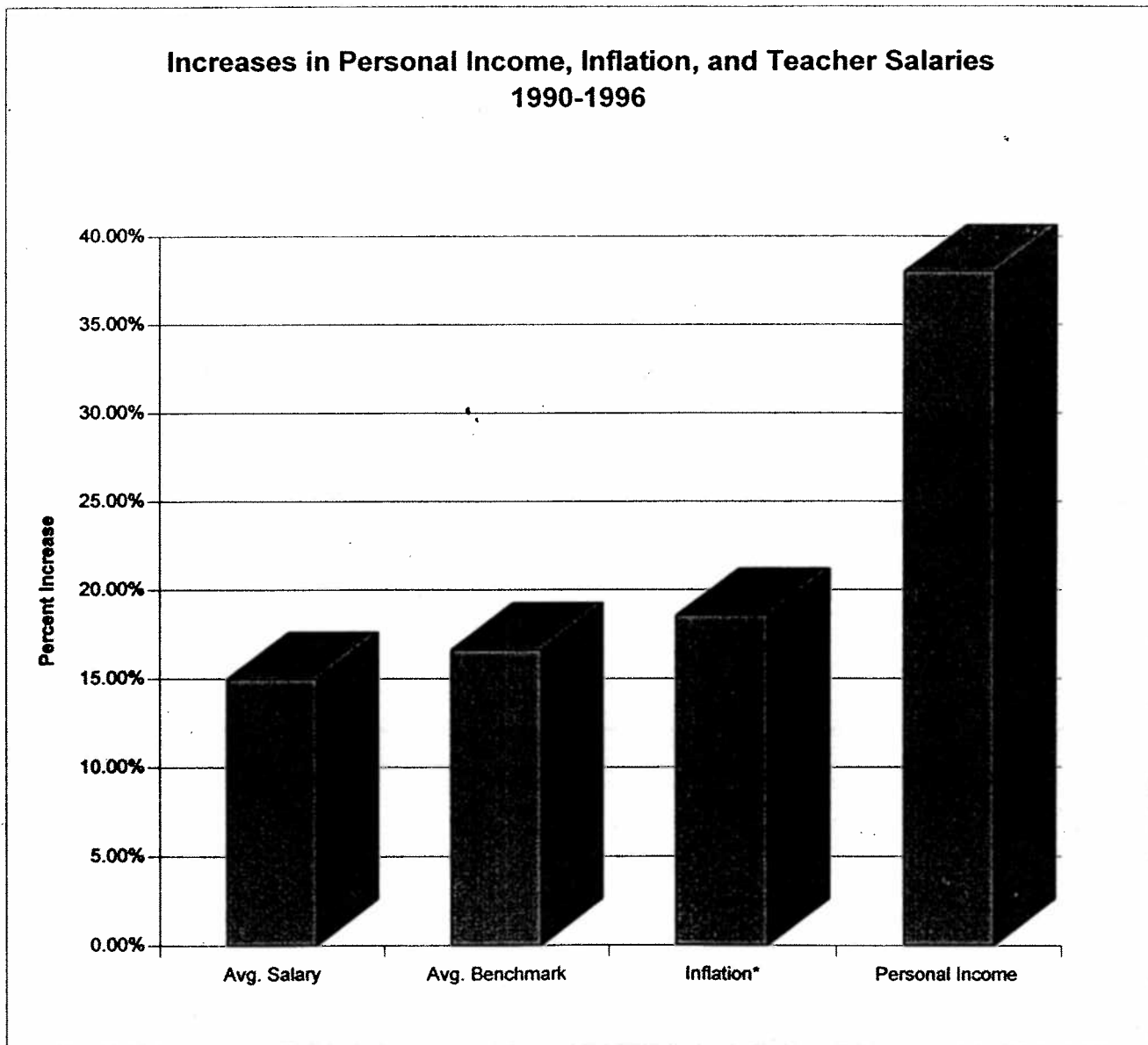
Milwaukee Journal Sentinel
9/7/97

Teacher Salary Increases Compared to Income Growth and Inflation In Wisconsin

1990-1996

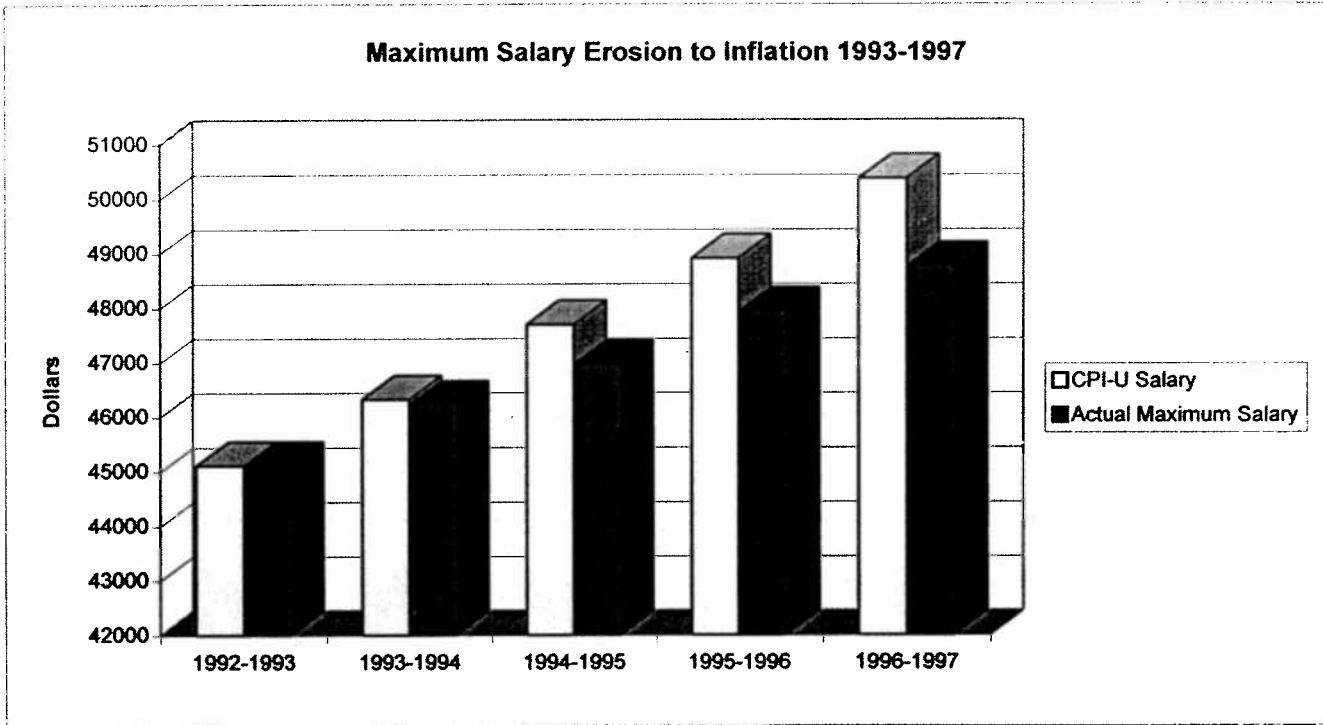
	Avg. Salary	Avg. Benchmark	Personal Income	Inflation*
1990-1991	33209	30474	17122	133.8
1995-1996	38182	35533	23629	158.6
% Increase	14.97%	16.60%	38%	18.54%

