

Proposed Amendment to the FY23 Proposed Budget

Amendment #	10
Sponsor:	Director Carr
Telephone:	414-750-7294
Email:	Carra1@milwaukee.k12.wi.us
Date:	5/18/2022

Intent (required):

Support secretary retention by increasing the minimum salary of 10-month secretaries to \$29,000 per year and 12-month secretaries with at least 3 year of experience to \$35,000 per. Use Pre-paid debt service dollars to fund the increase.

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
Click here to enter text.	Decrease Prepaid debt service and increase secretary pay.		Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.				Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Total					

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

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Required Vote:

Simple Majority

Super Majority (2/3)

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Administration Response:

This year the district has experienced a high number of secretary vacancies. This is concerning as secretaries play a vital role in school operations. This amendment proposes to increasing the starting salary for 10-month secretaries as a strategy to improve recruitment of new secretary hires. Additionally, the amendment proposes increasing the salary of 12-month secretaries in their third year as a strategy to improve retention among secretaries.

Currently, the starting salary for 10-month secretaries is \$25,147 and the 12-month secretaries on step 3 have a salary of \$34,814. Like all other employee groups, secretaries will receive a 4.7% increase along with a step increase. As a result, secretaries (not at the top step) will see an increase of roughly 8%. Increasing the starting salary for 10-month secretaries to \$29,000 and making step 3 for 12-month secretaries \$35,000 will create a domino effect throughout the secretary salary schedules and each step will have to be adjusted in order to avoid compression.

A rough estimate to adjust the entire salary schedule for secretaries is a total cost of \$1,282,880 (\$844,000 for salaries and \$438,880 for benefits). Adjusting the secretary salary schedules as indicated will have a long-range fiscal impact beyond this upcoming fiscal year as the salary increases will result in significantly increased salary costs for the district each subsequent year. The Administration is working to contract with a compensation consultant to study the salary schedules of a number of our employee groups to see what adjustments need to be made in order to remain competitive in today's job market. The Administration recommends waiting for the compensation study to be complete before adjusting any salary schedules.

Milwaukee Public Schools does not prepay debt. The full \$37,234,421 in the FY23 budget are obligations the district owes within the fiscal year.

The approximate \$1,282,880 needed to adjust the entire paraprofessional salary schedule would need to reduce other budgeted services. The administration recommends that a compensation study be completed before adjusting the salary schedules; but if the board wants to act, we recommend the board provide a one-time bonus by setting aside \$200,000 from ESSER III funds.