

1999 DRAFTING REQUEST

Bill

Received: **01/21/99**

Received By: **champra**

Wanted: **As time permits**

Identical to LRB:

For: **Richard Grobschmidt (608) 266-7505**

By/Representing: **Lisa**

This file may be shown to any legislator: **NO**

Drafter: **champra**

May Contact:

Alt. Drafters:

Subject: **Employ Pub - civil service**

Extra Copies:

Pre Topic:

No specific pre topic given

Topic:

State teacher salaries under the compensation plan

Instructions:

See Attached.

Drafting History:

| <u>Vers.</u> | <u>Drafted</u> | <u>Reviewed</u> | <u>Typed</u> | <u>Proofed</u> | <u>Submitted</u> | <u>Jacketed</u> | <u>Required</u> |
|--------------|---------------------|----------------------|---------------------|----------------|--------------------------|------------------------------|-----------------|
| /1 | champra 03/23/99 | chanaman 03/24/99 | lpaasch 03/26/99 | _____ | lrb_docadmin 03/26/99 | lrb_docadminState 04/8/99 | |

FE Sent For: **5/11/99**

<END>

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|--------------|----------------|-------------------|--------------|------------------|------------------|-----------------|-----------------|
| 1/2 | champra | cmH /1 3/24 | 3-26 LR. | 3-26 LR JK | | | |

FE Sent For:

<END>

B I L L
REQUEST FORM

LEGISLATIVE REFERENCE BUREAU
Legal Section Telephone: 266-3561
5th Floor, 100 N. Hamilton Street

Use of this form is optional. It is often better to talk directly with the LRB attorney who will draft the bill.

Use this form only for **BILL** drafts. Attach more pages if necessary.

Legislator, agency or other body requesting this draft: Sen Grobschmidt

Date: 1/15/99 Person submitting request (name, phone number): Lisa (Sen. Grobschmidt)
6-7505

Persons to contact for questions about this draft (names, phone numbers):
MIKE MOORE - WEAC - 256-4730

Describe the problem, including any helpful examples.

How do you want to solve the problem?

Pay for teachers in the correctional facilities lag behind other teachers. Looking to find a way of compiling beginner teacher salaries and apply them to state teachers. DER would be responsible for compiling info (1989 Bill). Would like to see blended average - 70% of K-12 teachers and 30% for tech college - to be representative of state teacher make-up. Please call Mike if further

Please attach a copy of any correspondence or other material that may help us. Info needed.

If you know of any statute sections that might be affected, list them or provide a marked-up (not re-typed) copy. Thanks

You may attach a marked-up (not re-typed) copy of any LRB draft, or provide its number (e.g., 1999 LRB-2345/1 or 1997 AB-67): _____

Requests are confidential unless stated otherwise.

- May we tell others that we are working on this for you? Yes No
- If yes: Anyone who asks? Yes No Any legislator? Yes No Only the following persons: _____

Do you consider this request urgent? Yes No If yes, please indicate why: _____

Should we give this request priority over any other pending request of this legislator, agency or body? Yes No If yes, sign your name here: _____

Yes No

1/21/99

Tl w/ Mike Moore -

like AB840 but:

→ to include a blended average of technical colleges (wt 40%) + K-12 (60%)
→ submit this plan instead

1 9 8 7 A S S E M B L Y B I L L 6 8 9

October 20, 1987 - Introduced by Representatives ROBINSON, BARCA, WOOD, BECKER, GRUSZYNSKI, HAMILTON, MARK LEWIS, ROBSON, LEPAK, MUSSER, MAGNUSON, WILLIAMS, OURADA, MARGARET LEWIS, BOYLE and SCHMIDT, co-sponsored by Senators KINCAID, STROHL, WEEDEN, LORMAN and COWLES. Referred to Committee on Education.

- 1 AN ACT to create 115.28 (24), 230.03 (14) and 230.12 (5) (f) of the
2 statutes, relating to increases in salaries of state teachers.

Analysis by the Legislative Reference Bureau

This bill directs the state superintendent of public instruction to determine, on each December 1, the average increase in the salary paid to teachers employed by local school districts since the preceding year. The superintendent is also directed to determine the average amount of increases in adjustments to such teachers' salaries for additional educational qualifications.

