INTRODUCTIONS

JOHN WEDGE
REGION 6 - WISCONSIN EDUCATION ASSOCIATION COUNCIL
THIS EVENING I AM HOPING TO:

• Examine the impact of WI Act 10 on educators since 2011

• Highlight some differences between the changes as intended and the actuality

• Point to some significant accompanying initiatives that help us understand what is going on

• Reflect on the way that my organization and other unions have responded and the implications for public sector workers and public education.
before 2011

London, England
University of Illinois
Illinois Education Association, 2006-2008
Wisconsin Education Association from 2008
REMEMBER THIS?
Pension and Health Insurance contributions:
Employees who are members of the Wisconsin Retirement System have to contribute 5.8% toward their pensions and 12.6% of health premium costs where previously nothing.

Collective Bargaining:
Limit collective bargaining for most public employees to wages. Total wage increases cannot exceed a cap based on the consumer price index (CPI) unless approved by referendum. Contracts limited to one year and wages are frozen until the new contract is settled. Collective bargaining units are required to take annual votes to maintain certification as a union. Employers are prohibited from collecting union dues. Members of collective bargaining units not required to pay dues.
WI Act 10
-Intentions-

• Redistribute money/wealth
• Severely reduce the power of unions and educators by:
  • Curtailing influence over wages/conditions
  • Eliminating arbitration
  • Compromising union funding
  • Creating hurdles to membership
  • Limiting input on policy
• Test some policy ideas in WI
Since 2011

-Actual Outcomes-
A combination of circumstances have mitigated some of the effects:

• Difference between law/rules and practice
• Local control
• Bargaining and Meet and Confer
• Wages and supplemental pay
• Importance of local and BOE elections
Since 2011

-Actual Outcomes-

Compensation:

• Financial well-being of teachers and their families compromised

• School districts have abandoned longstanding pay practices that promoted fair and consistent treatment of employees, replacing them with ones that have had a disparate impact on older teachers, females, and teachers of color.
Five years after the passage of Act 10, the average salary of Wisconsin schoolteachers remained virtually unchanged, and teachers have been compelled to pay more for diminished benefits.

<table>
<thead>
<tr>
<th>School Year</th>
<th>Average Salary</th>
<th>Change</th>
<th>Average Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005-2006</td>
<td>$46,818</td>
<td>...</td>
<td>14.4</td>
</tr>
<tr>
<td>2010-2011</td>
<td>$54,057</td>
<td>15.50%</td>
<td>14.8</td>
</tr>
<tr>
<td>2015-2016</td>
<td>$54,473</td>
<td>0.80%</td>
<td>13.9</td>
</tr>
</tbody>
</table>
Teacher pay in Wisconsin has not kept up with inflation. Average teacher salary increased by only 0.8 percent from 2011-16 while the cost of living (as measured by the consumer price index) rose 7.9 percent.
Teacher pay has stagnated. The deconstruction of negotiated salary schedules means that teachers can no longer expect predictable and steady progressions on a professional pay scale.

### Wisconsin Public School Teacher Average Salary by Years of Experience

<table>
<thead>
<tr>
<th>School Year</th>
<th>5 or less</th>
<th>Change</th>
<th>6 to 15</th>
<th>Change</th>
<th>16 or more</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005-2006</td>
<td>$35,924</td>
<td>...</td>
<td>$46,687</td>
<td>...</td>
<td>$54,898</td>
<td>...</td>
</tr>
<tr>
<td>2010-2011</td>
<td>$40,881</td>
<td>13.80%</td>
<td>$53,396</td>
<td>15.00%</td>
<td>$62,172</td>
<td>13.30%</td>
</tr>
<tr>
<td>2015-2016</td>
<td>$42,224</td>
<td>3.30%</td>
<td>$53,051</td>
<td>-1.20%</td>
<td>$64,669</td>
<td>4.00%</td>
</tr>
</tbody>
</table>
Since 2011

Hits on Educators and Education

• Working Conditions
• Companion attacks on public education and school funding
• Deprofessionalization
• Licensure
• Autonomy (Contract Days, Prep Time)
• Students at risk
A combination of circumstances have mitigated some of the effects:

- Difference between law/rules and practice
- Local control
- Bargaining and Meet and Confer
- Wages and supplemental pay
- Importance of local and BOE elections
Oregon School District

$54.6 million referendum on Nov. ballot

For capital projects, teacher compensation waits for April

SCOTT GIARD
Unified Newspaper Group

Oregon School District voters will decide in November on a pair of referendums to raise about $54.6 million for capital improvements and to compensate teachers.

