

Agenda Item:	IV A: Action Items
Date:	April 11, 2024
To:	Magnolia Educational & Research Foundation dba Magnolia Public Schools (“MPS”) Board of Directors (the “ Board ”)
From:	Educational Partners & Development Committee
Staff Lead(s):	Fiorella Del Carpio, Chief People Officer Steve Budhreja, Chief Financial Officer
RE:	2024-25 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders

Action Proposed:

I move that the Board approve the 2024-25 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders.

Introduction:

The MPS Human Resources (“HR”) Department has initiated discussions with the C-team and the school site principals regarding 2024-25 compensation package for full time teachers, NCBA positions, and school leaders.

The goal is to create an equitable pay scale that will attract talent to MPS, contribute to the MPS organizational priority of retaining staff, and improve the operation side—all while ensuring it is financially supported by a sustainable budget.

The HR Department has reviewed other CMOs’ and district compensation packages as part of this process.

Below are the proposed changes to the 2024-25 pay raise scale.

- Increase the school base pay for MSA-3, 4, 6, 7, San Diego, and Santa Ana to \$61,000.
- MSA-1, 2, 5, and 8 base salary of \$61,000 remains the same.
- Coefficient of \$1,015 for employee qualifications remains the same.
- Performance pay will continue to be suspended in 2024-25. This is in reference to the initial freeze from 2020-21 (refer to the May 27, 2020 board report).

Background:

The HR Department spearheaded a collaborative effort among home office and school site leaders to work on possible options for 2024-25 MPS pay raise scale.

Budget Implications:

The projected costs of approximately \$1.1 million for all certificated and classified staff will be incorporated into the 2024-25 Adopted Budget that will be presented to the Board in June 2024. Listed below is a breakdown of the cost for each item by category.

Certificated Staff (Pay Increase)	\$658,227
Classified Pay Increase	\$306,483
Unused Sick Days (PTO)	\$140,895
Total	\$1,105,605

Exhibits (attachments):

- Exhibit 1: 2024-25 MPS Employee Pay Raise Scale for Full-Time Teaching Positions & NCBA, and School Leaders (clean)- all the changes and additions are highlighted in the pay raise scale.
 - Exhibit 2: 2023-24 MPS Teacher Salary Schedule (\$61k base)
 - Exhibit 3: 2023-24 MPS Teacher Salary Schedule (\$59k base)
 - Exhibit 4: Aspire Public Schools: Salary and Benefits Information
 - Exhibit 5: Alliance College-Ready Public Schools: Salary and Benefits Information
 - Exhibit 6: Equitas Academy: Salary and Benefits Information
 - Exhibit 7: Bright Star Schools: Salary and Benefits Information
 - Exhibit 8: Camino Nuevo Charter Academy: Salary and Benefits Information
 - Exhibit 9: Los Angeles Unified School District: Salary and Benefits Information
 - Exhibit 10: Magnolia Public Schools: Salary and Benefits Information
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MPS EMPLOYEE PAY RAISE SCALE

FULL-TIME TEACHING POSITIONS

&

NON-CLASSROOM-BASED ACADEMIC POSITIONS

Last Amended: 04/11/2024

MPS EMPLOYEE PAY RAISE SCALE (FULL-TIME TEACHING POSITIONS & NON-CLASSROOM
BASED ACADEMIC POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: Teaching Positions & Non-Classroom Based Academic Positions		
1.	Base School Salary	→ Base Employee Salary
	+	
2.	Employee Qualifications Pay	
	+	
3.	Position Pay (where applicable)	
4.	Employee Performance Pay	
5.	Pay for Additional Duties	

Narrative:

1) The MPS Board of Directors will work closely with the Home Office to review and update this Employee Pay Raise Scale and approve it at one of its meetings prior to the start of the fiscal year in which it applies.

This Board-approved pay raise scale will be in effect as of July 1, 2024 until the subsequent Board approval of an updated scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.

2) This policy replaces and overrides any previous pay/bonus policy pay raise scale or other policies affecting compensation to the extent they are in conflict.

3) This pay raise scale applies to all full-time teaching staff and non-classroom based academic staff.

4) Pay for full-time teaching positions has four major components: base school salary, employee qualifications pay, employee performance pay, and pay for additional duties. Pay for non-classroom based academic positions has the same four components, with the addition of a fifth component for position pay. Base school salary, position pay (where applicable), and employee qualifications pay make up the base employee salary as they reflect their job position and qualifications. Employee performance pay and pay for additional duties are variable pays based on the employee's performance rating and the additional duties assigned to the employee and are not a part of the base employee salary.

5) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)

6) Additional duties for employees will be assigned add-on points as explained further in this scale. These duties have

to be approved by the school administration and the Home Office. The add-on points for such additional duties are not part of employee's base salary; they are earnings on top of the base employee salary designated for the extra duties performed for the specific year of service. Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Additional duties that are an outgrowth of MPS's instructional program, including the Additional Duties enumerated herein, are reportable to the employee's STRS retirement account. See "Additional Duties" for details.

8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission. The employee will not be eligible to receive retroactive pay for any period before they reported the degree or credential to MPS and provided satisfactory documentation of the same.

9) MPS pays semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.

10) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.

11) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Such bonus shall be paid at the end of the school year. Signing bonuses are contingent upon employee completing at least one year of service and any employee who fails to do

12) The pay raise scale limitations may be waived to increase base pay in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

1) BASE SCHOOL SALARY

Base School Salary		
<u>Location</u>	<u>School</u>	<u>Base</u>
Los Angeles County (Reseda)	MSA-1	\$61,000
Los Angeles County (Van Nuys)	MSA-2	\$61,000
Los Angeles County (Carson)	MSA-3	\$61,000
Los Angeles County (Los Angeles)	MSA-4	\$61,000
Los Angeles County (Reseda)	MSA-5	\$61,000
Los Angeles County (Los Angeles)	MSA-6	\$61,000
Los Angeles County (Northridge)	MSA-7	\$61,000
Los Angeles County (Bell)	MSA-Bell	\$61,000
San Diego County (San Diego)	MSA-San Diego	\$61,000
Orange County (Santa Ana)	MSA-Santa Ana	\$61,000

Narrative:	
1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.	
2) Based on the above parameters, the Board may adjust the Base School Salaries each year.	

2) EMPLOYEE QUALIFICATIONS PAY

Qualifications				
Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1 or 3. See notes.	3
2	Credential	\$1,015	1 or 2. See notes.	2
3	Prior Experience	\$1,015	1 for each year up to 15	15
4	MPS Experience	\$1,015	1 for each year	N/A

Narrative:	
1) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are non-cumulative; the highest degree will be considered. Any earned degree point(s) during the school year will be reflected in the agreement only until January 31 st . After January 31 st , all earned degree point(s) will be reflected in the following school year agreements.	
2) Credential: 1 point for California Clear Teaching Credential; 1 point for California Preliminary or Clear Administrative Services Credential; 1 point for job-related credential or certificate, e.g., college counseling certificate; 2 points for National Board Certification. Points are not added except for the addition of the National Board Certification points (2) and the CA Clear Teaching Credential point (1). CA Preliminary Teaching Credential does not earn points. Any earned credential point(s) during the school year will be reflected in the agreement only until January 31 st . After January 31 st , all earned credential point(s) will be reflected in the following school year agreements.	
3) Prior Experience: Cap of 15 years will be applied for prior full-time teaching, school leader, and other related field work experience when the employee completed a full year of employment in the position. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office. Any required changes of prior years of experience will be reflected on the agreement at the beginning of the school year. Any change request submitted after January 31 st will be included in the following school year's agreement.	
4) MPS Experience: Prior full-time, regular employment with MPS as a teacher, school leader, or in other related field work positions. Student teaching as part of the credentialing program does not count for experience. Each year of full-time employment with MPS shall count for 1 point if the employee worked at least 85% of the work year. Final decision will be made by the Home Office. Any required changes of MPS years of experience will be reflected on the agreement at the beginning of the school year. Any change request submitted after January 31 st will be included in the following school year's agreement.	

5) Qualifications pay is NOT an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position with the same qualifying points.

3) POSITION PAY

Position Pay				
Field #	Type of Pay	Coefficient	Points	Max
1	Position	\$1,015	See notes.	10

Position Points	
College Counselor, Librarian, EL Coordinator, Language/Literacy Coach, Title-I/Intervention Coordinator, School Counselor	5
Education Specialist, Psychologist	15
Athletic Director	0
School-Social Worker	0

Narrative:
1) Position: Staff with non-classroom-based academic positions will receive additional points based on their position. See the table above.
2) This is a component of Base Employee Salary as it is earned through the performance of the employee's regular job duties and NOT an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position. Position pay is only separated to illustrate how pay is formed.

4) EMPLOYEE PERFORMANCE PAY

Available Performance Pay	
Teaching & Non-Classroom Based Academic Positions	\$2,000

End-of-Year Overall Evaluation Ratings	
Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	100%
2: Developing (D)	0
1: Ineffective (I)	0

Narrative:

- 1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.
- 2) Employees who receive a “3: Effective (E)” and a “4: Highly Effective (HE)” rating on their end-of-year overall evaluation will earn 100% of the available performance pay. Those who receive a rating of 2 or 1 will be ineligible for performance pay.
- 3) Available performance pay will be a maximum of \$2,000 for school-level teaching staff and non-classroom based academic staff.
- 4) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees.
- 5) Performance pay is **NOT** part of the employee’s base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 6) MPS believes in use of data in determining employee performance. As explained in detail in MPS’ board-approved employee evaluation protocols, survey and student assessment data as well as supervisor’s evaluation of the employee performance are used in evaluations of teaching and non-classroom based academic staff.