* December CPI-U



Comparison of Teacher Maximum Salaries to Inflation Since the QEO 1993-1997

Year	Inflation (CPI-U)	Schedule Maximum Salary
1992-1993	141.3	45108
1993-1994	145.1	46221
1994-1995	149.4	46613
1995-1996	153.2	47935
1996-1997	157.8	48757
Total percent increase:	11.68%	8.09%
Average annual % increase:	2.23%	1.57%



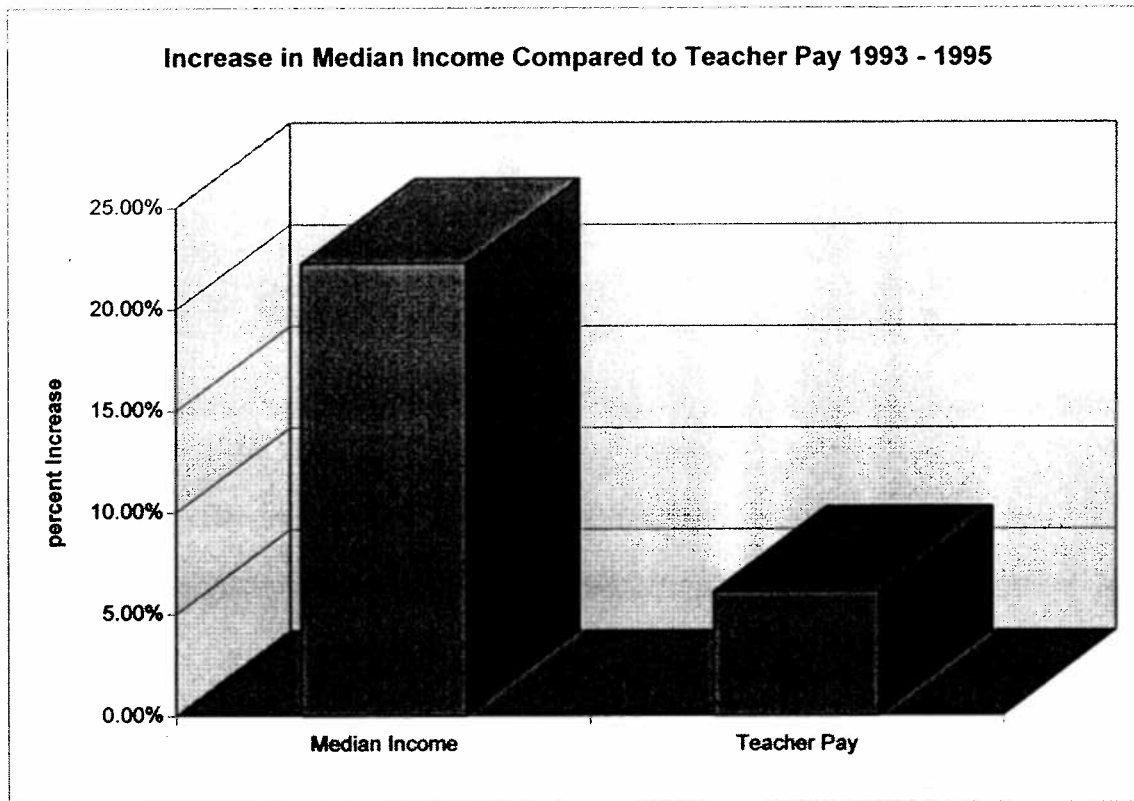
What the Maximum Salary Would Be to Keep Up With Inflation

Year	CPI-U Salary	Actual Maximum Salary	\$ Loss	% Loss
1992-1993	45108	45108		
1993-1994	46321	46221	100	0.22%
1994-1995	47694	46965	729	1.55%
1995-1996	48907	47928	979	2.04%
1996-1997	50375	48757	1618	3.32%

Data Sources: CPI-U is September to September, Bureau of Labor Statistics. Maximum salary data comes from actual district contracts. The figure is an average for all districts statewide.

A Comparison of Average Teacher Salaries to Median Income 1993-1995

Wisconsin		
Year	Median Income	Teacher Pay
1993	\$33,503	\$35,990
1995	\$40,955	\$38,182
% Increase:	22.24%	6.09%

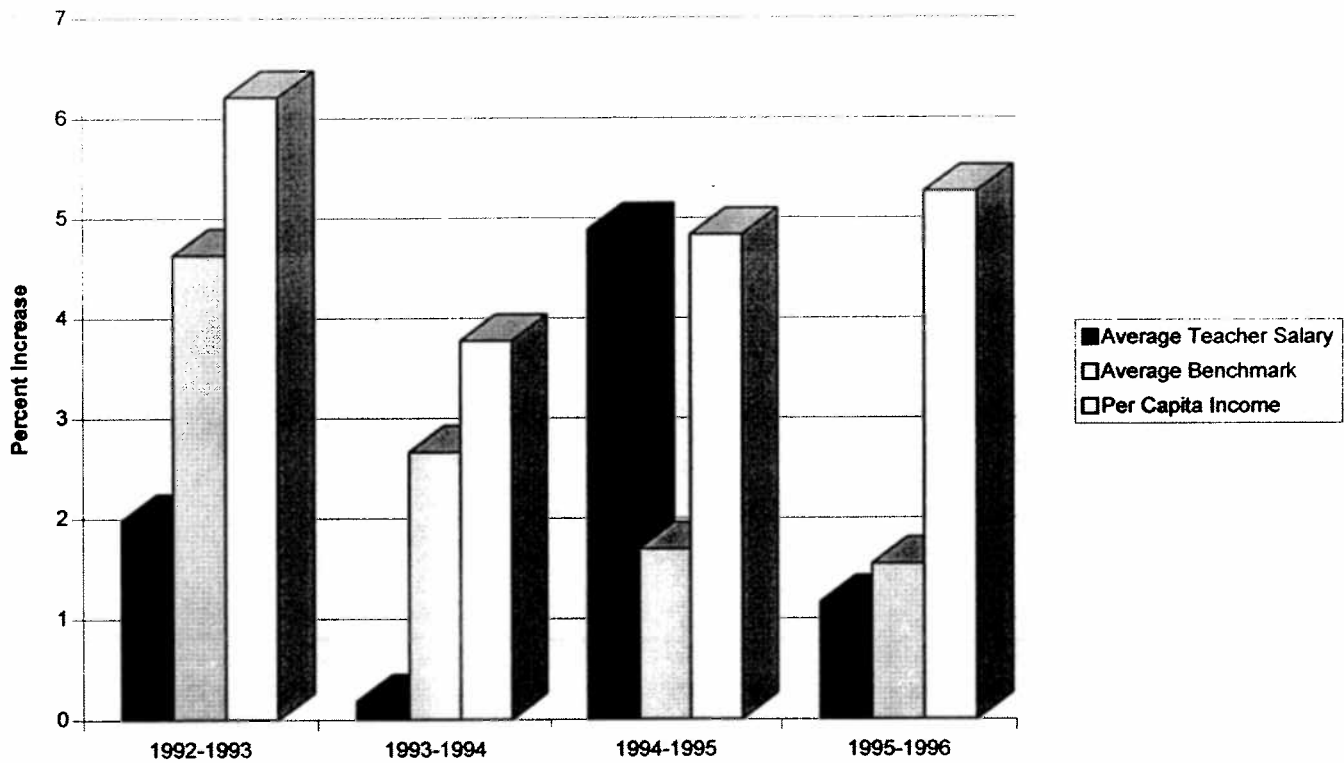


Data Sources: Average teacher salaries are calculated by the Department of Public Instruction based on annual school district budget reports. Median income information comes from the U.S. Bureau of the Census, March 1996 Current Population Survey.

