

2009-11 Budget Repair Bill Information

Facts and Figures

- The average Wisconsin state employee compensation (salary and fringe benefits) in 2010-11 was \$76,500. (Source: Fiscal Bureau memo, 1/10/11)
- Employee salary and fringe benefits comprises more than 60% of state government GPR operations costs. (Source: State Budget Office)
- The average Wisconsin teacher compensation (salary and fringe benefits) in 2009-10 was \$74,844. (Source: Department of Public Instruction website)
- Employee salary and fringe benefits comprise 75% of total school district expenditures statewide. (Source: State Budget Office)
- Wisconsin taxpayers pay over \$1 billion per year for state government employee health insurance, more than double what was paid only 10 years ago. The employees themselves pay only 6% of that amount. (Source: Department of Employee Trust Funds)
- Over the last ten years, all 75 state employee contracts have been signed after the previous contracts had expired. Contracts were signed, on average, 15 months late even though they all contained compensation increases. (Source: Office of State Employee Relations)
- In part to address an appropriate shortfall in Wisconsin Medical Assistance programs, the Budget Repair Bill contains more than \$30 million in GPR savings over a three month period by requiring state employees to contribute to their pension and health care benefits. Realizing these savings within MA programs themselves would require:
 - Eliminating services for 194,539 children; or
 - Eliminating services for 92,599 adults; or
 - Eliminating services for 16,284 elderly, blind or disabled persons. (Source: Secretary Smith memo, 2/8/11)
- Saving \$30 million GPR over three months would require laying off more than 1,500 state employees. (Source: State Budget Office memo, 2/10/11)
- Both the Budget Repair Bill and the 2011-13 Biennial Budget will contain no wage cuts, no layoffs, and no furloughs for state employees. (Source: Governor's email to state employees, 2/11/11)
 - This effectively restores 3% of state employee wages that were lost through furloughs in the 2009-11 biennium which will offset the increased pension and health care contributions.

Frequently Asked Questions

1. Why won't the Governor negotiate with the unions?

Negotiations won't change our budget realities. We must give the state and local governments the tools and flexibilities to manage their budgets as they face significant revenue reductions.

Also, we simply cannot afford to wait. Over the last ten years, the average state employee contract was signed 15 months late. We have a current fiscal year deficit of more than \$130 million and a biennial budget deficit of \$3.6 billion that must be fixed by June 30th.

2. Why are the other bargaining changes needed when we could just require the pension and health care contributions?

While the pension and health care contributions are a vital part of solving our current deficit problems, the long-term structural problems facing the state and local governments cannot be solved without a fundamental reform of Wisconsin's labor relations.

Simply requiring pension and health care contributions does nothing to solve crushing problems such as the Department of Corrections out-of-control overtime costs, the Madison bus driver making more than \$150,000 per year, or the Outstanding First Year Teacher who was laid off by MPS because she lacked seniority.

3. Why are police and fire fighters carved-out from these reforms while correctional officers are not?

Police and fire fighters are our most critical first responders. When most people are running from danger, police and fire fighters are running towards it. Wisconsin law has always recognized a difference between the work of police and fire fighters and the work of other public servants. The Budget Repair Bill continues the recognition of that difference.

4. Why is an annual certification vote being required?

Public workers deserves a choice in whether they are represented by a union or not. Requiring an annual certification vote will also require labor union leaders to be more responsive to their members.

5. What employee protections will remain?

Wisconsin's statutory civil service laws, among the strongest in the nation, will remain in force to ensure Wisconsin can maintain a professional and experienced state workforce. In addition, employee sick leave, vacation, and retirement benefits will remain unchanged.



Legislative Fiscal Bureau

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January 10, 2011

TO: New Members
Wisconsin Legislature

FROM: Bob Lang, Director

SUBJECT: Response to Questions

This memorandum responds to two questions that were raised during last week's New Member Institute.

The first question concerned the amount of principal repayment and interest that is estimated to be paid from general purpose revenues in the 2010-11 fiscal year. Those amounts are shown below (in millions).

Principal	\$270.8
Interest	<u>163.5</u>
Total	\$434.3

The second question concerned the average compensation (salary and fringe benefits), from all fund sources, paid to state employees. Although the range of compensation varies significantly, the **average amount for full-time equivalent employees in 2010-11** is estimated to be \$76,500. This number is derived from the sum of the 2010-11 adjusted base budget of each agency divided by the number of authorized, full-time equivalent positions.

BL/le



Employee Costs as Share of State Operations

Adjusted Base

	State Operations*	Employee Costs*	Percentage	FTE
GPR	\$3,670,912,800	\$2,210,604,700	60%	35,761.66
PR	3,945,603,300	2,237,921,300	57%	19,843.38
SEG	1,722,856,300	416,461,200	24%	5,173.48
FED	1,965,033,600	765,068,200	39%	10,330.09
	\$11,304,406,000	\$5,630,055,400	50%	71,108.61

*Includes LTEs

District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Statewide Averages						\$30,871	\$63,268	\$49,093	\$25,750	\$74,844
Abbotsford Sch Dist	0007	10	10	53	Teacher	\$34,986	\$70,821	\$47,923	\$15,291	\$63,214
Adams-Friendship Area Sch Dist	0014	01	05	53	Teacher	\$31,350	\$59,281	\$46,172	\$25,762	\$71,934
Albany Sch Dist	0063	23	02	53	Teacher	\$32,539	\$52,804	\$42,418	\$18,288	\$60,706
Algoma Sch Dist	0070	31	07	53	Teacher	\$21,000	\$61,456	\$43,653	\$22,458	\$66,111
Alma Sch Dist	0084	06	04	53	Teacher	\$31,250	\$57,815	\$46,426	\$27,341	\$73,767
Alma Center Sch Dist	0091	27	04	53	Teacher	\$31,954	\$51,015	\$42,402	\$27,717	\$70,119
Almond-Bancroft Sch Dist	0105	49	05	53	Teacher	\$30,200	\$50,500	\$36,628	\$24,742	\$61,370
Altoona Sch Dist	0112	18	10	53	Teacher	\$32,358	\$63,599	\$48,990	\$31,016	\$80,006
Amery Sch Dist	0119	48	11	53	Teacher	\$33,389	\$65,934	\$53,449	\$27,390	\$80,839
Tomorrow River Sch Dist	0126	49	05	53	Teacher	\$33,444	\$54,756	\$46,532	\$28,189	\$74,721
Antigo Sch Dist	0140	34	09	53	Teacher	\$31,153	\$68,255	\$47,327	\$26,155	\$73,482
Appleton Area Sch Dist	0147	44	06	53	Teacher	\$36,766	\$72,742	\$58,716	\$28,504	\$87,220
Arcadia Sch Dist	0154	61	04	53	Teacher	\$31,342	\$58,543	\$47,136	\$24,408	\$71,544
Argyle Sch Dist	0161	33	03	53	Teacher	\$32,853	\$52,054	\$42,197	\$21,257	\$63,454
Ashland Sch Dist	0170	02	12	53	Teacher	\$28,899	\$64,069	\$47,826	\$25,650	\$73,476
Ashwaubenon Sch Dist	0182	05	07	53	Teacher	\$32,866	\$75,694	\$52,118	\$26,389	\$78,507
Athens Sch Dist	0196	37	09	53	Teacher	\$31,232	\$53,400	\$44,006	\$25,630	\$69,636
Auburndale Sch Dist	0203	71	05	53	Teacher	\$28,014	\$53,884	\$44,352	\$26,826	\$71,178
Augusta Sch Dist	0217	18	10	53	Teacher	\$30,411	\$66,112	\$45,296	\$28,301	\$73,597
Baldwin-Woodville Area Sch Dis	0231	55	11	53	Teacher	\$32,755	\$65,496	\$48,488	\$26,725	\$75,213
Unity Sch Dist	0238	48	11	53	Teacher	\$35,566	\$57,965	\$49,536	\$24,903	\$74,439
Bangor Sch Dist	0245	32	04	53	Teacher	\$33,772	\$50,924	\$43,308	\$25,199	\$68,507
Baraboo Sch Dist	0280	56	05	53	Teacher	\$30,510	\$62,042	\$50,129	\$24,329	\$74,458
Barneveld Sch Dist	0287	25	03	53	Teacher	\$35,764	\$56,766	\$47,685	\$26,231	\$73,916
Barron Area Sch Dist	0308	03	11	53	Teacher	\$32,143	\$70,780	\$48,907	\$28,945	\$77,852
Bayfield Sch Dist	0315	04	12	53	Teacher	\$33,899	\$56,947	\$49,532	\$26,636	\$76,168
Beaver Dam Sch Dist	0336	14	06	53	Teacher	\$33,002	\$68,027	\$51,071	\$22,231	\$73,302
Belleville Sch Dist	0350	13	02	53	Teacher	\$34,164	\$57,297	\$49,836	\$25,223	\$75,059
Belmont Community Sch Dist	0364	33	03	53	Teacher	\$32,670	\$59,014	\$47,005	\$17,044	\$64,049
Beloit Sch Dist	0413	53	02	53	Teacher	\$31,727	\$68,977	\$53,738	\$33,413	\$87,151
Beloit Turner Sch Dist	0422	53	02	53	Teacher	\$35,015	\$64,014	\$50,080	\$24,871	\$74,951
Benton Sch Dist	0427	33	03	53	Teacher	\$28,848	\$49,096	\$41,436	\$23,200	\$64,636
Berlin Area Sch Dist	0434	24	06	53	Teacher	\$31,314	\$54,939	\$45,808	\$23,778	\$69,586
Birchwood Sch Dist	0441	65	11	53	Teacher	\$31,694	\$55,658	\$43,408	\$24,113	\$67,521
Wisconsin Heights Sch Dist	0469	13	02	53	Teacher	\$17,945	\$63,145	\$46,409	\$22,598	\$69,007

