



## Compensation Schedule Policy

### **Annual Budget**

- The MCS Board will approve the annual school budget for the upcoming fiscal year no later than the June board meeting. Any and all compensation and/or benefits are subject to available resources in each given year.
- Adjustments to Salary for degrees earned or license obtained will be given if the degree/license is received by May 31.
- Bonuses may be given depending on budget surplus, and the financial needs of the school.

### **Placement for Teachers/Specialists/Counseling will be determined as follows:**

- Non-licensed teachers will be placed at Level 0
- Part-time Specialists/Counselor will be given ½ level for each year of experience.
- Licensed staff with a BA/BS from an accredited university with no previous experience will begin at Level 1
- Previous licensed years will be given 1 level per year. If the staff member has previous years unlicensed experience, 1 level for every two years of unlicensed experience will be given
- Prior experience will be credited up to 10 years
- Staff with more than 10 years of experience will be given 2 levels for every 1 year of employment at MCS until they are credited for all previous years of experience
- All previous years of experience, both licensed and unlicensed, must be documented

### **Education Levels**

Additional levels will be awarded with a degree beyond a BA/BS from an accredited university as follows:

- 2nd BA/BS +2 levels
- MA/MS/M.Ed +4 levels
- PhD +6 levels

### **Other Considerations**

- An Educator Salary Adjustment of \$4,200 is included in the salary amount and is dependent on continual legislative funding



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### Teachers/Specialists/Counseling

Level	Amount	Level	Amount	Level	Amount
0	\$30,140	9	\$41,310	18	\$49,545
1	\$33,990	10	\$42,225	19	\$50,460
2	\$34,905	11	\$43,140	20	\$51,375
3	\$35,820	12	\$44,055	21	\$52,290
4	\$36,735	13	\$44,970	22	\$53,205
5	\$37,650	14	\$45,885	23	\$54,120
6	\$38,565	15	\$46,800	24	\$55,035
7	\$39,480	16	\$47,715	25	\$55,950
8	\$40,395	17	\$48,630		

### **Placement for the Administrator will be determined as follows:**

- Without exception, an Administrator who has no previous experience in Administration will be placed at Level 1 of their educational degree.
- Prior years of experience will be credited up to 10 years.
- Administrators with more than 10 years of experience will be given 2 levels for every 1 year of employment at MCS until all previous years of experience are credited
- All previous years of experience must be documented

### Administrator

Level	BA/BS	Master's	PhD	Level	BA/BS	Master's	PhD
1	\$51,000	\$51,915	\$52,830	11	\$64,700	\$70,215	\$73,430
2	\$52,370	\$53,745	\$54,890	12	\$66,070	\$72,045	\$75,490
3	\$53,740	\$55,575	\$56,950	13	\$67,440	\$73,875	\$77,550
4	\$55,110	\$57,405	\$59,010	14	\$68,810	\$75,705	\$79,610
5	\$56,480	\$59,235	\$61,070	15	\$70,180	\$77,535	\$81,670
6	\$57,850	\$61,065	\$63,130	16	\$71,550	\$79,365	\$83,730
7	\$59,220	\$62,895	\$65,190	17	\$72,920	\$81,195	\$85,790
8	\$60,590	\$64,725	\$67,250	18	\$74,290	\$83,025	\$87,850
9	\$61,960	\$66,555	\$69,310	19	\$75,660	\$84,855	\$89,910
10	\$63,330	\$68,385	\$71,370	20	\$77,030	\$86,685	\$91,970



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**All other employees:**

- 1 level per year of previous experience
- The Admin. Assistant may gain additional levels for the following degrees earned from an accredited university as follows:
  - BA/BS +1 level
  - MA/MS/M.Ed +2 levels

**Hourly**

**Administrative Assistant**

1	\$12.50		1	\$25,000
2	\$13.00		2	\$25,915
3	\$13.50		3	\$26,830
4	\$14.00		4	\$27,745
5	\$14.50		5	\$28,660
6	\$15.00		6	\$29,575
7	\$15.50		7	\$30,490
8	\$16.00		8	\$31,405
9	\$16.50		9	\$32,320
10	\$17.00		10	\$33,235
11	\$17.30		11	\$34,150
12	\$17.60		12	\$35,065
13	\$17.90		13	\$36,980
14	\$18.20		14	\$37,895
15	\$18.50		15	\$38,810
16	\$18.80		16	\$39,725
17	\$19.10		17	\$40,640
18	\$19.40		18	\$41,555
19	\$19.70		19	\$42,470
20	\$20.00		20	\$43,385