

**(ATTACHMENT 1) ACTION ON A REQUEST TO INCREASE THE STARTING TEACHER SALARY AND A REQUEST FOR AUTHORITY TO OFFER (NEGOTIATE) SALARY UP TO 5% BEYOND THE ESTABLISHED SALARY RANGE FOR NEW TO MPS SCHOOL AND NEW TO MPS CENTRAL SERVICE ADMINISTRATORS IN HARD-TO-STAFF POSITIONS**

*This item initiated by the Administration.*

**BACKGROUND**

1. As a result of projected retirements and resignations by the end of FY13, MPS estimates that it will need to recruit and hire over 700 teachers and 50 school administrators for the 2013-2014 school year.
2. Of these, there are high numbers of shortages in critical skill areas that we will need to recruit:
  - 100 Bilingual Teachers
  - 80 Special Education Teachers
  - 20 Bilingual Special Education Teachers
  - 40 Math Teachers
  - 30 Science Teachers
  - 19 Montessori teachers
3. MPS recognizes that it must expand its recruitment efforts to attract potential candidates across geographic regions in order to reach its goal of being fully staffed by the first day of school for the 2013-2014 school year.
4. MPS knows that as a component of its recruitment efforts, it is necessary to have an attractive compensation package that is competitive with surrounding districts and appealing enough to influence potential candidates to move to the Milwaukee area.
5. The Office of Human Resources looked at the salaries from surrounding districts as well as similar urban districts around the country. That chart is attached.

**ADMINISTRATION'S ANALYSIS**

6. An important component of a successful recruitment effort is an early start in the recruitment year to provide candidates accurate and attractive information about MPS regarding salaries which is typically not possible, because the current budget and staffing process is not complete until late spring which is much later in the year than our competitors in surrounding districts, charter and choice schools.
7. This year the recruitment efforts for FY14 will be initiated during December with a recruitment fair for MPS student teachers and surrounding colleges; hence the sooner the starting salaries are known, the sooner this information can be used to get teachers to commit to teaching at MPS.

8. School administrators are among the hardest to recruit as shown by recent nationwide and electronic recruitment initiatives that did not attract administrators outside of the Milwaukee and the surrounding area.
9. MPS has experienced principal vacancies in recent years as shown below:
  - FY12 40 principal vacancies
  - FY13 10 principal vacancies
  - FY14 20 principal vacancies projected
10. In the effort to attract more administrators, the ability to be able to offer new to MPS school and new to MPS central service administrators in hard-to-staff positions a salary beyond the current structure that would be comparable with other geographic areas and result in their acceptance of employment with MPS is essential. The following chart illustrates comparable principal salaries (local/national):

## COMPARABLES PRINCIPAL SALARY DATA

District	Position HS Principal	Salary – highest level
MPS		\$125,964 (Large HS)
MPS		\$102,581 (Small HS)
Oak Creek		\$105,230
Memphis		\$129,220
Indianapolis		\$115,000
Charlotte-Mecklenberg		\$147,180
Baltimore		\$147,155
Whitefish Bay High School		\$132,374
Shorewood High School		\$105,598
Homestead		\$124,000

### STRATEGIC PLAN COMPATIBILITY STATEMENT

11. This item supports The Milwaukee Public Schools' *Working Together, Achieving More* (WTAM) Strategic Plan.  
 Goal 7: The district's central services departments support student learning.  
 WTAM Strategy: The district employs highly qualified personnel to support student learning.

**STATUTE, ADMINISTRATIVE POLICY, OR BOARD RULE  
IMPLICATION STATEMENT**

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12. This item is consistent with administrative policies and procedures.

**FISCAL IMPACT STATEMENT**

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13. This item does not authorize expenditures for FY13. The fiscal impact to increase the average teacher salary from \$39,000 to \$41,000 is \$1,470,000 salary plus benefits. Overall, there will be significant savings due to the majority of retirements being teachers who are more highly paid. This amount is included in the preliminary five-year budget forecast. The fiscal impact for an estimated 50 new to MPS school administrators will be up to \$375,000 plus benefits.

**IMPLEMENTATION AND ASSESSMENT PLAN**

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14. Upon approval by the Board OHR will be authorized to offer teachers who are new to the district a starting salary of \$41,000,

Any current teacher whose salary is less than \$41,000 shall be increased to that level. This is included in the \$1,470,000 fiscal impact.

The new starting salary will be part of the advertising and recruitment campaign to attract teachers to Milwaukee Public schools.

Upon approval by the Board, the Office of Human Resources will be authorized to offer new to MPS school administrators and new to MPS central services administrators who are in positions that are determined to be hard-to-staff or with unique challenges a salary that may be negotiated up to 5% beyond the established maximum salary range should it become necessary.

The Office of Human Resources shall extend this opportunity to all new to MPS school and new to MPS central office administrators who are hired for FY14 and incorporate it as part of the recruitment efforts for administrators.

**ADMINISTRATION'S RECOMMENDATION**

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The Administration recommends that the Board

1. give authority to the Chief Financial Officer to establish the starting salary for teachers at \$41,000 within the FY14 budget, which will mean that any current teacher not at that level will also be increased to \$41,000; and
2. give authority to the Chief Human Resources Officer to have the discretion to offer (negotiate) new to MPS school and new to MPS central services administrators a salary up to 5% beyond the current salary range for school positions and central service positions determined to be hard-to-staff or with unique challenges.

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