

## Milwaukee Public Schools Substitute Teacher Incentive Program

Milwaukee Public Schools is committed to recruiting and retaining the best support staff to educate and engage our students, families and communities. When our regular teachers are unavailable, the Office of Human Resources has a goal to ensure that every classroom is fully-staffed.

MPS is seeking to increase the **daily** substitute teacher fill-rate from **37% to 80%**. The Office of Human Resources is looking to implement an incentive program to meet our goal to better support teaching and learning in all schools for the remainder of the 2023-2024 school year.

<b>MPS Substitute Teacher Incentive Program</b>	Milwaukee Public Schools (MPS) will be offering a substitute teacher incentive program to all eligible day-to-day substitute teachers in the district. Substitute teachers that accept assignments on 90% of student attendance days in a month will receive an additional taxable payment of <b>\$500.00/month</b> . Substitute teachers must be in the assignment for a full-day (6.5 hours/day or more).
<b>Common Questions</b>	<b>Response</b>
<b>How many full days do I need to substitute teaching to receive the incentive monthly?</b>	Every month beginning in January, 2024, substitute teachers that work 90% of the student attendance days within that month will receive a <b>\$500.00</b> additional taxable payment.
<b>Who is eligible for the referral bonus?</b>	All MPS substitute teachers, except benefit-eligible substitute teachers, are eligible when subbing in full-day assignments of 6.5 hours or more per day.
<b>Do I have to substitute teach at one school or can I substitute at multiple schools?</b>	As long as you serve as a substitute teacher for 90% of the student attendance days in the month, you will be eligible for the additional taxable payment.
<b>If I meet the requirement for the substitute teacher long term pay, am I eligible for the monthly incentive?</b>	Yes.
<b>How much will I get paid and how will it appear on my paycheck?</b>	Substitute teachers will receive an additional taxable payment of <b>\$500.00/month</b> . Substitute teachers can expect to see the additional taxable pay as a separate line on a subsequent paycheck.
<b>Questions?</b>	Contact Human Resources at <a href="mailto:565@milwaukee.k12.wi.us">565@milwaukee.k12.wi.us</a>