

TEACHER UNIT



STEPS	TEACHER BACHELOR'S 191 DAYS	TEACHER MASTER'S 191 DAYS	PHYSICAL THERAPIST 191 DAYS	OCCUPATIONAL THERAPIST 191 DAYS	SPEECH LANGUAGE PATHOLOGIST 191 DAYS	NURSE 200 DAYS	SCHOOL SOCIAL WORKER 200 DAYS	SCHOOL COUNSELOR MASTER'S 200 DAYS	TRAVELING MUSIC TEACHER 191 DAYS
99	\$ 55,201.91	\$ 59,005.49	\$ 63,525.84	\$ 59,177.05	\$ 62,129.90	\$ 63,396.59	\$ 69,292.91	\$ 61,785.62	\$ 27.72
1	\$ 57,230.01	\$ 61,225.13	\$ 65,745.48	\$ 61,394.33	\$ 64,347.19	\$ 65,616.23	\$ 71,511.37	\$ 64,109.84	\$ 28.88
2	\$ 59,259.30	\$ 63,443.59	\$ 67,963.95	\$ 63,613.97	\$ 66,566.83	\$ 67,833.52	\$ 73,731.01	\$ 66,432.88	\$ 30.03
3	\$ 61,287.41	\$ 65,663.23	\$ 70,182.41	\$ 65,833.61	\$ 68,785.30	\$ 70,053.16	\$ 75,948.30	\$ 68,757.09	\$ 31.18
4	\$ 63,316.69	\$ 67,880.52	\$ 72,402.05	\$ 68,052.07	\$ 71,004.93	\$ 72,271.62	\$ 78,167.94	\$ 71,078.96	\$ 32.34
5	\$ 65,344.80	\$ 70,100.16	\$ 74,620.51	\$ 70,271.71	\$ 73,222.22	\$ 74,491.26	\$ 80,386.40	\$ 73,403.18	\$ 33.49
6	\$ 67,374.08	\$ 72,319.80	\$ 76,840.15	\$ 72,489.00	\$ 75,441.86	\$ 76,710.90	\$ 82,606.04	\$ 75,727.39	\$ 34.64
7	\$ 69,402.19	\$ 74,538.26	\$ 79,058.61	\$ 74,708.64	\$ 77,661.50	\$ 78,928.19	\$ 84,825.68	\$ 78,050.44	\$ 35.80
8	\$ 71,431.47	\$ 76,756.72	\$ 81,277.08	\$ 76,928.28	\$ 79,879.96	\$ 81,147.82	\$ 87,042.97	\$ 80,374.65	\$ 36.95
9	\$ 73,459.58	\$ 78,975.19	\$ 83,496.72	\$ 79,146.74	\$ 82,098.43	\$ 83,366.29	\$ 89,262.61	\$ 82,696.52	\$ 38.11
10	\$ 75,488.86	\$ 81,194.83	\$ 85,715.18	\$ 81,365.21	\$ 84,316.89	\$ 85,585.93	\$ 91,481.07	\$ 85,020.74	\$ 39.26
11	\$ 77,516.97	\$ 83,414.46	\$ 87,933.64	\$ 83,583.67	\$ 86,536.53	\$ 87,804.39	\$ 93,700.71	\$ 87,343.78	\$ 40.41
12	\$ 79,546.25	\$ 85,631.75	\$ 90,153.28	\$ 85,803.31	\$ 88,756.17	\$ 90,022.85	\$ 95,919.17	\$ 89,667.99	\$ 41.57
13	\$ 81,574.36	\$ 87,851.39	\$ 92,371.75	\$ 88,022.95	\$ 90,974.63	\$ 92,242.49	\$ 98,137.64	\$ 91,991.04	\$ 42.72
14	\$ 83,603.65	\$ 90,069.86	\$ 94,591.38	\$ 90,240.24	\$ 93,193.09	\$ 94,460.96	\$ 100,357.27	\$ 94,314.08	\$ 43.88
15	\$ 85,631.75	\$ 92,289.49	\$ 96,808.67	\$ 92,459.87	\$ 95,411.56	\$ 96,679.42	\$ 102,575.74	\$ 96,638.29	\$ 45.03
16	\$ 87,660.96	\$ 94,509.13	\$ 99,028.31	\$ 94,678.34	\$ 97,631.20	\$ 98,899.06	\$ 104,795.38	\$ 98,961.33	\$ 46.18
17	\$ 89,689.08	\$ 96,726.42	\$ 101,246.78	\$ 96,897.98	\$ 99,850.84	\$ 101,117.52	\$ 107,013.84	\$ 101,284.38	\$ 47.32
18	\$ -	\$ 98,946.06	\$ 103,466.41	\$ 99,116.44	\$ 102,068.12	\$ 103,337.16	\$ 109,232.30	\$ 103,607.42	\$ -
19	\$ -	\$ 101,164.52	\$ 105,686.05	\$ 101,334.90	\$ 104,287.76	\$ 105,555.62	\$ 111,451.94	\$ 105,931.63	\$ -
20	\$ -	\$ 103,384.16	\$ 107,903.34	\$ 103,554.54	\$ 106,506.23	\$ 107,774.09	\$ 113,670.41	\$ 108,255.85	\$ -

