

Proposed Amendment to the FY23 Proposed Budget

Amendment #	07
Sponsor:	Bob Peterson
Telephone:	Click here to enter text.
Email:	Click here to enter text.
Date:	May 19, 2022

Intent (required):

Classified staff play an essential role in the success of the Milwaukee Public Schools. Given the large number of classified staff vacancies, this amendment will add one additional step on to the salary schedules of all classified staff including, but not limited to: paraprofessionals, safety aides, social work aides, HCAs, building helpers, nutrition staff. Those people currently on the top step will be moved up. (Secretaries are covered under Amendment #3 approved at the SPB meeting on May 19, 2022)

Funding Source (required):

Identify specific account numbers and nature of expenditure (budget line item) to be increased and budget line items to be decreased to fund the amendment (required; add rows as needed)

Page #	Budget Line Items to be Changed: Account Number and Nature of Expenditure (To/From; Increased and Decreased to balance)	FTE Increase	Amount Increase	FTE Decrease	Amount Decrease
Coronavirus Relief Funds	Longevity Bonus			0.00	\$665,685
Coronavirus Relief Funds	Classified staff permanent additional step	0.00	\$665,685		
	Adding an additional step to paraprofessionals, safety aides, social work aides, HCAs, building helpers, and nutrition staff.				
	Total	0.00	\$665,685	0.00	\$665,685

Fund (please refer to the table of contents for the Line Item section of the Proposed Budget book, attached, to find the Fund that is aligned with the page number referenced above):

- School Operations Fund
- Extension Fund
- Construction Fund

Required Vote:

- Simple Majority**
- Super Majority (2/3)**

Proposed Amendment to the FY23 Proposed Budget

Amendment # 07

Administration Response:

This amendment proposes adding an additional step to the salary schedules of the following classified employee groups: paraprofessionals, safety assistants, social work aides, children's health assistants, building service helpers, and nutrition staff. For these employee groups, there are a total of 539 employees at the top step of their salary schedule. Providing these employees with an additional step will cost \$437,950 in salaries for a total of \$665,685 including benefits.

Adding a permanent step to each one of these salary schedules will have a long-range fiscal impact beyond this upcoming fiscal year as the salary increases are base-building and will result in increased salary costs for the district each subsequent year. In addition, staff will be receiving a 4.7 percent salary increase which will also raise the top range of the salary schedule. While the Administration agrees that there are a number of vacancies in the cited employee groups, it is important to note that there are other employee groups that are experiencing significant vacancies as well.

The administration would recommend that the funding for these step increases come from the Coronavirus Relief Fund by decreasing the amount for the identified longevity bonus and adding the cost for this step. By adding the permanent step, these individuals would no longer qualify for the longevity bonus for staff at the maximum step.