MPS Board Approved Additional Duties-Annual Assignment (Coefficient for Additional Duties is \$1,000.00)			
	<u>Duties</u>	<u>Add- on Points</u>	<u>JOB DESCRIPTION</u>
Organization Wide Teacher on Special Assignment (TOSA) Duties (to be assigned by Home Office)			
1	History / Social Sciences	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
2	Science	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned. - Support the selection and implementation of a proven STEAM enrichment program - Provide professional development for Implementing a multi-level and multi-dimensional curriculum including NGSS - Support MPS Wide Annual STEM EXPO - Develop and Implement Professional Development Workshops for MPS Wide Enrichment Instructional Support
3	Computer Science and Technology	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
4	Electives (Spanish, Art, PE, and other Electives)	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
5	Elementary Programs	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
6	Math	5	- Support the coordination, collaboration and professional development activities across all MPS schools. Specifically; - Support grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Support and maintain Google classroom and website for PD, resources and info dissemination - Coordinate at least 2 annual MPS-wide math competitions (growth mindset, Pi day, etc.) - Support development of the math assessment timeline and manage data collection and analysis - Serve as a member of the math materials adoption cohort to assist with the

			- selection of high quality and effective instructional materials and resources in alignment with CA Standards and Framework. - Meet monthly with the Director of Math programs and quarterly with the Academic Team and CAO
7	English	5	- Support the coordination of collaboration and professional development activities across all MPS schools. Specifically; - Support grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Support and Maintain Google classroom and/or website for PD, resources and info dissemination - Coordinate 2 annual MPS-wide ELA competitions (Creative Writing, Poetry Out Loud, NaNoWriMo, Women's History Month Essay Contest, etc.) - Support development of the ELA assessment timeline and manage data collection and analysis - Support with the selection and/or development of an MPS-wide writing framework and/or curriculum adoption - Meet monthly with the ELA Program Coordinator, and quarterly with the Academic Team
8	GATE	5	- Research and Development for Adopting a Researched Based "proven" Enrichment Program/Curriculum for all MPS Schools. - Support the coordination, collaboration and professional development activities across all MPS schools for Gifted and Talented program support. - Assist with Identification of GATE students including: PD's for Deans, Assistance with obtaining and administering OLSAT and Raven's Tests - Support MPS GATE Coordinators in implementing Enrichment and STEAM Activities at all Sites - Support three MPS-wide PD (symposia) days - Support and maintain Google classroom and website for PD, resources and info dissemination - Lead the Coordination of the annual Steam Expo with all participating MPS schools - Meet monthly with the Director of SPED programs and quarterly with the Academic Team and CAO. - Seek out Enrichment opportunities for students (Science camp, JPL Scholarships etc.)
9	SPED	5	- MPS Wide District Level Usage on the SEIS and Welligent Systems - Weekly monitoring and reporting to Director of SPED / Re:School Compliance - Support MPS GATE Coordinators in implementing Enrichment and STEAM Activities - Monitor the Compliance of 504 Plan Implementation - Provides Professional Development for SPED Teachers at 3 symposiums and ongoing support for newly hired SPED Teachers - Adds, Deletes, Monitors and Maintains Users for the SEIS and Welligent Systems (Creates passwords for adult users, adds students from CAL-PADS to SEIS and Welligent as appropriate).
10	STEAM Enrichment	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Support the selection and implementation of a proven STEAM enrichment program - Support MPS Wide Annual STEAM EXPO - Develop and Implement Professional Development Workshops for MPS Wide Enrichment Instructional Support- Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
11	Math Enrichment	5	- Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Support the selection and implementation of a proven Math enrichment programs for Elementary, Middle and High School programs -Coordinate at least 2 annual MPS-wide math competitions (MathCounts, AMC, Pi day, etc.) - Support MPS Wide Annual STEAM EXPO - Develop and Implement Professional Development Workshops for MPS Wide Enrichment - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
12	Robotics Programs Enrichment	5	"Coordinate enrichment activities across all MPS schools. Specifically; - Support the selection and implementation of a proven Robotics enrichment programs at the Elementary, Middle and High School levels -Coordinate at least MPS-wide Robotics competitions (FLL, VEX, etc.) - Support MPS Wide Annual STEAM EXPO - Develop and Implement Professional Development Workshops for MPS Wide

			Enrichment - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned. "
13	College Mentorship Programs Enrichment	5	Supports the CAP Mentors supervising students in working towards earning a recognition from the Congressional Award Program by helping them set goals, organize their activities, track their accomplishments, and submit their evidence to the program. "Participants earn Bronze, Silver, and Gold Certificates and Bronze, Silver, and Gold Medals. Each level involves setting goals in four program areas; Voluntary Public Service, Personal Development, Physical Fitness, and Expedition/Exploration." https://www.congressionalaward.org/the-program/
School wide Coordination Duties			
1	Discipline Coordinator	5	The Coordinator is a critical teammate on the student service team, under the direction of the Dean of Students. The Coordinator's primary responsibility is to respond to student behavior. This will happen through the management of systems across the school, and through the creation of meaningful interventions to build student capacity to make strong, future-ready decisions. The coordinator builds strong relationships with students and champions family engagement to develop partnerships between the school and families to support the success of students.
2	I.T. Coordinator/Technician	5	I.T. Coordinator/Technician is a staff member who: - Maintains staff, students, and classroom technology (tracks in inventory system/configured for operation) - Responds to school's basic technology issues like troubleshooting internet/wireless connection, or printing etc. - Gives feedback on usage and research/analysis results on continuously improving educational technology and recommend them to the school and other schools' IT technician team members. - Trains fellow staff members on certain software/hardware usage and on basic computer security, and technology equipment handling if needed.
3	Testing Coordinator	5	Testing coordinator will coordinate and supervise school-wide implementation of local and state tests (SBAC, MAP, IAB Benchmark tests, GATE, ELPAC, AP tests). Other tasks include scheduling, informing parents, encouraging students, assist school staff with preparation for test administrations, and assisting Math and English teachers with testing strategies and preparation. In addition working closely with SPED and EL departments along with communicating with IT Manager to ensure accommodations are enabled according to the individual needs of students. The testing coordinator will also assist in providing data to admin for as needed, to teachers for intervention and data driven analysis. Perform other duties as assigned by the principal.
4	After School Coordinator	5	Responsible for on-site program administration and oversight, including supervising staff such as tutors and enrichment staff. Prepares Attendance Reports. Monitors staff and completes a professional development needs assessment of each staff member. Works with admin and teacher to identify clubs and tutoring offered/needed, generates/communicates the after-school schedule, promotes the attendance for after school programs, checks classrooms regularly, helps with ordering supplies, collects the data and submits to authorizers.
5	MTSS Coordinator (incl. RTI, Title I, etc.)	5	Under the direction of the Dean of Students, the MTSS Coordinator is an integral part of the school's culture. The coordinator collaborates with team members to provide academic and behavior strategies for students with various needs.
6	EL Coordinator	5	Implements and is compliant with the MPS EL Master Plan, supports ELA and ELD teachers with instructional strategies, consults with the MPS EL Coordinator, identifies EL students, supports EL student achievement reports and data analysis of EL student, planning and administering ELPAC, monitors student progress through various assessments such as SBAC, MAP, Lexile reports, compiles student portfolios, attends district/school-wide PDs and meetings
7	Literacy Program Coordinator (incl. myON, A.R., etc.)	3	Coordinates the school-wide literacy program (myON, AR, etc.), including scheduling and supporting professional development and training for teachers, supporting teachers with best practices for program implementation, planning events and competitions which promote literacy, monitoring literacy data such as: lexile growth, minutes/books read, etc. and sharing such data with school staff to improve students' literacy development and growth.
8	STEAM Festival/Expo Coordinator	2	STEAM Coordinator is an active participant of annual STEAM EXPO event in collaboration with the Home Office. Organizes a local and school-wide STEAM EXPO. Follows up with deadlines at the school level, communicates the guidelines via emails and meetings. Supports teachers and staff to maximize student/project participation. Assists with the logistics such as transportation and food, etc.

9	Community and Family Outreach Coordinator	2	A high-energy multi-tasker with dynamic leadership ability who builds coalitions and partnerships. The Coordinator works to build social capital by fostering person-to-person and people-to-place relationships, develop the skill and will of parents and community leaders to take on leadership roles within schools and in their community, and encourage civic engagement in order to build neighborhoods where the stakeholders want to invest their time and resources to transform their communities. The Coordinator will be flexible and a self-starter, working with a network of engaged and empowered stakeholders in the MSA Communities. They will make connections with residents to broaden and deepen the community network, support local advocacy, and develop leaders who will carry out the work.
10	WASC Self-Study Coordinator (Not On Renewal Cycle Year)	3	The WASC Self-Study Coordinator is the primary contact with WASC, compiling all the necessary information to complete the self-study. The Coordinator utilizes the guidelines set by WASC and with the help of MSA administration, identify a team of faculty, staff, and school leaders to write and assemble the various components of the self-study by their identified deadline. The Coordinator will be available to the WASC administration and team for all communication and will lead and facilitate the WASC team visit. Through the completion of the self-study process, the school will have accomplished: 1) the involvement and collaboration of all stakeholders to support student achievement; 2) the clarification and measurement of what all students should know, understand, and be able to do through schoolwide learner outcomes and academic standards; 3) the analysis of data about students and student achievement; 4) the assessment of the entire school program and its impact on student learning in relation to the schoolwide learner outcomes, academic standards, and WASC/CDE criteria; 5) the alignment of a long-range action plan to the school's areas of need; and 6) the capacity to implement and monitor the accomplishment of the plan.
11	Blended Learning Coordinator	1	The Blended Learning Coordinator provides leadership, staff development, and instructional support to all instructional and administrative staff. In addition, this position serves as a liaison between school and org-wide technology initiatives and school based implementation and support for administrators and teachers.
12	Extracurricular Activities Coordinator	1	After School Coordinator is responsible for on-site program administration and oversight, including supervising staff such as tutors and enrichment Instructors. Prepares Attendance Reports. Monitors staff and completes a professional development needs assessment of each staff member in the program.
13	504 Coordinator (1-10 cases)	2	The Support Services coordinator will focus on supporting schools in maintaining and building records and documentation for all students eligible under Section 504. Ensure the implementation of Section 504 procedures at each Magnolia school including: Coordinating referrals; Determining appropriate Section 504 accommodations, team composition and participating in Section 504 team meetings as needed. Assisting with 504 professional development workshops for MPS school sites. Serve as a daily resource to MPS administrators, teachers, and staff regarding Section 504.
14	504 Coordinator (11 or more)	3	The Support Services coordinator will focus on supporting schools in maintaining and building records and documentation for all students eligible under Section 504. Ensure the implementation of Section 504 procedures at each Magnolia school including: Coordinating referrals; Determining appropriate Section 504 accommodations, team composition and participating in Section 504 team meetings as needed. Assisting with 504 professional development workshops for MPS school sites. Serve as a daily resource to MPS administrators, teachers, and staff regarding Section 504.
15	SSPT Coordinator	2	Serve as a liaison between the schools and appropriate partners in supporting students and families. Using a MTSS Framework, the SSPT coordination includes the following. Support students in acquiring linguistic, academic, behavioral, and social competencies using tiered interventions.
16	GATE Coordinator	2	Assist schools in enhancing collaborative and supportive schoolwide PBIS culture for all school partners. Assist the Director in designing and implementing a Magnolia Wide GATE enrichment curriculum.

