

**BUILDING SERVICE HELPER (BSH)  
260 DAYS**



**MILWAUKEE  
PUBLIC SCHOOLS**

| STEPS     | BSH I<br>HOURLY | BSH I<br>ANNUAL | BSH II<br>HOURLY | BSH II<br>ANNUAL |
|-----------|-----------------|-----------------|------------------|------------------|
| <b>99</b> | \$ 18.68        | \$ 38,860.71    | \$ 21.04         | \$ 43,773.29     |
| <b>1</b>  | \$ 19.31        | \$ 40,156.07    | \$ 21.69         | \$ 45,117.53     |
| <b>2</b>  | \$ 19.93        | \$ 41,451.43    | \$ 22.34         | \$ 46,461.77     |
| <b>3</b>  | \$ 20.55        | \$ 42,746.78    | \$ 23.00         | \$ 47,830.45     |
| <b>4</b>  | \$ 21.17        | \$ 44,042.14    | \$ 23.64         | \$ 49,174.69     |
| <b>5</b>  | \$ 21.80        | \$ 45,337.50    | \$ 24.29         | \$ 50,518.93     |
| <b>6</b>  | \$ 22.42        | \$ 46,632.86    | \$ 24.93         | \$ 51,863.17     |
| <b>7</b>  | \$ 23.04        | \$ 47,928.21    | \$ 25.58         | \$ 53,207.40     |
| <b>8</b>  | \$ 23.67        | \$ 49,223.57    | \$ 26.23         | \$ 54,551.64     |
| <b>9</b>  | \$ 24.29        | \$ 50,518.93    | \$ 26.87         | \$ 55,895.88     |
| <b>10</b> | \$ 24.91        | \$ 51,814.28    | \$ 27.52         | \$ 57,240.12     |
| <b>11</b> | \$ 25.53        | \$ 53,109.64    | \$ 28.17         | \$ 58,584.36     |

**EFFECTIVE FOR THE 2027–2028 ACADEMIC YEAR ON/AFTER JULY 1, 2027  
REQUIREMENTS FOR ANNUAL INCREASE AND STEP MOVEMENT**

TO RECEIVE THE ANNUAL INCREASE ON THE SALARY SCHEDULE, EMPLOYEES MUST MEET ALL APPLICABLE REQUIREMENTS ESTABLISHED BY MILWAUKEE PUBLIC SCHOOLS.

1. **PERFORMANCE IMPROVEMENT PLAN (PIP) REQUIREMENT:** EMPLOYEES WHO ARE PLACED ON A PERFORMANCE IMPROVEMENT PLAN DURING THE APPLICABLE SCHOOL YEAR MUST HAVE SUCCESSFULLY COMPLETED AND BEEN RELEASED FROM THE PERFORMANCE IMPROVEMENT PLAN NO LATER THAN JUNE 30 OF THAT SCHOOL YEAR TO BE ELIGIBLE FOR AN ANNUAL COST-OF-LIVING INCREASE AND/OR STEP MOVEMENT.

2. **MANDATORY TRAINING REQUIREMENT:** EMPLOYEES MUST COMPLETE ALL HR-MANDATED TRAINING BY DECEMBER 1 OF THE ACADEMIC YEAR, OR, FOR NEW STAFF, WITHIN 90 DAYS OF HIRE, IN ORDER TO BE ELIGIBLE FOR AN ANNUAL COST-OF-LIVING INCREASE AND/OR STEP MOVEMENT.