

## Proposed Amendment to the FY23 Proposed Budget

<b>Amendment #</b>	11
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<b>Date:</b>	5/18/2022

### Intent (required):

Support teacher recruitment through life sustaining salaries by implementing a permit teacher salary minimum of 50,000 and 55,000 as a minimum for teachers with at least 3 year of licensed experience. With a 3-year commitment to teach in MPS. 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 teacher 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.
	<b>Total</b>				

**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 country has been impacted by a teacher shortage for years and the number of teacher candidates being produced by institutions of higher education continues to be low. Increasing salary is one strategy to support recruitment and retention of teachers.

Currently the starting salary for a permit teacher is \$44,073. The starting salary for a licensed teacher is \$44,870. Like all other employee groups, teachers will receive a 4.7% increase along with a step increase. As a result, some teachers will see an increase upwards of 8%. Next school year, the starting salary for a permit teacher will increase to \$46,144. The starting salary for a licensed teacher will increase to \$46,979.

Increasing the starting permit teacher salary to \$50,000 and making step 3 \$55,000 will create a domino effect throughout the teacher 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 teachers is a total cost of \$18.7 million (\$12.3 million for salaries and 6.4 million for benefits). Adjusting the teacher 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.

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 district does not have a perpetual source for these costs.

There could be a possible opportunity for a bonus for hard-to-fill permit teacher positions by setting aside \$100,000 from ESSER III funds.

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