

There are two salary structures in use over the 2019-2020 school year. NCTQ has opted to analyze the structure in use as of January 2020 since that represents the salaries at which teachers concluded the year.

Milwaukee Public Schools

On July 13, 2021, a district compensation analyst provided the following salary information for the 2019-2020 school year:

Two salary structures were in use during the 2019-2020 school year, the first until December 31, 2019, and the second went into effect as of January 1, 2020.

Salary Structure through December 31, 2019

Placement Salaries

Years of Licensed Experience	2019-2020 Salary Amount
0	\$ 43,537.00
1	\$ 43,920.22
2	\$ 44,446.84
3	\$ 45,394.76
4	\$ 47,185.27
5	\$ 47,606.56
6	\$ 49,291.75
7	\$ 50,976.94
8	\$ 52,872.78
9	\$ 54,452.64
10	\$ 56,348.48
10+	\$ 62,507.84

Annual salary increases are negotiated, but are not guaranteed.

Additional Pay Opportunities

In addition to base pay, teachers may be eligible for additional pay:

Additional Certification**, or	\$2,000
Masters	\$3,000
NBPTS Cert. / Master Educator	\$2,000
Ph.D. / Ed.D. (related)	\$1,165

**Certification: to be eligible for Additional Certification pay of \$2,000, two certifications are required, one of which must be in a high-need areas, as determined by the Office of Human Capital. Additional Certification pay is only available to employees not receiving additional pay for their Masters.

Master Educators, teachers with NBPTS certification, Additional Certification, or those with a PhD will receive annual stipends. The pay for a Master's degree is a one-time payment added to base salary.

Teachers are evaluated every three years. A teacher with a Distinguished Evaluation rating (3.3+) at the first evaluation (year 3 in the district) will receive a one-time payment of \$750. At the next evaluation (three years later), a teacher receiving another Distinguished Evaluation rating (3.3+) is awarded \$1,500, which is then added to the teacher's base salary. After this payment, there is no additional pay for an evaluation rating. 2018-2019 is the final year for the Distinguished Evaluation criteria and stipend.

Salary Structure as of January 1, 2020

Placement Salaries

Years of Experience	Bachelor's	Master's
0	\$ 44,325.00	\$ 47,379.00
1	\$ 45,954.00	\$ 49,161.00
2	\$ 47,583.00	\$ 50,943.00
3	\$ 49,212.00	\$ 52,724.00
4	\$ 50,841.00	\$ 54,506.00
5	\$ 52,470.00	\$ 56,288.00
6	\$ 54,099.00	\$ 58,069.00
7	\$ 55,728.00	\$ 59,851.00
8	\$ 57,357.00	\$ 61,633.00
9	\$ 58,986.00	\$ 63,414.00
10	\$ 60,615.00	\$ 65,196.00
10+	\$ 62,244.00	\$ 66,978.00

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