

# Salary Increases 2018-19



**MILWAUKEE  
PUBLIC SCHOOLS**

April 10, 2018

**Presenters:** Himanshu Parikh, Chief Human Resources Officer  
Carol Eady, Senior Director, Benefits, Pension & Compensation

Darrienne B. Driver, Ed.D.  
Superintendent

# Road to 15 – 1 Year



Employees under \$15 would receive increase by July 1, 2018 to receive minimum of \$15 per hour.

	<b>Employees as of 1/26/2018</b>	<b>FY 18/19</b>
Total	909	
Annual Salaries		\$16,467,173
Increases		\$2,375,640
% of Annual Salary		14.43%
Benefits @ 15%		\$356,346
<b>Total with benefits</b>		<b>\$2,731,986</b>

# Road to 15 – 3 Year



Employees under \$15 would receive increase over 3 Years and all employees would reach \$15 per hour by FY 20/21.

	Employees as of 1/26/2018	FY 17/18	FY 18/19	FY 19/20	FY 20/21
Total	909				
Annual Salaries		\$16,467,173	\$17,259,053	\$18,050,933	\$18,842,812
Increases			\$791,880	\$791,880	\$791,880
% of Annual Salary			4.81%	4.59%	4.39%
Benefits @ 15%			\$118,782	\$118,782	\$118,782
<b>Total with benefits</b>			<b>\$910,662</b>	<b>\$910,662</b>	<b>\$910,662</b>

# Road to 15 – 5 Year



On October 30, 2017 the Board approved 5 Year Road to \$15. All employees would reach \$15 per hour by FY 21/22.

	Employees as of 10/26/2017	FY 16/17	FY 17/18	FY 18/19	FY 19/20	FY 20/21	FY 21/22
Total	880						
Annual Salaries		\$15,756,370	\$16,316,624	\$16,875,064	\$17,433,504	\$17,991,944	\$18,550,384
Increases		\$0	\$560,255	\$558,440	\$558,440	\$558,440	\$558,440
% of Annual Salary			3.56%	3.42%	3.31%	3.20%	3.10%
Benefits @ 15%			\$84,038	\$83,766	\$83,766	\$83,766	\$83,766
Total with benefits			<b>\$644,293</b>	<b>\$642,206</b>	<b>\$642,206</b>	<b>\$642,206</b>	<b>\$642,206</b>



# Educational Assistants Demographics

Employee Group	Employee Count	Minimum	Maximum	5 year increase amounts	7 year increase amounts	10 year increase amounts
Safety Asst	253	\$ 22,820	\$ 29,666	\$ 1,369	\$ 978	\$ 685
Safety Asst II	1	\$ 27,915	\$ 36,290	\$ 1,675	\$ 1,196	\$ 837
Para 6 Hours	1352	\$ 18,316	\$ 21,979	\$ 733	\$ 523	\$ 366
Para 6.5 Hours	36	\$ 19,842	\$ 23,811	\$ 794	\$ 567	\$ 397
Para 7 Hours	97	\$ 21,369	\$ 25,642	\$ 855	\$ 611	\$ 427
Para 8 Hours	41	\$ 24,421	\$ 29,306	\$ 977	\$ 698	\$ 488
Para Hourly	7	\$ 16.32	\$ 19.58	\$ .65	\$ .47	\$ .33
Interpreter I 6 Hours	0	\$ 24,976	\$ 32,469	\$ 1,499	\$ 1,070	\$ 749
Interpreter II 6 Hours	0	\$ 25,366	\$ 32,976	\$ 1,522	\$ 1,087	\$ 761
Interpreter I 7 Hours	10	\$ 29,139	\$ 37,881	\$ 1,748	\$ 1,249	\$ 874
Interpreter II 7 Hours	3	\$ 29,593	\$ 38,471	\$ 1,776	\$ 1,268	\$ 888
General Ed Asst 6 Hours	16	\$ 13,661	\$ 16,830	\$ 634	\$ 453	\$ 317
General Ed Asst 6.5 Hours	6	\$ 14,800	\$ 18,233	\$ 687	\$ 490	\$ 343
General Ed Asst 7 Hours	11	\$ 15,938	\$ 19,635	\$ 739	\$ 528	\$ 370
General Ed Asst 8 Hours	1	\$ 18,215	\$ 22,440	\$ 845	\$ 604	\$ 423
General Ed Asst Hourly	1	\$ 12.18	\$ 15.00	\$ .56	\$ .40	\$ .28
Child Care Workers	4	\$ 12.56	\$ 15.00	\$ .49	\$ .35	\$ .24
<b>Totals</b>	<b>1839</b>					



