

## Proposed Amendment to the FY22 Proposed Budget

<b>Amendment #</b>	03
<b>Sponsor:</b>	Director Carr
<b>Telephone:</b>	(414)-750-7294
<b>Email:</b>	carra1@milwaukee.k12.wi.us
<b>Date:</b>	May 11, 2021

### Intent (required):

To provide one-time hazard pay, for the period of March 2019 to present, to school-assigned secretaries in the same manner as it was provided to other school-based employees.

### 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
n/a	Funds to come from COVID-19 funding (ESSER) Grant Revenue	0.00	0	0.00	\$2,308,396
n/a	Hazard Pay SAM-0-A-XXX-DW-EWPOCOVD	0.00	\$1,502,862	0.00	0
n/a	Benefits DWC-0-0-XXX-DW-EBOW	0.00	805,534	0.00	0
	<b>Total</b>	0.00	\$2,308,396	0.00	\$2,308,396

**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 FY22 Proposed Budget

### Amendment #03

#### Administration Response:

March 16, 2020 marked the start of school closures in Wisconsin due to the COVID-19 pandemic. Additional pay was paid to MPS food service workers and school safety that physically interacted with the public by working the district's Stop, Grab & Go sites from March 18, 2020 through May 22, 2020. These employees received additional pay for time worked onsite during this period. In addition, school engineers were also provided extra pay for reporting to the building between March 18, 2020 and May 22, 2020. No employee has received additional pay for work beyond May 22, 2020. Certain staff that were required to work on-site to keep district operations functioning during this time, did not receive hazard pay.

Depending on their classification, school-based secretaries were scheduled to begin remote work either April 6, 2020 for 12-month staff or April 16, 2020 for 10-month staff; see [04-24-20 Human Resources Letter to Staff](#). Staff that requested remote work were granted it.

Since our HR/Payroll system does not differentiate between employees that work onsite or remotely, administration cannot determine at this time how many school-based secretaries worked onsite and when during this timeframe. Therefore, administration is providing the full-exposure cost of this proposed amendment, which accounts for all school-based secretaries receiving the hazard pay for the entire time period from March 18, 2020 through May 22, 2020. Based on this analysis, the cost is \$1,502,862, with benefits the total cost would be \$2,308,396. The proposed amendment references providing hazard pay to secretaries through the present time. If that would occur, the full-exposure cost would be \$8,633,987, with benefits the total cost would be \$13,261,804.

The administration is not in support of this amendment unless it is expanded to cover all employees in the district that physically came into work between March 18, 2020 and May 22, 2020 which would cost about \$40.3 million. Many employees in the district came into work during this time period and did not receive hazard pay. If we provide this opportunity to secretaries it should be extended to all similarly situated staff.