District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Black River Falls Sch Dist	0476	27	04	53	Teacher	\$30,648	\$61,439	\$45,258	\$19,158	\$64,416
Blair-Taylor Sch Dist	0485	61	04	53	Teacher	\$31,659	\$48,452	\$40,013	\$26,071	\$66,084
Pecatonica Area Sch Dist	0490	33	03	53	Teacher	\$30,764	\$52,877	\$45,384	\$25,335	\$70,719
Bloomer Sch Dist	0497	09	10	53	Teacher	\$33,566	\$59,586	\$46,092	\$27,711	\$73,803
Bonduel Sch Dist	0602	58	08	53	Teacher	\$30,160	\$57,688	\$45,813	\$26,341	\$72,154
Boscobel Area Sch Dist	0609	22	03	53	Teacher	\$36,264	\$56,878	\$49,590	\$26,561	\$76,151
North Lakeland Sch Dist	0616	63	09	53	Teacher	\$27,007	\$58,327	\$42,883	\$31,058	\$73,941
Bowler Sch Dist	0623	58	08	53	Teacher	\$28,179	\$48,531	\$40,270	\$27,576	\$67,846
Boyceville Community Sch Dist	0637	17	11	53	Teacher	\$31,187	\$61,486	\$46,518	\$29,470	\$75,988
Brighton #1 Sch Dist	0657	30	02	53	Teacher	\$34,372	\$59,809	\$48,654	\$24,125	\$72,779
Brillion Sch Dist	0658	08	07	53	Teacher	\$33,308	\$57,548	\$46,716	\$20,903	\$67,619
Bristol #1 Sch Dist	0665	30	02	53	Teacher	\$34,277	\$64,462	\$50,365	\$31,362	\$81,727
Brodhead Sch Dist	0700	23	02	53	Teacher	\$36,950	\$61,549	\$52,212	\$27,021	\$79,233
Elmbrook Sch Dist	0714	67	01	53	Teacher	\$39,808	\$77,040	\$63,198	\$27,867	\$91,065
Brown Deer Sch Dist	0721	40	01	53	Teacher	\$35,425	\$80,732	\$54,009	\$23,182	\$77,191
Bruce Sch Dist	0735	54	10	53	Teacher	\$34,012	\$58,293	\$49,919	\$28,622	\$78,541
Burlington Area Sch Dist	0777	51	02	53	Teacher	\$33,864	\$66,830	\$57,752	\$28,851	\$86,603
Butternut Sch Dist	0840	02	12	53	Teacher	\$26,862	\$46,560	\$38,844	\$23,794	\$62,638
Cadott Community Sch Dist	0870	09	10	53	Teacher	\$31,805	\$53,105	\$43,389	\$28,269	\$71,658
Cambria-Friesland Sch Dist	0882	11	05	53	Teacher	\$5,151	\$66,494	\$50,117	\$26,142	\$76,259
Cambridge Sch Dist	0896	13	02	53	Teacher	\$28,551	\$59,582	\$43,265	\$23,494	\$66,759
Cameron Sch Dist	0903	03	11	53	Teacher	\$26,732	\$51,656	\$43,509	\$23,966	\$67,475
Campbellsport Sch Dist	0910	20	06	53	Teacher	\$32,646	\$60,090	\$48,032	\$24,216	\$72,248
Cashton Sch Dist	0980	41	04	53	Teacher	\$31,175	\$52,695	\$42,013	\$20,540	\$62,553
Cassville Sch Dist	0994	22	03	53	Teacher	\$29,823	\$54,027	\$44,274	\$23,991	\$68,265
Cedarburg Sch Dist	1015	45	01	53	Teacher	\$33,868	\$79,366	\$55,313	\$23,422	\$78,735
Cedar Grove-Belgium Area Sch D	1029	59	07	53	Teacher	\$35,002	\$70,447	\$50,115	\$22,024	\$72,139
Chequamegon Sch Dist	1071	50	12	53	Teacher	\$31,670	\$54,330	\$44,104	\$26,937	\$71,041
Chetek Sch Dist	1078	03	11	53	Teacher	\$18,571	\$57,147	\$46,569	\$24,331	\$70,900
Chilton Sch Dist	1085	08	07	53	Teacher	\$33,486	\$57,876	\$47,925	\$21,282	\$69,207
Chippewa Falls Area Sch Dist	1092	09	10	53	Teacher	\$26,263	\$64,531	\$45,791	\$24,270	\$70,061
Clayton Sch Dist	1120	48	11	53	Teacher	\$31,778	\$55,350	\$46,378	\$24,329	\$70,707
Clear Lake Sch Dist	1127	48	11	53	Teacher	\$33,894	\$52,948	\$45,773	\$24,493	\$70,266
Clinton Community Sch Dist	1134	53	02	53	Teacher	\$30,131	\$64,277	\$46,605	\$29,617	\$76,222
Clintonville Sch Dist	1141	68	08	53	Teacher	\$32,178	\$65,197	\$48,386	\$26,502	\$74,888
Cochrane-Fountain City Sch Dis	1155	06	04	53	Teacher	\$32,061	\$49,833	\$41,569	\$28,265	\$69,834

District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Colby Sch Dist	1162	10	10	53	Teacher	\$29,199	\$49,901	\$41,357	\$27,964	\$69,321
Coleman Sch Dist	1169	38	08	53	Teacher	\$30,207	\$56,998	\$46,789	\$28,618	\$75,407
Colfax Sch Dist	1176	17	11	53	Teacher	\$33,746	\$71,230	\$50,792	\$29,156	\$79,948
Columbus Sch Dist	1183	11	05	53	Teacher	\$31,223	\$57,759	\$47,179	\$25,281	\$72,460
Cornell Sch Dist	1204	09	10	53	Teacher	\$29,458	\$57,421	\$44,294	\$26,840	\$71,134
Crandon Sch Dist	1218	21	08	53	Teacher	\$31,130	\$63,844	\$52,274	\$32,492	\$84,766
Crivitz Sch Dist	1232	38	08	53	Teacher	\$34,356	\$53,156	\$46,990	\$29,433	\$76,423
Cuba City Sch Dist	1246	22	03	53	Teacher	\$36,682	\$61,145	\$51,281	\$26,892	\$78,173
Cudahy Sch Dist	1253	40	01	53	Teacher	\$32,444	\$77,382	\$61,328	\$28,162	\$89,490
Cumberland Sch Dist	1260	03	11	53	Teacher	\$35,882	\$61,687	\$54,594	\$29,026	\$83,620
Darlington Community Sch Dist	1295	33	03	53	Teacher	\$35,954	\$64,762	\$51,630	\$23,997	\$75,627
Deerfield Community Sch Dist	1309	13	02	53	Teacher	\$31,650	\$60,060	\$45,581	\$21,880	\$67,461
De Forest Area Sch Dist	1316	13	02	53	Teacher	\$15,762	\$69,235	\$49,981	\$19,220	\$69,201
Kettle Moraine Sch Dist	1376	67	01	53	Teacher	\$36,058	\$83,196	\$58,600	\$29,076	\$87,676
Delavan-Darien Sch Dist	1380	64	02	53	Teacher	\$31,374	\$65,573	\$51,936	\$27,745	\$79,681
Denmark Sch Dist	1407	05	07	53	Teacher	\$32,484	\$63,054	\$49,299	\$26,043	\$75,342
De Pere Sch Dist	1414	05	07	53	Teacher	\$28,105	\$74,062	\$51,613	\$24,001	\$75,614
De Soto Area Sch Dist	1421	62	04	53	Teacher	\$30,821	\$57,959	\$42,686	\$24,616	\$67,302
Dodgeville Sch Dist	1428	25	03	53	Teacher	\$32,530	\$54,250	\$46,759	\$25,345	\$72,104
Dover #1 Sch Dist	1449	51	02	53	Teacher	\$42,596	\$53,640	\$47,428	\$21,142	\$68,570
Drummond Area Sch Dist	1491	04	12	53	Teacher	\$32,447	\$55,204	\$45,663	\$25,824	\$71,487
Durand Sch Dist	1499	46	11	53	Teacher	\$30,594	\$57,415	\$49,055	\$30,175	\$79,230
Northland Pines Sch Dist	1526	63	09	53	Teacher	\$32,153	\$70,238	\$50,162	\$22,895	\$73,057
East Troy Community Sch Dist	1540	64	02	53	Teacher	\$20,000	\$116,066	\$54,922	\$26,067	\$80,989
Eau Claire Area Sch Dist	1554	18	10	53	Teacher	\$18,295	\$77,451	\$52,356	\$27,842	\$80,198
Edgar Sch Dist	1561	37	09	53	Teacher	\$36,990	\$58,094	\$48,717	\$24,984	\$73,701
Egerton Sch Dist	1568	53	02	53	Teacher	\$32,110	\$68,931	\$47,752	\$27,309	\$75,061
Elcho Sch Dist	1582	34	09	53	Teacher	\$28,995	\$60,858	\$44,146	\$23,896	\$68,042
Eleva-Strum Sch Dist	1600	61	10	53	Teacher	\$32,124	\$48,470	\$39,362	\$25,779	\$65,141
Elkhart Lake-Glenbeulah Sch Di	1631	59	07	53	Teacher	\$33,099	\$62,454	\$50,286	\$24,892	\$75,178
Elkhorn Area Sch Dist	1638	64	02	53	Teacher	\$35,627	\$67,757	\$54,889	\$27,557	\$82,446
Elk Mound Area Sch Dist	1645	17	11	53	Teacher	\$37,157	\$60,342	\$48,964	\$28,036	\$77,000
Ellsworth Community Sch Dist	1659	47	11	53	Teacher	\$32,827	\$61,086	\$50,326	\$28,907	\$79,233
Elmwood Sch Dist	1666	47	11	53	Teacher	\$33,899	\$64,692	\$53,580	\$19,309	\$72,889
Royall Sch Dist	1673	29	04	53	Teacher	\$26,060	\$49,608	\$39,539	\$27,054	\$66,593
Erin Sch Dist	1687	66	06	53	Teacher	\$32,650	\$58,168	\$46,105	\$26,881	\$72,986

District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Evansville Community Sch Dist	1694	53	02	53	Teacher	\$28,415	\$67,698	\$51,517	\$22,330	\$73,847
Fall Creek Sch Dist	1729	18	10	53	Teacher	\$32,841	\$57,528	\$47,975	\$29,720	\$77,695
Fall River Sch Dist	1736	11	05	53	Teacher	\$32,100	\$58,400	\$46,432	\$25,714	\$72,146
Fennimore Community Sch Dist	1813	22	03	53	Teacher	\$35,786	\$59,914	\$53,277	\$22,541	\$75,818
Lac Du Flambeau #1 Sch Dist	1848	63	09	53	Teacher	\$28,810	\$65,181	\$47,110	\$31,917	\$79,027
Florence Sch Dist	1855	19	08	53	Teacher	\$26,387	\$52,705	\$44,924	\$23,263	\$68,187
Fond Du Lac Sch Dist	1862	20	06	53	Teacher	\$21,062	\$77,356	\$58,629	\$28,377	\$87,006
Fontana J8 Sch Dist	1870	64	02	53	Teacher	\$31,164	\$56,752	\$45,521	\$25,934	\$71,455
Fort Atkinson Sch Dist	1883	28	02	53	Teacher	\$33,341	\$67,783	\$50,523	\$22,477	\$73,000
Fox Point J2 Sch Dist	1890	40	01	53	Teacher	\$35,605	\$79,290	\$61,912	\$27,887	\$89,799
Maple Dale-Indian Hill Sch Dis	1897	40	01	53	Teacher	\$38,754	\$78,551	\$64,045	\$32,214	\$96,259
Franklin Public Sch Dist	1900	40	01	53	Teacher	\$40,175	\$76,089	\$60,922	\$30,107	\$91,029
Frederic Sch Dist	1939	48	11	53	Teacher	\$32,827	\$53,830	\$44,836	\$27,954	\$72,790
Northern Ozaukee Sch Dist	1945	45	01	53	Teacher	\$34,020	\$68,747	\$50,325	\$27,178	\$77,503
Freedom Area Sch Dist	1953	44	06	53	Teacher	\$20,055	\$68,354	\$49,644	\$25,533	\$75,177
Galesville-Ettrick-Trempealeau	2009	61	04	53	Teacher	\$31,500	\$57,350	\$47,078	\$23,717	\$70,795
North Crawford Sch Dist	2016	12	03	53	Teacher	\$33,346	\$51,064	\$44,611	\$23,670	\$68,281
Geneva J4 Sch Dist	2044	64	02	53	Teacher	\$34,533	\$63,945	\$49,377	\$25,454	\$74,831
Genoa City J2 Sch Dist	2051	64	02	53	Teacher	\$33,418	\$66,735	\$47,310	\$27,167	\$74,477
Germantown Sch Dist	2058	66	01	53	Teacher	\$12,428	\$78,104	\$54,678	\$29,140	\$83,818
Gibraltar Area Sch Dist	2114	15	07	53	Teacher	\$33,063	\$57,548	\$50,947	\$27,352	\$78,299
Gillett Sch Dist	2128	42	08	53	Teacher	\$30,991	\$54,542	\$44,110	\$26,071	\$70,181
Gilman Sch Dist	2135	60	10	53	Teacher	\$32,421	\$54,692	\$43,213	\$24,865	\$68,078
Gilmanton Sch Dist	2142	06	10	53	Teacher	\$31,371	\$39,229	\$35,445	\$21,807	\$57,252
Nicolet Uhs Sch Dist	2177	40	01	53	Teacher	\$23,287	\$90,312	\$72,499	\$30,816	\$103,315
Glendale-River Hills Sch Dist	2184	40	01	53	Teacher	\$36,343	\$73,680	\$55,321	\$27,707	\$83,028
Glenwood City Sch Dist	2198	55	11	53	Teacher	\$27,550	\$58,140	\$47,569	\$25,306	\$72,875
Goodman-Armstrong Sch Dist	2212	38	08	53	Teacher	\$30,198	\$49,982	\$41,825	\$26,162	\$67,987
Grafton Sch Dist	2217	45	01	53	Teacher	\$32,822	\$77,752	\$52,797	\$28,906	\$81,703
Granton Area Sch Dist	2226	10	10	53	Teacher	\$28,410	\$54,018	\$38,164	\$25,712	\$63,876
Grantsburg Sch Dist	2233	07	11	53	Teacher	\$32,835	\$62,430	\$41,550	\$23,515	\$65,065
Black Hawk Sch Dist	2240	33	03	53	Teacher	\$33,414	\$53,251	\$47,581	\$23,969	\$71,550
Green Bay Area Sch Dist	2289	05	07	53	Teacher	\$4,548	\$79,415	\$51,355	\$26,410	\$77,765
Greendale Sch Dist	2296	40	01	53	Teacher	\$22,275	\$82,460	\$60,775	\$26,159	\$86,934
Greenfield Sch Dist	2303	40	01	53	Teacher	\$38,713	\$78,681	\$59,733	\$27,697	\$87,430
Green Lake Sch Dist	2310	24	06	53	Teacher	\$31,950	\$56,335	\$45,620	\$24,619	\$70,239