17	SPED Coordinator	5	* School site support with SPED coordination. * School Based Case management * Child Find - accessing all students enrolled in the science academy in CALPADS, SEIS or Welligent. * Ensuring an annual IEP meeting is held for each student, either identified as an "annual review" or a Triennial. * Working with SPED Teacher to ensure service provision is taking place. * Providing pertinent information to SPED Director to ensure CALPADS data is accurate. * Managing caseload to ensure compliance with all meetings, service provision and accommodations are in place for each student. * SPED Coordinators are also responsible for working with SPED para's and instructing SPED students in pull out sessions. * SPED Coordinators are responsible for team teaching with all general education teachers to ensure students are receiving support for assignments, projects and are being graded according to their IEP. * SPED Coordinators meet with the SPED director at school level SPED meetings, and once monthly at the CMO level SPED meetings. All SPED teachers meet weekly with their SPED coordinators and/or admin teams. * Prepares the department for annual audits and authorizer oversight. * Works with all service providers
18	Alumni Success Coach - Tier 1 (1-150 Alumni)	2	- Build relationships with seniors. (ex: Advisory teacher or college readiness class teacher) - Conduct Summer Send-off meetings - Stay in contact with Alumni and use GradSnapp as directed - ZOOM/Phone/Email Check-Ins re: grades, needed materials, questions/concerns, financial aid, connecting with college allies - In-person visits to high-population institutions - Would work with the CCRP Coordinator during monthly meetings and individual check-ins - Inform alumni about MPS-wide alumni events - Coordinate site-specific alumni events in collaboration with the College Counselor (ex: potlucks, alumni panels, etc)
19	Alumni Success Coach - Tier 2 (151-300 Alumni)	3-5	- Build relationships with seniors. (ex: Advisory teacher or college readiness class teacher) - Conduct Summer Send-off meetings - Stay in contact with Alumni and use GradSnapp as directed - ZOOM/Phone/Email Check-Ins re: grades, needed materials, questions/concerns, financial aid, connecting with college allies - In-person visits to high-population institutions - Would work with the CCRP Coordinator during monthly meetings and individual check-ins - Inform alumni about MPS-wide alumni events - Coordinate site-specific alumni events in collaboration with the College Counselor (ex: potlucks, alumni panels, etc)
20	Alumni Success Coach - Tier 3 (300+ Alumni)	5	- Build relationships with seniors. (ex: Advisory teacher or college readiness class teacher) - Conduct Summer Send-off meetings - Stay in contact with Alumni and use GradSnapp as directed - ZOOM/Phone/Email Check-Ins re: grades, needed materials, questions/concerns, financial aid, connecting with college allies - In-person visits to high-population institutions - Would work with the CCRP Coordinator during monthly meetings and individual check-ins - Inform alumni about MPS-wide alumni events - Coordinate site-specific alumni events in collaboration with the College Counselor (ex: potlucks, alumni panels, etc)
21	WASC Self-Study Coordinator (During Renewal Cycle) (ONLY FOR MPS SCHOOLS ON WASC RENEWAL CYCLE YEAR ARE ELIBILGLE FOR THIS SPECIFIC ADD ON)	5	- The WASC Self-Study Coordinator is the primary contact with WASC, compiling all the necessary information to complete the self-study. The Coordinator utilizes the guidelines set by WASC and with the help of MSA administration, identify a team of faculty, staff, and school leaders to write and assemble the various components of the self-study by their identified deadline. The Coordinator will be available to the WASC administration and team for all communication and will lead and facilitate the WASC team visit. Through the completion of the self-study process, the school will have accomplished: 1) the involvement and collaboration of all stakeholders to support student achievement; 2) the clarification and measurement of what all students should know, understand, and be able to do through schoolwide learner outcomes and academic standards; 3) the analysis of data about students and student achievement; 4) the assessment of the entire school program and its impact on student learning in relation to the schoolwide learner outcomes, academic standards, and WASC/CDE criteria; 5) the alignment of a long-range action plan to the school's areas of need; and

			6) the capacity to implement and monitor the accomplishment of the plan.
Chair/Mentorship/Special Committee Duties			
1	Department Chair (5+ teachers)	3	Supports teachers with teaching curriculum and instruction, course pacing, planning, providing feedback and tools, conducts peer observations twice a semester, holds monthly department meetings, attends specific admin-led meetings, coaches teachers, helps teachers with ordering/selection of materials.
2	Department Chair (1-4 teachers)	2	Supports teachers with curriculum and instruction, course pacing, planning, providing feedback and tools, conducts peer observations twice a semester, holds monthly department meetings, attends specific admin-led meetings, coaches teachers, helps teachers with ordering/selection of materials.
3	Grade Level Chair (5+ teachers)	3	Under the direction of the Dean of Academics/Assistant Principal, the Grade Level Chair is an integral part of the school's leadership team in which the team member collaborates with multiple committees, including MTSS, to design and execute the school's long-term strategic vision. The teacher leader needs to be able to master and navigate instructional shifts to take on new learning challenges and coach colleagues to high levels of proficiencies that close the achievement gap for all students.
4	Grade Level Chair (1-4 teachers)	2	Under the direction of the Dean of Academics/Assistant Principal, the Grade Level Chair is an integral part of the school's leadership team in which the team member collaborates with multiple committees, including MTSS, to design and execute the school's long-term strategic vision. The teacher leader needs to be able to master and navigate instructional shifts to take on new learning challenges and coach colleagues to high levels of proficiencies that close the achievement gap for all students.
5	Student Leadership / Gov't Advisor	2	Under the guidance of Dean of Students, a student council advisor guides student leaders in successfully planning events, making decisions and representing their fellow students. This role is essential to developing students' leadership skills and supporting their efforts to serve their school.
6	BTSA / Teacher Mentor	1.5	The mentor will be assigned one or multiple teachers or teacher candidates with preliminary credentials. The mentor will help these teachers to clear their credentials with direct support, guidance, timeline follow up with lesson planning, curriculum development and classroom management. The mentor will also provide PD opportunities for the mentees.
7	CAP Mentor	1	The CAP Mentor supports students in working towards earning a recognition from the Congressional Award Program by helping them set goals, organize their activities, track their accomplishments, and submit their evidence to the program. "Participants earn Bronze, Silver, and Gold Certificates and Bronze, Silver, and Gold Medals. Each level involves setting goals in four program areas; Voluntary Public Service, Personal Development, Physical Fitness, and Expedition/Exploration." https://www.congressionalaward.org/the-program/
8	Reflection Committee Team Member	1	Under the direction of the Dean of Students, the Committee is an integral part of the school's culture in which the team member collaborate to provide academic and behavior strategies for students with various needs. Instead of the "waiting for failure" assessment model, the Committee team member is able to take a proactive approach to identify students with social-emotional, academic, and behavioral needs. Additionally, the team member is responsible for providing information and professional development to the school site teams, ensuring that MTSS components are implemented effectively throughout. Early interventions and assessments for these students can greatly improve their academic & behavioral successes.
9	Student Safety Committee	1	Support administration during the academic year, with morning drop-off and after school dismissal this includes parking lot supervision and valet duties to ensure safety of students and other pedestrians. Additional responsibilities include assisting students in and out of the car in the valet line, supervising students in the dismissal area, and assisting the management of traffic.
10	CIF Athletic Director (1-3 teams)	5	The primary responsibility of an athletic director is to oversee all aspects of the athletic programs that are sponsored by the school. Schedules practice/game locations and times. Monitors athletes academics and behavior with administration. Supervise athletic competitions. Ensure that documentation and CIF guidelines (i.e., physicals, gpa, code of conduct). Organize and arrange transportation, referee, facilities, and any other sport related items. Manages inventory and acquisition of equipment and uniforms for each sport. Assist with the hiring of staff and coaches. Teaching assignment 75%

11	CIF Athletic Director (4-6 teams)	10	The primary responsibility of an athletic director is to oversee all aspects of the athletic programs that are sponsored by the school. Schedules practice/game locations and times. Monitors athletes academics and behavior with administration. Supervise athletic competitions. Ensure that documentation and CIF guidelines (i.e., physicals, gpa, code of conduct). Organize and arrange transportation, referee, facilities, and any other sport related items. Manages inventory and acquisition of equipment and uniforms for each sport. Assist with the hiring of staff and coaches. Teaching assignment 50%
12	Instructional Coach	3	The Instructional Coach/Mentor is a teacher who has instructional expertise and ability to collaborate using a coaching and learning approach on campus among all educational partners. The Coach focuses on enhancing teacher ability to provide instruction that builds student understanding and skills, is academically rigorous, addresses the curriculum standards and frameworks, enhances student sense of engagement in and ownership of learning, and provides a safe and nurturing learning environment. The Coach, together with the classroom teacher(s), looks at student work, data, and supports the teacher in creating standards-based, high-quality instruction.
Club/Competition Duties			
1	Special Club (Category 1)	1	Club (Category 1) includes approved clubs that either have a STEM focus or prepare students for a special competition but do not require as extensive time commitment and preparation as a Category 2 club. Ex: Advanced Math/Math Counts, Science Olympiad, and other approved STEM clubs; Spelling Bee, Geography Bee, and other approved clubs that prepare for a competition.
2	Special Club (Category 2)	2	Club (Category 2) includes approved clubs that have a special focus, typically in STEM fields, require an extensive time commitment and preparation, and generally culminate in a competition. Ex: VEX/Seaperch Robotics, FIRST Lego, Future City, Academic Decathlon/Pentathlon.
3	Extra Club / Tutoring	1	Extra clubs are clubs employees offer in addition to their required two (2) after-school tutoring/club sessions.
Additional Teaching Duties			
1	AP Teacher (per AP course)	2	Understands and organizes the curriculum of the AP course based on the College Board's course guidelines and exam blueprints, stays current with course content, attends summer seminars as needed, submits the course syllabus to the AP course ledger, works with the admin for the roster of the course, prepares summer work, registers students on College Board's class portal, administers a full-long practice exam in Spring.
2	Extra Teaching Hours (per hour per week)	1	Carries out regular teaching duties (5 courses per day) for an additional class requiring an extra prep.
3	Additional Prep Time (3 or more prep per week)	1	Provides weekly lesson plans and instruction for 3 or more assigned classes.
4	Independent Study Synchronous Instruction (30 min per week)	1.8	Provide weekly 30 minutes of Synchronous Instruction under the MPS Independent Study Policy. Focus should be standards review and practice. Teachers will use current grade level resources and IXL programs.
5	Independent Study Synchronous Instruction (60 min per week)	3.6	Providing Synchronous Instruction (60 min per week under MPS Independent Study Policy. Focus should be standards review and practice. Teachers will use current grade level resources and IXL programs.
6	Independent Study Supervising Teacher (for each 5 students)	1	Supervising Teacher with these conditions and duties Definition of Supervising Teacher: Education Code Section 51747.5: The independent study by each pupil or student shall be coordinated, evaluated, shall be under the general supervision of an employee of the school who possesses a valid certification document pursuant to Section 44865 or an emergency credential pursuant to Section 44300, registered as required by law. Supervising Teacher: "General supervision" means the supervising teacher's (1) continuing oversight of the study design, implementation plan, allocation of resources, and evaluation of student's independent study; and (2) personal determination or personal review of the determination made by another certificated teacher of the time values for apportionment purposes of each pupil's or adult education student's work products.
Additional Duties			