Under this bill, teachers employed by the state in the classified service receive annual increases in salary and in pay adjustments for additional education based on the increases identified by the state superintendent of public instruction. The pay increase will be effective on the effective date of compensation plan changes, approximately July 1. This bill applies to state teachers who are included in a collective bargaining unit for which a representative is recognized or certified to the extent provided in the applicable collective bargaining agreement. Current law contains no similar requirements.

This bill takes effect on the December 1 following publication.

For further information, see the state fiscal estimate which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly,
do enact as follows:

- 3 SECTION 1. 115.28 (24) of the statutes is created to read:
4 115.28 (24) SALARY INCREASE INFORMATION. Determine on or before each
5 December 1 all of the following:
6 (a) The average annual increase in salary comparing the current
7 school year to the previous school year for all permanently employed

1 teachers employed by school districts, not including adjustments for
2 additional educational qualifications.

3 (b) The average annual increase since the previous school year in the
4 amount of any adjustments in salary, based on additional educational
5 qualifications, available to teachers permanently employed by school
6 districts.

7 SECTION 2. 230.03 (14) of the statutes is created to read:

8 230.03 (14) "Teacher" means a state employe engaged in the exercise
9 of any educational function at the primary, secondary or adult education
10 level during the course of his or her employment, but does not include an
11 employe with a status similar to that of an auxiliary instructional
12 employe under s. 115.29.

13 SECTION 3. 230.12 (5) (f) of the statutes is created to read:

14 230.12 (5) (f) Annual pay advancements. Notwithstanding par. (d),
15 teachers in the classified service shall receive annual pay advancements
16 under this section and increases in adjustments for additional educational
17 qualifications which at least equal the percentage increases calculated
18 under s. 115.28 (24) for the preceding school year.

19 SECTION 4. INITIAL APPLICABILITY. The treatment of section 230.12
20 (5) (f) of the statutes first applies to state teachers' salaries for the
21 fiscal year beginning after the year in which this act takes effect.

22 SECTION 5. EFFECTIVE DATE. This act takes effect on the December 1
23 following publication.

24

(End)

MAY 23 1988



TOMMY G. THOMPSON

Governor
State of Wisconsin

April 23, 1988

To The Honorable Members of the Assembly:

I am vetoing Assembly Bill 689 in its entirety. The bill indexes the rate of pay for state employed non-represented teachers at the average of all school district employed teachers in Wisconsin thereby taking salary determination outside the scope of collective bargaining.

AB 689 indexes the salary of a small number of teachers to the state average. I do not believe this indexing is good public policy as it sets aside the collective bargaining process and potentially takes the determination of expenditures out of the hands of the Legislature by encouraging other employee groups to request formula determined salaries or benefits. It is appropriate for the Legislature to have authority and control over such expenditures.

I recently signed into law Wisconsin Act 331 (Senate Bill 570) which expanded the scope of bargaining to make assignment and reassignment of classifications to pay ranges a mandatory subject of bargaining. AB 689 is contradictory to and not in the spirit of Wisconsin Act 331 in that it restricts the scope of bargaining.

I agree, however, that state teacher salaries need to be competitive. As recently as January 1987, the Department of Employment Relations implemented a survey recommending increased compensation to state employed teachers. As a result of this survey, under my administration state teachers "caught up" to their counterparts employed by school districts. In an effort to maintain the appropriate level of state teacher compensation, I have instructed the Department of Employment Relations to conduct a detailed survey and monitor on an annual basis the compensation level of state employed teachers. It is my desire that state teachers do not fall behind in compensation levels again as they were when I took office.

Respectfully submitted,

A handwritten signature in cursive script that reads "Tommy G. Thompson".

TOMMY G. THOMPSON
Governor

TGT/h1b

Copy - Sweeney
file
JUN 17 1988



TOMMY G. THOMPSON

**Governor
State of Wisconsin**

June 14, 1988

Deputy Secretary Constance Beck
Department of Employment Relations
P. O. Box 7855
Madison, WI 53707-7855

Dear Deputy Secretary Beck:

As you are aware, I recently vetoed Assembly 689 which would have provided for statutory language between pay for state-employed teachers and pay for teachers in the local government sector. My veto was based on the bill's abdication of legislative and executive responsibility for salary setting for state employees, and the conflict between this bill and the principle of collective bargaining.