# Educational Assistants – 5 Year Step Schedule



2017/2018 salary: \$ 37,446,994 Employee Count: 1,839

	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	Total
Annual Salaries	\$38,530,892	\$40,050,158	\$41,156,666	\$42,134,062	\$43,092,357	
Onboarding or Step Increases	\$1,083,898	\$1,519,266	\$1,106,508	\$977,396	\$958,295	\$5,645,363
Non-Base Building Increases*	\$272,871	\$0	\$0	\$0	\$0	\$272,871
Total Increases	\$1,356,769	\$1,519,266	\$1,106,508	\$977,396	\$958,295	\$5,918,234
Benefits @ 15%	\$203,515	\$227,890	\$165,976	\$146,609	\$143,744	\$887,735
<b>Total with benefits</b>	<b>\$1,560,284</b>	<b>\$1,747,155</b>	<b>\$1,272,484</b>	<b>\$1,124,005</b>	<b>\$1,102,039</b>	<b>\$6,805,969</b>

\*Non-base building increase paid to employees, who received less than 2.13% increase for FY 18/19

# Educational Assistants – 7 Year Step Schedule



2017/2018 salary: \$ 37,446,994 Employee Count: 1,839

	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24	FY 24/25	Total
Annual Salaries	\$38,147,493	\$39,238,966	\$40,232,408	\$41,019,838	\$41,717,978	\$42,411,981	\$43,092,360	
Onboarding or Step Increases	\$700,499	\$1,091,473	\$993,442	\$787,430	\$698,140	\$694,003	\$680,379	\$5,645,363
Non-Base Building Increases*	\$222,961	\$0	\$0	\$0	\$0	\$0	\$0	\$222,961
Total Increases	\$923,460	\$1,091,473	\$993,442	\$787,430	\$698,140	\$694,003	\$680,379	\$5,868,324
Benefits @ 15%	\$138,519	\$163,721	\$149,016	\$118,115	\$104,721	\$104,100	\$102,057	\$880,249
<b>Total with benefits</b>	<b>\$1,061,979</b>	<b>\$1,255,194</b>	<b>\$1,142,458</b>	<b>\$905,545</b>	<b>\$802,861</b>	<b>\$798,103</b>	<b>\$782,436</b>	<b>\$6,748,573</b>



\*Non-base building increase paid to employees, who received less than 2.13% increase for FY 18/19

# Educational Assistant – 10 Year Step Schedule



2017/2018 salary: \$ 37,446,994 Employee Count: 1,839

	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28	Total
Annual Salaries	\$38,020,984	\$38,785,015	\$39,544,647	\$40,239,690	\$40,792,944	\$41,305,633	\$41,794,331	\$42,280,133	\$42,759,281	\$43,092,357	
Onboarding or Step Increases	\$573,989	\$764,031	\$759,633	\$659,043	\$553,254	\$512,689	\$488,698	\$485,802	\$479,148	\$333,076	\$5,645,363
Non-Base Building Increases*	\$239,042	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$239,042
Total Increases	\$813,031	\$764,031	\$759,633	\$695,043	\$553,254	\$512,689	\$488,698	\$485,802	\$479,148	\$333,076	\$5,884,405
Benefits @ 15%	\$121,955	\$114,605	\$113,945	\$104,256	\$82,988	\$76,903	\$73,305	\$72,870	\$71,872	\$49,961	\$882,661
<b>Total with benefits</b>	\$934,986	\$878,636	\$873,578	\$ 799,299	\$636,242	\$589,592	\$562,003	\$558,673	\$551,020	\$383,038	<b>\$6,767,066</b>