District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Greenwood Sch Dist	2394	10	10	53	Teacher	\$29,747	\$53,196	\$41,440	\$24,232	\$65,672
Gresham Sch Dist	2415	58	08	53	Teacher	\$30,118	\$55,963	\$36,228	\$21,973	\$58,201
Hamilton Sch Dist	2420	67	01	53	Teacher	\$4,485	\$74,295	\$58,173	\$24,783	\$82,956
Saint Croix Central Sch Dist	2422	55	11	53	Teacher	\$33,928	\$60,781	\$48,998	\$28,240	\$77,238
Hartford Uhs Sch Dist	2436	66	06	53	Teacher	\$35,575	\$70,796	\$61,550	\$30,776	\$92,326
Hartford J1 Sch Dist	2443	66	06	53	Teacher	\$31,300	\$65,441	\$52,908	\$29,370	\$82,278
Arrowhead Uhs Sch Dist	2450	67	01	53	Teacher	\$35,508	\$93,518	\$60,851	\$29,434	\$90,285
Hartland-Lakeside J3 Sch Dist	2460	67	01	53	Teacher	\$34,244	\$66,259	\$55,535	\$31,964	\$87,499
Hayward Community Sch Dist	2478	57	12	53	Teacher	\$32,293	\$56,300	\$45,591	\$26,733	\$72,324
Southwestern Wisconsin Sch Dis	2485	22	03	53	Teacher	\$30,288	\$48,097	\$42,097	\$32,267	\$74,364
Herman #22 Sch Dist	2523	14	06	53	Teacher	\$52,582	\$56,495	\$55,191	\$36,567	\$91,758
Highland Sch Dist	2527	25	03	53	Teacher	\$32,397	\$48,797	\$40,702	\$23,694	\$64,396
Hilbert Sch Dist	2534	08	07	53	Teacher	\$32,964	\$59,677	\$47,877	\$24,833	\$72,710
Hillsboro Sch Dist	2541	62	04	53	Teacher	\$30,264	\$48,300	\$42,414	\$23,411	\$65,825
Holmen Sch Dist	2562	32	04	53	Teacher	\$23,959	\$57,567	\$48,478	\$23,955	\$72,433
Horicon Sch Dist	2576	14	06	53	Teacher	\$35,346	\$66,111	\$57,406	\$28,590	\$85,996
Hortonville Sch Dist	2583	44	06	53	Teacher	\$34,852	\$77,737	\$48,711	\$21,034	\$69,745
Howard-Suamico Sch Dist	2604	05	07	53	Teacher	\$32,455	\$70,199	\$48,054	\$23,688	\$71,742
Howards Grove Sch Dist	2605	59	07	53	Teacher	\$30,191	\$62,661	\$49,010	\$25,229	\$74,239
Hudson Sch Dist	2611	55	11	53	Teacher	\$22,674	\$65,250	\$47,285	\$26,305	\$73,590
Hurley Sch Dist	2618	26	12	53	Teacher	\$33,458	\$55,033	\$48,580	\$23,214	\$71,794
Hustisford Sch Dist	2625	14	06	53	Teacher	\$30,897	\$57,447	\$48,527	\$23,441	\$71,968
Independence Sch Dist	2632	61	04	53	Teacher	\$31,311	\$49,503	\$39,375	\$23,784	\$63,159
Iola-Scandinavia Sch Dist	2639	68	05	53	Teacher	\$32,000	\$68,078	\$46,939	\$24,307	\$71,246
Iowa-Grant Sch Dist	2646	25	03	53	Teacher	\$34,068	\$61,029	\$47,986	\$24,973	\$72,959
Ithaca Sch Dist	2660	52	03	53	Teacher	\$30,915	\$48,970	\$41,284	\$16,811	\$58,095
Janesville Sch Dist	2695	53	02	53	Teacher	\$23,943	\$68,194	\$51,934	\$22,094	\$74,028
Jefferson Sch Dist	2702	28	02	53	Teacher	\$32,442	\$58,450	\$46,835	\$25,500	\$72,335
Johnson Creek Sch Dist	2730	28	02	53	Teacher	\$31,392	\$62,590	\$46,687	\$27,371	\$74,058
Juda Sch Dist	2737	23	02	53	Teacher	\$31,220	\$51,629	\$42,247	\$21,902	\$64,149
Dodgeland Sch Dist	2744	14	06	53	Teacher	\$34,446	\$62,022	\$49,407	\$25,590	\$74,997
Kaukauna Area Sch Dist	2758	44	06	53	Teacher	\$35,414	\$96,465	\$61,363	\$27,780	\$89,143
Kenosha Sch Dist	2793	30	01	53	Teacher	\$234	\$78,478	\$18,983	\$29,979	\$48,962
Kewaskum Sch Dist	2800	66	06	53	Teacher	\$32,356	\$75,031	\$53,979	\$27,741	\$81,720
Kewaunee Sch Dist	2814	31	07	53	Teacher	\$25,052	\$59,323	\$45,907	\$23,222	\$69,129
Kiel Area Sch Dist	2828	36	07	53	Teacher	\$33,189	\$63,367	\$45,799	\$24,987	\$70,786

District	Dist Code	Cty Code	Pos Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation	
Kimberly Area Sch Dist	2835	44	06	53	Teacher	\$33,272	\$65,118	\$46,420	\$20,490	\$66,910
Kohler Sch Dist	2842	59	07	53	Teacher	\$39,332	\$77,812	\$58,973	\$24,956	\$83,929
La Crosse Sch Dist	2849	32	04	53	Teacher	\$16,959	\$80,228	\$55,139	\$28,225	\$83,364
Ladysmith-Hawkins Sch Dist	2856	54	10	53	Teacher	\$32,366	\$59,665	\$49,315	\$26,476	\$75,791
La Farge Sch Dist	2863	62	04	53	Teacher	\$30,389	\$49,183	\$39,460	\$24,846	\$64,306
Lake Geneva-Genoa City Uhs Sch	2884	64	02	53	Teacher	\$16,500	\$83,468	\$52,522	\$26,995	\$79,517
Lake Geneva J1 Sch Dist	2885	64	02	53	Teacher	\$34,488	\$65,743	\$49,269	\$26,167	\$75,436
Lake Holcombe Sch Dist	2891	09	10	53	Teacher	\$29,274	\$55,387	\$45,032	\$26,197	\$71,229
Lake Mills Area Sch Dist	2898	28	02	53	Teacher	\$29,245	\$72,861	\$50,563	\$25,690	\$76,253
Lancaster Community Sch Dist	2912	22	03	53	Teacher	\$34,568	\$55,329	\$49,663	\$25,210	\$74,873
Laona Sch Dist	2940	21	08	53	Teacher	\$31,390	\$55,174	\$47,039	\$29,411	\$76,450
Lena Sch Dist	2961	42	08	53	Teacher	\$27,687	\$52,800	\$41,330	\$27,451	\$68,781
Linn J4 Sch Dist	3087	64	02	53	Teacher	\$4,590	\$60,066	\$41,801	\$22,051	\$63,852
Linn J6 Sch Dist	3094	64	02	53	Teacher	\$29,500	\$54,691	\$36,101	\$19,058	\$55,159
Richmond Sch Dist	3122	67	01	53	Teacher	\$37,316	\$68,536	\$56,468	\$31,515	\$87,983
Little Chute Area Sch Dist	3129	44	06	53	Teacher	\$22,809	\$68,028	\$52,087	\$24,822	\$76,909
Lodi Sch Dist	3150	11	05	53	Teacher	\$30,238	\$56,264	\$45,332	\$22,736	\$68,068
Lomira Sch Dist	3171	14	06	53	Teacher	\$36,200	\$82,071	\$56,140	\$30,298	\$86,438
Loyal Sch Dist	3206	10	10	53	Teacher	\$33,122	\$59,145	\$48,504	\$24,761	\$73,265
Luck Sch Dist	3213	48	11	53	Teacher	\$31,719	\$57,349	\$47,355	\$24,977	\$72,332
Luxemburg-Casco Sch Dist	3220	31	07	53	Teacher	\$31,270	\$60,646	\$47,686	\$20,537	\$68,223
Madison Metropolitan Sch Dist	3269	13	02	53	Teacher	\$33,242	\$79,196	\$52,022	\$23,536	\$75,558
Manawa Sch Dist	3276	68	06	53	Teacher	\$23,921	\$63,167	\$46,036	\$21,855	\$67,891
Manitowoc Sch Dist	3290	36	07	53	Teacher	\$25,425	\$73,919	\$53,968	\$22,868	\$76,836
Maple Sch Dist	3297	16	12	53	Teacher	\$31,906	\$60,295	\$46,637	\$22,354	\$68,991
Marathon City Sch Dist	3304	37	09	53	Teacher	\$33,164	\$57,092	\$47,802	\$31,839	\$79,641
Marinette Sch Dist	3311	38	08	53	Teacher	\$28,649	\$58,157	\$45,111	\$30,001	\$75,112
Marion Sch Dist	3318	68	08	53	Teacher	\$26,230	\$50,800	\$37,059	\$23,197	\$60,256
Markesan Sch Dist	3325	24	06	53	Teacher	\$32,550	\$57,985	\$48,052	\$26,946	\$74,998
Marshall Sch Dist	3332	13	02	53	Teacher	\$30,859	\$63,050	\$46,239	\$22,566	\$68,805
Marshfield Sch Dist	3339	71	05	53	Teacher	\$33,646	\$87,333	\$60,821	\$28,047	\$88,868
Mauston Sch Dist	3360	29	05	53	Teacher	\$23,992	\$70,348	\$43,244	\$23,910	\$67,154
Mayville Sch Dist	3367	14	06	53	Teacher	\$36,420	\$76,210	\$52,841	\$24,798	\$77,639
Mcfarland Sch Dist	3381	13	02	53	Teacher	\$11,712	\$66,591	\$47,172	\$19,532	\$66,704
Medford Area Sch Dist	3409	60	10	53	Teacher	\$32,599	\$60,798	\$49,515	\$26,503	\$76,018
Mellen Sch Dist	3427	02	12	53	Teacher	\$27,075	\$47,305	\$37,145	\$21,409	\$58,554