As you also know, I strongly favor the principle that pay for state employees should be based on pay levels found in the labor market. Consistent with this principle, I am asking that your department conduct a study of the compensation of state-employed teachers and initiate the appropriate action, based on that study, to ensure that the pay for state-employed teachers is consistent with pay for teachers in the external market. I would like your department to complete its study, and have formulated recommendations for maintaining comparable pay levels for state-employed teachers, by October 30, 1988.

Sincerely,

A large, stylized handwritten signature in black ink, appearing to read "Tommy G. Thompson".

TOMMY G. THOMPSON
Governor

TGT/nkm

bcc: Coleman
Goetsch
✓ Porter
Prosser
Osborne

JWC
50
BIO. 7.

1989 ASSEMBLY BILL 840

February 5, 1990 - Introduced by Representatives BARCA, ROBSON, GROBSCHMIDT, GOETSCH, LOFTUS, BOYLE, LAUTENSCHLAGER, BOCK, LEPAK, COLEMAN, HAMILTON, VAN DREEL, YOUNG, C. POTTER, HUBER, UNDERHEIM, SEERY, ROHAN, ZEUSKE, BLACK, OURADA and LADWIG, cosponsored by Senators ULICHNY, VAN SISTINE, LORMAN, WEEDEN, ANDREA, KREUL, KINCAID and BUETTNER. Referred to Committee on Labor.

1 AN ACT to create 230.03 (12m), 230.03 (14), 230.04 (16) and 230.12 (11) of
2 the statutes, relating to the salaries of teachers employed by this
3 state.

Analysis by the Legislative Reference Bureau

Under this bill, on or before December 1 of each even-numbered year the secretary of employment relations is required to calculate the average hourly wage paid to first-year public school teachers (not considering adjustments for additional education), the average hourly wage paid to public school teachers who have the most experience and the average salary adjustments based on educational qualifications available to public school teachers. The bill also requires the compensation plan submitted to the joint committee on employment relations to establish for teachers employed by this state a minimum pay rate equal to the average hourly rate of beginning public school teachers (not considering adjustments for additional education), a maximum rate equal to the average rate for the most experienced public school teachers, annual increases and progression through pay ranges based on length of service and adjustments for additional education similar to the average adjustments for public school teachers.

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly,
do enact as follows:

4 SECTION 1. 230.03 (12m) of the statutes is created to read:
5 230.03 (12m) "School district" means a school district as described
6 in s. 115.01 (3).
7 SECTION 2. 230.03 (14) of the statutes is created to read:

1 230.03 (14) "Teacher" means a state employe engaged in the exercise
2 of any educational function at the primary, secondary or adult education
3 level during the course of his or her employment, but does not include an
4 employe with a status similar to that of an auxiliary instructional
5 employe under s. 115.29 (3).

6 SECTION 3. 230.04 (16) of the statutes is created to read:

7 230.04 (16) The secretary shall calculate on or before December 1 of
8 every 2nd year beginning in 1990, all of the following:

9 (a) The average hourly wage, not including adjustments for additional
10 educational qualifications, paid to first-year teachers permanently
11 employed by school districts.

12 (b) The average hourly wage, not including adjustments for additional
13 educational qualifications, paid to teachers with the most experience who
14 are permanently employed by school districts.

15 (c) The average adjustments in salary based on additional educational
16 qualifications available to teachers permanently employed by school
17 districts.

18 SECTION 4. 230.12 (11) of the statutes is created to read:

19 230.12 (11) COMPENSATION PLAN; TEACHER CLASSES. Notwithstanding
20 subs. (1), (4) and (5), the compensation plan submitted to the joint
21 committee on employment relations shall include all of the following for
22 classes composed of teachers:

23 (a) Pay ranges that have a minimum pay rate equal to the average
24 hourly wage determined under s. 230.04 (16) (a) and are graduated to a
25 maximum pay rate equal to the average hourly wage determined under s.
26 230.04 (16) (b)..