A Comparison of The Percent Increase in Per Capita Income to Percent Increases in Average Teacher Salaries and Benchmarks 1992-1996

Year	Wisconsin		
	Avg. Teacher Salary	Avg. Benchmark	Per Capita Income
1992-1993	1.98	4.63	6.21
1993-1994	1.8	2.66	3.77
1994-1995	4.88	1.69	4.83
1995-1996	1.16	1.53	5.26
Total percent increase:	9.82	10.51	20.07
Average annual % increase:	2.29%	2.53%	4.68%

Comparison of Wisconsin Personal Income to Teacher Salaries



Data Sources: Per capita income for Wisconsin is from the Bureau of Economic Analysis, U.S. Dept. of Commerce, April 25, 1996. Average teacher salaries are computed by the Department of Public Instruction, and benchmark data come from district salary contracts.

**RATES OF INCREASE IN WISCONSIN
TEACHER PAY COMPARED TO**

THE GREAT LAKES REGION

AND

NATIONAL INCREASES

Average Teacher Salaries - Midwest States

Ranked by Percent Increase

	1993	1994	1995	1996	% Inc.	\$ Inc.
1 National average	35000	35723	36874	37685	107.67%	2685
2 Iowa	30130	30760	31511	32372	107.44%	2242
3 Indiana	35068	35711	36799	37677	107.44%	2609
4 Illinois	38632	39387	41040	40919	105.92%	2287
5 Minnesota	35093	36146	35948	36937	105.25%	1844
6 Wisconsin	36477	35990	37746	38182	104.67%	1705
7 Michigan	43604	42500	47412	44796	102.73%	1192

Ranked by Dollar Increase

	1993	1994	1995	1996	% Inc.	\$ Inc.
1 National average	35000	35723	36874	37685	107.67%	2685
2 Indiana	35068	35711	36799	37677	107.44%	2609
3 Illinois	38632	39387	41040	40919	105.92%	2287
4 Iowa	30130	30760	31511	32372	107.44%	2242
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7 Michigan	43604	42500	47412	44796	102.73%	1192

Wisconsin Compared to the Average Increase in the Midwest

	1993	1994	1995	1996	% Inc.	\$ Inc.
1 Iowa	30130	30760	31511	32372	107.44%	2242
2 Indiana	35068	35711	36799	37677	107.44%	2609
3 Illinois	38632	39387	41040	40919	105.92%	2287
4 Minnesota	35093	36146	35948	36937	105.25%	1844
5 Michigan	43604	42500	47412	44796	102.73%	1192
Midwest Average	36505	36901	38542	38540	105.76%	2035
Wisconsin	36477	35990	37746	38182	104.67%	1705
\$ Difference	-28	-911	-796	-358	----	-330
% Difference	-0.08%	-2.53%	-2.11%	-0.94%	-1.04%	----

Wisconsin Compared to the Average Increase Nationally

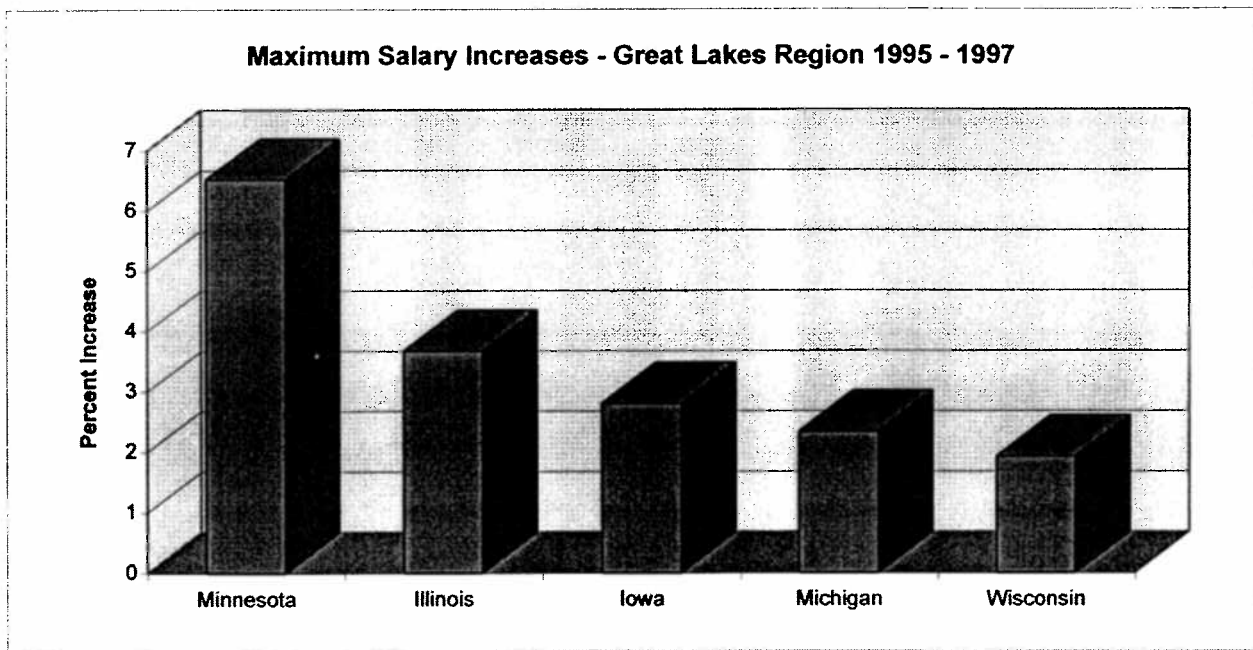
	1993	1994	1995	1996	% Inc.	\$ Inc.
National Average	35000	35723	36874	37685	107.67%	2685
Wisconsin	36477	35990	37746	38182	104.67%	1705
\$ Difference	1477	267	872	497	----	-980
% Difference	4.05%	0.74%	2.31%	1.30%	-2.87%	----

Ranked by Percent Increase in Average Salary Over Ten Years 1985-86 to 1995-96

Percent increase		Percent increase	
1 Indiana	54.90	Indiana	54.90
2 Illinois	52.10	Illinois	52.10
3 National	49.50	National	49.50
4 Iowa	49.40	Iowa	49.40
5 Michigan	49.00	Michigan	49.00
6 Wisconsin	44.90	Minnesota	35.00
7 Minnesota	35.00	Average	48.32
		Wisconsin	44.9
		% Diff.**	-7.62%

** The national and Midwest average increase of 48.32% was 7.62% greater than Wisconsin's increase.

Percent Increase in Maximum Salaries - Great Lakes Region 1995-96 - 1996-1997



Data Sources: NEA Rankings of the States, and state education associations.

**SALARY INCREASES DURING CALENDAR 1995
TO PARTICIPANTS ACTIVE BOTH AT BEGINNING & END OF YEAR**

Age Group Beginning of Year	Percent Salary Increases					Age Group Beginning of Year
	Teachers			Other General		
	Actual		Expected	Actual	Expected	
	University	Public School				
25-29	31.9%	17.3%	8.8%	17.6%	8.0%	25-29
30-34	18.5	9.0	8.2	10.8	7.0	30-34
35-39	12.4	7.4	7.8	8.4	6.5	35-39
40-44	9.9	6.0	7.2	7.6	6.0	40-44
45-49	7.6	4.3	6.6	6.6	5.6	45-49
50-54	6.0	3.4	6.2	5.9	5.6	50-54
55-59	5.6	3.0	5.9	5.3	5.6	55-59
60-64	6.0	2.6	5.7	4.4	5.6	60-64
65 & Over	3.7	1.9	5.7	5.2	5.6	65 & Over
Average*	4.5	1.9	5.3	3.7	5.3	Average*

* Including new entrants.