The two questions are both related to services and maintenance on district schools.

A third potential referendum question that was discussed at the previous week’s special meeting related to teacher compensation was pushed back to the board indicated a desire to instead put that on the April ballot.

That means the district would be asking taxpayers for money in two consecutive years, and a successful referendum would mean more work for the district.

I really believe that a voter would look at the question, “Who would you have a referendum in November and now you’re asking me to pass it again in April?” said board member Rae Vogler, who was the only vote against the two November referendum questions during the discussion as well before ultimately voting to approve them.

The first question on the Nov. 4 ballot would ask voters to approve $34.4 million in building renovations and improvements. The second authorizes the district to issue revenue bonds for the operation and maintenance of district schools.

District Superintendent Brent Buehler said an estimated tax rate of $15.4 million would be only $10 per year for $100,000 of property value. Thanks to the district parking off existing long-term debt, lower than the $50 per year increase proposed in the 2012 referendum.

While board members understood the concern expressed by some, including longtime Oregon School District teacher John Fields, about asking voters for back-to-back approvals, they felt the current costs of construction and maintenance a third referendum would provide ongoing bond funds.

The board voted to support this ballot, board member Steve Stenz said. “The great scheduling of the referendum is for fall purposes for the construction and does not impact the ticket in the ballot.”

The likely higher turnout is a November election with a gubernatorial race.

Village of Oregon

Truck shop plan returns

Accountant seeks TIF to build at Alpine Park

BILL LYNCH
Oregonian Newspaper Group

Oregon businessman Manny Verhelst returned to a meeting of the Village Board last week with more details about plans to build a truck repair facility in the Alpine Business Park.

Verhelst proposed an earlier version of his plan, which would require $180,000 in tax increment financing (TIF) and other financial assistance. The board rejected the offer.

Since then, the city has had an opportunity to analyze the project, which involves three acres in the business park, at a cost of $150,000, with a TIF.

He provided other details last week that village administrator Mike Grice had said the Village Board would need in order to consider the financing request. Grace told the board that Verhelst’s application for a TIF assistance was a “normal application” for a normal project.

Verhelst wants to build a 10,000-square-foot building for truck repair and maintenance on three acres at the corner of State and Park.

He told the board he’d scaled back the size of the proposed building from 15,000 square feet but could add to the building’s size in the future.

“I’ve been approved to try to install a state-of-the-art facility, but the volume to support it won’t be in place for a few years,” Verhelst said.

When asked if the facility would cost as estimated $450,000 to build, and his estimated equipment costs would be an additional $250,000, Verhelst said.

The board has not yet taken action.

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- Restore revenue limit adjustment that was cut in the 2011 budget to allow safety spending
- Funds would allow ALL districts local control of needed security improvements & assessments

BEHAVIORAL & MENTAL HEALTH
- Expand funding for mental health staff
- Increase community and school collaborative mental health grants
- Expand training for screening & interventions

CLIMATE & CULTURE
- Provide grants for proactive, preventative programs that work by addressing school climate and violence
- Expand Wisconsin Safe & Healthy Schools Training

POLICIES & PROCEDURES
- Require regular safety/security plan reviews
- Keep sensitive school safety info confidential

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WISCONSIN PUBLIC EDUCATION NETWORK
West Virginia teachers' triumph offers fresh hope for US workers' rights

Teachers celebrated their 5% pay rise after concluding their nine-day strike – and said their success gave them a new sense of political power.

The Guardian 3/7/2018