

**(ATTACHMENT 2) ACTION ON A REQUEST TO INCREASE THE STARTING TEACHER SALARY AND A REQUEST FOR AUTHORITY TO OFFER (NEGOTIATE) SALARY UP TO 5% BEYOND THE ESTABLISHED SALARY RANGE FOR NEW SCHOOL AND NEW CENTRAL SERVICE ADMINISTRATORS IN HARD TO STAFF POSITIONS**

<b>School District</b>	<b>Starting Teacher Salary</b>	<b>School Year</b>
Appleton	\$39,916	2012-13
Arrowhead	\$36,932	2012-13
Brown Deer	\$37,044	2012-13
Cudahy	\$39,000	2012-13
Elkhorn Area	\$37,434	2012-13
Elmbrook Schools	\$42,037	2012-13
Fond du Lac	\$36,185	2012-13
Fox Point	\$40,000	2012-13
Franklin	\$42,733	2012-13
Germantown	\$34,815	2012-13
Glendale-River Hills	\$40,267	2011-12
Green Bay	\$37,362	2012-13
Greendale	\$40,163	2011-12
Greenfield	\$40,000	2012-13
Kenosha	\$38,377	2012-13
Kettle Moraine	\$37,197	2012-13
Kohler	\$40,563	2011-12
Madison	\$33,575	2012-13
Manitowoc	\$35,230	2012-13
Menomonee Falls	\$38,343	2012-13
Muskego-Norway	\$40,925	2012-13
New Berlin	\$32,597	2012-13
Northern Ozaukee	\$34,561	2012-13
Oak Creek	\$41,000	2012-13
Oconomowoc	\$37,305	2012-13
Pewaukee	\$38,000	2012-13
Port Washington-Saukville	\$36,877	2012-13
Racine	\$39,150	2012-13
Sheboygan Area	\$38,321	2012-13
South Milwaukee	\$39,000	2012-13
Swallow	\$39,327	2012-13
Union Grove	\$40,222	2011-12
Watertown	\$36,216 (they estimate they will be at \$37,100-\$37,200 after their 2012-13 negotiations)	2011-12
Waukesha	\$38,822	2012-13
Wauwatosa	\$36,500	2012-13
West Allis-West Milwaukee	\$42,000-\$50,000	2012-13
Whitefish Bay	\$35,977	2012-13

## Teacher BA Base Wages in Comparable Urban School Districts

### Out-of-State Districts

School District	Starting Teacher Salary	School Year
Albuquerque	\$30,000	2012-13
Baltimore	\$47,475	2012-13
Charlotte Mecklenburg	\$35,417.50	2012-13
Cincinnati	\$39,261.86	2012-13
Cleveland	\$31,900	2012-13
Columbus	\$42,333	2012-13
Des Moines	\$37,229	2012-13
Fort Worth	\$45,200	2012-13
Guilford County	\$35,150	2012-13
Minneapolis	\$39,147	2012-13
Philadelphia	\$45,360	2012-13