The salary increases shown on this and the following page are not necessarily reflective of pay increases awarded to any individual member. The figures are broad averages of figures involving large groups of people. Pay increases tend generally to track inflation which was about 2.5% in 1995. The average inflation rate over the 25 year period 1970-1995 was 5.7%. Similarly, during that period average earnings rose also by about 5.6%.

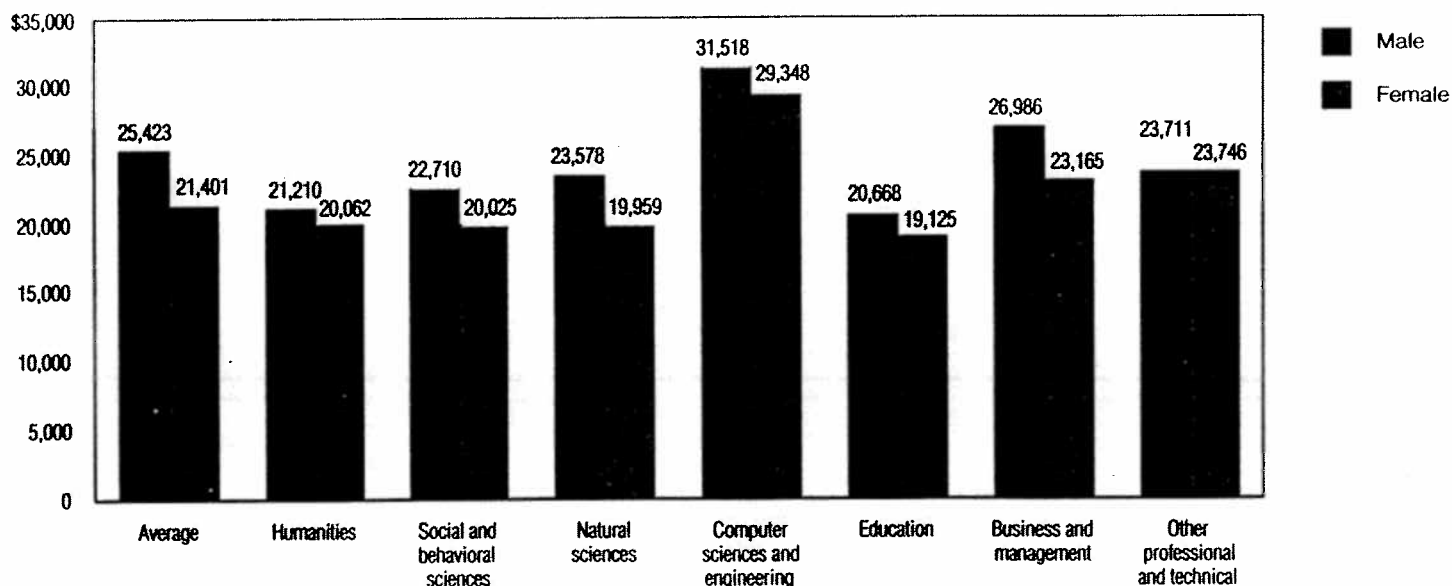
Earnings of Recent College Graduates: The Class of 1993

Abundant evidence shows that the earnings and field of study of college graduates are closely related—largely, though not exclusively, because choice of major field often determines occupation. For the Class of 1993, comprehensive data were recently released by the National Center for Education Statistics, U.S. Department

of Education. The same pattern is evident.

Earnings are highest in computer sciences and engineering and lowest in humanities and education. As a percentage, the earnings of women were closest to those of men in the humanities, computer sciences and engineering, and education.

Annual median starting salaries of 1993 college graduates 1 year after graduation, by sex and major field of study, in 1995 constant dollars



SOURCE: *The Condition of Education 1996*, U. S. Department of Education, Office of Educational Research and Improvement, p. 116.

NOTE: Data are for bachelor's degree recipients who were working full time and were not enrolled in postsecondary education 1 year after graduation. Comparable data were collected for the classes of 1977, 1980, 1984, 1986, and 1990; see "The Class of '90: One Year After Graduation," Gary Steinberg, *OOQ*, Summer 1994. For a study of the earnings of all college graduates, as opposed to recent graduates, by field of study, see "Earnings and Major Field of Study of College Graduates," Daniel Hecker, *OOQ*, Summer 1996.

THE MYTH THAT TEACHERS DON'T WORK FULL-TIME

A COMPARISON OF PRIVATE SECTOR EMPLOYEES TO TEACHERS

“The average amount of time a full-time teacher is required to spend at school is only about three-quarters of the teacher’s work week.”

-- U.S. Dept. Of Education, NCES, *Teacher’s Working Conditions*, 1996.

National survey data is similar to the Wisconsin survey data contained herein on the extra hours teachers work. Nationally, teachers worked an average of 12 extra hours per week beyond the regular workday. In Wisconsin the average was about 15 hours and the median was 9.7 extra hours per week. However, in Wisconsin the average regular work week for teachers was 35.8 hours, whereas the average for teachers nationally was 33 hours (Source: U.S. Dept. of Education, NCES, *Schools and Staffing Survey*, 1993-1994).

THE MYTH THAT TEACHERS DON'T WORK FULL-TIME

PRIVATE SECTOR EMPLOYMENT

In 1993 the Bureau of Labor Statistics (BLS) conducted a national study of employee benefits at medium and large private establishments. The following data are from the Employer Benefit Survey Bulletin #2456 which reports the results of the survey.

Hours Worked

Weekly work schedules of 40 hours predominate among full-time employees. While some flex-time is being introduced, 82% of employees work the standard 8 hours per day 5 days per week for a total of 2080 hours per year. Most (96%) do not receive a paid lunch, but two fifteen minute breaks are "often provided."

Holidays

Nearly all full-time employees are provided paid holidays. The average is 10 days per year including "personal holidays" (e.g., birthdays) sometimes offered by employers.

Paid Vacation

Almost all full-time employees receive paid vacation. Vacation averages 16.6 days for 10 years of service, and 20.4 days for 20 years of service. The BLS states that employees receive "15 or 20 days at 10 years, and 20 to 30 days at 20 years or more."

TEACHER EMPLOYMENT

In 1996 the Wisconsin Education Association Council conducted a statewide survey in Wisconsin which addressed teacher employment conditions. The survey was sent to a random sample of teachers statewide and was returned by 880 respondents. The following data are from this survey on the "Status of Wisconsin Teachers."

Number of Days Worked

The average number of school days reported by teachers was 180.9. Additionally, teachers reported an average of 6.9 "other contract" days when they must report to school. Thus, the average teacher is contracted to work 187.8 days per year.

Number of Hours Worked

By contract, the average teacher worked 7.66 hours per day. However, teachers worked an average of 8.96 hours per week on non-compensated *instruction-related* activity, like class preparation and grading papers, after the school day was over including weekends. Teachers also reported working an average of 6.06 hours per week in *non-instructional* related activities. This category includes both compensated activities like coaching and non-compensated activities like bus duty or club advisor. When non-compensated instructional-related time spent after the workday and non-

instructional duties are added to the regular workday, the average teacher is working from 9 to 10 hours per day.

A COMPARISON OF PRIVATE SECTOR EMPLOYEES TO TEACHERS

The comparisons below use data from the BLS *Employee Benefit Survey* (1993) and the *Status of the Wisconsin Teacher* survey (1996). For teachers the mean, or average, score for each response was used in the left-hand column and the median score was used in the right-hand column. One-half hour was subtracted from the length of the contract day for lunch in order to calculate the total number of hours worked per year by teachers.