7	Dual Enrollment Coordinator	5	The Site Dual Enrollment Coordinator will oversee the various aspects of the DE program including: collaboration between their MSA & partner community college; coordination of registration workshops; dissemination & collection of necessary forms; collaboration with site leadership on master schedule; monitoring students' progress in courses & recommending appropriate interventions; and other aspects of Dual Enrollment implementation including collection of data & analysis of outcomes
8	MTSS Member	1	MTSS Member - staff member is responsible for supporting the implementation of the MTSS/PBIS framework within a school. Members collaborate with school staff to collect and analyze student data, provide professional development, and design interventions. Additionally, members play a crucial role in fostering a positive school culture through monitoring PBIS Recognition and conducting collaborative school-wide activities for the student body
9	MTSS PBIS Coach	3	PBIS Coach will work closely with the Dean of Students, or PBIS Lead to help guide and support the PBIS Ambassadors and the teams, attend LACOE or regional PBIS training, lead PBIS team meetings, monitor team progress, collaborate with tiered PBIS groups, plan and lead school wide events such as PBIS assemblies and competitions, support school wide professional development related to PBIS strategies, and help the school develop and revise school wide behavioral matrices.
10	MPS People "Excellence" Committee	3	The "MPS People Excellence Committee" will be responsible for reviewing, revising, and implementing the "MPS recruitment and retention plan" and "MPS pay scales and benefits for all employees". In addition, this committee is responsible for coordinating all MPS wellness activities across the organization.
11	MPS "Connection" Committee	3	MPS Connection Committee serves as the cross collaboration opportunity celebrating milestones and achievement across our school sites to elevate the voice of all Ed Partners through inclusive Culturally constructed opportunities. The Connection Committee is responsible for the planning, logistics, and execution of org-wide Magnolia events. Members of this committee will contribute to events such as Magnolia Gala, family day, and other events celebrating our shared values and creating meaningful connection among all Magnolia community members. Possible time commitment: Minimum 1-2 times a month but as the event approaches we may meet monthly
12	MPS "Innovation" Committee	3	MPS Innovation Committee serves as a catalyst for positive change in our schools, promoting a culture of innovation, collaboration, and continuous improvement. Through its dedication to exploring new ideas, leveraging technology, and fostering creativity, the committee strives to provide an exceptional educational experience that prepares students for success in an ever-evolving world. Some projects will include enriching educational programs, Expanded Learning Programs, WASC and continues improvement processes, teacher and leadership capacity building.

MPS Board Approved Additional Duties-One Time Assignment for the 2024-25 School Year				
Additional Duties – One-Time Assignment				
	COMPONENT NAME	DOLLAR AMOUNT	PER	DESCRIPTION
* Hourly staff will not be paid according to the below rates but will be paid with respect to their hourly rates to the extent their job duties encompass any of the duties below.				
1	Home Visit Program	\$50	VISIT	Refer to Home Visit Policy
2	Virtual Home Visit	\$25	VISIT	Refer to Home Visit Policy
3	Saturday School Teacher	\$70	HOURLY	Refer to School Admin
4	Parent Academy Coordinator	\$70	HOURLY	Refer to School Admin
5	Parent Academy Teacher	\$70	HOURLY	Refer to School Admin
6	After School Coordinator	\$30	HOURLY	Refer to School Admin
7	After School Support	\$30	HOURLY	Refer to School Admin
8	Zero Period Assistance	\$30	HOURLY	Refer to School Admin
9	Substituting for another teacher	\$50	PERIOD	Refer to School Admin
10	Edge Coaching-Mentoring	\$35	HOURLY	Refer to School Admin
11	Providing PD/Workshop	\$50	HOURLY	Refer to School Admin
12	School Camp-Trip-Only for Overnight Trips	\$200	DAY	Refer to School Admin
13	SAT/ACT or College Prep Boot Camp	\$30	HOURLY	Refer to School Admin
14	Assisting enrollment recruitment event, orientation meeting, open houses	\$50	HOURLY	Refer to School Admin
15	Saturday/Sunday Community Activity (STEAM EXPO, Festivals or similar events)	\$150	EVENT	Refer to School Admin
16	Assisting Saturday or Summer New student Testing Proctor	\$35	HOURLY	Refer to School Admin
17	Extra Tutoring Sessions	\$30	HOURLY	Refer to School Admin
18	Attending PDs stipend (weekends, holidays, and summer; outside of work days)-Max 4 Days	\$150	DAY	Refer to School Admin
19	Attending Trainings Outside Class Hours (such as Infinite Campus)	\$30	HOURLY	Refer to School Admin
20	Sustained Silent Reading (SSR) Period & Advisory Period Coverage	\$35	PERIOD	Refer to School Admin
21	High School Seasonal Sports Coach (per sport)	\$2,500	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sport assigned. Contribute to education

				program as a whole and to growth of students involved in athletics. Duties will include: knowledge of CIF rules and protocols, manage and supervise athletic activities and contest, monitor and enforce student eligibility criteria, collaboration with administration and athletic director to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
22	Middle School or Elementary School Seasonal Sports Coach (per sport)	\$2,000	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sport assigned. Contribute to education program as a whole and to growth of students involved in athletics. Duties will include: knowledge of league rules and protocols, manage and supervise athletic activities and contest, monitor and enforce student eligibility criteria, collaboration with administration to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
23	Assistant coach HS (per sport)	\$1,500	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and manage other aspects related to the assigned sport.
24	Assistant coach MS/ES (per sport)	\$1,000	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and manage other aspects related to the assigned sport.
25	Referee assignment	\$40	GAME	In case we can't locate a referee and one of our team members conduct this duty during the game
26	Dual enrollment college co-teacher after hours	\$1,500	Course	The co-teacher will work with students who are enrolled in college courses outside of the regular school day to follow up on student attendance, work submission, logistical support for students and will serve as the liaison between the professor and the students. The co-teacher will also attend all synchronous course sessions taught by college professors as well as provide at least 1 additional hour of support per week to students outside of the professor's synchronous sessions to support students. Further, the co-teacher will follow up with the professor, students, parents and school administration to provide targeted interventions to support students who are struggling with academics and attendance matters. This stipend is paid for each 1 college course of support.
27	Targeted Intervention	\$50.00	Hourly	After reviewing data (NWEA, SBAC etc) a certificated teacher will host a small group (no more than 10 students) of intervention outside of the classroom time. Pre and Post data will be required to measure specific student growth during the intervention. The teacher will be required to send parents notification letters to invite them to the intervention groups for at least 6 weeks. The intervention must occur at least 2-3 times per week and for increments of 4-8 weeks in length.
28	Parent meeting outside home	\$50	Visit	As an ever evolving community school connection with families, we will allow educators to coordinate Magnolia Family visits at a community based location open to the public as an opportunity to connect families with community resources. This will be an extension of a project focused on community reflective tours.
29	Administrative Hearing Committee	\$70	HOUR	The Administrative Hearing Panel is a specialized committee composed of certificated teachers and administrators with experience in education law and student discipline, designed to hear cases on behalf of the governing board. The panel is to be impartial

				and “on call” to hear cases related to expulsions, involuntary removal, records review, etc. Meetings will be held in person or via Zoom, depending on the case, with a maximum of 2 hours of service. Appointments to the Panel will be approved by the site principal and Director of Student Services. Max 2 hours. Mileage reimbursement available for in person attendance to hearings.
30	Intersession Instruction (Winter, Spring, etc.)	\$70	HOUR	Teach enrichment, intervention and remediation courses and programs. Supervise students and manage related operations.

NARRATIVE

- 1) For additional duties assigned on an annual basis, the coefficient is \$1,000 per add-on point. The pay for additional duties assigned on a one-time basis may be per hour, per day, per event, or another increment selected by the School. One-time assignments are not limited to one-time use and may be elected as needed throughout the school year.
- 2) Additional duties for employees will be assigned add-on points or pay as indicated in the respective tables. These duties have to be approved by the school administration, and for annual assignments by the school administration and the Home Office, prior to the duties being performed.
- 3) Pay for additional duties is not part of an employee's base salary; it represents earnings on top of the base employee salary designated for the extra duties performed.
- 4) Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Depending on the duties, this amount can be prorated across all paychecks for the work year (annual assignments) or paid in the pay period in which the work was performed (one-time assignments).
- 5) Final decision for any add-on points or one-time pay will be made by the school administration and the Home Office.

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/10/16	The difference in pay between teachers teaching different subjects is removed; one percent is added to base pay (excluding benefits).	Terri Boatman
2	3/8/17	Additional duties and corresponding add-on points are revised by the Home Office.	Orielle Revish
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. Prior and total experience caps, prior experience pay, and available performance pay amounts are revised. Added details for performance pay. Included position points for non-classroom-based academic positions. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz
4	3/21/19	Base school salary increased from \$46,600 to \$50,000 for MSA-1 through MSA-8 and from \$46,600 to \$48,000 for MSA-Santa Ana and MSA-San Diego.	Suat Acar
5	05/27/20	Base school salary increased from \$50,000 to \$52,000 for MSA-1 through MSA-8 and from \$48,000 to \$50,000 for MSA-Santa Ana and MSA-San Diego	Suat Acar
6	06/03/21	Base school salary increased from \$48,000 to \$49,000 for MSA- Santa Ana and MSA-San Diego and the \$52,000 base school salary for MSA-3 through MSA-8 is decreased to \$51,000 for 2021-22 school year. Position points for Education Specialist and Psychologist increased from 10 points to 15 points. A new position, School Social Worker is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar
7	02/10/22	Adding regular/virtual home visit one-time annual assignment to school leaders pay raise scale	Suat Acar

8	04/06/22	Base school salary increased to \$53,000 for MSA- Santa Ana and MSA-San Diego. Base school salary increased to \$57,000 for MSA-1-8. A new position, Athletic Director is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar
9	06/08/22	Base school salary increased to \$57,000 for MSA- Santa Ana and MSA-San Diego. New positions with three tiers, Alumni Success Coaches are added. Degree and Credential point(s) reflection to the agreement has been added.	Suat Acar
10	10/13/22	Instructional coach annual assignment is added. Saturday school one-time assignment has increased to \$70 per hour.	Suat Acar
11	03/09/23	Base school salary increased to \$59,000 for MSA-3, 4, 6, 7, Santa Ana and MSA-San Diego. Base school salary increased to \$61,000 for MSA-1, 2, 5, and 8.	Suat Acar
12	06/22/23	The title of Guidance Counselor changed to School Counselor. One time assignments hourly rates of Parent Academy Coordinator and Parent Academy Teacher increased from \$50 to \$70. All additions and changes on the annual assignments have been highlighted in yellow.	Suat Acar
13	04/11/24	Base school salary increased to \$61,000 for MSA-3, 4, 6, 7, San Diego and Santa Ana.	Fiorella Del Carpio



MPS EMPLOYEE PAY RAISE SCALE

SCHOOL LEADER POSITIONS

Last Amended: 04/11/2024

MPS EMPLOYEE PAY RAISE SCALE (SCHOOL LEADER POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: School Leader Positions		
1.	Base School Salary	→ Base Employee Salary
	+	
2.	Employee Qualifications Pay	
	+	
3.	Position Pay (where applicable)	
4.	Employee Performance Pay	

Narrative:

- 1) The MPS Board of Directors will work closely with the Home Office to review and update this Employee Pay Raise Scale and approve it at one of its meetings prior to the start of the fiscal year in which it applies.
 - 2) This Board-approved pay raise scale will be in effect as of July 1, 2024 and until the Board approval of an updated scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.
 - 3) This policy replaces and overrides any previous pay/bonus policy.
 - 4) This pay raise scale applies to all full-time school leaders, i.e., principals, APs, and deans.
 - 5) Pay for school leader positions has four major components: base school salary, employee qualifications pay, position pay, and employee performance pay. Base school salary, employee qualifications pay, and position pay make up the base employee salary. Employee Performance Pay is a variable pay based on employee's performance rating and is not part of the base employee salary.
 - 6) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** in June simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
 - 7) The following salary bands will be applied to school leader positions:

Assistant Principal/Dean	Minimum: \$80,000
Principal	Minimum: \$100,000
- If the pay raise calculations for a school leader result in an amount either below the band minimum or above the band maximum, the minimum or the maximum amounts will be applied respectively.
- 8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission. The employee will not be eligible to receive retroactive pay for any period before they reported the degree or credential to MPS and provided satisfactory documentation of the same
 - 9) MPS pays semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.
 - 10) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.
 - 11) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Such bonus shall be paid at the end of the school year. Signing bonuses are contingent upon the employee completing at least one
(1) year of service and any employee who fails to do so must return the signing bonus to the School.

