



MERIT ACADEMY NON-ADMINISTRATIVE TEACHER SALARY INFORMATION

School enrollment range: 350 students-550 students.

Based on a 177 workday school year

BA Base: \$42,000

| | BA | BA+16 | BA+32 | BA+48/ MA | MA+16 | MA+32 | MA+48 | PHD/EDD |
|---------|----------|----------|----------|--------------|----------|----------|----------|----------|
| MINIMUM | \$42,000 | \$43,500 | \$45,000 | \$46,500 | \$48,000 | \$49,500 | \$51,000 | \$54,000 |

Initial salary determination will be based on outside license experience in an accredited public or private K-12 school. Merit Academy will ensure new hires with similar years or education will not surpass existing employee salaries.

Salary increases for returning staff may be a fixed dollar amount or a percentage increase. Performance evaluations and modeling of virtues, code of honor, and staff expectations will be considered when establishing said salary increase. Increases may be one-time "bonus" stipends or may be increases to an employees' work-agreement salary. Increases will not be applied to the above base salary.

Administrative Salaries (based on education, certification/licensure, and years' experience, as above).

| <u>School Leadership</u> | <u>Days</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------------------------------|-------------|----------------|----------------|
| Headmaster | 220 | \$70,000 | \$90,000 |
| Chief Financial Officer | 220 | \$60,000 | \$77,000 |
| Dean of Upper School | 200 | \$60,000 | \$77,000 |
| Dean of Grammar School | 200 | \$60,000 | \$77,000 |
| Dir. Of Student Behavior/Discipline | 177 | \$42,000 | \$54,000 |

| <u>Professional/Technical</u> | <u>Days</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------------------------|-------------|----------------|----------------|
| Executive Secretary | 200 | \$40,000 | \$55,000 |
| Administrative Asst. | 190 | \$28,000 | \$38,000 |
| Nurse/Academic Advisor | 177 | \$44,000 | \$54,000 |
| Testing Coordinator | 177 | \$35,000 | \$49,000 |
| Chief Custodian | 200 | \$32,000 | \$42,000 |
| Custodian | 200 | \$29,000 | \$38,000 |
| TA's | 175 | \$24,000 | \$32,000 |
| Curriculum/Instruction | 177 | \$44,000 | \$55,000 |

Hourly Employees

| | |
|---------------------|--------------|
| TA's: | \$18-25/hour |
| Administrative Asst | \$18-22/hour |
| Custodian | \$18-22/hour |

* depends on education/experience

Coaching/Sponsorship

\$1000-\$3000/club or sport
(depends on season/sport. Clubs offered as a class are already included in salary).