STEPS	EMPLOYMENT TRAINING SPECIALIST	EMPLOYMENT TRAINING SPECIALIST	CLIMATE JUSTICE COACH DISTRICT MENTOR INNOVATION COACH INSTRUC. FACILITATOR MATH/SCI SPECIALIST PBIS COACH TEACHER LEADER TEACHER MENTOR	CLIMATE JUSTICE COACH DISTRICT MENTOR INNOVATION COACH INSTRUC. FACILITATOR LITERACY LEADER MATH/SCI SPECIALIST PBIS COACH TEACHER LEADER TEACHER MENTOR	12 MONTH TEACHER	12 MONTH TEACHER	LIBRARY MEDIA SPECIALIST TEACHER TRAUMA SPECIALIST	LIBRARY MEDIA SPECIALIST TEACHER TRAUMA SPECIALIST	ORIENTATION AND MOBILITY TEACHER	ORIENTATION AND MOBILITY TEACHER
	BACHELOR'S 191 DAYS   1C	MASTER'S 191 DAYS   1C	BACHELOR'S 200 DAYS   1D	MASTER'S 200 DAYS   1D	BACHELOR'S 260 DAYS   1E	MASTER'S 260 DAYS   1E	BACHELOR'S 200 DAYS   2F	MASTER'S 200 DAYS   2F	BACHELOR'S 191 DAYS   1G	MASTER'S 191 DAYS   1G
99	\$ 60,859.74	\$ 65,053.70	\$ 63,727.95	\$ 68,119.05	\$ 67,895.80	\$ 72,574.78	\$ 57,803.43	\$ 61,785.62	\$ 57,962.06	\$ 61,956.00
1	\$ 63,096.36	\$ 67,500.69	\$ 66,069.79	\$ 70,681.80	\$ 70,390.39	\$ 75,303.21	\$ 59,926.72	\$ 64,109.84	\$ 60,092.40	\$ 64,286.09
2	\$ 65,332.97	\$ 69,946.45	\$ 68,411.63	\$ 73,242.20	\$ 72,884.99	\$ 78,031.64	\$ 62,052.35	\$ 66,432.88	\$ 62,222.73	\$ 66,616.18
3	\$ 67,569.58	\$ 72,393.43	\$ 70,753.48	\$ 75,804.95	\$ 75,380.76	\$ 80,761.24	\$ 64,176.81	\$ 68,757.09	\$ 64,351.89	\$ 68,945.10
4	\$ 69,806.20	\$ 74,839.19	\$ 73,095.32	\$ 78,365.34	\$ 77,876.53	\$ 83,490.84	\$ 66,300.10	\$ 71,078.96	\$ 66,483.40	\$ 71,275.19
5	\$ 72,044.04	\$ 77,284.95	\$ 75,438.34	\$ 80,926.92	\$ 80,371.13	\$ 86,219.27	\$ 68,424.56	\$ 73,403.18	\$ 68,612.57	\$ 73,605.28
6	\$ 74,280.65	\$ 79,731.94	\$ 77,781.35	\$ 83,488.49	\$ 82,866.90	\$ 88,948.87	\$ 70,549.02	\$ 75,727.39	\$ 70,742.90	\$ 75,935.38
7	\$ 76,517.27	\$ 82,177.69	\$ 80,123.20	\$ 86,050.07	\$ 85,361.50	\$ 91,677.30	\$ 72,672.31	\$ 78,050.44	\$ 72,873.24	\$ 78,265.47
8	\$ 78,753.88	\$ 84,624.68	\$ 82,465.04	\$ 88,612.81	\$ 87,856.09	\$ 94,406.90	\$ 74,797.94	\$ 80,374.65	\$ 75,002.40	\$ 80,594.38
9	\$ 80,990.49	\$ 87,070.44	\$ 84,806.88	\$ 91,173.21	\$ 90,353.04	\$ 97,136.51	\$ 76,922.40	\$ 82,696.52	\$ 77,133.91	\$ 82,924.48
10	\$ 83,227.11	\$ 89,517.43	\$ 87,148.72	\$ 93,735.96	\$ 92,847.63	\$ 99,864.94	\$ 79,045.69	\$ 85,020.74	\$ 79,263.07	\$ 85,254.57
11	\$ 85,463.72	\$ 91,963.18	\$ 89,490.56	\$ 96,296.36	\$ 95,342.23	\$ 102,593.36	\$ 81,170.15	\$ 87,343.78	\$ 81,394.58	\$ 87,584.66
12	\$ 87,700.33	\$ 94,410.17	\$ 91,832.41	\$ 98,859.11	\$ 97,838.00	\$ 105,324.14	\$ 83,294.61	\$ 89,667.99	\$ 83,523.74	\$ 89,913.58
13	\$ 89,936.94	\$ 96,855.93	\$ 94,174.25	\$ 101,419.51	\$ 100,332.60	\$ 108,052.57	\$ 85,419.07	\$ 91,991.04	\$ 85,654.08	\$ 92,243.67
14	\$ 92,173.56	\$ 99,302.92	\$ 96,517.26	\$ 103,982.25	\$ 102,827.20	\$ 110,781.00	\$ 87,542.36	\$ 94,314.08	\$ 87,784.41	\$ 94,573.76
15	\$ 94,410.17	\$ 101,748.67	\$ 98,859.11	\$ 106,542.65	\$ 105,324.14	\$ 113,511.78	\$ 89,667.99	\$ 96,638.29	\$ 89,913.58	\$ 96,903.85
16	\$ 96,646.78	\$ 104,195.66	\$ 101,200.95	\$ 109,105.40	\$ 107,818.74	\$ 116,240.20	\$ 91,792.45	\$ 98,961.33	\$ 92,043.91	\$ 99,232.77
17	\$ 98,883.40	\$ 106,641.42	\$ 103,542.79	\$ 111,666.97	\$ 110,313.34	\$ 118,968.63	\$ 93,916.91	\$ 101,284.38	\$ 94,174.25	\$ 101,562.86
18	\$ -	\$ 109,087.18	\$ -	\$ 114,227.37	\$ -	\$ 121,698.24	\$ -	\$ 103,607.42	\$ -	\$ 103,892.95
19	\$ -	\$ 111,534.16	\$ -	\$ 116,790.12	\$ -	\$ 124,427.84	\$ -	\$ 105,931.63	\$ -	\$ 106,223.04
20	\$ -	\$ 113,979.92	\$ -	\$ 119,350.52	\$ -	\$ 127,156.27	\$ -	\$ 108,255.85	\$ -	\$ 108,553.13

