

**PARAPROFESSIONAL (PARA)
187 DAYS**



STEPS	PARA	6 HOUR PARA	6.5 HOUR PARA	7 HOUR PARA	7.5 HOUR PARA	8 HOUR PARA
	HOURLY	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
99	\$ 20.69	\$ 23,216.81	\$ 25,151.54	\$ 27,086.28	\$ 29,021.01	\$ 30,955.74
1	\$ 21.20	\$ 23,783.72	\$ 25,765.69	\$ 27,747.67	\$ 29,729.64	\$ 31,711.62
2	\$ 21.96	\$ 24,640.67	\$ 26,694.06	\$ 28,747.45	\$ 30,800.83	\$ 32,854.22
3	\$ 22.73	\$ 25,497.62	\$ 27,622.42	\$ 29,747.22	\$ 31,872.02	\$ 33,996.83
4	\$ 23.48	\$ 26,341.39	\$ 28,536.50	\$ 30,731.62	\$ 32,926.73	\$ 35,121.85
5	\$ 24.24	\$ 27,198.34	\$ 29,464.87	\$ 31,731.40	\$ 33,997.92	\$ 36,264.45
6	\$ 25.00	\$ 28,055.29	\$ 30,393.23	\$ 32,731.17	\$ 35,069.11	\$ 37,407.06
7	\$ 25.77	\$ 28,912.24	\$ 31,321.60	\$ 33,730.95	\$ 36,140.30	\$ 38,549.66
8	\$ 26.52	\$ 29,756.01	\$ 32,235.68	\$ 34,715.35	\$ 37,195.01	\$ 39,674.68
9	\$ 27.28	\$ 30,612.96	\$ 33,164.04	\$ 35,715.12	\$ 38,266.20	\$ 40,817.29
10	\$ 28.05	\$ 31,469.92	\$ 34,092.41	\$ 36,714.90	\$ 39,337.40	\$ 41,959.89
11	\$ 28.81	\$ 32,326.87	\$ 35,020.77	\$ 37,714.68	\$ 40,408.59	\$ 43,102.49

HOURLY RATES	
GEN ED ASSISTANT	CHILD CARE WORKER
\$18.68/HR	\$18.68/HR

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.