



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. Degrees posted after May 31 of the current school year may be considered on an individual basis.
- 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 salaried staff 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 precious 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



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Other Considerations

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

Teachers/Specialists/Counseling

Level	Amount	Level	Amount	Level	Amount
0	\$45,140	9	\$56,310	18	\$64,545
1	\$48,990	10	\$57,225	19	\$65,460
2	\$49,905	11	\$58,140	20	\$66,375
3	\$50,820	12	\$59,055	21	\$67,290
4	\$51,735	13	\$59,970	22	\$68,205
5	\$52,650	14	\$60,885	23	\$69,120
6	\$53,565	15	\$61,800	24	\$70,035
7	\$54,480	16	\$62,715	25	\$70,950
8	\$55,395	17	\$63,630		



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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

<u>Level</u>	<u>BA/BS</u>	<u>Master's</u>	<u>PhD</u>	<u>Level</u>	<u>BA/BS</u>	<u>Master's</u>	<u>PhD</u>
1	\$71,000	\$71,915	\$72,830	11	\$84,700	\$90,215	\$93,430
2	\$72,370	\$73,745	\$74,890	12	\$86,070	\$92,045	\$95,490
3	\$73,740	\$75,575	\$76,950	13	\$87,440	\$93,875	\$97,550
4	\$75,110	\$77,405	\$79,010	14	\$88,810	\$95,705	\$99,610
5	\$76,480	\$79,235	\$81,070	15	\$90,180	\$97,535	\$101,670
6	\$77,850	\$81,065	\$83,130	16	\$91,550	\$99,365	\$103,730
7	\$79,220	\$82,895	\$85,190	17	\$92,920	\$101,195	\$105,790
8	\$80,590	\$84,725	\$87,250	18	\$94,290	\$103,025	\$107,850
9	\$81,960	\$86,555	\$89,310	19	\$95,660	\$104,855	\$109,910
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

<u>1</u>	\$19.50		<u>1</u>	\$40,000
<u>2</u>	\$20.00		<u>2</u>	\$40,915
<u>3</u>	\$20.50		<u>3</u>	\$41,830
<u>4</u>	\$21.00		<u>4</u>	\$42,745
<u>5</u>	\$21.50		<u>5</u>	\$43,600
<u>6</u>	\$22.00		<u>6</u>	\$44,575
<u>7</u>	\$22.50		<u>7</u>	\$45,490
<u>8</u>	\$23.00		<u>8</u>	\$46,405
<u>9</u>	\$23.50		<u>9</u>	\$47,320
<u>10</u>	\$24.00		<u>10</u>	\$48,235
<u>11</u>	\$24.30		<u>11</u>	\$49,150
<u>12</u>	\$24.60		<u>12</u>	\$50,065
<u>13</u>	\$24.90		<u>13</u>	\$51,980
<u>14</u>	\$25.20		<u>14</u>	\$52,895
<u>15</u>	\$25.50		<u>15</u>	\$53,810
<u>16</u>	\$25.80		<u>16</u>	\$54,725
<u>17</u>	\$26.10		<u>17</u>	\$55,640
<u>18</u>	\$26.40		<u>18</u>	\$56,555
<u>19</u>	\$26.70		<u>19</u>	\$57,470
<u>20</u>	\$27.00		<u>20</u>	\$58,385