District	Dist Code	Cty Code	Pos Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation	
Melrose-Mindoro Sch Dist	3428	27	04	53	Teacher	\$30,716	\$50,407	\$42,762	\$24,931	\$67,693
Menasha Sch Dist	3430	70	06	53	Teacher	\$25,601	\$71,302	\$52,329	\$23,829	\$76,158
Menominee Indian Sch Dist	3434	72	08	53	Teacher	\$31,763	\$56,288	\$46,141	\$25,050	\$71,191
Menomonee Falls Sch Dist	3437	67	01	53	Teacher	\$32,838	\$83,011	\$54,357	\$26,742	\$81,099
Menomonie Area Sch Dist	3444	17	11	53	Teacher	\$32,188	\$65,415	\$56,722	\$25,617	\$82,339
Mequon-Thiensville Sch Dist	3479	45	01	53	Teacher	\$38,652	\$74,688	\$65,514	\$29,783	\$95,297
Mercer Sch Dist	3484	26	12	53	Teacher	\$30,041	\$48,358	\$39,045	\$25,162	\$64,207
Merrill Area Sch Dist	3500	35	09	53	Teacher	\$38,184	\$66,853	\$53,246	\$28,244	\$81,490
Swallow Sch Dist	3510	67	01	53	Teacher	\$37,800	\$70,001	\$59,431	\$35,877	\$95,308
North Lake Sch Dist	3514	67	01	53	Teacher	\$38,047	\$67,132	\$53,139	\$28,687	\$81,826
Merton Community Sch Dist	3528	67	01	53	Teacher	\$38,081	\$66,295	\$55,259	\$28,953	\$84,212
Stone Bank Sch Dist	3542	67	01	53	Teacher	\$41,990	\$65,890	\$57,580	\$30,468	\$88,048
Middleton-Cross Plains Sch Dis	3549	13	02	53	Teacher	\$15,951	\$82,754	\$53,410	\$12,545	\$65,955
Milton Sch Dist	3612	53	02	53	Teacher	\$33,104	\$63,010	\$46,229	\$27,359	\$73,588
Milwaukee Sch Dist	3619	40	01	53	Teacher	\$35,729	\$98,871	\$56,095	\$30,202	\$86,297
Mineral Point Sch Dist	3633	25	03	53	Teacher	\$28,357	\$59,350	\$50,146	\$20,569	\$70,715
Minocqua J1 Sch Dist	3640	43	09	53	Teacher	\$38,363	\$63,496	\$52,324	\$29,946	\$82,270
Lakeland Uhs Sch Dist	3647	43	09	53	Teacher	\$32,610	\$69,133	\$57,379	\$28,144	\$85,523
Northwood Sch Dist	3654	65	12	53	Teacher	\$34,144	\$52,925	\$45,529	\$23,676	\$69,205
Mishicot Sch Dist	3661	36	07	53	Teacher	\$30,764	\$56,179	\$45,436	\$20,099	\$65,535
Mondovi Sch Dist	3668	06	10	53	Teacher	\$31,915	\$59,813	\$49,258	\$27,930	\$77,188
Monona Grove Sch Dist	3675	13	02	53	Teacher	\$17,370	\$64,089	\$46,823	\$20,722	\$67,545
Monroe Sch Dist	3682	23	02	53	Teacher	\$30,193	\$75,070	\$47,925	\$20,681	\$68,606
Montello Sch Dist	3689	39	05	53	Teacher	\$34,100	\$54,840	\$44,767	\$28,476	\$73,243
Monticello Sch Dist	3696	23	02	53	Teacher	\$22,510	\$52,350	\$40,836	\$24,953	\$65,789
Mosinee Sch Dist	3787	37	09	53	Teacher	\$32,738	\$81,625	\$55,329	\$25,417	\$80,746
Mount Horeb Area Sch Dist	3794	13	02	53	Teacher	\$35,312	\$65,855	\$51,613	\$20,546	\$72,159
Mukwonago Sch Dist	3822	67	01	53	Teacher	\$33,951	\$67,903	\$55,499	\$27,731	\$83,230
Riverdale Sch Dist	3850	22	03	53	Teacher	\$38,390	\$59,343	\$52,767	\$27,813	\$80,580
Muskego-Norway Sch Dist	3857	67	01	53	Teacher	\$6,437	\$84,963	\$63,321	\$28,020	\$91,341
Lake Country Sch Dist	3862	67	01	53	Teacher	\$37,962	\$67,077	\$61,763	\$32,242	\$94,005
Necedah Area Sch Dist	3871	29	05	53	Teacher	\$14,588	\$50,829	\$42,790	\$20,486	\$63,276
Neenah Sch Dist	3892	70	06	53	Teacher	\$30,250	\$73,957	\$54,209	\$27,720	\$81,929
Neillsville Sch Dist	3899	10	10	53	Teacher	\$33,496	\$63,515	\$52,707	\$27,668	\$80,375
Nekoosa Sch Dist	3906	71	05	53	Teacher	\$30,996	\$58,979	\$48,488	\$26,562	\$75,050
Neosho J3 Sch Dist	3913	14	06	53	Teacher	\$37,999	\$56,116	\$46,564	\$27,012	\$73,576

District	Dist Code	Cty Code	Pos Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation	
New Auburn Sch Dist	3920	09	10	53	Teacher	\$28,872	\$48,627	\$37,375	\$19,369	\$56,744
New Berlin Sch Dist	3925	67	01	53	Teacher	\$32,597	\$70,739	\$54,678	\$18,777	\$73,455
New Glarus Sch Dist	3934	23	02	53	Teacher	\$32,900	\$60,866	\$48,992	\$19,298	\$68,290
New Holstein Sch Dist	3941	08	07	53	Teacher	\$31,025	\$57,824	\$43,826	\$24,498	\$68,324
New Lisbon Sch Dist	3948	29	05	53	Teacher	\$31,012	\$49,281	\$41,239	\$26,769	\$68,008
New London Sch Dist	3955	68	06	53	Teacher	\$22,915	\$68,942	\$50,079	\$26,421	\$76,500
New Richmond Sch Dist	3962	55	11	53	Teacher	\$16,504	\$70,101	\$53,016	\$26,122	\$79,138
Niagara Sch Dist	3969	38	08	53	Teacher	\$32,600	\$61,212	\$50,796	\$6,459	\$57,255
Norris Sch Dist	3976	67	01	53	Teacher	\$42,788	\$67,908	\$49,417	\$19,671	\$69,088
North Fond Du Lac Sch Dist	3983	20	06	53	Teacher	\$35,289	\$64,789	\$53,345	\$27,163	\$80,508
Norwalk-Ontario-Wilton Sch Dis	3990	41	04	53	Teacher	\$29,856	\$54,946	\$43,790	\$23,146	\$66,936
Norway J7 Sch Dist	4011	51	02	53	Teacher	\$32,324	\$55,251	\$46,701	\$30,324	\$77,025
Oak Creek-Franklin Sch Dist	4018	40	01	53	Teacher	\$39,000	\$74,047	\$58,935	\$24,661	\$83,596
Oakfield Sch Dist	4025	20	06	53	Teacher	\$33,561	\$61,673	\$47,724	\$26,675	\$74,399
Oconomowoc Area Sch Dist	4060	67	01	53	Teacher	\$17,924	\$78,540	\$57,839	\$26,452	\$84,291
Oconto Sch Dist	4067	42	08	53	Teacher	\$33,787	\$59,008	\$50,382	\$24,720	\$75,102
Oconto Falls Sch Dist	4074	42	08	53	Teacher	\$31,030	\$67,110	\$46,819	\$25,727	\$72,546
Omro Sch Dist	4088	70	06	53	Teacher	\$30,052	\$56,217	\$45,267	\$26,434	\$71,701
Onalaska Sch Dist	4095	32	04	53	Teacher	\$33,569	\$60,361	\$49,036	\$22,846	\$71,882
Oostburg Sch Dist	4137	59	07	53	Teacher	\$31,569	\$65,664	\$50,042	\$24,028	\$74,070
Oregon Sch Dist	4144	13	02	53	Teacher	\$31,749	\$74,065	\$48,629	\$18,313	\$66,942
Parkview Sch Dist	4151	53	02	53	Teacher	\$31,563	\$69,800	\$54,106	\$25,042	\$79,148
Osceola Sch Dist	4165	48	11	53	Teacher	\$34,639	\$60,857	\$46,847	\$25,258	\$72,105
Oshkosh Area Sch Dist	4179	70	06	53	Teacher	\$12,831	\$75,916	\$50,426	\$24,630	\$75,056
Osseo-Fairchild Sch Dist	4186	61	10	53	Teacher	\$27,370	\$54,885	\$43,886	\$23,029	\$66,915
Owen-Withee Sch Dist	4207	10	10	53	Teacher	\$29,702	\$53,062	\$44,855	\$24,667	\$69,522
Palmyra-Eagle Area Sch Dist	4221	28	02	53	Teacher	\$29,776	\$56,574	\$46,053	\$26,573	\$72,626
Pardeeville Area Sch Dist	4228	11	05	53	Teacher	\$33,403	\$59,532	\$48,661	\$27,165	\$75,826
Paris J1 Sch Dist	4235	30	02	53	Teacher	\$36,888	\$81,722	\$59,615	\$28,283	\$87,898
Beecher-Dunbar-Pembine Sch Dis	4263	38	08	53	Teacher	\$29,508	\$54,959	\$48,834	\$32,502	\$81,336
Pepin Area Sch Dist	4270	46	11	53	Teacher	\$30,698	\$55,901	\$42,033	\$22,332	\$64,365
Peshtigo Sch Dist	4305	38	08	53	Teacher	\$30,739	\$68,168	\$50,678	\$27,709	\$78,387
Pewaukee Sch Dist	4312	67	01	53	Teacher	\$36,400	\$73,585	\$55,884	\$29,811	\$85,695
Phelps Sch Dist	4330	63	09	53	Teacher	\$28,949	\$52,852	\$39,742	\$21,561	\$61,303
Phillips Sch Dist	4347	50	12	53	Teacher	\$31,295	\$53,852	\$45,374	\$25,542	\$70,916
Pittsville Sch Dist	4368	71	05	53	Teacher	\$30,623	\$54,186	\$42,511	\$26,077	\$68,588

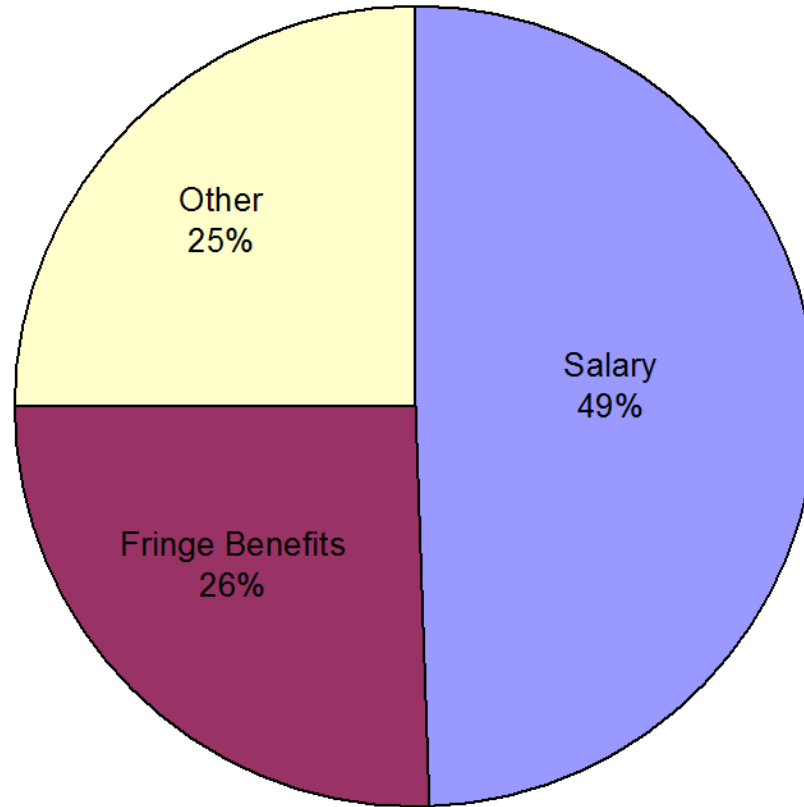
District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Tri-County Area Sch Dist	4375	69	05	53	Teacher	\$33,448	\$57,734	\$51,247	\$31,436	\$82,683
Platteville Sch Dist	4389	22	03	53	Teacher	\$35,289	\$63,001	\$56,940	\$28,361	\$85,301
Plum City Sch Dist	4459	47	11	53	Teacher	\$35,255	\$57,451	\$49,843	\$24,991	\$74,834
Plymouth Sch Dist	4473	59	07	53	Teacher	\$37,460	\$81,349	\$55,088	\$23,353	\$78,441
Portage Community Sch Dist	4501	11	05	53	Teacher	\$34,725	\$69,074	\$50,465	\$20,709	\$71,174
Port Edwards Sch Dist	4508	71	05	53	Teacher	\$35,401	\$53,917	\$44,717	\$23,471	\$68,188
Port Washington-Saukville Sch	4515	45	01	53	Teacher	\$36,083	\$82,468	\$64,065	\$28,191	\$92,256
South Shore Sch Dist	4522	04	12	53	Teacher	\$30,739	\$52,610	\$44,291	\$25,514	\$69,805
Potosi Sch Dist	4529	22	03	53	Teacher	\$29,909	\$47,474	\$40,340	\$27,716	\$68,056
Poynette Sch Dist	4536	11	05	53	Teacher	\$32,379	\$58,793	\$47,708	\$23,936	\$71,644
Prairie Du Chien Area Sch Dist	4543	12	03	53	Teacher	\$31,890	\$60,547	\$46,692	\$28,732	\$75,424
Prairie Farm Sch Dist	4557	03	11	53	Teacher	\$31,965	\$50,353	\$41,366	\$30,762	\$72,128
Prentice Sch Dist	4571	50	09	53	Teacher	\$31,591	\$53,028	\$43,881	\$24,997	\$68,878
Prescott Sch Dist	4578	47	11	53	Teacher	\$34,941	\$60,983	\$50,052	\$25,739	\$75,791
Princeton Sch Dist	4606	24	05	53	Teacher	\$32,492	\$59,027	\$50,595	\$25,508	\$76,103
Pulaski Community Sch Dist	4613	05	07	53	Teacher	\$29,818	\$78,660	\$53,910	\$22,407	\$76,317
Racine Sch Dist	4620	51	01	53	Teacher	\$37,822	\$66,634	\$53,288	\$35,165	\$88,453
Randall J1 Sch Dist	4627	30	02	53	Teacher	\$35,316	\$78,342	\$50,373	\$32,556	\$82,929
Randolph Sch Dist	4634	11	05	53	Teacher	\$33,480	\$71,948	\$50,553	\$19,711	\$70,264
Random Lake Sch Dist	4641	59	07	53	Teacher	\$30,511	\$59,075	\$48,277	\$25,556	\$73,833
Raymond #14 Sch Dist	4686	51	02	53	Teacher	\$46,324	\$66,895	\$60,762	\$30,499	\$91,261
North Cape Sch Dist	4690	51	02	53	Teacher	\$35,400	\$56,200	\$46,710	\$27,332	\$74,042
Reedsburg Sch Dist	4753	56	05	53	Teacher	\$33,258	\$64,419	\$51,478	\$26,895	\$78,373
Reedsville Sch Dist	4760	36	07	53	Teacher	\$36,184	\$55,640	\$47,201	\$24,460	\$71,661
Rhineland Sch Dist	4781	43	09	53	Teacher	\$33,904	\$60,936	\$51,689	\$29,923	\$81,612
Rib Lake Sch Dist	4795	60	09	53	Teacher	\$34,725	\$54,475	\$50,412	\$27,857	\$78,269
Rice Lake Area Sch Dist	4802	03	11	53	Teacher	\$32,166	\$60,738	\$49,878	\$22,653	\$72,531
Richfield J1 Sch Dist	4820	66	06	53	Teacher	\$34,794	\$58,635	\$51,767	\$31,047	\$82,814
Friess Lake Sch Dist	4843	66	06	53	Teacher	\$43,563	\$58,861	\$52,902	\$27,062	\$79,964
Richland Sch Dist	4851	52	03	53	Teacher	\$31,800	\$56,400	\$45,799	\$28,040	\$73,839
Rio Community Sch Dist	4865	11	05	53	Teacher	\$32,644	\$53,045	\$47,619	\$23,627	\$71,246
Ripon Area Sch Dist	4872	20	06	53	Teacher	\$32,406	\$58,422	\$49,136	\$27,489	\$76,625
River Falls Sch Dist	4893	47	11	53	Teacher	\$24,459	\$65,381	\$54,252	\$26,186	\$80,438
River Ridge Sch Dist	4904	22	03	53	Teacher	\$35,579	\$51,890	\$45,415	\$27,733	\$73,148
Rosendale-Brandon Sch Dist	4956	20	06	53	Teacher	\$32,425	\$64,000	\$48,379	\$25,643	\$74,022
Rosholt Sch Dist	4963	49	05	53	Teacher	\$32,273	\$63,002	\$49,080	\$27,701	\$76,781

