

Informational Update on Educational Assistants Unit Salary Schedule 2018-19

July 26, 2018



MILWAUKEE
PUBLIC SCHOOLS

Presenter: Himanshu Parikh, Chief Human Resources Officer

Keith P. Posley, Ed.D.
Interim Superintendent

Educational Assistants – 7 Step Salary Schedule

Educational Assistants Unit 7-Step Salary Schedule Effective July 1, 2018 (MTEA)

Job Title (Alphabetical Listing)	Min	Max	YEARLY INC AMOUNT OVER 7 YEARS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Interpr Level I (6 hours)	\$ 24,976.30	\$ 32,469.20	\$1,070.41	\$26,046.72	\$27,117.13	\$28,187.54	\$29,257.96	\$30,328.37	\$31,398.78	\$32,469.20
Interpr Level II (6 hours)	\$ 25,365.78	\$ 32,975.51	\$1,087.10	\$26,452.88	\$27,539.99	\$28,627.09	\$29,714.20	\$30,801.30	\$31,888.41	\$32,975.51
Interpr Level I (7 hours)	\$ 29,139.02	\$ 37,880.73	\$1,248.82	\$30,387.84	\$31,636.65	\$32,885.47	\$34,134.28	\$35,383.10	\$36,631.91	\$37,880.73
Interpr Level II (7 hours)	\$ 29,593.41	\$ 38,471.43	\$1,268.29	\$30,861.70	\$32,129.99	\$33,398.28	\$34,666.56	\$35,934.85	\$37,203.14	\$38,471.43
Para Ed Asst (Hourly)	\$ 16.32	\$ 19.58	\$0.47	\$16.79	\$17.25	\$17.72	\$18.18	\$18.65	\$19.11	\$19.58
Para Ed Asst (6 hours)	\$ 18,315.98	\$ 21,979.18	\$523.31	\$18,839.30	\$19,362.61	\$19,885.92	\$20,409.24	\$20,932.55	\$21,455.87	\$21,979.18
Para Ed Asst (6.5 hours)	\$ 19,842.33	\$ 23,810.80	\$566.92	\$20,409.26	\$20,976.18	\$21,543.10	\$22,110.03	\$22,676.95	\$23,243.87	\$23,810.80
Para Ed Asst (7 hours)	\$ 21,368.65	\$ 25,642.38	\$610.53	\$21,979.18	\$22,589.71	\$23,200.25	\$23,810.78	\$24,421.31	\$25,031.85	\$25,642.38
Para Ed Asst (8 hours)	\$ 24,421.32	\$ 29,305.59	\$697.75	\$25,119.08	\$25,816.83	\$26,514.58	\$27,212.33	\$27,910.09	\$28,607.84	\$29,305.59
Sch Safety Asst - 8 hrs	\$ 22,819.92	\$ 29,665.90	\$978.00	\$23,797.92	\$24,775.92	\$25,753.91	\$26,731.91	\$27,709.91	\$28,687.90	\$29,665.90
Sch Safety Asst - II	\$ 27,915.09	\$ 36,289.62	\$1,196.36	\$29,111.45	\$30,307.81	\$31,504.17	\$32,700.53	\$33,896.90	\$35,093.26	\$36,289.62



Educational Assistants Demographics

Employee Group	Employee Count*	Minimum	Maximum	Per Step Increment
Interpreter I 6 Hours	0	\$24,976	\$32,469	\$1,070
Interpreter II 6 Hours	0	\$25,366	\$32,976	\$1,087
Interpreter I 7 Hours	11	\$29,139	\$37,881	\$1,249
Interpreter II 7 Hours	3	\$29,593	\$38,471	\$1,268
Para Ed Asst Hourly	5	\$16.32	\$19.58	\$0.47
Para Ed Asst 6 Hours	1,311	\$18,316	\$21,979	\$523
Para Ed Asst 6.5 Hours	37	\$19,842	\$23,811	\$567
Para Ed Asst 7 Hours	95	\$21,369	\$25,642	\$611
Para Ed Asst 8 Hours	46	\$24,421	\$29,306	\$698
Sch Safety Asst 8 Hours	240	\$22,820	\$29,666	\$978
Sch Safety Asst II	1	\$27,915	\$36,290	\$1,196
Totals	1,749			

*Employee count as of June 20, 2018



Educational Assistants – 7 Step Salary Schedule

Projection Based on Employee Data as of June 20, 2018



2017/2018 salary: \$ 35,829,722 Employee Count: 1,749

	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24	FY 24/25	Total
Annual Salaries	\$35,829,722	\$37,116,267	\$38,049,660	\$38,806,198	\$39,495,418	\$40,173,430	\$40,837,385	
Onboarding One Step*	\$676,193	\$1,033,393	\$756,538	\$689,220	\$678,012	\$663,955	\$334,169	\$4,497,311
Onboarding Two Steps*	\$610,352	\$0	\$0	\$0	\$0	\$0	\$0	\$610,352
Total Increases	\$1,286,545	\$1,033,393	\$756,538	\$689,220	\$678,012	\$663,955	\$334,169	\$5,441,832
Benefits @ 15%	\$192,982	\$155,009	\$113,481	\$103,383	\$101,702	\$99,593	\$50,125	\$816,274
Total with benefits	\$1,479,527	\$1,188,402	\$870,019	\$792,603	\$779,714	\$763,548	\$384,295	\$6,258,106

*Onboarding to a step will receive minimum 2.13% increase



2018-19 Salary Increases



Increase	Employee Count	FY 2018/19
Onboarding One Step (2.13% min increase)	661	\$676,193
Onboarding Two Steps (2.13% min increase)	1,088	\$610,352
Total	1,749	\$1,286,545
Benefits at 15%		\$192,982
Total with Benefits		\$1,479,527

Salary Increase 2018-19

Milwaukee Board of School Directors

Mark Sain, District 1, President
Larry Miller, District 5, Vice President
Wendell J. Harris, Sr., District 2
Annie Woodward, District 4
Luis A. Báez (Tony), Ph.D., District 6
Paula Phillips, District 7
Carol Voss, District 8
Terrence Falk, At-Large

MPS Senior Team

Keith P. Posley, Ed.D., Interim Superintendent
Thomas P. Conjurski, Chief Financial Officer
Tonya Adair, Interim Chief Academic Officer
Himanshu Parikh, Chief Human Resources Officer
Katrice Cotton, Ed.D., Interim Chief School Administration Officer
Marla D. Bronaugh, Interim Chief Communications and School Performance Officer
Sue Saller, Manager, Superintendent's Initiatives
Maricha Harris, Special Assistant to the Superintendent