12) The pay raise scale limitations/caps may be waived to increase base pay in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

1) BASE SCHOOL SALARY

Base School Salary		
<u>Location</u>	<u>School</u>	<u>Base</u>
Los Angeles County (Reseda)	MSA-1	\$61,000
Los Angeles County (Van Nuys)	MSA-2	\$61,000
Los Angeles County (Carson)	MSA-3	\$61,000
Los Angeles County (Los Angeles)	MSA-4	\$61,000
Los Angeles County (Reseda)	MSA-5	\$61,000
Los Angeles County (Los Angeles)	MSA-6	\$61,000
Los Angeles County (Northridge)	MSA-7	\$61,000
Los Angeles County (Bell)	MSA-Bell	\$61,000
San Diego County (San Diego)	MSA-San Diego	\$61,000
Orange County (Santa Ana)	MSA-Santa Ana	\$61,000

Narrative:

- 1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.
- 2) Based on the above parameters, the Board may adjust any elements of compensation including the Base School Salaries each year.

2) EMPLOYEE QUALIFICATIONS PAY

Qualifications				
Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1 or 3. See notes.	3
2	Credential	\$1,015	1 or 2. See notes.	2
3	Prior Experience (Other)	\$1,015	1 for each year up to 15	15
4	Prior Experience (AP/Dean)	\$1,015	1 for each year up to 15	15
5	Prior Experience (Principal)	\$1,015	1 for each year up to 15	15
6	MPS Experience (Other)	\$1,015	1 for each year	N/A
7	MPS Experience (AP/Dean)	\$1,015	1 for each year	N/A
8	MPS Experience (Principal)	\$1,015	1 for each year	N/A

Narrative:

1) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are non-cumulative; the highest degree will be considered. Any earned degree point(s) during the school year will be reflected in the agreement only until January 31st. After January 31st, all earned degree point(s) will be reflected in the next school year agreements.

2) Credential: 1 point for California Preliminary Administrative Services Credential; 2 points for California Clear Administrative Services Credential. Points are not added. Any earned credential point(s) during the school year will be reflected in the agreement only until January 31st. After January 31st, all earned credential point(s) will be reflected in the next school year agreements.

3) Prior Experience: Cap of 15 years will be applied for prior full-time school leader, teaching, and other related field work experience when the employee completed a full year of employment in the position. See the table above for coefficients. For prior experience that is more than 15 years, experience with higher coefficients will be prioritized, i.e., principal experience will be considered first, followed by AP/Dean experience and other related field work experience. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office.

4) MPS Experience: Prior full-time, regular employment with MPS in the same or asimilar role. Each year of full-time employment with MPS shall count for 1 point if the employee worked at least 85% of the work year. Final decision will be made by the Home Office.

5) Qualifications pay is **NOT** an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the position with the same qualifying points.

3) POSITION PAY

Position Points				
Assistant Principal	30			
Dean	25			
Principal	School Enrollment:			
Grade Span:	0-199	200-399	400-599	600+
K-5 or 6-8	30	35	40	45
K-8, 9-12 or 6-12	35	40	45	50
K-12	40	45	50	55
Narrative:				
1) Position: See the table above for points for each position. Principal's position points will be based on the grade span of the school for the new work year and the school enrollment based on the P-2 report of the current year. Based on Census Day data of the new work year, i.e., first Wednesday of October, if an increase in enrollment requires an adjustment to the position points, updated position points will be used in prorated salary calculations as of November. Final decision will be made by the Home Office for extenuating circumstances. 2) This is a component of Base Employee Salary as it is earned through the performance of the employee's regular job duties and NOT an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position. Position pay is only separated to illustrate how pay is formed.				

4) EMPLOYEE PERFORMANCE PAY

Available Performance Pay	
School Leader Positions	\$2,000

End-of-Year Overall Evaluation Ratings	
Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	100%
2: Developing (D)	0
1: Ineffective (I)	0

Narrative:

- 1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.
- 2) Employees who receive a “3: Effective (E)” and a “4: Highly Effective (HE)” rating on their end-of-year overall evaluation will earn 100% of the available performance pay. Those who receive a rating of 2 or 1 will be ineligible for performance pay. Available performance pay will be a maximum of \$2,000 for school leader positions.
- 3) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the work year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the work year, or for part-time, temporary, or seasonal employees.
- 4) Performance pay is **NOT** part of the employee’s base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 5) MPS believes in use of data in determining employee performance. As explained in detail in MPS’ board-approved employee evaluation protocols, survey and student assessment data as well as supervisor’s evaluation of the employee on California Professional Standards for Educational Leaders (CPSEL) are used in school leader evaluations.

MPS Board Approved Additional Duties-One Time Assignment for the 2024-25 School Year			
Additional Duties of School Admin – One-Time Assignment			
	COMPONENT NAME	DOLLAR AMOUNT	PER
1	Saturday School	\$70	HOUR
2	Home Visit Program	\$50	VISIT
3	Virtual Home Visit	\$25	VISIT
4	Admin Teaching in Class (Covering for an absent teacher is excluded)	\$50	PERIOD
5	School Camp-Trip-Only for Overnight Trips Admin Support	\$200	DAY
6	Weekend Events Administrative Support. Supporting school events in regards to athletic, promotional activities. Eligibility threshold starts after providing 10 hours first. Hours after 10 hours will be honored to the staff. Max 25 hours a year.	\$50	HOUR
7	Opening/facilitating the MPS Board of Director meetings	\$70	UP TO 1 HOUR
8	Opening/facilitating the MPS Board of Director meetings	\$210	1- 3 HOURS
9	Opening/facilitating the MPS Board of Director meetings	\$350	3 PLUS HOURS
10	Administrative Hearing Committee	\$70	HOUR
11	Intersession Instruction (Winter, Spring, etc.)	\$70	HOUR

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/25/15	One percent is added to base pay (excluding benefits); base school salaries and coefficients for employee qualifications are revised.	Oswaldo Diaz
2	5/12/16	Salary bands are introduced.	Terri Boatman
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. The band maximums, coefficients for employee qualifications, and available performance pay amounts are revised; school enrollment is made a factor in principal position points. Added details for performance pay. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz
4	3/21/19	-Base school salary increased from \$46,600 to \$50,000 for MSA-1 through MSA-8 and from \$46,600 to \$48,000 for MSA-Santa Ana and MSA-San Diego. -Position points for Assistant Principal/Dean under the “Employee Qualifications Pay” increased from 15 points to 20 points. (Proposed separately in Board Agenda Item III. C)	Suat Acar
5	05/27/20	-Base school salary increased from \$50,000 to \$52,000 for MSA-1 through MSA-8 and from \$48,000 to \$50,000	Suat Acar
6	06/03/21	Base school salary increased from \$48,000 to \$49,000 for MSA- Santa Ana and MSA-San Diego and the \$52,000 base school salary for MSA-3 through MSA-8 is decreased to \$51,000 for 2021-22 school year. Added clarifying details for one-time signing bonus.	Suat Acar
7	02/10/22	Adding regular/virtual home visit one-time annual assignment to school leaders pay raise scale	Suat Acar

8	04/06/22	Base school salary increased to \$53,000 for MSA-Santa Ana and MSA-San Diego. Base school salary increased to \$57,000 for MSA-1-8. A new position, Athletic Director is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar
9	06/08/22	Base school salary increased to \$57,000 for MSA- Santa Ana and MSA-San Diego. Degree and Credential point(s) reflection to the agreement has been added.	Suat Acar
10	10/13/22	Clarifying language added to one-time annual assignment for Admin Teaching in Class (Covering for an absent teacher is excluded). Saturday school one-time assignment has increased to \$70 per hour.	Suat Acar
11	03/09/23	Base school salary increased to \$59,000 for MSA-3, 4, 6, 7, Santa Ana and MSA-San Diego. Base school salary increased to \$61,000 for MSA-1, 2, 5, and 8. The position point for Assistant Principal increased from 25 to 30. Updated the one-time assignment list	Suat Acar
12	6/22/23	New two one-time assignments have been added and highlighted in yellow.	Suat Acar
13	04/11/24	Base school salary increased to \$61,000 for MSA-3, 4, 6, 7, San Diego and Santa Ana.	Fiorella Del Carpio

Credential	Degree	Years of Full-Time Experience																									
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Preliminary Permit Intern	BA/BS	\$59,000	\$60,015	\$61,030	\$62,045	\$63,060	\$64,075	\$65,090	\$66,105	\$67,120	\$68,135	\$69,150	\$70,165	\$71,180	\$72,195	\$73,210	\$74,225	\$75,240	\$76,255	\$77,270	\$78,285	\$79,300	\$80,315	\$81,330	\$82,345	\$83,360	\$84,375
	Master	\$60,015	\$61,030	\$62,045	\$63,060	\$64,075	\$65,090	\$66,105	\$67,120	\$68,135	\$69,150	\$70,165	\$71,180	\$72,195	\$73,210	\$74,225	\$75,240	\$76,255	\$77,270	\$78,285	\$79,300	\$80,315	\$81,330	\$82,345	\$83,360	\$84,375	\$85,390
	PhD	\$62,045	\$63,060	\$64,075	\$65,090	\$66,105	\$67,120	\$68,135	\$69,150	\$70,165	\$71,180	\$72,195	\$73,210	\$74,225	\$75,240	\$76,255	\$77,270	\$78,285	\$79,300	\$80,315	\$81,330	\$82,345	\$83,360	\$84,375	\$85,390	\$86,405	\$87,420
Clear	BA/BS	\$60,015	\$61,030	\$62,045	\$63,060	\$64,075	\$65,090	\$66,105	\$67,120	\$68,135	\$69,150	\$70,165	\$71,180	\$72,195	\$73,210	\$74,225	\$75,240	\$76,255	\$77,270	\$78,285	\$79,300	\$80,315	\$81,330	\$82,345	\$83,360	\$84,375	\$85,390
	Master	\$61,030	\$62,045	\$63,060	\$64,075	\$65,090	\$66,105	\$67,120	\$68,135	\$69,150	\$70,165	\$71,180	\$72,195	\$73,210	\$74,225	\$75,240	\$76,255	\$77,270	\$78,285	\$79,300	\$80,315	\$81,330	\$82,345	\$83,360	\$84,375	\$85,390	\$86,405
	PhD	\$63,060	\$64,075	\$65,090	\$66,105	\$67,120	\$68,135	\$69,150	\$70,165	\$71,180	\$72,195	\$73,210	\$74,225	\$75,240	\$76,255	\$77,270	\$78,285	\$79,300	\$80,315	\$81,330	\$82,345	\$83,360	\$84,375	\$85,390	\$86,405	\$87,420	\$88,435

