



State of Wisconsin  
2023 - 2024 LEGISLATURE

LRB-4365/1  
FFK:skw

## 2023 ASSEMBLY BILL 517

October 18, 2023 - Introduced 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, cosponsored by Senators LARSON, L. JOHNSON, SMITH, HESSELBEIN, AGARD, CARPENTER and PFAFF. Referred to Committee on Labor and Integrated Employment.

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.

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*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.

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*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:

**ASSEMBLY BILL 517****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.

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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)**