



September 22, 2000

Payroll Letter 783

To: Payroll Officers, Personnel Officers, Labor Relations Officers and Fiscal Officers of All Departments, Institutions, Boards and Commissions

From: Robert L. Cruse, State Payroll Administrator

Subject: New Teachers Contract - Pay Schedule Movement

A new collective bargaining agreement between the State of Ohio and the State Council of Professional Educators, Ohio Education Association (OEA) and National Education Association (NEA) which represents collective bargaining unit 10 has been reached. The following changes have been made to implement the new contract changes.

1. The new rate tables (attached) are effective the payroll period ending July 1, 2000. Employees will see the new rates on their October 6, 2000 pay check.
2. The Teacher's Salary Schedule was collapsed starting with the payroll period ending July 1, 2000 as follows:
 - The HR2K system uses pay ranges S0 through T0 as equivalents to steps 0 through 10 as defined in the collective bargaining agreement.
 - All employees at old pay range S0, S1 and S2 move to pay range S0.
 - All others have their pay range dropped by two (S3 to S1, S4 to S2, S5 to S3, ... S9 to S7, T0 to S8, T1 to S9, T2 to T0).
3. The Teachers Unit Service – USERV (YY-DDD format) no longer determines movement through the Teacher's Salary Schedule. In the past movement to the next pay level (pay range) matched the number of years of Teaching Service (YY). The teachers step indicator was determined by dividing the number of days of service (DDD) by 14. The new agreement does away with this process and goes back to using the step indicator. Each teachers new step indicator was set based upon their teaching service as of the payroll period ending July 1, 2000. Each pay period the employee is in an active pay status they will have one (1) added to their step indicator. Once their step indicator reaches 26, they will be eligible for a pay level (pay range) increase, just like other state employees.
4. Newly hired employees in the bargaining unit will have their step indicator set to a negative 26 since they must serve a one-year probationary period.

5. The difference between movement through the Teacher's Salary Schedule and the other Union and Exempt Pay Schedules is that the employees pay range changes rather than the employee's step. This is done because the current system only handles steps 0 through 9. The last digit of our pay range is equal to the step identified in the collective bargaining agreement (i.e. pay range S0 equals step 0, pay range S1 equal step 1). The pay ranges beginning with a 'T' means add ten, so pay range T0 equals step 10. Also remember the employees degree level is identified as the employees step in the HR2K system.
6. To correct a Teacher pay range we have developed a new PA code C63 – Teacher Pay Range Corrected. This will work like the C42 – Step Corrected personnel action (PA) code that corrects steps for non-teachers.
7. We will calculate the retroactive payment and will include the adjustment on the employee's paycheck dated October 20, 2000.

If you have any questions concerning the new collective bargaining agreement, please discuss with your Labor Relation Officer. If you have any questions concerning the processing of a Personnel Action, please contact your Human Resources Analyst. All other questions may be directed to Jerry Miller at (614) 644-9151.

RLC/jam
Attachments