1 (b) Annual increases in pay rate and progression through pay ranges
2 based on the number of years an employe has been employed in a class com-
3 posed of teachers.

4 (c) Adjustments in pay above the pay rate calculated under pars. (a)
5 and (b) for additional educational qualifications, in amounts similar to
6 the amounts determined under s. 230.04 (16) (c).

7 SECTION 5. INITIAL APPLICABILITY. The treatment of section 230.12
8 (11) of the statutes first applies to state teachers' salaries for fiscal
9 year 1991-92.

10

(End)



TOMMY G. THOMPSON

**Governor
State of Wisconsin**

April 27, 1990

TO THE HONORABLE MEMBERS OF THE ASSEMBLY:

I am vetoing Assembly Bill 840 in its entirety. The bill mandates the creation of a system of minimum and maximum compensation levels for non-represented state-employed teacher supervisors. The bill will thereby place the determination of represented state teacher salaries outside of the scope of collective bargaining, thoroughly disrupting the collective bargaining process between the State of Wisconsin and the labor organization representing teachers in state service.

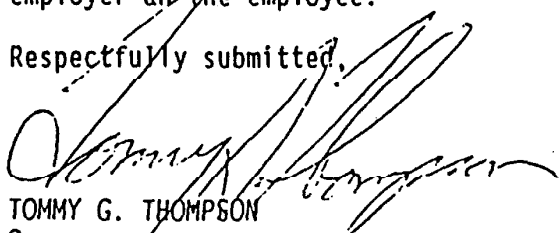
During the last biennium I signed into law Wisconsin Act 31, substantially expanding the scope of collective bargaining to make the assignments and reassignments of classifications to pay ranges a mandatory subject of bargaining. AB 840 contradicts and is in violation of the spirit and intent of Act 331, subverting the ability of the parties to negotiate a mutually agreeable contract. By creating a formula driven salary structure no allowance is made for the differences between agreements at the state and the local level in areas such as fringe benefits, seniority and other bargaining-related items.

I have stated in the past that teacher salaries need to be competitive with those salaries paid in the state's public school districts. The tentative agreement that has just been reached with the teacher's representatives will accomplish this end. On June 14, 1988 I directed the Department of Employment Relations to survey state teachers and compare their compensation to that of local school teachers. The results of that survey are the basis for the tentative agreement bargained with the teachers and the agreement successfully addresses the major concerns identified by that survey.

The parties to this tentative agreement have been able to bargain freely to improve teacher salaries and benefit in a manner satisfactory to both sides. Non-represented supervisors will also see additional adjustments on their behalf to the non-represented pay plan as a result of the expected ratification and enactment of this agreement.

The collective bargaining process is the appropriate forum for the establishment of teacher's salaries. AB 840 would arbitrarily interfere with this process, removing the flexibility now enjoyed by both the employer and the employee.

Respectfully submitted,


TOMMY G. THOMPSON
Governor

Comparison of state employed teacher and k-12 public school salaries for the 97-98 school year
 Data as of 11/1/98

Conversion table = average 190 teaching days + holidays + vacation

If a state employed teacher receives:

| | |
|---|---------------|
| 80 hrs of vacation use 1716 as a divisor | pro-rated vac |
| 120 hrs of vacation use 1756 as a divisor | pro-rated vac |
| 136 hrs of vacation use 1772 as a divisor | pro-rated vac |
| 160 hrs of vacation use 1796 as a divisor | pro-rated vac |
| 176 hrs of vacation use 1812 as a divisor | pro-rated vac |
| 200 hrs of vacation use 1836 as a divisor | pro-rated vac |

State average k-12 benchmarks

| BA min | BA 7th | MA min | MA 10th | MA Max | Max |
|----------|----------|----------|----------|----------|----------|
| \$25,120 | \$31,117 | \$28,159 | \$38,434 | \$43,274 | \$46,748 |