Private sector hours were based on an employee who has 20 years experience. This is an apt comparison since the average teacher has 17 years of experience. Private sector hours were calculated with and without paid breaks since many but not all employees receive paid breaks.

ANNUAL HOURS OF WORK TEACHERS

Mean Scores		Median Scores	
Teaching days	180.90	Teaching days	180.00
Other contract days	6.90	Other contract days	7.00
Hours per day (7.66 - lunch)	7.16	Hours per day (8 - lunch)	7.50
Instructional extra time (8.96 wk/5)	1.79	Instructional extra time (7.3 wk/5)	1.46
Non-instructional extra (6.06 wk/5)	1.21	Non-instructional extra (2.39 wk/5)	.48
187.8 days x 10.16 hours per day =		187 days x 9.44 hours per day =	
Total:	1,908.05	Total:	1,765.28

ANNUAL HOURS OF WORK PRIVATE SECTOR

Including Daily Paid Breaks		Excluding Daily Paid Breaks	
(8 hours x 5) x 52 weeks =	2080	(7.5 hrs per day x 5) x 52 weeks =	1950
Holidays (10 @ 8 hrs)	-80	Holidays (10 @ 8 hrs)	-80
Vacation (20 days @ 8 hrs)*	-160	Vacation (20 days @ 8 hrs)*	-160
Total:	1,840	Total:	1,710

* Vacation is for a 20-year employee. The average teacher in Wisconsin has 17 years of experience.

The most current data available show that Wisconsin teachers work from 1,765 to 1,908 hours per year, not unlike their private sector counterparts who work from 1,710 to 1,840 hours per year. The similarity in hours between teachers and private sector employees is due primarily to the extra time teachers spend working with students and preparing for class after the typical workday is over, in addition to the extra duties teachers are responsible for after the "regular" workday.

IN 1993 THE AVERAGE WORKER WORKED 39.2 HOURS PER WEEK, LESS THAN THE 47-50 HOUR WORK WEEK FOR TEACHERS.

In a related study on trends in hours of work, the *Monthly Labor Review* stated that the average work week for nonagricultural wage and salary workers was 39.2 hours, and that "average hours at work changed little over the period from 1976 to 1993, increasing by just 1.1 hours" (Rones, Llg, Gardner, April 1997). Within this relatively stable picture, however, two major trends were notable. First, the proportion of people working more than 49 hours per week is increasing. This group tended to work in higher paying or sales related jobs. Second, the number of women in the workforce is increasing as is the number of hours they are working.

The increasing number of women, who work fewer hours than men, and a decrease in the number of hours by workers under the age of 26 both helped off-set the increase in the number of people working more than 49 hours per week so that, in aggregate, there was only a minor increase in the average number of hours worked between 1976 and 1993.

WOMEN WHO TEACH WORK MORE THAN THEIR PRIVATE SECTOR COUNTERPARTS.

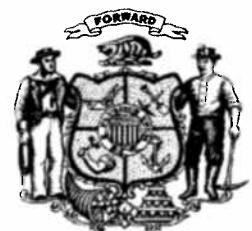
In 1993, the average man worked 1,905 hours per year, and the average women 1,526. Women teachers, who comprise 70% of Wisconsin's teaching corp, worked about 239 more hours per year than the average women who worked in the private sector.

RELATED FACTS AND TALKING POINTS

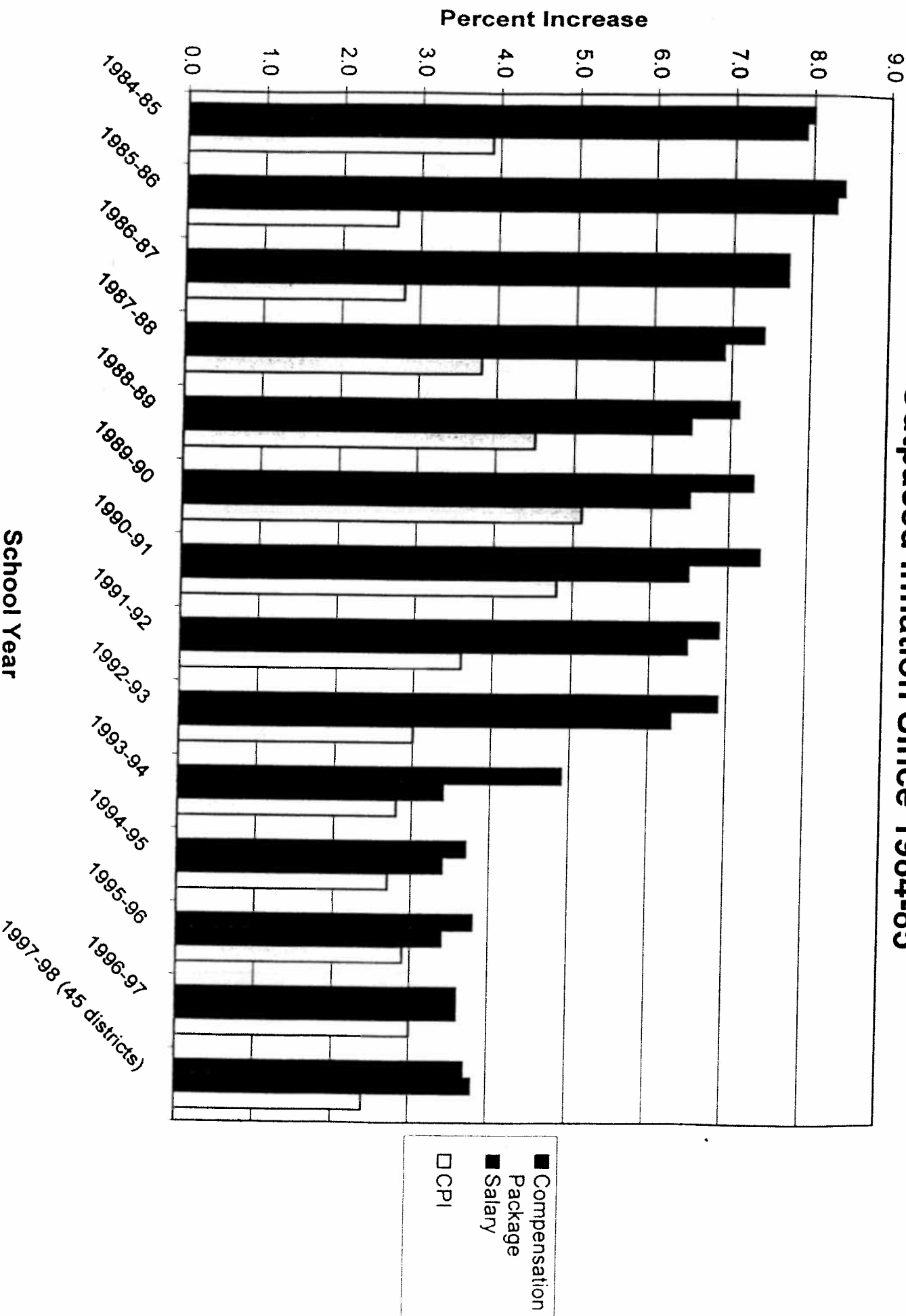
- Many teachers do not get paid during summer months and have to budget for three months of no income. There is no comparison in the private sector where gainfully employed individuals are not paid for three month periods of time during their employment.
- If teachers are paid during the summer, the monies paid are monies which were earned at an earlier time and are being doled out later with no interest.
- Many employees in the private sector who work more than 40 hours per week are entitled to overtime pay. However, teachers who spend extra time helping students or preparing for class do not receive overtime. The more time teachers spend helping students the less their hourly wage becomes.
- The average amount spent by teachers last year for classroom materials and/or to help meet the needs of students was \$343. About 33% reported spending more than \$200 and six percent reported spending more than \$1,000 in the last academic year (*Status of Wisconsin Teachers, 1996*).
- To maintain a license for employment, teachers must complete six credits every five years. Studying, research, and class time are all non-compensated additional time commitments which are a requisite part of teaching employment.
- Over the last three years, from 29% - 40% of teachers took college courses in any single year. Of these, teachers spent on average \$1,872 in tuition, books and fees; and 35% reported spending between \$1,500 and \$10,000 in the last three years on course work (*Status of Wisconsin Teachers, 1996*).
- On average, each teacher is responsible for 88 pupils per day. However, 48% of teachers are responsible for 100-200 students per day (*Status of Wisconsin Teachers, 1996*).
- The majority of teachers are contracted to work an eight hour day.
- The average teacher reported spending about 9 hours per week on activities related to instruction *after the workday was over*. Additionally, 42% of teachers reported spending more than 10 hours per week, and 10% spent more than 20 hours per week in *post-workday* instructional-related activities (*Status of Wisconsin Teachers, 1996*).