MISCELLANEOUS HOURLY RATES					
SUBSTITUTE TEACHERS	SUBSTITUTE TEACHERS BENEFIT ELIGIBLE	LONG TERM SUBSTITUTE PAY ADJUSTMENT	PART-TIME TEACHERS	PART-TIME NURSES	CERT RATE
\$29.37/HR	\$33.18/HR	\$3.81/HR	\$35.00-\$45.00/HR	\$32.00-\$55.00/HR	\$31.64
		STARTING 20TH DAY IN SAME ASSIGNMENT	DEPENDING ON EXPERIENCE	DEPENDING ON EXPERIENCE	

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.

- 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.
- 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.
- MASTER'S DEGREE LANE MOVEMENT REQUIREMENTS:** EMPLOYEES SEEKING ADVANCEMENT BASED ON COMPLETION OF A MASTER'S DEGREE MUST HAVE THE DEGREE OFFICIALLY CONFERRED AND APPROVED BY THE DISTRICT PRIOR TO LANE MOVEMENT CONSIDERATION.

**IMPORTANT NOTICE**

EMPLOYEES WHO EARN A MASTER'S DEGREE IN AN EDUCATION-RELATED FIELD MAY MOVE TO THE MASTER'S LANE ON THE SALARY SCHEDULE UPON SUBMISSION OF OFFICIAL DEGREE-CONFERRED TRANSCRIPTS TO THE OFFICE OF HUMAN RESOURCES. TO RECEIVE THE LANE CHANGE AND CORRESPONDING PAY INCREASE EFFECTIVE THE FIRST DAY OF THE 2026-2027 SCHOOL YEAR, TRANSCRIPTS MUST BE SUBMITTED BY SEPTEMBER 30, 2026. TRANSCRIPTS RECEIVED AFTER SEPTEMBER 30, 2026, BUT BY JANUARY 31, 2027, WILL RESULT IN A LANE CHANGE AND PAY INCREASE EFFECTIVE AT THE START OF THE SECOND SEMESTER.

MILWAUKEE PUBLIC SCHOOLS RESERVES THE RIGHT TO VERIFY ALL DOCUMENTATION AND DETERMINE ELIGIBILITY CONSISTENT WITH BOARD POLICY, ADMINISTRATIVE GUIDELINES, AND CONTRACTUAL AGREEMENTS.