

## Proposed Amendment to the FY23 Proposed Budget

<b>Amendment #</b>	09
<b>Sponsor:</b>	Director Carr
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<b>Date:</b>	5/18/2022

### Intent (required):

Support paraprofessional retention by increasing the minimum salary of 6-hr paras to \$23,000 per year and 8-hr paras with at least 3 year of experience to \$30,000 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 paraprofessional 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)

### Amendment # 09

#### Administration Response:

The district has experienced a higher number of paraprofessional vacancies this year compared to previous years. Paraprofessionals are critical to school operations as they provide instructional support in the classrooms. They are often called upon to cover classrooms when a teacher is absent and a substitute teacher cannot be secured.

This amendment proposes to increase the starting salary for 6-hour paraprofessionals as a strategy to improve recruitment of new paraprofessional hires. Additionally, the amendment proposes increasing the salary for 8-hour paraprofessionals in their third year as a strategy to improve retention among paraprofessionals. Currently, the starting salary for 6-hour paraprofessionals is \$18,872 and an 8-hour paraprofessional in year 3 has a salary of \$27,629. Like all other employee groups, paraprofessionals will receive a 4.7 percent increase along with a step increase. As a result, paraprofessionals (not at the top step) will see an increase of roughly 8 percent.

Increasing the starting salary for 6-hour paraprofessionals to \$23,000 and making step 3 for 8-hour paraprofessionals \$30,000 will create a domino effect throughout the paraprofessional salary schedules and each step will have to be adjusted in order to avoid compression. A rough estimate to adjust the entire salary schedules for paraprofessionals is a total cost of \$7.144 million (\$4.7 million in salaries plus \$2.444 million in benefits). Adjusting the paraprofessional 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.

The amendment suggests to reduced prepaid debt service to pay for the increased paraprofessional salaries. 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 \$7,144,000 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 \$500,000 from ESSER III funds.