

**ADMINISTRATIVE POLICIES OF THE
MILWAUKEE PUBLIC SCHOOLS**

**ADMINISTRATIVE POLICY 6.20
CONTRACTS, EMPLOYEE BENEFITS, AND COMPENSATION PLANS**

(1) The Board recognizes that attractive compensation plans, which include adequate base salary, salary incentives, and employee benefits are necessary to attract and hold highly qualified staff to administer and provide effective educational programs for the Milwaukee Public Schools.

(2) As required by state statutes, the Board negotiates agreements concerning salaries, hours, and conditions of employment with certified collective bargaining units.

(3) Fringe benefits shall include a comprehensive insurance program, tax-sheltered annuity programs, retirement benefits, tuition reimbursement, vacations and holidays, various other types of leave, and other benefits that may be granted by the Board.

(4) The Board shall establish salary schedules for all other employees excluded from bargaining units by virtue of being classified confidential or supervisory.

(5) All Milwaukee Public Schools employees and all employees of Milwaukee Public Schools contractors shall be paid a minimum of seven dollars and seventy cents (\$7.70) per hour for any and all work performed directly or indirectly for the Milwaukee Public Schools. This policy shall not apply to Milwaukee Public Schools students.

History: Codified 1976; Adopted 1-24-96; modified 1980, 3-29-95,4-25-96 ,12-18-9, 2-26-97

Previous Coding: Admin. Policy GCB, GCBA, GDB, prior to May 1995; Admin. Policy 7.18, May 1995-August 1996

Legal Ref.: W.S. 111.70, 119.18(10), 119.40

Contract Ref.: MTEA Contract (Teachers, Substitute Teachers); ASC Contract; PAMPS Contract; District Council 48 Locals 1616 & 1053; Service Employees Int'l. Union Local 150; Int'l. Union of Operating Engineers, Local 950

Cross Ref.:

Bd. Gov. Policy	BG 2.14	Negotiations
	BG 4.09	Compensation and Benefits
Admin. Policy	3.09	Purchasing and Bidding Requirements
	6.01	General Personnel Policies
Admin. Proc.	6.20	Contracts: Employee Benefits and Compensation Plans

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