WISCONSIN STATE LEGISLATURE

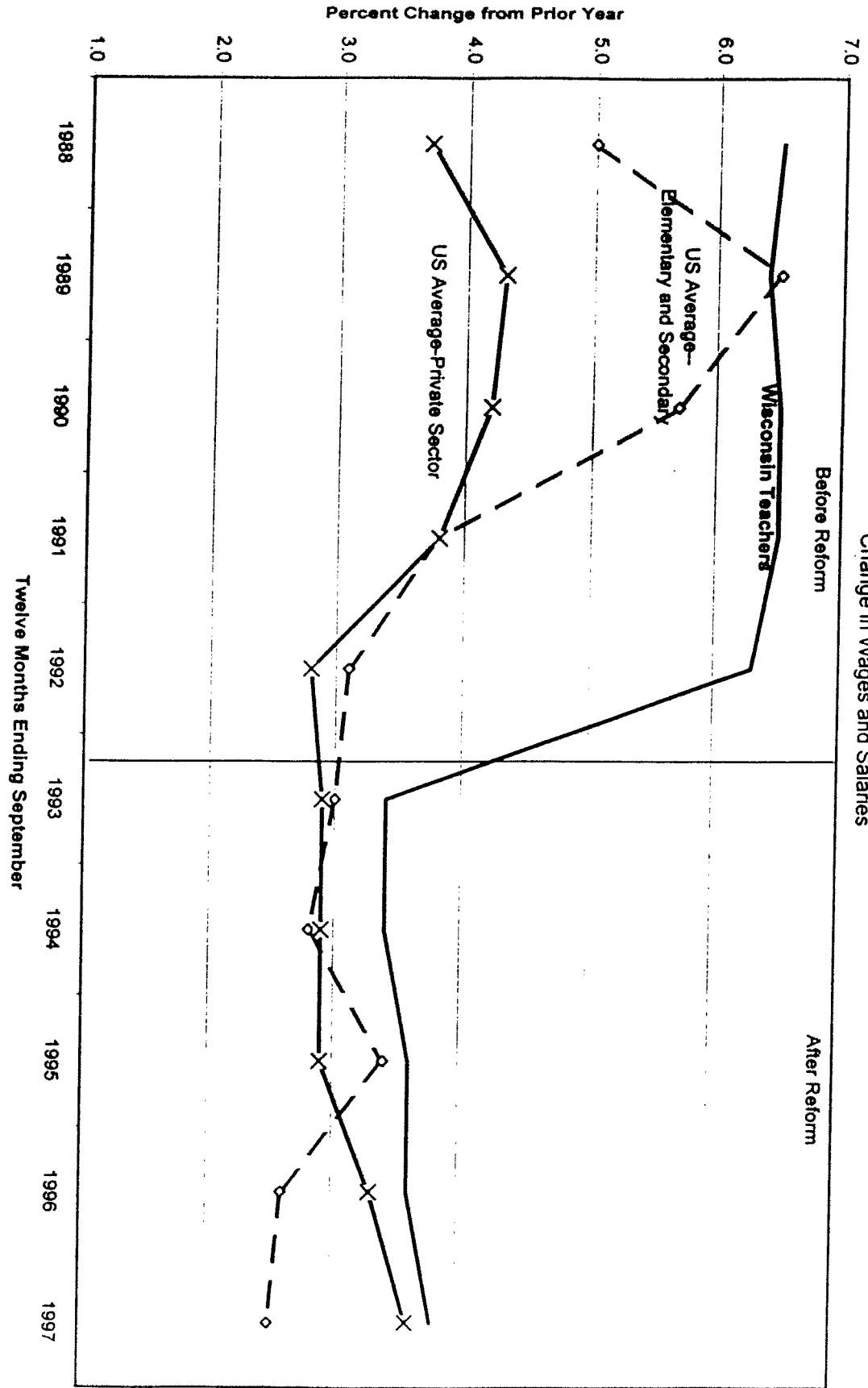


Teacher Compensation Increases Have Consistently Outpaced Inflation Since 1984-85



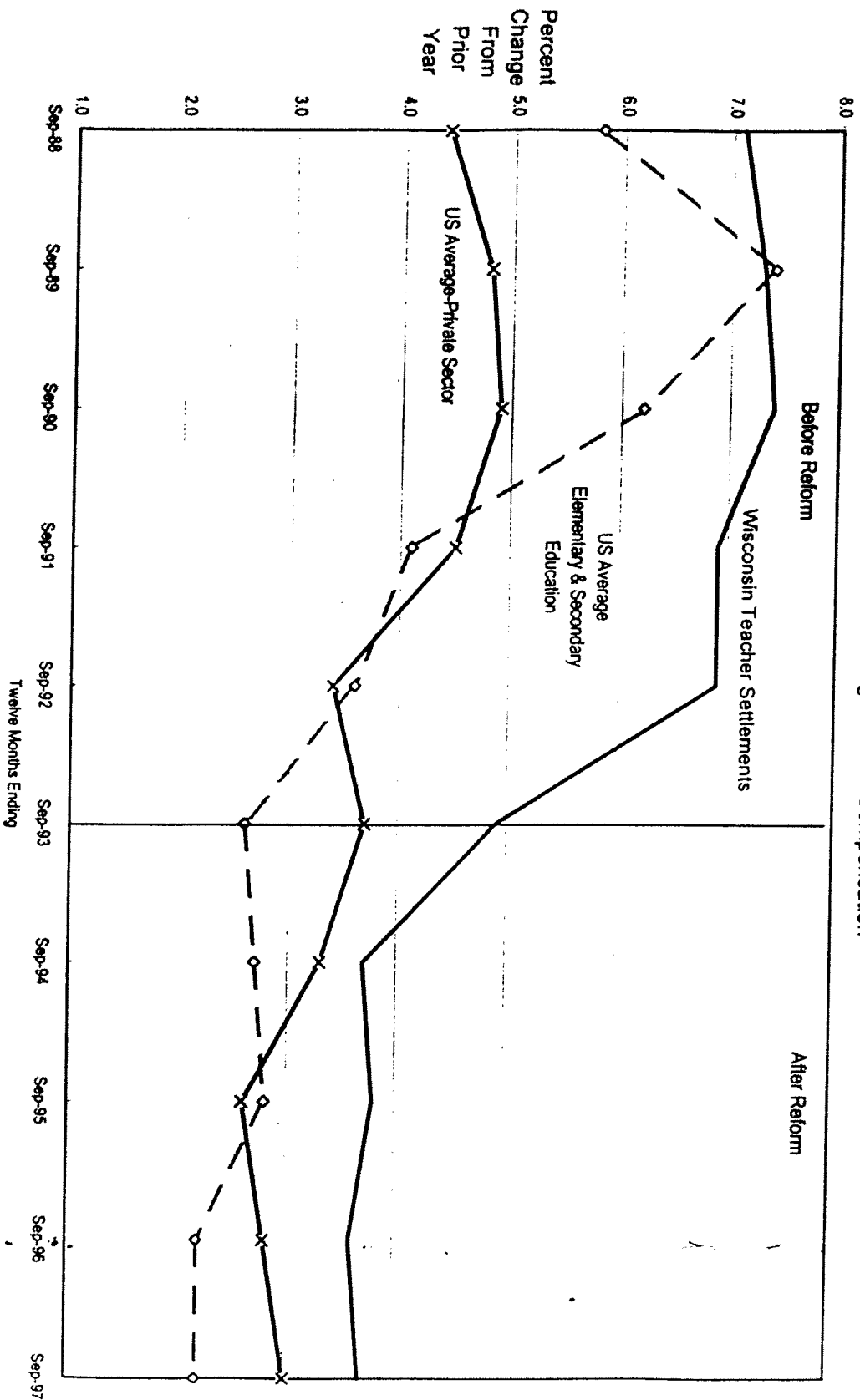
Mediation-Arbitration Reform Brings Settlements in Line With National Trends