<u>Subject/Position</u>	
College Counselor, EL Coordinator, Guidance Counselor, Language/Literary Coach, Title-1/Intervention Coordinator	\$5,075

Blended Learning Coordinator Extracurricular Activities Coordinator CAP Mentor Reflection Committee Team Member Student Safety Committee Extra Club / Tutoring Special Club (Category 1) Additional Prep Time (3 or more prep per week) Extra Teaching Hours (per hour per week) Ind. Study Supervising Teacher (for each 5 students) MTSS Member	\$1,000	504 Coordinator (1-10 cases) Alumni Success Coach - Tier 1 (1-150 Alumni) Community and Family Outreach Coordinator GATE Coordinator SSPT Coordinator STEAM Festival/Expo Coordinator Department Chair (1-4 teachers) Grade Level Chair (1-4 teachers) Student Leadership/Gov't. Advisor Special Club (Category 2) (Attends Competition) AP Teacher (per AP course)	\$2,000	504 Coordinator (11 or more cases) Literacy Program Coordinator (incl. myON, A.R., etc.) WASC Self-Study Coordinator Department Chair (5 or more teachers) Grade Level Chair (5 or more teachers) Instructional Coach MTSS PBIS Coach MPS People "Excellence" Committee MPS "Innovation" Committee MPS "Connection" Committee	\$3,000	Alumni Success Coach - Tier 3 (300+ Alumni) After School Coordinator Discipline Coordinator Dual Enrollment Coordinator EL Coordinator I.T. Coordinator/Technician MTSS Coordinator (incl. RTI, Title I, etc.) SPED Coordinator Testing Coordinator CIF Athletic Director (1-3 teams) WASC Self-Study Coordinator (During Renewal Cycle) TOSA: College Mentorship Programs Enrichment, Computer Science and Technology, Electives (Spanish, Art, PE, and other Electives), Elementary, Programs, English, GATE, History / Social Sciences, Math, Math Enrichment,	\$5,000
BTSA / Teacher Mentor	\$1,500	Alumni Success Coach - Tier 2 (151-300 Alumni)	\$3,500	CIF Athletic Director (4-6 teams)	\$10,000		
Independent Study Synchronous Instruction (30min per week)	\$1,800	Independent Study Synchronous Instruction(60min per week)	\$3,600				

Assistant Principal	\$30,450	College Counselor	\$5,075	EL Coordinator	\$5,075	Librarian	\$5,075	Title I Coordinator	\$5,075
Dean	\$25,375	Education Specialist	\$15,225	Literacy Coach	\$5,075	Psychologist	\$15,225		

Degree	Master's	\$1,015	Ph.D.	\$3,045								
Credential	Clear Teaching		\$1,015		Preliminary Admin	\$1,015	Clear Admin	\$2,030	Job Credential	\$1,015	National Board Cert	\$2,030
Prior Experience		\$1,015/year	(Cap: 15years)									
MPS Experience		\$1,015/year										

Credential	Degree	Years of Full-Time Experience																									
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Preliminary Permit Intern	BA/BS	\$61,000	\$62,015	\$63,030	\$64,045	\$65,060	\$66,075	\$67,090	\$68,105	\$69,120	\$70,135	\$71,150	\$72,165	\$73,180	\$74,195	\$75,210	\$76,225	\$77,240	\$78,255	\$79,270	\$80,285	\$81,300	\$82,315	\$83,330	\$84,345	\$85,360	\$86,375
	Master	\$62,015	\$63,030	\$64,045	\$65,060	\$66,075	\$67,090	\$68,105	\$69,120	\$70,135	\$71,150	\$72,165	\$73,180	\$74,195	\$75,210	\$76,225	\$77,240	\$78,255	\$79,270	\$80,285	\$81,300	\$82,315	\$83,330	\$84,345	\$85,360	\$86,375	\$87,390
	PhD	\$64,045	\$65,060	\$66,075	\$67,090	\$68,105	\$69,120	\$70,135	\$71,150	\$72,165	\$73,180	\$74,195	\$75,210	\$76,225	\$77,240	\$78,255	\$79,270	\$80,285	\$81,300	\$82,315	\$83,330	\$84,345	\$85,360	\$86,375	\$87,390	\$88,405	\$89,420
Clear	BA/BS	\$62,015	\$63,030	\$64,045	\$65,060	\$66,075	\$67,090	\$68,105	\$69,120	\$70,135	\$71,150	\$72,165	\$73,180	\$74,195	\$75,210	\$76,225	\$77,240	\$78,255	\$79,270	\$80,285	\$81,300	\$82,315	\$83,330	\$84,345	\$85,360	\$86,375	\$87,390
	Master	\$63,030	\$64,045	\$65,060	\$66,075	\$67,090	\$68,105	\$69,120	\$70,135	\$71,150	\$72,165	\$73,180	\$74,195	\$75,210	\$76,225	\$77,240	\$78,255	\$79,270	\$80,285	\$81,300	\$82,315	\$83,330	\$84,345	\$85,360	\$86,375	\$87,390	\$88,405
	PhD	\$65,060	\$66,075	\$67,090	\$68,105	\$69,120	\$70,135	\$71,150	\$72,165	\$73,180	\$74,195	\$75,210	\$76,225	\$77,240	\$78,255	\$79,270	\$80,285	\$81,300	\$82,315	\$83,330	\$84,345	\$85,360	\$86,375	\$87,390	\$88,405	\$89,420	\$90,435

<u>Subject/Position</u>	
College Counselor, EL Coordinator, Guidance Counselor, Language/Literary Coach, Title-1/Intervention Coordinator	\$5,075

Blended Learning Coordinator Extracurricular Activities Coordinator CAP Mentor Reflection Committee Team Member Student Safety Committee Extra Club / Tutoring Special Club (Category 1) Additional Prep Time (3 or more prep per week) Extra Teaching Hours (per hour per week) Ind. Study Supervising Teacher (for each 5 students) MTSS Member	\$1,000	504 Coordinator (1-10 cases) Alumni Success Coach - Tier 1 (1-150 Alumni) Community and Family Outreach Coordinator GATE Coordinator SSPT Coordinator STEAM Festival/Expo Coordinator Department Chair (1-4 teachers) Grade Level Chair (1-4 teachers) Student Leadership/Gov't. Advisor Special Club (Category 2) (Attends Competition) AP Teacher (per AP course)	\$2,000	504 Coordinator (11 or more cases) Literacy Program Coordinator (incl. myON, A.R., etc.) WASC Self-Study Coordinator Department Chair (5 or more teachers) Grade Level Chair (5 or more teachers) Instructional Coach MTSS PBIS Coach MPS People "Excellence" Committee MPS "Innovation" Committee MPS "Connection" Committee	\$3,000	Alumni Success Coach - Tier 3 (300+ Alumni) After School Coordinator Discipline Coordinator Dual Enrollment Coordinator EL Coordinator I.T. Coordinator/Technician MTSS Coordinator (incl. RTI, Title I, etc.) SPED Coordinator Testing Coordinator CIF Athletic Director (1-3 teams) WASC Self-Study Coordinator (During Renewal Cycle) TOSA: College Mentorship Programs Enrichment, Computer Science and Technology, Electives (Spanish, Art, PE, and other Electives), Elementary , Programs, English, GATE, History / Social Sciences, Math, Math Enrichment, Robotics Programs Enrichment, Science, SPED, STEAM Enrichment	\$5,000
BTSA / Teacher Mentor	\$1,500	Alumni Success Coach - Tier 2 (151-300 Alumni)	\$3,500	CIF Athletic Director (4-6 teams)	\$10,000		
Independent Study Synchronous Instruction (30min per week)	\$1,800	Independent Study Synchronous Instruction(60min per week)	\$3,600				

Assistant Principal	\$30,450	College Counselor	\$5,075	EL Coordinator	\$5,075	Librarian	\$5,075	Title I Coordinator	\$5,075
Dean	\$25,375	Education Specialist	\$15,225	Literacy Coach	\$5,075	Psychologist	\$15,225		

Degree	Master's	\$1,015	Ph.D.	\$3,045								
Credential	Clear Teaching		\$1,015		Preliminary Admin	\$1,015	Clear Admin	\$2,030	Job Credential	\$1,015	National Board Cert	\$2,030
Prior Experience		\$1,015/year	(Cap: 15years)									
MPS Experience		\$1,015/year										



Salary Schedules: Teacher SY 23-24

YOE	Bay Area	East Palo Alto	Central Valley	Los Angeles
1	\$64,034	\$70,211	\$61,119	\$66,593
2	\$67,498	\$73,907	\$63,564	\$70,096
3	\$68,153	\$74,646	\$64,200	\$71,357
4	\$68,821	\$75,392	\$64,842	\$72,642
5	\$74,698	\$81,862	\$68,084	\$77,363
6	\$75,990	\$83,334	\$69,309	\$78,756
7	\$77,305	\$84,832	\$70,557	\$80,174
8	\$85,051	\$93,212	\$77,965	\$86,588
9	\$86,522	\$94,887	\$79,369	\$88,146
10	\$88,019	\$96,593	\$80,797	\$89,733
11	\$93,300	\$102,388	\$85,645	\$95,117
12	\$94,420	\$103,617	\$86,673	\$96,258
13	\$95,553	\$104,861	\$87,713	\$97,413
14	\$96,700	\$106,119	\$88,765	\$98,582
15	\$97,860	\$107,392	\$89,831	\$99,765
16	\$99,034	\$108,681	\$90,909	\$100,962
17	\$100,025	\$109,768	\$91,818	\$101,972
18	\$101,025	\$110,866	\$92,736	\$102,992
19	\$102,035	\$111,974	\$93,663	\$104,022
20	\$103,056	\$113,094	\$94,600	\$105,062
21	\$104,086	\$114,225	\$95,546	\$106,112
22	\$105,960	\$116,281	\$97,266	\$108,022
23	\$107,867	\$118,374	\$99,016	\$109,967
24	\$109,808	\$120,505	\$100,799	\$111,946
25	\$111,785	\$122,674	\$102,613	\$113,961
26	\$113,797	\$124,882	\$104,460	\$116,013
27	\$115,846	\$127,130	\$106,340	\$118,101
28	\$117,931	\$129,418	\$108,254	\$120,227
29	\$120,054	\$131,748	\$110,203	\$122,391
30	\$122,214	\$134,119	\$112,187	\$124,594
31	\$124,414	\$136,533	\$114,206	\$126,836