District	Dist Code	Cty Code	Pos Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation	
D C Everest Area Sch Dist	4970	37	09	53	Teacher	\$33,650	\$101,450	\$59,978	\$22,211	\$82,189
Rubicon J6 Sch Dist	4998	14	06	53	Teacher	\$41,719	\$58,177	\$49,851	\$26,838	\$76,689
Saint Croix Falls Sch Dist	5019	48	11	53	Teacher	\$34,288	\$62,712	\$53,414	\$26,127	\$79,541
Saint Francis Sch Dist	5026	40	01	53	Teacher	\$37,795	\$74,870	\$57,728	\$23,054	\$80,782
Central/Westosha Uhs Sch Dist	5054	30	02	53	Teacher	\$38,347	\$78,141	\$56,193	\$29,895	\$86,088
Salem Sch Dist	5068	30	02	53	Teacher	\$36,570	\$67,948	\$61,193	\$33,308	\$94,501
Sauk Prairie Sch Dist	5100	56	05	53	Teacher	\$32,325	\$60,872	\$47,599	\$22,570	\$70,169
Seneca Sch Dist	5124	12	03	53	Teacher	\$37,826	\$47,991	\$44,506	\$29,385	\$73,891
Sevastopol Sch Dist	5130	15	07	53	Teacher	\$31,579	\$58,315	\$49,238	\$27,311	\$76,549
Seymour Community Sch Dist	5138	44	07	53	Teacher	\$34,811	\$67,107	\$54,537	\$25,417	\$79,954
Sharon J11 Sch Dist	5258	64	02	53	Teacher	\$32,490	\$61,461	\$41,790	\$23,776	\$65,566
Shawano Sch Dist	5264	58	08	53	Teacher	\$26,575	\$63,351	\$47,630	\$23,389	\$71,019
Sheboygan Area Sch Dist	5271	59	07	53	Teacher	\$30,198	\$88,563	\$60,436	\$24,813	\$85,249
Sheboygan Falls Sch Dist	5278	59	07	53	Teacher	\$33,876	\$62,809	\$48,304	\$23,610	\$71,914
Shell Lake Sch Dist	5306	65	11	53	Teacher	\$30,533	\$58,148	\$43,520	\$25,438	\$68,958
Shiocton Sch Dist	5348	44	06	53	Teacher	\$32,470	\$58,099	\$48,235	\$25,932	\$74,167
Shorewood Sch Dist	5355	40	01	53	Teacher	\$7,419	\$89,183	\$59,716	\$28,798	\$88,514
Shullsburg Sch Dist	5362	33	03	53	Teacher	\$30,672	\$51,211	\$43,040	\$25,124	\$68,164
Silver Lake J1 Sch Dist	5369	30	02	53	Teacher	\$34,963	\$69,976	\$51,266	\$30,181	\$81,447
Siren Sch Dist	5376	07	11	53	Teacher	\$29,279	\$51,058	\$40,507	\$23,780	\$64,287
Slinger Sch Dist	5390	66	06	53	Teacher	\$34,141	\$73,574	\$58,215	\$29,761	\$87,976
Solon Springs Sch Dist	5397	16	12	53	Teacher	\$25,687	\$48,795	\$41,444	\$26,199	\$67,643
Somerset Sch Dist	5432	55	11	53	Teacher	\$35,401	\$63,300	\$53,065	\$23,470	\$76,535
South Milwaukee Sch Dist	5439	40	01	53	Teacher	\$19,628	\$76,365	\$62,740	\$27,361	\$90,101
Southern Door County Sch Dist	5457	15	07	53	Teacher	\$30,854	\$57,741	\$48,224	\$23,928	\$72,152
Sparta Area Sch Dist	5460	41	04	53	Teacher	\$34,442	\$55,720	\$45,654	\$19,228	\$64,882
Spencer Sch Dist	5467	37	10	53	Teacher	\$38,382	\$61,815	\$52,682	\$32,382	\$85,064
Spooner Area Sch Dist	5474	65	11	53	Teacher	\$20,074	\$98,081	\$52,605	\$27,940	\$80,545
River Valley Sch Dist	5523	56	03	53	Teacher	\$35,713	\$59,037	\$50,108	\$22,740	\$72,848
Spring Valley Sch Dist	5586	47	11	53	Teacher	\$32,446	\$57,534	\$49,973	\$26,757	\$76,730
Stanley-Boyd Area Sch Dist	5593	09	10	53	Teacher	\$34,673	\$57,845	\$49,448	\$24,540	\$73,988
Stevens Point Area Sch Dist	5607	49	05	53	Teacher	\$35,455	\$82,356	\$61,658	\$27,743	\$89,401
Stockbridge Sch Dist	5614	08	07	53	Teacher	\$29,837	\$46,634	\$40,242	\$23,139	\$63,381
Stoughton Area Sch Dist	5621	13	02	53	Teacher	\$30,437	\$67,279	\$51,509	\$21,321	\$72,830
Stratford Sch Dist	5628	37	09	53	Teacher	\$33,755	\$58,901	\$47,187	\$28,119	\$75,306
Sturgeon Bay Sch Dist	5642	15	07	53	Teacher	\$25,842	\$67,600	\$51,570	\$25,124	\$76,694

District	Dist Code	Cty Code	Pos Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation	
Sun Prairie Area Sch Dist	5656	13	02	53	Teacher	\$24,291	\$88,437	\$47,991	\$23,601	\$71,592
Superior Sch Dist	5663	16	12	53	Teacher	\$33,210	\$63,947	\$53,111	\$25,982	\$79,093
Suring Sch Dist	5670	42	08	53	Teacher	\$31,267	\$56,764	\$49,527	\$27,551	\$77,078
Thorp Sch Dist	5726	10	10	53	Teacher	\$32,010	\$54,266	\$46,339	\$23,208	\$69,547
Three Lakes Sch Dist	5733	43	09	53	Teacher	\$31,232	\$61,192	\$51,093	\$29,644	\$80,737
Tigerton Sch Dist	5740	58	08	53	Teacher	\$29,587	\$49,622	\$42,742	\$24,173	\$66,915
Tomah Area Sch Dist	5747	41	04	53	Teacher	\$31,808	\$57,100	\$44,926	\$24,164	\$69,090
Tomahawk Sch Dist	5754	35	09	53	Teacher	\$30,774	\$61,628	\$51,238	\$28,109	\$79,347
Flambeau Sch Dist	5757	54	10	53	Teacher	\$30,337	\$53,254	\$43,075	\$27,110	\$70,185
Trevor-Wilmot Consolidated Sch	5780	30	02	53	Teacher	\$33,610	\$62,957	\$47,146	\$30,925	\$78,071
Turtle Lake Sch Dist	5810	03	11	53	Teacher	\$34,036	\$60,696	\$50,329	\$26,951	\$77,280
Twin Lakes #4 Sch Dist	5817	30	02	53	Teacher	\$36,629	\$78,238	\$58,906	\$26,765	\$85,671
Two Rivers Sch Dist	5824	36	07	53	Teacher	\$19,000	\$73,365	\$50,918	\$26,711	\$77,629
Union Grove Uhs Sch Dist	5852	51	02	53	Teacher	\$29,282	\$73,789	\$56,783	\$28,216	\$84,999
Union Grove J1 Sch Dist	5859	51	02	53	Teacher	\$38,413	\$69,938	\$54,569	\$26,911	\$81,480
Valders Area Sch Dist	5866	36	07	53	Teacher	\$34,553	\$58,814	\$50,690	\$26,913	\$77,603
Verona Area Sch Dist	5901	13	02	53	Teacher	\$5,283	\$81,730	\$55,565	\$21,649	\$77,214
Kickapoo Area Sch Dist	5960	62	03	53	Teacher	\$33,929	\$52,605	\$45,910	\$25,189	\$71,099
Viroqua Area Sch Dist	5985	62	04	53	Teacher	\$27,822	\$55,956	\$44,679	\$25,359	\$70,038
Wabeno Area Sch Dist	5992	21	08	53	Teacher	\$34,534	\$67,000	\$44,940	\$26,115	\$71,055
Big Foot Uhs Sch Dist	6013	64	02	53	Teacher	\$35,402	\$90,383	\$53,416	\$27,437	\$80,853
Walworth J1 Sch Dist	6022	64	02	53	Teacher	\$34,735	\$58,532	\$47,193	\$25,644	\$72,837
Washburn Sch Dist	6027	04	12	53	Teacher	\$30,994	\$54,714	\$46,513	\$25,836	\$72,349
Washington Sch Dist	6069	15	07	53	Teacher	\$37,482	\$53,496	\$49,905	\$28,722	\$78,627
Waterford Uhs Sch Dist	6083	51	02	53	Teacher	\$27,550	\$73,344	\$53,712	\$27,628	\$81,340
Washington-Caldwell Sch Dist	6104	51	02	53	Teacher	\$37,800	\$63,516	\$46,405	\$30,501	\$76,906
Waterford Graded J1 Sch Dist	6113	51	02	53	Teacher	\$33,737	\$62,849	\$49,113	\$25,508	\$74,621
Waterloo Sch Dist	6118	28	02	53	Teacher	\$32,306	\$57,061	\$44,897	\$23,998	\$68,895
Watertown Sch Dist	6125	28	02	53	Teacher	\$5,991	\$71,808	\$57,258	\$24,986	\$82,244
Waukesha Sch Dist	6174	67	01	53	Teacher	\$28,503	\$77,331	\$63,314	\$29,588	\$92,902
Waunakee Community Sch Dist	6181	13	02	53	Teacher	\$24,010	\$65,814	\$48,091	\$21,306	\$69,397
Waupaca Sch Dist	6195	68	05	53	Teacher	\$30,479	\$79,769	\$51,335	\$23,269	\$74,604
Waupun Sch Dist	6216	20	06	53	Teacher	\$36,036	\$67,222	\$56,418	\$26,448	\$82,866
Wausau Sch Dist	6223	37	09	53	Teacher	\$34,862	\$79,911	\$58,420	\$27,238	\$85,658
Wausaukee Sch Dist	6230	38	08	53	Teacher	\$29,485	\$56,055	\$46,524	\$24,312	\$70,836
Wautoma Area Sch Dist	6237	69	05	53	Teacher	\$31,061	\$57,059	\$45,956	\$26,070	\$72,026

