



2023 SENATE BILL 511

October 16, 2023 - Introduced by Senators LARSON, L. JOHNSON, SMITH, HESSELBEIN, AGARD, CARPENTER and PFAFF, cosponsored by Representatives HONG, SHELTON, JOERS, C. ANDERSON, JACOBSON, MYERS, SHANKLAND, BARE, MADISON, CABRERA, CLANCY, CONLEY, EMERSON, PALMERI, RATCLIFF, SINICKI, SNODGRASS, SUBECK, VINING, STUBBS, MOORE OMOKUNDE, J. ANDERSON and NEUBAUER. Referred to Committee on Education.

1 **AN ACT** *to amend* 118.21 (title); and *to create* 118.21 (5) and 119.40 (3) of the
2 statutes; **relating to:** establishing minimum salaries for public school
3 teachers.

Analysis by the Legislative Reference Bureau

This bill requires a school board to pay a full-time teacher an annual salary in each school year that is not less than the annual salary paid to a state legislator for that school year (base salary). In addition, if a teacher has worked as a teacher for at least 10 school years, the bill requires a school board to pay the teacher an annual salary that is not less than the base salary for the school year plus \$15,000. Finally, if a teacher has worked as a teacher for at least 20 school years, the bill requires a school board to pay the teacher an annual salary that is not less than \$100,000.

For further information see the local fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

4 **SECTION 1.** 118.21 (title) of the statutes is amended to read:
5 **118.21 (title) Teacher contracts; minimum salaries.**
6 **SECTION 2.** 118.21 (5) of the statutes is created to read:

SENATE BILL 511**SECTION 2**

1 118.21 (5) (a) In this subsection, “annual legislator salary” means the annual
2 salary of a state senator or representative to the assembly established under s.
3 20.923 (2) (b), whichever is greater, for a particular fiscal year.

4 (b) A school board shall pay to a full-time teacher an annual salary that is not
5 less than the annual legislator salary for the school year for which the teacher’s
6 salary is paid.

7 (c) A school board shall pay to a full-time teacher who has worked as a teacher
8 for at least 10 school years an annual salary that is not less than an amount
9 calculated as follows:

10 1. Determine the annual legislator salary for the school year for which the
11 teacher’s salary is paid.

12 2. Add \$15,000 to the amount determined under subd. 1.

13 (d) A school board shall pay to a full-time teacher who has worked as a teacher
14 for at least 20 school years an annual salary that is not less than \$100,000.

15 (e) The requirements under this subsection are not subject to collective
16 bargaining under s. 111.70. The requirement under s. 118.245 does not apply to a
17 school board that increases teacher wages to comply with this subsection.

18 **SECTION 3.** 119.40 (3) of the statutes is created to read:

19 119.40 (3) (a) In this subsection, “annual legislator salary” means the annual
20 salary of a state senator or representative to the assembly established under s.
21 20.923 (2) (b), whichever is greater, for a particular fiscal year.

22 (b) The board shall pay to a full-time teacher an annual salary that is not less
23 than the annual legislator salary for the school year for which the teacher’s salary
24 is paid.

SENATE BILL 511

1 (c) The board shall pay to a full-time teacher who has worked as a teacher for
2 at least 10 school years an annual salary that is not less than an amount calculated
3 as follows:

4 1. Determine the annual legislator salary for the school year for which the
5 teacher's salary is paid.

6 2. Add \$15,000 to the amount determined under subd. 1.

7 (d) The board shall pay to a full-time teacher who has worked as a teacher for
8 at least 20 school years an annual salary that is not less than \$100,000.

9 (e) The requirements under this subsection are not subject to collective
10 bargaining under s. 111.70. The requirement under s. 118.245 does not apply if the
11 board increases teacher wages to comply with this subsection.

12 **SECTION 4. Initial applicability.**

13 (1) This act first applies to a teacher who is affected by a collective bargaining
14 agreement or other contract that contains provisions inconsistent with this act on the
15 day on which the collective bargaining agreement or contract expires or is extended,
16 modified, or renewed, whichever occurs first.

17 **(END)**