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Compensation Package

SALARY & BENEFITS

2002-2003 SCHEDULE

	Minimum	Maximum
Physical Therapists (Extended Work Day)	\$ 37,541	\$ 61,219
Social Workers	\$ 41,180	\$ 64,046
Teachers, Librarians, Occupational and Physical Therapists, and Speech Pathologists		
Bachelor's Degree	\$ 29,224	\$ 45,802
Bachelor's Degree + 16 credits	\$ 30,643	\$ 48,125
Master's Degree	\$ 32,910	\$ 56,460
Master's Degree + 16 credits	\$ 34,328	\$ 59,578
Master's Degree + 32 credits	\$ 35,745	\$ 62,368

Staff members are appointed to the salary division for which they qualify, with credit being given for previous experience, military service, and professional training or preparation. (There is a limit of seven years for outside or military experience or a combination thereof.) Reclassification into a higher salary division is based on advanced preparation.

Doctorate Degree - Employees with an earned Ph.D. or Ed.D. will receive \$1,050 above their individual annual salaries.

Health Insurance - The School Board currently pays the cost of single or family coverage for one of several health insurance programs.

Dental Insurance - The School Board currently pays most of the cost of single or family coverage for one of several dental insurance programs. Employees pay a small portion of the cost of single or family coverage per month.

Group Term Life Insurance - Board paid insurance is available to the next \$1,050 of the teacher's salary up to \$50,000. The employee pays the remaining cost of the premium above that amount.

Tenure - Tenure is granted after three years of satisfactory teaching service.

Milwaukee Teachers' Annuity and Retirement Fund - The Board pays all of the 6.5% employer contribution.

Leaves of Absence - Upon approval, leaves are granted for study, personal, military service, illness, FMLA, and maternity without loss of employment rights.

Sick Leave - Sick leave is earned at the rate of one and one-fourth days per month. Unused sick leave accumulates to 145 days at full salary and thereafter to an unlimited number of days at half salary.

Sabbatical Leave - A sabbatical leave may be granted for one year at half salary to any staff member who has completed seven continuous years of satisfactory service.

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Payroll Deductions - Voluntary payroll deductions may be made at the teachers request for dues to employee organizations, U.S. Savings Bonds, United Fund contributions, tax sheltered annuities, and group life insurance, if applicable. Arrangements may also be made through participating credit unions, in September only, to receive your 10-month's earnings spread over 12 months of the year.

Credit Union - The Appletree Credit Union, Educators Credit Union, and the Milwaukee Metropolitan Credit Union are available to teachers to encourage savings and provide low-cost loans. These organizations maintain offices in Milwaukee and are listed in the telephone directory.

Social Security - Regularly appointed employees are also automatically subject to social security enrollment and deductions are made at the current rate for this program. The Board matches these social security deductions which are then credited to the employees social security number.

Tax Sheltered Annuity Plans - Those interested in investing in a tax sheltered annuity to supplement their retirement pension may obtain literature about the State Pension Fund plan and four approved private plans from the [Division of Benefits, Insurance & Services](#).