



**MILWAUKEE
PUBLIC SCHOOLS**

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FY15 Compensation

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Overview:

- Increases can be accomplished within proposed FY15 budget
- Includes move to new teacher salary structure
- Proposed placements on the new teacher salary scale begin to address salary compression at starting teacher salary ranges
- Approximately 1.46% increase those employees who are not placed on the proposed teacher salary scale
- This proposal provides a one year bridge to FY16 budget



Assumptions:

- Future determinations about base building/non-base building increases will depend upon financial forecasts and future budgets
- Annually the administration will present as part of the budget the recommendation for the distribution of funds for changes in changes in compensation
- Performance incentives will be developed to align with district goals as performance measures are implemented
- Nothing in this proposal is intended to deny bargaining groups the ability to negotiate regarding base wage in accordance with current law
- The Board will have the final decision in determining how funds beyond those that are set aside for compensation will be distributed (i.e., across the board wage increases, non-base building, base building, performance awards)



Teacher Compensation

- Meetings between MPS and the MTEA began on February 19, 2014 to collaboratively outline a new compensation structure
- New salary structure balances need to respond to current budget constraints while building systematic pathway for salary growth to encourage teachers to stay with MPS
- Proposing a simplified schedule has the ability to introduce Educator Effectiveness and performance measures over time
- Annual salary increases (as approved by the Board through the budget process) require teachers maintaining a satisfactory performance evaluation and participation in on-going Professional Development
- Additional compensation is available for advanced degrees and NBPTS certification
- FY15 increases would move teachers to new salary schedule with individual increases ranging from \$450 and \$2,060
- Higher increases designed to address salary compression for starting teachers

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Simplified Teacher Schedule

New Teacher Schedule

1	\$41,200
2	\$42,200
3	\$43,200

4	\$44,200
5	\$45,200

Career Teacher Schedule

1	\$47,200
2	\$50,200
3	\$53,200
4	\$56,200
5	\$59,200
6	\$62,200
7	\$65,200
8	\$68,200
9	\$71,200
10	\$74,500

- Teachers will be reviewed annually for the first three years
- Teachers will typically move to Career Educator path after first 3 years
- All salaries in the schedule are proposed, and will be dependent on funding and on action by the School Board in FY16 budget

- Teachers progress on career schedule is bi-annual
- Standard stipend created for 200-day teachers

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Additional Pay Opportunities

In addition to the stated salary schedule, teachers may be eligible for additional pay:

NOTES:

- Annual increases dependent on satisfactory performance and continuing professional development
- New structure builds in performance as component of structure
- Evidence of advanced degrees/certifications must be provided to OHC by 3rd *Friday (September 19, 2014)*
- Teacher with current MA degrees will be placed on the salary schedule to include current degree/lane placement in form of stipend

DEGREE/CERTIFICATION

Master’s degree (related)	\$3,000 (annually)/ OR
Additional high-need certification	\$2,000 (annually)
Ph.D./Ed.D. (related)	\$1,000
NBPTS Cert./Master Educator	\$2,000

PREFORMANCE AWARDS

Distinguished (1st time)	\$750 (non-base building)
Distinguished (Consecutive)	\$1,500 (base building)

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Compensation Review

- **FY14:**
 - Worked with MTEA led to proposed teacher salary restructure
 - Reviewed Principal/Assistant Principals
 - A firm has been retained to complete market pricing of remaining certificated and classified administrative positions

- **FY15**
 - Salary ranges for non-school based administrators are currently under review, in conjunction with external firm
 - A RFP will be issued to complete the study of remaining classified positions
 - Where benchmark study results require an adjustment, compensation review committee process will recommend adjustment for the FY16 biennial budget process
 - Offices of Organizational Development and School Administration will work to develop performance standards; the Office of Human Capital will work to implement performance standards and evaluate how additional performance data can be incorporated



FY15 Compensation

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