Change in Wages and Salaries

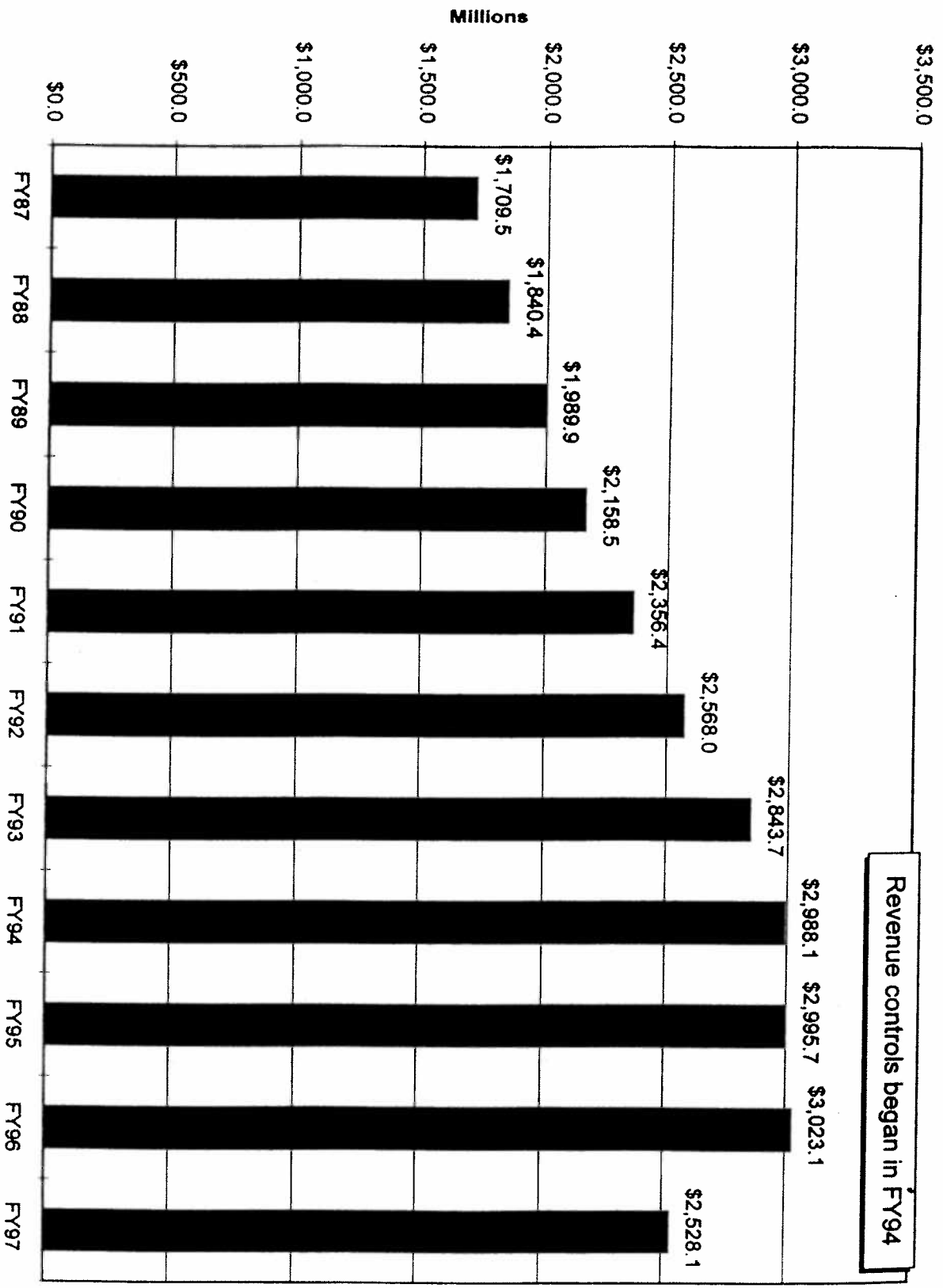


Mediation-Arbitration Reform Brings Settlement in Line with National Trends

Change in Total Compensation

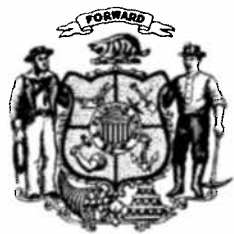


Growth in the Statewide School Property Tax Levy Has Slowed Significantly Since Revenue Controls and the QEO Were Enacted In FY94





WISCONSIN STATE LEGISLATURE



Senator Potter List:

1. Please schedule WASB early. We would like Bob West (WEAC Collective Bargaining Director) to testify immediately after WASB testimony.
2. WEAC Member Group Testimony should be ordered as follows:

(1) Senator Jauch's District

Darlene Schmid -- Superior
Frank Kane -- Frank Kane
Kathleen Adee -- Washburn
Charlene Newhouse -- Hurley
Diane Hedin -- Hayward
Tom Kuziej -- Hayward
Kathy Duerr - Barron
Sybil Thompson -- Turtle Lake

(2) Senator Darling's District

Jon Gilmore -- Glendale
Nonita Stiggers -- Mequon-Thiensville
Jo Paider-Trask -- Germantown
Dee Freeman -- Slinger
John Wellinghoff -- Menomonee Falls
Bob Lehmann -- Milwaukee

(3) Senator Grobschmidt's District

Sam Carmen -- Milwaukee
Phyllis Wetzel -- Cudahy
Guy Costello -- South Milwaukee

(4) Senator Potter's District

Michelle Kohlbeck -- Manitowoc
Kent Markham -- Kohler
Lei Lund - Elkhart Lake
Deb Streblov -- Plymouth
Stacy Gloede -- Plymouth