Hourly rate k-12

| | | | | | |
|---------|---------|---------|------------|---------|---|
| \$14.81 | \$18.03 | \$16.60 | \$22.11 | \$24.64 | \$26.62 amount of vacation pro-rated by 190 day schedule(75%) |
| | | | at 176 hrs | \$24.48 | \$26.44 |
| | | | at 200 hrs | \$24.23 | \$26.17 |

state employed teachers

| | | | | | |
|---------|---------|---------|---------|---------|---------|
| \$13.34 | \$16.79 | \$15.45 | \$19.74 | \$24.73 | \$25.73 |
|---------|---------|---------|---------|---------|---------|

difference

| | | | | | |
|---------|---------|---------|------------|--------|---------|
| -\$1.48 | -\$1.24 | -\$1.15 | -\$2.37 | \$0.09 | -\$0.89 |
| | | | at 176 hrs | \$0.25 | -\$0.71 |
| | | | at 200 hrs | \$0.50 | -\$0.44 |

% difference

| | | | | | |
|---------|--------|--------|------------|-------|--------|
| -11.07% | -7.38% | -7.46% | -12.03% | 0.35% | -3.46% |
| | | | at 176 hrs | 1.03% | -2.76% |
| | | | at 200 hrs | 2.02% | -1.72% |

salary difference

| | | | | | |
|-------------|-------------|-------------|-------------|------------|-------------|
| -\$3,070.75 | -\$2,575.85 | -\$2,398.62 | -\$4,937.76 | \$179.90 | -\$1,853.01 |
| | | | at 176 hrs | \$527.81 | -\$1,477.17 |
| | | | at 200 hrs | \$1,040.91 | -\$922.88 |

Comparison of state employed teacher and technical college school salaries for the 97-98 school year

Data as of 10/1/98

Conversion table = average 190 teaching days + holidays + vacation

If a state employed teacher receives:

80 hrs of vacation use 1716 as a divisor pro-rate by 75%

120 hrs of vacation use 1756 as a divisor pro-rate by 75%

136 hrs of vacation use 1772 as a divisor pro-rate by 75%

160 hrs of vacation use 1796 as a divisor pro-rate by 75%

176 hrs of vacation use 1812 as a divisor pro-rate by 75%

200 hrs of vacation use 1836 as a divisor pro-rate by 75%

State average technical college benchmarks

| BA min | BA 7th | MA min | MA 10th | MA Max | Max |
|----------|----------|----------|----------|----------|----------|
| \$30,135 | \$38,286 | \$33,264 | \$46,228 | \$52,080 | \$55,691 |

Hourly rate tech colleges

| | | | | | |
|---------|---------|---------|------------|---------|---|
| \$17.77 | \$22.18 | \$19.61 | \$26.60 | \$29.66 | \$31.71 amount of vacation pro-rated by 190 day schedule(75%) |
| | | | at 176 hrs | \$29.46 | \$31.50 |
| | | | at 200 hrs | \$29.16 | \$31.18 |

state employed teachers

| | | | | | |
|---------|---------|---------|---------|---------|---------|
| \$13.34 | \$16.79 | \$15.45 | \$10.74 | \$24.73 | \$26.73 |
|---------|---------|---------|---------|---------|---------|

difference

| | | | | | |
|---------|---------|---------|------------|---------|---------|
| -\$4.43 | -\$5.39 | -\$4.16 | -\$6.86 | -\$4.93 | -\$5.98 |
| | | | at 176 hrs | -\$4.73 | -\$5.77 |
| | | | at 200 hrs | -\$4.43 | -\$5.45 |

% difference

| | | | | | |
|---------|---------|---------|------------|---------|---------|
| -33.25% | -32.11% | -26.95% | -34.74% | -19.93% | -23.25% |
| | | | at 176 hrs | -19.11% | -22.42% |
| | | | at 200 hrs | -17.91% | -21.18% |

salary difference

| | | | | | |
|-------------|--------------|-------------|--------------|--------------|--------------|
| -\$9,221.22 | -\$11,215.20 | -\$8,659.47 | -\$14,265.45 | -\$10,250.89 | -\$12,446.08 |
| | | | at 176 hrs | -\$9,832.19 | -\$11,998.34 |
| | | | at 200 hrs | -\$9,214.68 | -\$11,338.02 |



State of Wisconsin
1999 - 2000 LEGISLATURE

LRB-1918/1

RAC:.....
cm11

1999 BILL

1 *sen cat* AN ACT ...; relating to: salaries of teachers employed by the state.