Salary Schedules: Teacher SY 22-23

YOE	Bay Area	East Palo Alto	Central Valley	Los Angeles
1	\$63,005	\$65,553	\$58,512	\$63,509
2	\$66,414	\$69,003	\$60,267	\$66,850
3	\$67,058	\$69,693	\$60,870	\$68,053
4	\$67,715	\$70,390	\$61,479	\$69,278
5	\$73,498	\$76,431	\$63,630	\$74,044
6	\$74,769	\$77,806	\$64,776	\$75,377
7	\$76,063	\$79,204	\$65,942	\$76,734
8	\$83,684	\$87,027	\$72,866	\$84,315
9	\$85,132	\$88,591	\$74,177	\$85,833
10	\$86,605	\$90,184	\$75,512	\$87,378
11	\$91,801	\$95,595	\$80,043	\$92,620
12	\$92,903	\$96,743	\$81,004	\$93,732
13	\$94,018	\$97,904	\$81,976	\$94,857
14	\$95,146	\$99,078	\$82,959	\$95,995
15	\$96,288	\$100,267	\$83,955	\$97,147
16	\$97,443	\$101,471	\$84,962	\$98,313
17	\$98,417	\$102,485	\$85,812	\$99,296
18	\$99,402	\$103,510	\$86,670	\$100,289
19	\$100,396	\$104,545	\$87,537	\$101,291
20	\$101,400	\$105,591	\$88,412	\$102,304
21	\$102,414	\$106,647	\$89,296	\$103,327
22	\$104,257	\$108,566	\$90,904	\$105,187
23	\$106,134	\$110,520	\$92,540	\$107,081
24	\$108,044	\$112,510	\$94,206	\$109,008
25	\$109,989	\$114,535	\$95,901	\$110,970
26	\$111,969	\$116,597	\$97,628	\$112,968
27	\$113,984	\$118,695	\$99,385	\$115,001
28	\$116,036	\$120,832	\$101,174	\$117,071
29	\$118,124	\$123,007	\$102,995	\$119,179
30	\$120,251	\$125,221	\$104,849	\$121,324
31	\$122,415	\$127,475	\$106,736	\$123,508

***Note:** To ensure the continued financial health and sustainability of Aspire as an organization, please note that all Aspire pay schedules are subject to change. The rates represented in this pay schedule do not represent a contractual rate or alter the at-will nature of the employment relationship. Teammates should refer to their offer letters or status changes from the Human Resources department regarding their employment agreements with Aspire. If you have any questions regarding this message, please reach out to hr@aspirepublicschools.org.



2023-24 Teacher Salary Schedule

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$68,850	\$70,227	\$71,631	\$73,064	\$74,526	\$76,016	\$78,220	\$80,489	\$82,823	\$85,224
Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
\$87,696	\$90,240	\$92,044	\$93,886	\$95,763	\$97,678	\$99,632	\$101,625	\$103,656	\$105,730
Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
\$107,845	\$110,001	\$112,202	\$114,445	\$116,735	\$119,069	\$121,451	\$123,879	\$126,358	\$128,885

Salary Schedule Placement Guidelines:

Salary placement of teachers new to Alliance will be based on years of prior credentialed teaching experience.

Salary Schedule Step Advancement Guidelines:

Employees not on the maximum step of the schedule will receive a step advancement at the beginning of each school year in accordance with the Step Advancement Policy in the Employee Handbook. To be eligible for step advancement, the Employee must have been paid for a minimum of 910 service hours during the previous school year. Time on approved FMLA, CFRA, PDL, ADA, and other job-protected leaves under State and Federal law shall count as paid time. In addition, qualifying experience from multiple years may be aggregated in accordance with the Step Advancement Policy. For more information contact humanresources@laalliance.org.

*As part of our commitment to provide competitive, equitable, and transparent compensation, we conduct salary benchmarking reviews at least every other year for each employee group.

Updated: 3/3/23

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Equitas Academy fulfills our ambitious mission of academic excellence by cultivating and growing strong and effective instructional staff. We recognize the need to compensate staff in a competitive and transparent manner.

Equitas Academy Compensation guidelines are built upon the following foundational assumptions:

- Employees who stay in the Equitas organization will improve in their role every year.

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- Improvement in their role translates to serving our students, families and each other better.
- As a result of improving and serving others better, employees should receive increases in compensation every year and be competitive with the District and other area charter schools.
- Equitas employees experience transparent and predictable compensation systems

Lead Teacher Salary Scale (Preliminary or Clear Credential)

Why Join the Equitas Team?

Employee Benefits

Meet Us!

Employment Opportunities

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	I	II	III	IV
1	\$60,000			
2	\$61,200	\$62,002		
3	\$62,424	\$63,242	\$66,088	
4	\$63,672	\$64,507	\$67,410	\$70,466
5	\$64,946	\$65,797	\$68,758	\$72,196
6	\$66,245	\$67,113	\$70,133	\$73,640
7	\$67,570	\$68,455	\$72,905	\$78,008
8	\$68,921	\$69,824	\$74,363	\$79,569
9	\$70,300	\$71,240	\$75,850	\$81,159
10	\$71,706	\$72,645	\$77,367	\$92,136
11	\$73,140	\$74,098	\$78,914	\$93,979
12	\$74,602	\$75,580	\$80,493	\$95,858
13	\$76,095	\$77,092	\$82,102	\$97,775
14	\$77,616	\$78,633	\$83,745	\$99,731
15	\$79,169	\$80,206	\$85,419	\$101,726
16	\$80,752	\$81,810	\$87,128	\$103,760
17	\$82,367	\$83,446	\$88,870	\$105,835
18	\$84,014	\$85,115	\$90,648	\$107,952
19	\$85,695	\$86,818	\$92,461	\$110,111
20	\$87,409	\$88,554	\$94,310	\$112,313
21	\$89,157	\$90,325	\$96,196	\$114,560
22	\$90,940	\$92,131	\$98,120	\$116,851
23	\$92,759	\$93,974	\$100,082	\$119,188

- **Row - Years of Teaching Experience:** The row on the salary scale is determined by years of full-time, lead teaching experience.
- **Column - Performance Level:** For teachers new to Equitas, the column placement on the salary scale is determined by data collected throughout the interview process. For Equitas teachers, the column placement on the salary scale is based on their end of year performance review.

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Apprentice Teacher / Academic Coordinator / Intern Salary Scale (Intern Credential or Permit)

	I	II	III	IV
1	\$59,107			
2	\$60,282	\$61,072		
3	\$60,863	\$61,661	\$64,435	
4	\$62,081	\$62,894	\$65,725	\$68,705
5	\$62,673	\$63,494	\$66,351	\$69,669
6	\$63,926	\$64,764	\$67,679	\$71,062
7	\$64,529	\$65,374	\$69,624	\$74,497
8	\$65,820	\$66,682	\$71,017	\$75,988
9	\$66,433	\$67,322	\$71,678	\$76,695
10	\$67,762	\$68,650	\$73,112	\$87,069

Teachers with an Intern Credential or Permit and Academic Coordinators or Apprentice Teachers, have a separate salary scale. Equitas acknowledges the value of a full credential and incentivizes teachers obtaining their full credential with this separate scale.

- **Row - Years of Teaching Experience:** The row on the salary scale is determined by years of full-time, lead teaching experience.
- **Column - Performance Level:** For teachers new to Equitas, the column placement on the salary scale is determined by data collected throughout the interview process. For Equitas teachers, the column placement on the salary scale is based on their end of year performance review.

Bright Star Teacher Salary Schedule

School Year 2023-24

Updated 27FEB2023



Salary Schedule

Year	Base Salary
1	\$64,276
2	\$65,135
3	\$67,170
4	\$68,975
5	\$70,834
6	\$72,749
7	\$74,722
8	\$76,753
9	\$78,846
10	\$81,001
11	\$83,036
12	\$85,127
13	\$87,276
14	\$89,483
15	\$91,752
16	\$93,870
17	\$96,043
18	\$98,268
19	\$100,550
20	\$102,889

Key Benefits

\$5,000-\$14,000

The range that Bright Star contributes annually for employee **health benefits**.

~18%

The percentage of base salary that Bright Star contributes annually towards the **CALSTRs retirement plan**.*

STIPENDS

Standard stipends can provide **additional compensation** for work performed in addition to normal responsibilities.

*This amount is set annually by the state and the percentage may vary slightly from year to year.

Policies

- To be paid on the Teacher Salary Schedule, you must be a regular credentialed General Education or Inclusive Education teacher.
- The work year for returning teachers is up to 184 days and the work year for new teachers is up to 187 days.
- Teaching credit will be given for each full year (70% +) of full-time teaching experience at an accredited elementary, middle or high school, in grades TK-12. Credit for international teaching experience will be granted if international credential/license is proven to be equivalent to a California credential/license. Credit will not be awarded for student teaching or short term substitute teaching (Emergency 30 Day Permit) experience.
- New hires will be credited for all of their prior years (70% +) of full-time teaching experience and placed on the scale in the corresponding year.
- All Bright Star teachers moving outside of the scale in number of years served will receive a 2.5% annual salary adjustment to their prior year salary.
- Bilingual Bonus-Fluency in a Relevant Second Language (\$1000)**

EXHIBIT CCamino Nuevo Charter Academy
Professional Compensation TableCertificated Teachers
2021-2024

Salary Schedule

Intern Category:	I1 - Intern
Exp. Level	
0	\$ 57,200.00
1	\$ 57,200.00

Professional Category:	Category A	Category B	Category C
	BA + Credential	MA Degree** or Plus 40 units	Plus 70 units
Exp. Level***			
0	\$ 57,200.00	\$ 57,499.03	\$ 62,788.94
1	\$ 57,486.00	\$ 58,649.01	\$ 64,044.72
2	\$ 57,773.00	\$ 59,821.99	\$ 65,325.61
3	\$ 58,085.30	\$ 61,018.43	\$ 66,632.13
4	\$ 59,247.00	\$ 62,238.80	\$ 67,964.77
5	\$ 60,431.94	\$ 63,483.57	\$ 69,324.06
6	\$ 61,640.58	\$ 64,753.25	\$ 70,710.54
7	\$ 63,489.80	\$ 66,695.84	\$ 72,831.86
8	\$ 65,394.49	\$ 68,696.72	\$ 75,016.82
9	\$ 67,356.33	\$ 70,757.62	\$ 77,267.32
10	\$ 69,377.02	\$ 72,880.35	\$ 79,585.34
11	\$ 71,458.33	\$ 75,066.76	\$ 81,972.90
12	\$ 73,602.08	\$ 77,318.76	\$ 84,432.09
13	\$ 75,810.14	\$ 79,638.32	\$ 86,965.05
14	\$ 78,084.44	\$ 82,027.47	\$ 89,574.00
15	\$ 80,426.98	\$ 84,488.30	\$ 92,261.22

**** Career Increment at 16th year is: \$1,000 Annually
 Career Increment at 21st year is: \$2,000 Annually

*National Board Certification will automatically move to the next category.