(5) Senator Roessler's District

~~Maryann Johnson -- North Fond du Lac~~
Linda Wulff -- Waupun
Rich Lila -- Waupun

(6) Senator Shibilski's District

Mary Lee Reineking -- Stevens Point
Mary Bell -- Wisconsin Rapids

(7) Senator Huelsman's District

Carolyn Burrough - Jefferson
Marlene Frehner -- Palmyra-Eagle
Joe Whitmore -- Palmyra-Eagle
John Strong -- ULE-Kettle Moraine
Fred Schuler -- ULE-Mukwonago
Patsy Wanless -- Whitewater
Linda Laumann -- Milton
Diane Alijev -- Waukesha
Paul Craig -- Arrowhead

(8) Madison Teachers

Bill Keyes
Sara Bringman
Barbara Keresti
Mike Schwaegerl
~~Mozie Jenkins~~
Nan Youngerman
Cathie Crandall
Paula Ferrara-Parrish

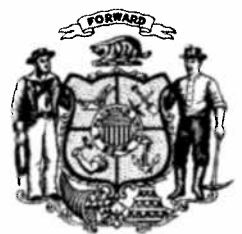
Tenia

(9)

Eileen Kennedy
Pam Riddle
Green Bay and
Kenosha As Panel



WISCONSIN STATE LEGISLATURE



C.

Area wages grow 5% in past year

**MMAC says economy
 in metropolitan area
 showing steady growth**

By **GEETA SHARMA-JENSEN**
 of the Journal Sentinel staff

Average weekly earnings for production workers in metropolitan Milwaukee grew 5% in August compared with the same month a year ago.

The wage numbers, reported Wednesday by the Metropolitan Milwaukee Association of Commerce, surpassed national price inflation for the 10th month in a row.

The MMAC, which tracks 15 indicators of business activity each month, said the area economy again showed

steady, though moderate, growth.

"We've reached a healthy medium where the rate of job growth and the level of unemployment are in a state of equilibrium. That's a relatively healthy position to be in," said Bret Mayborne, the association's economic research director.

"I think the steady growth in the local economy is reflecting what's happening nationally," Mayborne added. "Inflation seems to be under control, so there isn't any need for the Federal Reserve to put the clamps on. As long as things don't overheat, I fully expect we'll stay in this

Please see MMAC page 3

MMAC/Area wages up 5% in past year

From page 1

kind of situation for the intermediate time."

Metro Milwaukee's unemployment rate for August was 3.5%, up from 3.4% in August 1996.

There are indications both locally and nationally that such low rates have begun to drive up wages.

The average weekly earnings for Milwaukee-area production workers rose to \$629 in August, up 4.1% from the month before and 5% from August 1996. The numbers are not seasonally adjusted. Nationally, consumer prices rose 2.2% in the 12 months ended in August.

Clare Zempel, chief economist for Robert W. Baird & Co., said he was not surprised that weekly earnings were going up in the four-county Milwaukee area.

"Nationally, there has been a trend in the last 12 to 18 months for wages to increase a bit faster," he said.

Wage increases have raised fears of inflation and a corresponding move by the Fed to raise interest rates. But Zempel said he does not believe inflation will occur.

"Rising wages will be offset by rising productivity and offset also by the fact that the economy isn't growing fast enough overall to validate a broad increase in prices," he said. "Few, if any, businesses have the ability to set their own prices because demand in the economy overall is only growing 5.5% a

year."

Mayborne said the earning jump was due in part to an increase in hourly wages and in part to longer work weeks.

The length of the average work week increased for the seventh time this year, reaching 42 hours in August, up 0.5% from a year ago.

Because of a labor shortage Zempel said, workers have been working longer hours.

"If they are working overtime that adds to the premium, and the other thing is probably (that) the competition for workers is a factor," he said. "In order to get new workers and keep old workers, there must be some bidding taking place."

Nationally, average weekly earnings in the manufacturing sector were up just 3.5% in August from a year ago. The average work week nationally in manufacturing was 41.9 hours vs. 41.7 hours a year ago.

Overall job growth in the four-county Milwaukee area slowed in August, increasing just 1.1% — to 825,500 jobs — from year-ago levels. To date this year, jobs have increased an average of 1.4%. August's rate was the slowest in 11 months.

Non-farm employment grew 1.1%, the slowest since September 1996. But, for the first time in four months, all three major job sectors — manufacturing, wholesale and retail trade — grew, Mayborne said.

Among the other indicators existing home sales declined for the first time in three months, falling 0.5% to 1,230.

Up to 22.9 percent ¹¹⁻¹¹⁻⁹⁷ Cap. Times

Gov aide raises are big

By Matt Pommer

The Capital Times

Described as "grossly underpaid," Gov. Tommy Thompson's senior staff this month received double digit pay increases, up to as high as 22.9 percent.

John Matthews, his chief of staff, said Thompson was concerned about keeping his staff pay levels competitive with salaries "in the rest of state government," including legislative staffs.

Getting double digit percentage increases, effective last July 1, are:

■ Legal counsel Stewart Simonson, \$11,000 or 22.9 percent, to \$59,000.

■ Policy Director Robert Wood, \$10,000 or 20.8 percent, to \$58,000.

■ Communications Director Kevin Keane, \$9,887 or 20.1 percent, to \$58,000.

■ Erik Cummings, who works in the Milwaukee office, \$4,000 or 15.3 percent, to \$30,000 (His full salary is charged to the Department of Health and Family Services).

■ Prison Policy Adviser William Reid, \$5,500 or 13.9 percent, to \$45,000 (Half his salary is charged to the Department of Corrections).

■ Deputy Communications Director Rod Hise, \$5,000 or 12.5 percent, to \$45,000.

■ Patricia Hackett, the governor's personal secretary and scheduler, \$4,002 or 10.8 percent, to \$41,002.

■ Nate Elias, the governor's personal assistant, \$4,000 or 10.5 percent, to \$42,000.

The governor's staff, which last year got raises averaging about 2 percent, has been "grossly underpaid" compared to the rest of state government, according to Matthews. The governor's people have not even been close to others in government with similar responsibilities, he added.

The three senior staff — Simonson, Wood and Keane — are "MVPs" (most valuable players) in

See RAISES, Page 5A

Raises

■ Continued from Page 1A

the eyes of the governor, Matthews indicated. The pay raises are "a recognition of their superior performance," Matthews said.

They also could be considered "catch-up" raises, taking the governor's people to the levels of others in government.

The policy directive to upgrade the staff's pay came from Thompson. Matthews, who implemented the governor's directive, is a member of the Cabinet. Thompson gave him a 6 percent or \$4,791 raise, taking him to \$83,791.

Pay increases for most workers in state government this year are in the 3 percent range. The University of Wisconsin received pay raise money equal to 4 percent of its salary base for faculty and aca-

demie staff.

Most of the governor's professional staff got raises larger than 5 percent. They include:

Assistant Legal Counsel Marlene Baierl 5 percent to \$36,750; assistant scheduler Heather Beckman 5.7 percent to \$28,000; policy adviser Annette Cruz 8.2 percent to \$46,000; policy adviser William Esbeck 6.75 percent to \$40,000 (Half his salary is charged to the Department of Transportation; Office Manager Scott Fromader 5.5 percent to \$46,990;

Computer specialist Lisa Jorgensen 8.5 percent to \$36,000; policy adviser Thuy Morzenti 5.8 percent to \$36,000 (her full salary is charged to the Department of Financial Institutions); speech writer Darrin Schmitz 5 percent to \$36,750; policy adviser Christopher Spooner 8.75 percent to \$40,000.