

Proposed Amendment to the FY20 Proposed Budget

Amendment #	011
Sponsor:	Dir. Woodward
Telephone:	414-342-1813
Email:	woodwaax@milwaukee.k12.wi.us
Date:	May 23, 2019

Intent (required):

For the stability of students, provide incentives for substitute teachers who take assignments in hard to fill schools, such as those in District 4, who commit to serving throughout the building one semester, wherever needed. Funding for the initiative would come from teacher turnover and vacancy.

Funding Source:

Identify specific budget lines to be increased and budget lines to be decreased to fund the amendment (required; add rows as needed)

Page #	Budget Line to be Changed (To /From) Budget Code and Description	FTE Increase	Amount Increase	FTE Decrease	Amount Decrease
3C-50	SAM-0A-BDL-DW-ECTS - Contract Services	0.00	\$XXX,XXX	0.00	\$0.00
3C-50	GEN-0I-BDL-DW-EWST5300 - Substitute Teacher	0.00	\$0.00	0.00	\$XXX,XXX
3C-50	DWC-00-BDL-DW-EBOW - Benefits	0.00	\$0.00	0.00	\$XXX,XXX
	Total				

Fund:

- School Operations Fund
- Extension Fund
- Construction Fund

Required Vote:

- Simple Majority
- Super Majority (2/3)

Proposed Amendment to the FY20 Proposed Budget

Amendment # 011 - Woodward

Administration Response:

In order to ensure staffing in hard-to-fill assignments beginning in the 2018–19 school year, the administration implemented 75 substitute teachers on special assignment positions, benefit-eligible positions. The substitute on special assignment works a minimum of 30-hours per week on average in hard-to-fill schools. The first spots to be filled were two substitutes in each school in the 53206 zip code. The district was only able to hire 11 substitutes for these positions, which did not cover all the 53206 schools. These 75 positions are budgeted for in the 2019–20 proposed budget. Human resources can review hard-to-fill schools by looking into vacancies remaining for the start of the school year and also the prior year's fill rates for substitutes by school. There should be no additional costs as this was already accounted for in the budget.

Offering benefits was considered an incentive for substitutes to take these hard-to-fill assignments. Also, the regular daily rate for a substitutes is \$160.56; for the substitutes on special assignment, it is \$182.91 which is also an incentive of higher pay.

If necessary to assist with the coverage needs for hard-to-fill schools, the administration could contract for substitute teachers. This would require the administration to follow the requirements in Board Policy 3.09 for entering into a contract. Another option would be transferring some of the substitute teachers on special assignment vacancies into supplemental teacher positions.