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## You Are Invited!

Please join a public conversation about lowering property taxes and ensuring excellence in public education and in public services.

**Where:** Bavarian Inn  
700 W. Lexington Blvd.  
Glendale

**When:** 7:00 p.m. - 9:00 p.m.  
Tuesday, **November 27**

This is an effort to engage Wisconsin citizens in a constructive, solution-orientated conversation. The discussion will be about what we can do to make Wisconsin taxes fairer and reduce the property tax burden - without sacrificing the quality of public services. The goal is to preserve what has made our state a special place to live and work.

### The Wisconsin Way

The discussion is one of a series being held by the Wisconsin Way, a growing coalition of state organizations. To learn more go to [www.wisconsinway.org](http://www.wisconsinway.org).

The Wisconsin Way's effort is funded by the Wisconsin Counties Association, the Wisconsin Education Association Council, the Wisconsin REALTORS Association, Wisconsin Transportation Builders Association, and Wood Communications Group.

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## New Salary Rates - November 16

MPS is implementing the new salary rates, reflecting the 2.5% salary raise for 2007-08, on the November 16 paycheck.

## Retroactive Pay - November 30

MPS will include the retroactive salary adjustments for workdays back to July 1, 2007 on the November 30 paycheck - two weeks earlier than originally scheduled.

## Understanding the Salary Schedule

Most teachers are on the 191-day regular salary schedule and will find their new salary rate on the chart printed on the back of this Sharpener. The chart shows three rates - **nine-day**, annual, and daily - for each cell on the schedule. (The nine-day and daily rate amounts are rounded-off, accurate within a few cents.)

Today's Sharpener answers many questions commonly raised about the 191-day schedule and how MPS reports salary step and lane (division) information on teacher paychecks.

### Impact of Eliminating Step 0

The elimination of Step 0 two years ago continues to generate many questions. The most frequent are answered below.

#### Q. Did eliminating "Step 0" affect most teachers?

**A. No!** Unless MPS hired you for 2005-06 or after, eliminating Step 0 did not change your place on the salary schedule.

#### Q. Are there still really 17 steps for most teachers?

**A. Yes!** If hired **before 2005-06**, most teachers started at Step 0. Counting Step 0, there are 17 steps by contract - Step 0 plus 16 more.

#### Q. How about teachers who started in 2005-06 or after?

**A.** If you started in 2005-06 or after, you benefited from the elimination of Step 0. You started at Step "1," and you will go up 15 more steps to reach the top of the schedule (in the three masters divisions). You and future teachers have a 16-step schedule.

## Important Clarification on Salary Steps

The salary steps shown on MPS paychecks do **not** match the contract steps. Your check shows one step higher than your actual contract step. See **page two** for details.



### **Other Schedules Shown as One Step Higher**

In addition to the 191-day salary schedule, there are other uniform grid schedules in the contract, consisting of steps and divisions. Employee training specialists and TEAM mentors, for example, are on a schedule similar to the 191-day schedule most teachers are on.

If you are on a step/division schedule, the "Step" on your paycheck will be one higher than your actual contract step.

#### **For Professionals Not on a Uniform Schedule**

Some teacher unit members are not on a uniform, step/division salary schedule. For example, there is no uniform schedule for school social workers. These members are paid at a wide range of different annual rates, between the negotiated salary minimum and maximum for their professional category.

If you are not on a uniform salary schedule, your salary rate today was largely determined by when you started in MPS.

For social workers and other professionals not on a uniform step and division schedule, whatever data (if any) is listed after "Grade" and "Step" in the center box at the top of the MPS paycheck statement has no meaning for pay purposes. For example, a social worker's paycheck may indicate "2A" as the "Grade" and "0" as the "Step." This data is **not** related to the individual's salary rate.

#### **A Note for Interns**

If you are currently serving as either a first or second-year intern, your annual salary is the same as the BA base - \$34,858. (You will go on the 191-day salary schedule when you sign an MPS contract.)

## **Salary Step Shown Is One Step Higher Than Your Contract Step**

If you are on the 191-day salary schedule, you will find your salary step printed in the center box at the top of your paycheck stub. However, the step printed will be **one step higher** than your actual step on the contractual schedule.