District	Dist Code	Cty Code	Pos Code	CESA Code	Position	Low Salary	High Salary	Average Salary	Average Fringe	Total Compensation
Wauwatosa Sch Dist	6244	40	01	53	Teacher	\$32,767	\$68,403	\$50,534	\$24,902	\$75,436
Wauzeka-Steuben Sch Dist	6251	12	03	53	Teacher	\$27,977	\$49,521	\$41,820	\$16,734	\$58,554
Webster Sch Dist	6293	07	11	53	Teacher	\$29,000	\$66,925	\$43,799	\$23,858	\$67,657
West Allis Sch Dist	6300	40	01	53	Teacher	\$36,538	\$81,092	\$51,264	\$27,979	\$79,243
West Bend Sch Dist	6307	66	06	53	Teacher	\$7,286	\$78,187	\$57,048	\$25,105	\$82,153
Westby Area Sch Dist	6321	62	04	53	Teacher	\$29,151	\$57,671	\$42,460	\$23,875	\$66,335
West De Pere Sch Dist	6328	05	07	53	Teacher	\$5,496	\$79,077	\$49,251	\$26,657	\$75,908
Westfield Sch Dist	6335	39	05	53	Teacher	\$27,200	\$57,500	\$46,327	\$22,214	\$68,541
Weston Sch Dist	6354	56	03	53	Teacher	\$33,906	\$56,836	\$44,919	\$23,027	\$67,946
West Salem Sch Dist	6370	32	04	53	Teacher	\$13,295	\$56,497	\$43,579	\$21,704	\$65,283
Weyauwega-Fremont Sch Dist	6384	68	06	53	Teacher	\$31,227	\$62,562	\$46,076	\$26,511	\$72,587
Weyerhaeuser Area Sch Dist	6410	54	10	53	Teacher	\$28,403	\$47,726	\$40,405	\$25,627	\$66,032
Wheatland J1 Sch Dist	6412	30	02	53	Teacher	\$32,324	\$61,070	\$53,487	\$29,445	\$82,932
Whitefish Bay Sch Dist	6419	40	01	53	Teacher	\$33,868	\$83,253	\$54,942	\$25,954	\$80,896
Whitehall Sch Dist	6426	61	04	53	Teacher	\$19,000	\$51,405	\$45,087	\$28,391	\$73,478
White Lake Sch Dist	6440	34	08	53	Teacher	\$28,813	\$51,053	\$41,839	\$27,350	\$69,189
Whitewater Sch Dist	6461	64	02	53	Teacher	\$34,296	\$60,906	\$50,561	\$25,659	\$76,220
Whitnall Sch Dist	6470	40	01	53	Teacher	\$19,598	\$68,620	\$55,427	\$26,426	\$81,853
Wild Rose Sch Dist	6475	69	05	53	Teacher	\$30,930	\$51,769	\$42,815	\$28,152	\$70,967
Williams Bay Sch Dist	6482	64	02	53	Teacher	\$35,620	\$69,113	\$51,961	\$27,020	\$78,981
Wilmot Uhs Sch Dist	6545	30	02	53	Teacher	\$35,243	\$82,521	\$59,327	\$30,152	\$89,479
Winneconne Community Sch Dist	6608	70	06	53	Teacher	\$35,800	\$58,437	\$49,409	\$24,411	\$73,820
Winter Sch Dist	6615	57	12	53	Teacher	\$4,761	\$53,622	\$46,005	\$25,251	\$71,256
Wisconsin Dells Sch Dist	6678	56	05	53	Teacher	\$32,574	\$58,074	\$48,307	\$25,911	\$74,218
Wisconsin Rapids Sch Dist	6685	71	05	53	Teacher	\$32,848	\$66,610	\$56,801	\$24,331	\$81,132
Wittenberg-Birnamwood Sch Dist	6692	58	08	53	Teacher	\$31,148	\$58,119	\$45,776	\$23,549	\$69,325
Wonewoc-Union Center Sch Dist	6713	29	04	53	Teacher	\$29,221	\$46,560	\$38,761	\$25,293	\$64,054
Woodruff J1 Sch Dist	6720	63	09	53	Teacher	\$30,955	\$66,414	\$49,913	\$27,314	\$77,227
Wrightstown Community Sch Dist	6734	05	07	53	Teacher	\$34,550	\$63,644	\$46,830	\$24,886	\$71,716
Yorkville J2 Sch Dist	6748	51	02	53	Teacher	\$34,988	\$62,857	\$47,570	\$23,236	\$70,806

**Salary and fringe benefit costs comprise 75% of school district expenditures
(2008-09 data)**



School District Expenditures 2008-09		
Salary	5,243,908,881	49.4%
Fringe Benefits	2,718,937,862	25.6%
Other	2,660,482,918	25.0%
Total	10,623,329,660	100.0%



STATE OF WISCONSIN
Department of Employee Trust Funds

David A. Stella
 Secretary

801 W Badger Road
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1-877-533-5020 (toll free)
 Fax (608) 267-4549
<http://etf.wi.gov>

**State of Wisconsin Employees Estimated Annual
 and Monthly Health Insurance Premiums from 2001 to 2011**

	2001	2002	2003	2004	2005	2006
CONTRACTS*						
Single/Family	34.1%/65.9%	34.3%/65.7%	34.5%/65.5%	35.4%/64.6%	35.4%/64.6%	35.7%/64.3%
# Single Contracts	21,854	22,826	23,520	24,234	24,289	24,293
Percent Change	3.8%	4.4%	3.0%	3.0%	0.2%	0.0%
# Family Contracts	42,187	43,573	44,706	44,316	44,240	43,731
Percent Change	2.0%	3.3%	2.6%	-0.9%	-0.2%	-1.2%
Total Contracts	64,041	66,399	68,226	68,550	68,529	68,024
Percent Change	2.6%	3.7%	2.8%	0.5%	-0.03%	-0.74%
EST ANNUAL ER CONTRIBUTION	\$423,910,232	\$500,851,145	\$576,137,395	\$642,104,000	\$668,317,705	\$713,387,598
EST ANNUAL EE CONTRIBUTION	\$10,582,478	\$11,978,312	\$14,515,723	\$17,000,969	\$30,502,334	\$37,550,245
EST TOTAL ANNUAL PREMIUM	\$434,492,710	\$512,829,458	\$590,653,118	\$659,104,970	\$698,820,040	\$750,937,843
Total Annual Percent Change	19.6%	18.0%	15.2%	11.6%	6.0%	7.5%
PREMIUM PER CONTRACT PER MONTH:						
TOTAL AVG MONTHLY PREMIUM	\$565.38	\$643.62	\$721.44	\$801.25	\$849.79	\$919.94
Average Annual Percent Change	16.6%	13.8%	12.1%	11.1%	6.1%	8.3%
EMPLOYER AVG MONTHLY PREMIUM	\$551.61	\$628.59	\$703.71	\$780.58	\$812.69	\$873.94
Average Annual Percent Change	18.1%	14.0%	12.0%	10.9%	4.1%	7.5%
ER CONTRIBUTION (% of total premium)	97.6%	97.7%	97.5%	97.4%	95.6%	95.0%
EMPLOYEE AVG MONTHLY PREMIUM	\$13.77	\$15.03	\$17.73	\$20.67	\$37.09	\$46.00
Average Annual Percent Change	-22.7%	9.2%	18.0%	16.6%	79.4%	24.0%
EE CONTRIBUTION (% of total premium)	2.4%	2.3%	2.5%	2.6%	4.4%	5.0%
CPI-Medical**	278.4	292.3	302.7	315.6	329.4	341
Annual CPI Medical % Change	4.8%	5.0%	3.6%	4.3%	4.4%	3.5%



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**State of Wisconsin Employees Estimated Annual
 and Monthly Health Insurance Premiums from 2001 to 2011**

	2007	2008	2009	2010	2011
CONTRACTS*					
Single/Family	35.6%/64.4%	35.7%/64.3%	36.1%/63.9%	36.1%/63.9%	34.3%/65.7%
# Single Contracts	24,200	24,680	25,719	25,489	24,852
Percent Change	-0.4%	2.0%	4.2%	-0.9%	-2.5%
# Family Contracts	43,788	44,332	45,463	46,403	47,653
Percent Change	0.1%	1.2%	2.6%	2.1%	2.7%
Total Contracts	67,988	69,012	71,182	71,892	72,505
Percent Change	-0.05%	1.51%	3.14%	1.00%	0.85%
EST ANNUAL ER CONTRIBUTION	\$759,466,267	\$823,228,611	\$906,850,722	\$997,507,932	\$1,071,225,792
EST ANNUAL EE CONTRIBUTION	\$48,128,080	\$48,261,889	\$54,885,936	\$60,495,060	\$63,972,720
EST TOTAL ANNUAL PREMIUM	\$807,594,347	\$871,490,500	\$961,736,658	\$1,058,002,992	\$1,135,198,512
Total Annual Percent Change	7.5%	7.9%	10.4%	10.0%	7.3%
PREMIUM PER CONTRACT PER MONTH:					
TOTAL AVG MONTHLY PREMIUM	\$989.87	\$1,052.34	\$1,125.91	\$1,226.38	\$1,304.74
Average Annual Percent Change	7.6%	6.3%	7.0%	8.9%	6.4%
EMPLOYER AVG MONTHLY PREMIUM	\$930.88	\$994.06	\$1,061.66	\$1,156.26	\$1,231.21
Average Annual Percent Change	6.5%	6.8%	6.8%	8.9%	6.5%
ER CONTRIBUTION (% of total premium)	94.0%	94.5%	94.3%	94.3%	94.4%
EMPLOYEE AVG MONTHLY PREMIUM	\$58.99	\$58.28	\$64.26	\$70.12	\$73.53
Average Annual Percent Change	28.2%	-1.2%	10.3%	9.1%	4.9%
EE CONTRIBUTION (% of total premium)	6.0%	5.5%	5.7%	5.7%	5.6%
CPI-Medical**	358.8	368.3	NA	NA	NA
Annual CPI Medical % Change	5.2%	2.6%	NA	NA	NA

* BASED ON JANUARY PREMIUM AND CONTRACT COUNTS; Classified and Faculty, includes Graduate Assistants, and LTE's; 2004 does not include employee share amounts from unsettled collective bargaining contracts.