\*Non-base building increase paid to employees, who received less than 2.13% increase for FY 18/19





# Teacher Salary Increase Concepts



- Create salary structure with lanes for Teachers with Bachelors and Masters Degree
- Continue annual additional pay for Ph.D. (\$1,165) and NBTS Certification (\$2,000)
- Teacher incentive pay hard to fill locations/subjects, etc.
- Step increases
- For example spread over 20 steps
  - 1<sup>st</sup> step would place employee at minimum of the range
  - 2-5 steps 35% of the salary spread
  - 6-10 steps 25% of the salary spread
  - 11-20 steps 40% of the salary spread
- Seek Board approval for step increases each year based on budget

# Teachers Salary Increase



- Seek Board approval for 2.13% salary increase for all Teachers Unit

	<b>FY 2018/19</b>
Employee Count	4965
Annual Salaries	\$300,649,124
Increases at 2.13%	\$6,403,826
Benefits at 15%	\$960,574
Total with Benefits	\$7,364,400

- Collaborate with Teachers Unit on construction of salary structure and distribution of the 2.13% salary increase
- Seek Board approval for proposed salary structure and distribution of 2.13% increase

# Salaries at Increase of 2.13%



	Employee Count	Total Annual Salaries	FY 18/19 Total
Administrators	813	\$67,930,830	\$1,446,927
Clerical	308	\$10,400,902	\$221,539
School Bookkeeper	33	\$1,159,384	\$24,695
School Engineer/BA	202	\$8,991,297	\$191,515
School Psychologist	145	\$10,171,256	\$216,648
Support Staff	563	\$14,336,593	\$305,369
Teachers Unit	4965	\$300,649,124	\$6,403,826
<b>Totals</b>	<b>7029</b>	<b>\$413,639,386</b>	<b>\$8,810,519</b>
<b>Benefits @ 15%</b>			<b>\$1,321,578</b>
<b>Total with benefits</b>			<b>\$10,132,097</b>



# Proposed Recommendations

Employee Group	Employee Count	Total Annual Salaries	Total Increases FY 18/19	% Increase FY 18/19
Road To \$15 (5-Year)	880	\$16,316,624	\$558,440	3.42%
Educational Assistants Onboarding (7-Year)	1839	\$37,446,994	\$923,460	2.47%
Employees receiving 2.13%	7029	\$413,639,386	\$8,810,519	2.13%
<b>Total</b>	<b>9,748</b>	<b>\$467,403,004</b>	<b>\$10,292,419</b>	
Benefits @ 15%			\$1,543,863	
<b>Total with Benefits</b>			<b>\$11,836,282</b>	



# Salary Increase 2018-19

## **Milwaukee Board of School Directors**

Mark Sain, District 1, President  
Larry Miller, District 5, Vice President  
Wendell J. Harris, Sr., District 2  
Michael Bonds, Ph.D., District 3  
Annie Woodward, District 4  
Luis A. Báez (Tony), Ph.D., District 6  
Paula Phillips, District 7  
Carol Voss, District 8  
Terrence Falk, At-Large

## **MPS Senior Team**

Darienne B. Driver, Ed.D., Superintendent  
Gina Spang, P.E., Chief of Staff  
Tonya Adair, Chief Innovation & Information Officer  
Thomas P. Conjurski, Chief Financial Officer  
Ruth Maegli, Chief Academic Officer  
Himanshu Parikh, Chief Human Resources Officer  
Keith Posley, Ed.D., Chief School Administration Officer  
Wendell Willis, Chief Operating Officer  
Sue Saller, Manager, Superintendent's Initiatives  
Maricha Harris, Special Assistant to the Superintendent