To minimize confusion on step placement data, the far left column of the chart on page four lists the "2" - "17" steps now shown on the MPS paychecks, next to the contractual (actual) steps **1-16, in bold print**.

The following examples explain how this "one step higher" data on your paycheck translates to your actual schedule placement (in the contract).

### **Brand-New Teachers**

If you are a beginning teacher (with no prior experience), Step "2" will appear on your paycheck. However, you are actually at Step **1** on the 191-day negotiated salary schedule.

### **Between the Base and Top of the Schedule**

If you are not at the top of the salary schedule, the step shown on your paycheck will be one step higher than your actual step placement. For example, if you find Step "10" listed on your paycheck, you are actually on Step **9** of the salary schedule.

### **If You Are at a Salary Schedule Maximum**

If you are at the maximum in the BA or BA+16 division, Step "14" will appear on your paycheck. However, you are actually at Step **13** on the schedule. (There is no Step **14** in the BA and BA+16 divisions.)

If you are at the maximum in the MA, MA+16, or MA+32 division, Step "17" will appear on your paycheck. However, you are at Step **16** on the 191-day salary schedule for 2007-08.

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## **Salary Division (Lane) Codes**

If you are on the 191-day schedule, you will find your salary division listed after the word "Grade" in the center box at the top of your paycheck statement.

The contractual designations for salary divisions (also called "lanes") cannot be printed on the MPS paycheck statements. For example, if you have a master's degree plus 16 credits, you are in the MA+16 division on the salary schedule. However, on your paycheck the MA+16 division is coded as "D."

Our chart of the 191-day salary schedule (on page four) shows the MPS paycheck codes for salary divisions as well as the contract descriptions. At the top of the chart, the codes used by MPS on your paycheck are listed first, followed by the **contract** salary divisions in **bold**: "B" = **BA**, "BB" = **BA+16**, "C" = **MA**, "D" = **MA+16**, and "E" = **MA+32**.

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## Salary Division (Lane) Changes

The Compensation Department of MPS processes changes in salary divisions (lanes) as soon as feasible.

### Changes for Veterans

If you are a veteran teacher and your transcripts to move to a higher salary division were received by MPS by September 15, your lane change should already be reflected on your paychecks.

### New Teacher Changes

If you started in August and your college transcripts to move to a higher salary division were received by MPS, your lane change should already be reflected on your paychecks.

## Step (Increment) Increases Explained

Teachers on the 191-day schedule who have not reached the maximum in their salary schedule division (lane) receive an annual service "step" or "increment" increase. A majority of teachers in MPS receive step increases, which average about 4%.

MPS automatically moves teachers to the next step within their salary schedule division (lane) - at the start of either the first or second semester, depending on the teacher's increment anniversary date.

**First Semester Increment Date** - If you started work as an MPS teacher in any month from July through January, your increment (step) increase is made at the beginning of each school year.

For example, suppose you have a Semester I increment anniversary date, and you were at Step 4 during the 2006-07 school year. At the start of this school year, you moved to Step 5. Your step increase should have been reflected on your September 7 paycheck.

**Second Semester Increment Date** - If you started in any month from February through June, your increment (step) increase is made at the beginning of the second semester. The step increase will be reflected on the February 8, 2008 paycheck this school year.

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## Step May Not Match Your Years

- ◆ Some teachers are at a salary step higher than their years in MPS. In these cases, the teachers came to MPS with outside teaching experience. Starting in 1991-92, such teachers were initially placed at a step that credited them with a maximum of up to seven years of prior experience.
- ◆ Most teachers at the highest steps in their salary division have more than 17 years of MPS service. Invariably, their years in MPS exceed the contract salary schedule maximum of Step 13 (for the BA and BA+16 divisions) and Step 16 (for the MA, MA+16, and MA+32 divisions).

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## Note for Year-Round Schools

If you teach at a year-round school, the salary information in this Sharpener applies to you - with one exception. Your normal paycheck covers seven days, and the nine-day amount listed on the chart on page four does not reflect your usual biweekly earnings. To calculate your biweekly seven-day amount, multiply your **daily** rate (on the chart) by seven.

## Not on the 191-Day Schedule?

If you are not on the 191-day teacher schedule, this Sharpener may not address your specific salary questions. If you have a concern, please call an MTEA staff member at 259-1990.