Analysis by the Legislative Reference Bureau

This bill requires that the secretary of employment relations include in the compensation plan for the 2001-02 fiscal biennium the following for all classes in the state civil service that are composed of teachers:

1. Pay ranges that have a minimum pay rate equal to the sum of 60% of the hourly wage paid to first-year teachers permanently employed by school districts and 40% of the hourly wage paid to first-year teachers permanently employed by technical college districts.

2. Pay ranges that have a maximum pay rate equal to the sum of 60% of the hourly wage paid to teachers with the most experience who are permanently employed by school districts and 40% of the hourly wage paid to teachers with the most experience who are permanently employed by technical college districts.

3. Annual increases in pay rate and progression through pay ranges based on the number of years an employe has been employed in a class composed of teachers.

4. Additional pay adjustments for educational qualifications in amounts similar to the sum of 60% of the amount available to teachers permanently employed by school districts and 40% of the amount available to teachers permanently employed by technical college districts.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

BILL

1 **SECTION 1.** 230.03 (13m) of the statutes is created to read:

2 230.03 (13m) "Teacher" means any person engaged in the exercise of any
3 educational function at the primary, secondary or adult education level during the
4 course of his or her employment, but does not include any person with an
5 employment status similar to that of an auxiliary instructional employe under s.
6 115.29 (3).

7 **SECTION 2.** 230.04 (16) of the statutes is created to read:

8 230.04 (16) The secretary shall calculate on or before December 1 of each
9 even-numbered year, beginning in 2000, all of the following:

10 (a) 1. The average hourly wage, not including adjustments for additional
11 qualifications, paid to first-year teachers permanently employed by school districts.

12 2. The average hourly wage, not including adjustments for additional
13 qualifications, paid to first-year teachers permanently employed by technical
14 college districts.

15 (b) 1. The average hourly wage, not including adjustments for additional
16 qualifications, paid to teachers with the most experience who are permanently
17 employed by school districts.

18 2. The average hourly wage, not including adjustments for additional
19 qualifications, paid to teachers with the most experience who are permanently
20 employed by technical college districts.

21 (c) 1. The average adjustments in salary based on additional educational
22 qualifications available to teachers permanently employed by school districts.

23 2. The average adjustments in salary based on additional educational
24 qualifications available to teachers permanently employed by technical college
25 districts.

**SUBMITTAL
FORM**

**LEGISLATIVE REFERENCE BUREAU
Legal Section Telephone: 266-3561
5th Floor, 100 N. Hamilton Street**

The attached draft is submitted for your inspection. Please check each part carefully, proofread each word, and sign on the appropriate line(s) below.

Date: 3/26/99

To: Senator Grobschmidt

Relating to LRB drafting number: LRB-1918

Topic

State teacher salaries under the compensation plan

Subject(s)

Employ Pub - civil service

1. **JACKET** the draft for introduction Rick Grobschmidt

in the **Senate** or the **Assembly** (check only one). Only the requester under whose name the drafting request is entered in the LRB's drafting records may authorize the draft to be submitted. Please allow one day for the preparation of the required copies.

2. **REDRAFT.** See the changes indicated or attached _____.

A revised draft will be submitted for your approval with changes incorporated.

3. Obtain **FISCAL ESTIMATE NOW.** prior to introduction _____.

If the analysis indicates that a fiscal estimate is required because the proposal makes an appropriation or increases or decreases existing appropriations or state or general local government fiscal liability or revenues, you have the option to request the fiscal estimate prior to introduction. If you choose to introduce the proposal without the fiscal estimate, the fiscal estimate will be requested automatically upon introduction. It takes about 10 days to obtain a fiscal estimate. Requesting the fiscal estimate prior to introduction retains your flexibility for possible redrafting of the proposal.

If you have any questions regarding the above procedures, please call 266-3561. If you have any questions relating to the attached draft, please feel free to call me.

Richard A. Champagne, Legislative Attorney
Telephone: (608) 266-9930