** CPI-U, Medical Cost Index, US City Average; Series ID CUSR0000SAM

Contract Effective Dates & Average No. of Months TA Signed After Expiration Date

<u>Union</u>	<u>2007-2009 Expired 6/30/09</u>	<u>2005-2007 Expired 6/30/07</u>	<u>2003-2005 Expired 6/30/05</u>	<u>2001-2003 Expired 6/30/03</u>	<u>1999-2001 Expired 6/30/01</u>	<u>Avg # Mos TA Signed After Expiration (by bargaining unit)</u>
ASP	November 7, 2009	May 27, 2006	January 24, 2004	May 17, 2003	April 8, 2000	15.3
MGAA	June 7, 2008	May 13, 2006	January 24, 2004	May 17, 2003	February 26, 2000	11.4
PERSA	November 7, 2009	May 13, 2006	May 13, 2006	May 17, 2003	April 8, 2000	21.1
SEA	April 25, 2010	May 27, 2006	May 27, 2006	May 17, 2003	May 20, 2000	22.6
SEIU	June 7, 2008	May 27, 2006	December 27, 2003	May 17, 2003	April 8, 2000	12.1
TAA	November 7, 2009	May 13, 2006	May 13, 2006	May 17, 2003	April 8, 2000	21.1
Trades	June 7, 2008	May 13, 2006	January 24, 2004	May 17, 2003	February 26, 2000	11.4
WEAC	June 7, 2008	May 13, 2006	May 13, 2006	May 17, 2003	April 8, 2000	17.7
WLEA	June 7, 2008	May 27, 2006	May 27, 2006	May 17, 2003 (with WSEU)	May 20, 2000 (with WSEU)	18
WPDA	June 7, 2008	May 13, 2006	January 24, 2004	May 17, 2003	April 8, 2000	11.8
WPEC	June 7, 2008	July 22, 2006	January 24, 2004	May 17, 2003	April 8, 2000	12.3
WSAA	June 7, 2008	July 22, 2006	July 22, 2006	May 17, 2003	May 20, 2000	18.7
WSEU	June 7, 2008	May 13, 2006 (4 BUs) July 22, 2006 (PSS)	May 29, 2004 (PSS) July 23, 2005 (4 BUs)	May 17, 2003	May 20, 2000	15.9
WSP	June 7, 2008	May 13, 2006	December 27, 2003	May 17, 2003	April 8, 2000	12
WSPDA	June 7, 2008	May 13, 2006	May 13, 2006	May 17, 2003	April 8, 2000	17.7
Avg # Mos TA Signed After Expiration (per biennium)	15.93	10.96	20.43	22.5	9.86	Overall Avg: 15.94



State of Wisconsin
Department of Health Services

Scott Walker, Governor
Dennis G. Smith, Secretary

Date: February 8, 2011

To: Secretary Mike Huebsch
Wisconsin Department of Administration

From: Secretary Dennis G. Smith *Dennis G. Smith*
Wisconsin Department of Health Services

RE: Impact of \$30 million General Purpose Revenue on Medical
Assistance Programs

At your request, I have calculated the number of individuals who receive health care and long-term care services when the Department of Health Services disburses \$30 million General Purpose Revenue (GPR) over a three month period. As you know, without state funds, federal match would be forfeited. Therefore, the net three month loss of revenue when both the state and federal match are calculated would be between \$75.8 million to \$79.4 million.

- 194,539 children receive health insurance under BadgerCare based on spending \$30 million in GPR over a three month period.
- Alternatively, 92,599 parents receive health insurance based on spending \$30 million GPR over a three month period.
- Alternatively, 16,284 elderly, blind and disabled individuals receive health and long-term care services based on spending \$30 million over a three month period.

It is important to note that these numbers are exclusive of each other and are based on the assumption that the entire \$30 million GPR is spent on one specific category of individuals, either children, parents or the elderly, blind and disabled.

I hope that this information is useful. Should you have any questions, please feel free to contact me.



**WISCONSIN DEPARTMENT OF
ADMINISTRATION**

SCOTT WALKER
GOVERNOR

MIKE HUEBSCH
SECRETARY

Division of Executive Budget and Finance
Post Office Box 7864
Madison, WI 53707-7864
Voice (608) 266-1736
Fax (608) 267-0372
TTY (608) 267-9629

Date: February 10, 2011

To: Mike Huebsch
Secretary of Administration

From: Brian Hayes
State Budget Director

Subject: Cost of Proposed Health Care and Pension Contributions

You requested an explanation of the scope of the savings from the Governor's proposed health care and pension contributions that were proposed in the Governor's budget adjustment bill and their effect on FY11. The Governor has proposed state employees contribute 5.8 percent of their salary as a pension contribution and increase their health insurance contribution to 12.6 percent of their health care premium to commence on April 1, 2011.

The compensation changes will net \$30 million in savings from the implementation of the proposed changes from April 1 through June 30 – about \$10 million a month. This savings figure includes state agencies and the University of Wisconsin System. Given that average employee compensation is \$76,500 per FTE position for the 70,029 FTE authorized positions, this would require approximately 1,580 FTE positions be laid off between April 1 and June 30 for each month left in the biennium to effect the same savings in FY11 that the increased pension and health care premium contributions would.

Appendix

Premium Overtime Payments by Agency

Calendar Years 2005 through 2008

Department	2005	2006	2007	2008
Administration	\$ 421,869	\$ 504,549	\$ 439,758	\$ 462,106
Agriculture, Trade and Consumer Protection	179,306	124,282	199,750	169,558
Arts Board	82	–	377	222
Board of Commissioners of Public Lands	–	45	829	89
Board on Aging and Long Term Care	303	89	114	381
Board for People with Developmental Disabilities	–	–	–	443
Children and Families	–	–	–	2,002
Commerce	12,201	51,039	52,207	41,523
Commissioner of Insurance	–	95	612	862
Corrections	30,253,351	36,106,526	34,692,176	33,477,603
Educational Communications Board	88,328	104,373	78,648	79,882
Government Accountability Board	22,515	69,195	12,038	20,124
Employee Trust Funds	10,277	38,583	12,888	23,262
Employment Relations Commission	–	–	–	8
Financial Institutions	2,494	6,850	5,653	3,728
Governor's Office	624	776	883	536
Health Services	7,531,841	9,039,023	9,515,905	10,270,153
Historical Society	32,145	25,791	48,372	32,996
Investment Board	1,298	134	1,792	–
Justice	165,826	110,632	74,829	101,065
Lieutenant Governor's Office	–	1,041	–	–
Military Affairs	198,774	216,612	302,186	421,441
Natural Resources	1,634,058	1,831,990	1,875,133	2,067,713
Office of State Employment Relations	1,416	1,475	1,855	1,240
Public Defender Board	76,525	82,028	93,328	85,215
Public Instruction	163,167	241,716	237,794	211,575
Public Service Commission	158	333	271	41
Regulation and Licensing	2,207	1,775	8,394	10,112
Revenue	19,562	34,065	88,192	15,418
Secretary of State	–	411	–	–
State Fair Park	372,811	306,082	358,297	348,511
State Treasurer	2,816	789	3,689	3,043
Tourism	773	1,750	4,673	4,015
Transportation	3,502,094	3,489,676	3,415,273	3,563,576
Veterans Affairs	1,509,282	1,539,052	1,526,841	1,885,478
Workforce Development	648,697	872,799	748,720	978,613
Total	\$46,854,800	\$54,803,576	\$53,801,477	\$54,282,534

Madison Metro driver highest paid city employee

DEAN MOSIMAN | dmosiman@madison.com | 608-252-6141 | Posted: Sunday, February 7, 2010 3:00 pm

Madison's highest paid city government employee last year wasn't the mayor. It wasn't the police chief. It wasn't even the head of Metro Transit.

It was bus driver John E. Nelson.

Nelson earned \$159,258 in 2009, including \$109,892 in overtime and other pay.

He and his colleague, driver Greg Tatman, who earned \$125,598, were among the city's top 20 earners for 2009, city records show.

They're among the seven bus drivers who made more than \$100,000 last year thanks to a union contract that lets the most senior drivers who have the highest base salaries get first crack at overtime.

And there was a lot of overtime - \$1.94 million last year, \$467,200 more than the bus system budgeted for and the most ever for the system - as employees exhausted sick leave and took advantage of unpaid leave through the federal Family Medical Leave Act, officials said.

"That's the (drivers') contract," said Transit and Parking Commission Chairman Gary Poulson. "(But) I think we want more information to the TPC and a discussion of all the facts."

The high salaries for Metro bus drivers come as Metro's ridership continues to grow and the system ranks high among peers according to a 2009 state audit. Metro, which increased fares last year, carried 13.58 million riders in 2009, the second highest total in 40 years.

Metro general manager Chuck Kamp, who earned \$118,690 last year, defended the employees.

"These are very good employees who follow the rules that have been negotiated with the Teamsters," Kamp said, adding that Nelson and Tatman "are senior drivers with excellent safety and customer service records."

But he said Metro is looking at ways to limit overtime, including tighter follow up on workman's compensation claims and exploring how to control the growth of Family Medical Leave Act time off by employees.

Nelson, Tatman and Gene Gowey, business manager for the bus drivers union, Teamster Local 695, could not be reached Friday.

In the past, drivers have defended the pay, saying they earn it by working long hours that can create hardships on families. Also, the job requires navigating an oversized vehicle through city streets and dealing with sometimes uncivil riders and other challenges, they have said.

The bus drivers' contract, which calls for pay up to \$26.02 an hour, expired at the end of December and the sides are now in negotiations.

Many make more than the mayor

Over all, Madison paid at least 20 employees more than \$125,000 in 2009, according to city records.

After Nelson, the top paid employees in 2009 were City Comptroller Dean Brassler, who earned \$151,551, and Police Chief Noble Wray, who made \$143,585.

Mayor Dave Cieslewicz was paid \$112,880. He wasn't among the top 20.

Concern about bus drivers being among the city's highest earners isn't new. The issue surfaced after Metro changed from a Downtown hub to a transfer station system in 1998.

In 1997, before the change, no driver made more than \$70,000. But two years later, as Metro struggled to fill vacancies, two drivers topped \$100,000 and seven more made more than \$70,000.

A high base salary and other benefits for drivers were largely set in the 1970s and 1980s, when the city took over the bus company.

Also, the union contract limits part-timers to 15 percent of the number full-time drivers, and part-timers can only drive morning and afternoon school routes. Those rules create opportunities for overtime and other special pay for full-time workers.

The city negotiated more flexibility for using part timers in 2002-03, but a state audit last year recommended Metro seek even more flexibility and noted that some pay premiums, such as those for evening and Sunday shifts, are uncommon in the industry.

Busting overtime budgets

In the past three years, Metro has been below budget for regular salaries, mainly due to vacancies, but exceeded budget for overtime, Metro data shows. In 2009, Metro was \$290,000 under budget for salaries, spending \$22.8 million, but \$467,200 over budget for overtime, spending \$1.94 million, the most ever.

Overtime is high for several reasons, Kamp said.

Metro employees are exhausting sick leave time, taking advantage of the federal Family Medical Leave Act and have high rate of absenteeism without pay, Kamp said.

For example, use of the medical leave act by Metro employees jumped 44 percent to 28,340 hours from 2008 to 2009, Kamp said, calling it "the driving factor" for overtime last year.

A city hiring freeze last year blocked Metro from replacing drivers for a time, Kamp said. Cieslewicz later authorized Metro to fill vacancies after learning it was cheaper than paying overtime.

Also, Metro undertook a safety program that took drivers off their jobs and increased overtime, Kamp said. But the training helped cut preventable accidents 17 percent last year, he said.

Metro is working with the Teamsters to control vacancies and absenteeism, including a progressive discipline system for absence without pay, Kamp said.

Already, Metro has cut worker's compensation costs 27 percent to \$632,600 between 2007 and 2009, he said.

Despite challenges with overtime, Metro's cost per rider rose just 5 percent to \$3.07 between 2006 and the third quarter of 2009, Kamp said.

"There are a number of things we're trying to do to create efficiencies," he said.

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Seniority system cuts fresh MPS teachers amid budget crunch

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Rick Wood

About 200 teachers and others protest the layoff of 482 teachers during a rally Monday at Milwaukee Public Schools Central Office on W. Vliet St. The layoffs constituted more than 12% of the full-time teachers in the district.

By Erin Richards and Amy Hetzner of the Journal Sentinel

June 14, 2010 | (231) COMMENTS

print e-mail

Photo Gallery



Teaira McMurtry (left), an English teacher at Bradley Tech, helps Megan Sampson remove books from her classroom on Monday. Both were laid off as part of a major downsizing at MPS.

Megan Sampson was named outstanding first-year teacher by the Wisconsin Council of Teachers of English last week.

Second-year social studies teacher Kevin Condon, also at Bradley Tech High School, has four licenses and can command the attention of 40 students in an open-concept classroom.

Both are among 482 educators - more than 12% of the full-time teachers in the district - who have received layoff notices from Milwaukee Public Schools.

