

## Proposed Amendment to the FY20 Proposed Budget

<b>Amendment #</b>	013
<b>Sponsor:</b>	Larry Miller
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<b>Date:</b>	5/23/2019

### Intent (required):

Fill the 75 positions for substitute teachers on "special assignment" with full-time substitutes, dropping the requirement on placement. Give full teacher benefits, filling these positions by seniority based on full-time substitute teaching.

### Funding Source:

Identify specific budget lines to be increased and budget lines to be decreased to fund the amendment (required; add rows as needed)

Page #	Budget Line to be Changed (To /From) Budget Code and Description	FTE Increase	Amount Increase	FTE Decrease	Amount Decrease
	Use present funds designated for substitute teachers on "special assignment." – No Additional Costs	0.00	\$0.00	0.00	\$0.00
	<b>Total</b>	0.00	\$0.00	0.00	\$0.00

### Fund:

- School Operations Fund
- Extension Fund
- Construction Fund

### Required Vote:

- Simple Majority
- Super Majority (2/3)

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### Amendment # 013 – Miller

#### Administration Response:

In order to ensure staffing in hard- to-fill assignments beginning in the 2018–19 school year, the administration implemented 75 substitute teachers on special assignment positions, benefit-eligible positions. It was determined there would be 75 FTE available with the following criteria: 1) worked at least 90 days and on an average of 30 hours per week in the prior school year; 2) must work 30 hours per week in the prior quarter of the calendar year; 3) will be eligible for benefits starting the first of the month following the end of the calendar quarter; and 4) first time eligibility to be hired for these positions will be October 1, 2018 with January 1, 2019 to be the first benefit eligible date so that administration will be able to determine eligibility based on the aforementioned criteria. They will also earn up to four miscellaneous days per fiscal year. They must attend two paid professional development days. The Office of School Administration will create procedures of support. The Office of School Administration will evaluate their performance which will determine their eligibility to remain in the position. They will work 175 days at \$182.91 per day and have two paid mandatory professional development days.

This was the option for substitutes to receive benefits as well as meet the need of the district to assign staff in hard-to-fill schools and provide extra supports to those schools in the 53206 zip code. The schools in 53206, along with other hard-to-fill schools, experience difficulty with obtaining substitutes. The purpose of this position was to help bring equity in coverage to schools.

Implementation of this proposed amendment would eliminate the requirement to fill vacancies in hard-to-fill schools.

This amendment will have no additional cost.