

MPCS

Teacher Grades 1-8	2015-16 Main Lesson	Teacher Salary Structure	Non-Related MA or Related Certification \$1K	Related MA or Full Waldorf Training \$2K	Performance Bonus includes evaluation results, mentoring & Parent Education
Teacher A Low	Non-Exper. Teaching Exp. 5 yrs max = \$1K/yr	*Waldorf / Experiential Exp 10 yr. max = \$1K/yr	1,000		\$35,000
Teacher B Middle	1,000	2,000	5,000	1,000	\$42,000
Teacher C High	5,000	10,000	5,000	4,000	\$53,000
				Total	\$130,000
				Average	\$43,333
				CAP	\$60,000
Highest possible example	Starting Base	2% Raise	Max Hiring Bump: 19K	3% Bonus	Total Salary Minus Bonus
Year 1	\$34,000	\$680	\$19,000	\$1,610.40	\$53,680.00
Year 2	\$34,680	\$694	\$19,000	\$1,631.21	\$54,373.60
Year 3	\$35,374	\$707	\$19,000	\$1,652.44	\$55,081.48
Year 4-\$3000 Loyalty	\$39,081	\$782	\$19,000	\$1,765.88	\$58,862.62
Year 5	\$39,863	\$797	\$19,000	\$1,789.81	\$59,660.26
Year 6	\$40,660	\$813	\$19,000	\$1,814.20	\$60,473.20
Year 7-\$3000 Loyalty	\$40,660	\$813	\$19,000	\$1,814.20	\$60,473.20
Year 8	\$40,660	\$813	\$19,000	\$1,814.20	\$60,473.20
Year 9	\$40,660	\$813	\$19,000	\$1,814.20	\$60,473.20
Year 10-\$3000 Loyalty	\$40,660	\$813	\$19,000	\$1,814.20	\$60,473.20

* previously done at 1
 end of 4th yr.
 & only for those full
 five years?