On Monday - the last day of the year for schools in MPS and the first day teachers reunited after hearing the news of the layoffs - some teachers expressed frustration at losing their jobs because of experience, not performance. Others said they were disappointed the teachers union had not solicited input from those with the least amount of seniority.

Meanwhile, the Milwaukee School Board president and the Milwaukee Teachers' Education Association leadership continued to disagree on how to handle the tightened \$1.3 billion district budget, and whether teachers should accept a lower-cost health-care plan to avoid layoffs.

Outside the city, the layoff scene is much different. Some other large districts are predicting far fewer cuts, and officials with the Racine and Kenosha public school districts said they expect to be able to make budget adjustments that will avoid laying off teachers.

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Milwaukee School Board President Michael Bonds said the situation in Milwaukee reflects economic reality and has nothing to do with teacher performance. The district has to lay off teachers based on seniority, he said.

Woman charged in baby's 1957 death denied release

School Zone Blog



The Journal Sentinel education reporters offer news and notes from their beat

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According to the district, some of the laid-off MPS teachers may be recalled after the number of vacancies, retirements and voluntary layoffs is finalized.

"The reality is we cannot sustain the current system without major structural change," Bonds said. "We could literally save hundreds of jobs with the stroke of a pen if teachers switched to the lower-cost health-care plan."

The teachers union has countered that the board is bargaining in public by offering jobs in exchange for health-care concessions.

Union leaders have said the district has not brought up the option of switching health-care plans during formal negotiations. Bonds said it's come up in multiple meetings since last year.

MPS offers two health-care plans, both thought to be generous. The plans are covered in full by the district, meaning teachers have no financial incentive to switch from the high-cost Aetna plan to a lower-cost option offered through United Health Care.

Bonds said if all teachers switched to the lower-cost plan, about \$48 million could be saved, enough to pay for 480 educators.

"I'm not aware of any place in the nation that pays 100% of teachers' health-care benefits and doesn't require a contribution from those who choose to take a more expensive plan," Bonds said.

Pat O'Mahar, the interim executive director for the MTEA, said it was unfortunate the district believed the solution to budget pressures was to lay off hundreds of educators.

"The problem must be addressed with a national solution - a federal stimulus package that will restore educator positions and allow MPS children to keep their teachers," O'Mahar said in a statement.

"Long term, we must reform the way Wisconsin funds public schools," he added. "We call on the School Board and the administration to join us as we fight for federal legislation that will save educator jobs."

At Bradley Tech, Sampson, 24, is one of nine layoffs. She said the union never solicited views from her about switching plans.

"Given the opportunity, of course I would switch to a different plan to save my job, or the jobs of 10 other teachers," Sampson said.

Sampson and her laid-off colleagues, all who have less than three years of teaching experience, also expressed frustration that their jobs would be filled by more veteran, but not necessarily better, educators.

Sampson and Emily Kaphaem, a world geography and citizenship teacher at Tech, said they have received exemplary performance reviews.

"I feel kind of let down by my city today," said Kaphaem, 25, as she lost the fight to hold back tears in Principal Ed Kupka's office.

Kupka is equally frustrated. He hand-selected the new teachers because of their talent and enthusiasm for turning around Tech, recently designated as one of the worst-performing high schools in the state.

"Based on the pressures we're under as a low-performing school, I absolutely would have chosen a different nine (for layoffs)," Kupka said. "Not everyone is on board with the cultural shift, or has the skills to implement it. The people that are leaving are among the most transformation-minded people on staff."

Teachers at Alliance School, known as a safe haven for bullied children and those who identify as lesbian, gay, bisexual or transgender, also have concerns. Four of the small charter school's 10 educators received layoff notices. Earlier this year, Lead Teacher Tina Owen trimmed the staff from 13 to meet the district's budget.

Owen said it's impossible to know whether new educators assigned to Alliance will embrace the school's culture.

"Just because you have a great teacher doesn't mean you have the right teacher for the school," Owen said.

She added that everyone needs to fight for a change in the way schools are funded.

About 200 people protesting the layoffs marched Monday afternoon outside MPS district headquarters at 5225 W. Vliet St. Educators, parents and school staff gave speeches, carrying signs such as one by a student that said, "Cut the crap. Not the teachers."

Attendee Kathy Xiong, 29, a third-grade teacher at Burbank Elementary School, said she was one of six laid off in her building.

Kat Trago, a parent, said it was a huge tragedy for Burbank.

"As a taxpayer, I would like my money to go to my child's education," Trago said. "I understand layoffs, and I understand tenure, too, but I think there should be some sort of merit system."

Districts outside Milwaukee also are reducing teaching staff. But those school officials say they've been able to handle most of those reductions through attrition.

In the Madison Metropolitan School District, spokesman Ken Syke said the district issued layoff notices to the full-time equivalent of 1.21 teachers.

John Wilson, assistant to the superintendent for human resources at the Green Bay School District, said his school system had given final layoff notices to five full-time teachers and already had recalled one of

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those teachers.

In contrast, the district has laid off six administrators, including associate principals and central office staff.

Although MPS has reduced staff in previous years, the fact that the school system has not resorted to layoffs amid continued enrollment drops could indicate pent-up pressures that finally caught up in the 2010-'11 school year, said Todd Berry, president of the Wisconsin Taxpayers Alliance.

Other districts, particularly smaller school districts in the northern part of the state, have been reducing teacher positions and programs for years, he said.

"A very large share of school budgets is salaries and benefits and, in MPS' case, benefits are unusually high relative to salary," Berry said. "So, if you have to squeeze money out of a budget due to declining enrollments, sooner or later you're going to have to go to where the money is."

Mary Bell, president of the Wisconsin Education Association Council, the state's largest teachers union, said the teacher layoffs in Milwaukee are of a different scale, but she denied the district's situation was unusual amid a tightening financial picture for schools statewide.

"Any group of my members that I talk to, there are more notices being issued than there are normally," she said. "There's less of a chance that retirements and people leaving the districts will help deal with that."

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School Bans Viagra When 1,000 Teachers Prescribed Erectile Dysfunction Drug

Doctors and Patients Say Expensive Sex Drugs Have Valid Uses, Help With Depression, Stress

By SUSAN DONALDSON JAMES

Aug. 12, 2010—

Two years ago, the [Milwaukee](#) school district decided that it was more interested in enhancing teacher performance in the classroom than the bedroom.

The district cut [Viagra](#) and other erectile dysfunction drugs like [Cialis and Levitra](#) from its [health insurance plan](#), hoping to save \$786,000 a year.

Officials said too many teachers were using the expensive drugs for recreation, swelling their insurance rates. An estimated 1,000 of the 10,000 school's staff, which includes employees, dependents and retirees, were using the drugs.

Now, teachers are fighting to get the benefit back with a lawsuit. The [Milwaukee Teachers' Education Association](#) (MTEA) argues that the new policy discriminates unfairly against men and "creates barriers" to receiving necessary medical treatment.

In recent years, several lawsuits have claimed that health plans discriminate against women by not providing contraceptives, but now medications like Viagra -- which can cost \$20 a pill -- are being viewed as so-called "lifestyle" drugs.

Drug companies have invested more than \$20 billion in research into drugs like weight loss pills, smoking cessation medications, hair restoration products and erectile dysfunction drugs since the 1990s, according to the scientific journal Nature.

But as budgets tighten, federally funded programs like [Medicare](#) are dropping their coverage of these expensive drugs and some employers are following suit.

In 2002, Milwaukee's school district agreed to cover six tablets a month. But when the bill skyrocketed to \$207,000, the benefit was ended in 2005.

Kris Collett, spokesman for the MTEA, said the union had filed a complaint with the Wisconsin Equal Rights Division in 2008, but it was dismissed on procedural grounds in 2009. Now, the union has appealed to the Labor and Industry Review Commission to go forward with the lawsuit.

"The health plan provides medications to women for similar medical conditions, but men are excluded from pharmacy treatment," said Collett, referring to insurance coverage for female sexual dysfunction treatments like

vaginal creams, estrogen and anti-bacterial medicine.

The health plan still covers options such as penile pumps and implants, but the union says they are "far less desirable than oral medication," according to the filing.

As sparks fly, even a union-endorsed gubernatorial candidate is getting into the fray. Democrat Tom Barrett, whose wife lost her job as a teacher, has asked the union to drop the lawsuit.

Viagra for Recreation, Not Medicine

"I know you agree there are fewer issues more important to the future of our communities and our state than the education of our children," wrote Barrett in a [letter to the MTEA](#) this week. "In tough budgetary times, it's even more essential that we invest our precious education resources wisely."

"As governor I will work to invest more resources to strengthen education in Wisconsin," he wrote. "However, I believe education dollars should be devoted to enhance performance in the classroom."

"The reality is that in other places across the country, millions of school districts are facing enormous budget crunches," said Phil Walzak, spokesman for the Barrett campaign. "Here we have a situation in Milwaukee where 490 teachers were laid off recently causing constraints."

Although 89 teachers were reinstated, "it impacts what happens in the classroom and individual attention for students," he said. "We have seen increasing property tax rates in the past several years. When they saw the costs, one has to reconsider."

"These drugs were identified as recreational, as opposed to a medical necessity," said Walzak.

But other men take exception. Texas divorcee Paul Franco said the erectile dysfunction drug Levitra saved his mental health. Ten years ago, as a stressed-out car salesman, he had difficulty performing.

"It caused my divorce," said Franco, 61. "My wife kept saying, 'How come you don't love me anymore?'"

"I was wondering why I can't have an erection with my wife," said Franco, a father of five. "I have a beautiful wife."

Now, his insurance covers his Levitra and he has a girlfriend. "I feel great," said Franco, who now sells insurance. "I feel 100 percent better."

Franco said he cannot understand why Milwaukee teachers can't have the same benefit, especially considering the stress they face daily in the classroom.

Why Can't Stressed Teachers Get Benefit of Viagra?

"It definitely sounds unfair to me because of the male teachers," he said. "You hear about a lot of stuff going on in school these days. I bet you have a bunch of teachers where the marriages go wrong. Having a sexless marriage doesn't work at all."

Insurance plans generally cover prescription drug treatments for erectile dysfunction, according to Susan Pisano,

spokeswoman for [America's Health Insurance Plans](#).

"The underlying principle is if you want something covered and it's not outright harmful, typically it's covered, if the purchaser is willing to pay for it," she said.

State laws vary in what coverage they can mandate -- emergency room care, for example -- and the new federal health care law will also determine new requirements. Even prescription drug coverage is not universally required by law.

"Some employers purchase a health plan more or less off the shelf, and others want to have something more tailored to their needs," said Pisano. "Where there is not a state law, the employer's decision plays heavily into it."

How many in a group plan use a prescription drug can affect the employer's costs.

"It may be that a drug for a very rare disease costs a lot of money and is not used that much and something less expensive is used more extensively," she said. "Drug costs are going to keep going up and hospitals, doctors and employers are going to face tough choices."

But the [American Urological Association](#) says these drugs are medically appropriate for [erectile dysfunction](#), and with more than one-third of all Americans obese, some doctors agree.

"Look at demographics of our society," said [Dr. Robert Davis](#), clinical professor of urology at the University of Rochester Medical Center. "Erectile dysfunction goes with hypertension, diabetes, metabolic syndrome with a waist over 40 inches in men and high cholesterol. There is an obesity crisis in this country and a third of Americans are overweight."

As for those who may use these drugs recreationally, Davis said doctors have no way of knowing whose claim is legitimate -- and he said the school district probably does not either.

The Viagra Wars: Milwaukee Teachers Fight for Insurance Coverage

"I don't knowingly prescribe them that way, but patients can present stories and manipulate us," Davis said. "We have no truth serum and have to accept stories as they are related."

Some pharmaceutical-funded studies have shown Viagra is effective for treating [depression](#), according to Davis.

"People who can't sexually function often lose their self esteem and a part of life they value and regain with Viagra," he said.

Such was the case with Charles, a 41-year-old from Alaska, who did not want his last name used. He said he uses these drugs and they "work very well."

"I believe health insurance should cover the cost of Viagra because when you are unable to get an erection your confidence is destroyed, you are unhappy and depressed, which will lead to more health risk," he wrote [ABCNews.com](#). "It has been proven that a happy person is a healthier person. Saving the money will make you even more happy."

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