** From an accredited graduate school of education in the United States.

*** Refers to full time years of eligible teaching experience in K-12 system.

**** Career Increment- In addition to the salary schedule, CNCA pays a career increment of \$1000 annually from years 16-20 (noncumulative with previous increment), and \$2000 annually from years 21 and beyond (noncumulative with previous increment). These amounts are not cumulative, nor do they increase when the salary schedule is increased. Teachers may only qualify to receive a Career Increment after they have completed 5 years of full-time teaching experience at CNCA.

Salary classification is determined by the number of semester units and verified years of full-time teaching experience on the CNCA Salary Schedule. Units received from a college or university on a quarter system shall be multiplied by a factor of 0.66 to equate to semester units.

**Los Angeles Unified School District
2023-2024 PREPARATION SALARY (L) TABLE**

Preparation Salary (L) Table (Alternative Certification): The 2023-2024 table reflects a 4% increase over the July 1, 2023-December 31, 2023 rates. This table applies only to employees who hold a bachelor's degree and alternative certification (i.e., emergency, intern, provisional), not regular credentials. C Basis rates reflect 204 days. Actual paid salaries will reflect one additional day for the 2023-2024 school year for a total of 205 days.

PAY SCALE GROUP (Req. Pts.)**		PAY SCALE LEVEL										
		1	2	*	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	56,130	56,130		56,130	57,106	60,050	60,675	62,551	64,656	67,630	70,635
		4,677.48	4,677.48		4,677.48	4,758.83	5,004.14	5,056.23	5,212.58	5,388.00	5,635.84	5,886.23
	B Basis	60,807	60,807		60,807	61,864	65,054	65,731	67,764	70,044	73,266	76,521
		5,067.26	5,067.26		5,067.26	5,155.37	5,421.14	5,477.61	5,646.99	5,836.96	6,105.52	6,376.76
	A Basis	71,846	71,846		71,846	73,095	76,863	77,664	80,065	82,759	86,566	90,413
		5,987.17	5,987.17		5,987.17	6,091.28	6,405.29	6,471.99	6,672.11	6,896.62	7,213.87	7,534.38
21 (+ 14 points)	C Basis	56,130	56,130		56,618	58,845	61,178	63,451	65,861	68,240	70,574	73,731
		4,677.48	4,677.48		4,718.17	4,903.71	5,098.20	5,287.57	5,488.39	5,686.68	5,881.16	6,144.26
	B Basis	60,807	60,807		61,336	63,748	66,276	68,739	71,349	73,927	76,455	79,876
		5,067.26	5,067.26		5,111.32	5,312.36	5,523.04	5,728.22	5,945.79	6,160.59	6,371.25	6,656.31
	A Basis	71,846	71,846		72,471	75,321	78,308	81,217	84,302	87,347	90,335	94,376
		5,987.17	5,987.17		6,039.22	6,276.77	6,525.69	6,768.10	7,025.16	7,278.94	7,527.88	7,864.66
22 (+ 28 points)	C Basis	56,130	56,618		58,936	61,560	64,046	66,669	69,171	71,855	74,372	77,560
		4,677.48	4,718.17		4,911.34	5,129.97	5,337.14	5,555.78	5,764.23	5,987.91	6,197.65	6,463.32
	B Basis	60,807	61,336		63,848	66,690	69,383	72,225	74,935	77,843	80,570	84,023
		5,067.26	5,111.32		5,320.64	5,557.46	5,781.89	6,018.75	6,244.57	6,486.93	6,714.14	7,001.92
	A Basis	71,846	72,471		75,438	78,796	81,979	85,337	88,538	91,974	95,196	99,276
		5,987.17	6,039.22		6,286.53	6,566.37	6,831.55	7,111.40	7,378.19	7,664.54	7,933.02	8,273.01
23 (+ 42 points)	C Basis	56,618	58,891		61,560	64,229	67,096	69,857	72,603	75,318	78,078	81,678
		4,718.17	4,907.55		5,129.97	5,352.41	5,591.36	5,821.41	6,050.21	6,276.46	6,506.52	6,806.48
	B Basis	61,336	63,798		66,690	69,581	72,688	75,679	78,653	81,594	84,585	88,484
		5,111.32	5,316.51		5,557.46	5,798.43	6,057.32	6,306.57	6,554.39	6,799.50	7,048.77	7,373.67
	A Basis	72,471	75,380		78,796	82,213	85,883	89,417	92,931	96,406	99,940	104,548
		6,039.22	6,281.63		6,566.37	6,851.07	7,156.93	7,451.40	7,744.27	8,033.86	8,328.35	8,712.31
24 (+ 56 points)	C Basis	58,891	61,148		64,046	67,096	69,979	72,984	75,958	78,841	81,922	85,659
		4,907.55	5,095.65		5,337.14	5,591.36	5,831.58	6,081.99	6,329.84	6,570.06	6,826.82	7,138.24
	B Basis	63,798	66,243		69,383	72,688	75,810	79,066	82,288	85,411	88,749	92,797
		5,316.51	5,520.28		5,781.89	6,057.32	6,317.54	6,588.82	6,857.33	7,117.57	7,395.76	7,733.10
	A Basis	75,380	78,269		81,979	85,883	89,573	93,419	97,226	100,916	104,860	109,643
		6,281.63	6,522.43		6,831.55	7,156.93	7,464.42	7,784.93	8,102.18	8,409.70	8,738.34	9,136.94
25 (+ 70 points)	C Basis	60,934	63,497		66,730	69,857	72,999	76,187	79,375	82,456	85,644	89,716
		5,077.86	5,291.40		5,560.86	5,821.41	6,083.27	6,348.91	6,614.56	6,871.32	7,136.96	7,476.34
	B Basis	66,012	68,788		72,291	75,679	79,082	82,536	85,989	89,327	92,780	97,192
		5,501.01	5,732.36		6,024.24	6,306.57	6,590.19	6,877.97	7,165.77	7,443.94	7,731.70	8,099.35
	A Basis	77,996	81,276		85,415	89,417	93,439	97,519	101,600	105,543	109,624	114,837
		6,499.64	6,772.96		7,117.90	7,451.40	7,786.57	8,126.60	8,466.64	8,795.29	9,135.32	9,569.72
26 (+ 84 points)	C Basis	63,359	65,861		69,186	72,603	75,958	79,390	82,685	85,994	89,411	93,712
		5,279.94	5,488.39		5,765.51	6,050.21	6,329.84	6,615.85	6,890.38	7,166.19	7,450.92	7,809.36
	B Basis	68,640	71,349		74,951	78,653	82,288	86,006	89,575	93,161	96,862	101,522
		5,719.96	5,945.79		6,245.93	6,554.39	6,857.33	7,167.14	7,464.57	7,763.39	8,071.81	8,460.13
	A Basis	81,100	84,302		88,558	92,931	97,226	101,619	105,836	110,073	114,446	119,952
		6,758.34	7,025.16		7,379.84	7,744.27	8,102.18	8,468.25	8,819.68	9,172.74	9,537.15	9,995.97
27 (+ 98 points)	C Basis	65,205	68,240		71,855	75,318	78,871	82,501	86,010	89,594	93,148	97,846
		5,433.76	5,686.68		5,987.91	6,276.46	6,572.61	6,875.12	7,167.46	7,466.16	7,762.32	8,153.82
	B Basis	70,639	73,927		77,843	81,594	85,444	89,377	93,177	97,060	100,910	105,999
		5,886.56	6,160.59		6,486.93	6,799.50	7,120.34	7,448.06	7,764.76	8,088.36	8,409.20	8,833.28
	A Basis	83,463	87,347		91,974	96,406	100,955	105,602	110,092	114,680	119,229	125,242
		6,955.21	7,278.94		7,664.54	8,033.86	8,412.92	8,800.16	9,174.34	9,556.66	9,935.79	10,436.85

Additional Pay Scale Levels

		11	12.00	13	14
(continued)	C Basis	98,303	98,730	99,158	99,600
		8,191.92	8,227.52	8,263.13	8,299.98
27	B Basis	106,495	106,958	107,421	107,900
		8,874.60	8,913.15	8,951.72	8,991.65
(+ 98 points)	A Basis	125,828	126,375	126,922	127,488
		10,485.68	10,531.25	10,576.81	10,624.00

Refer to the District-UTLA Collective Bargaining Agreement, Articles XIV, XV, and Appendix E for rules and requirements regarding salary, including, but not limited to: rating-in, step/schedule placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

* Rating-in limit for employees with a provisional contract; however, employees are eligible for annual pay scale group/pay scale level advances.

** A point is a semester unit (or 1.5 quarter units) as defined by the University of California, or its equivalent, as established by the Board of Education.

Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount, multiply the respective basis monthly payment rate by 12.

2023-2024 PREPARATION SALARY (L) TABLE (Continued)
(L) Salary Table
Degree Differentials:

Effective 7/01/08, degree differentials are hourly rates paid as worked.

	<u>MA Degree</u>	<u>DR Degree</u>
C Basis (6 hour)	\$584	1,168
	0.47696	0.95402
C Basis (8 hour)	\$584	1,168
	0.35772	0.71552
B Basis (6 hour)	632	1,265
	0.47696	0.95402
B Basis (8 hour)	632	1,265
	0.35772	0.71552
E Basis (6 hour)	670	1,339
	0.47696	0.95402
E Basis (8 hour)	670	1,339
	0.35772	0.71552
A Basis	747	1,494
	0.35772	0.71552

First Career Increment (completed 27L14)*
Pay Scale Group C1, Pay Scale Level 15-19

		<u>1st CI & MA</u>	<u>1st CI & DR</u>
C Basis	101,094	101,678	102,262
	8,424.54		
B Basis	109,519	110,151	110,784
	9,126.59		
A Basis	129,401	130,148	130,895
	10,783.41		

Second Career Increment (after 5 yrs on first C. I.)
Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	101,872	102,456	103,040
	8,489.35		
B Basis	110,362	110,994	110,994
	9,196.82		
A Basis	130,397	131,144	131,891
	10,866.40		

Third Career Increment (after 5 yrs on second C. I.)
Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	103,627	104,210	104,795
	8,635.55		
B Basis	112,262	112,894	113,527
	9,355.16		
A Basis	132,642	133,389	134,136
	11,053.49		

Fourth Career Increment (after 5 yrs on third C. I.)
Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	105,411	105,995	106,579
	8,784.25		
B Basis	114,195	114,827	115,460
	9,516.27		
A Basis	134,926	135,673	136,420
	11,243.81		

An employee with a master's degree and a doctorate, or equivalent degree, shall receive the doctoral differential only.

For employees working a complete school year, the following is applicable:

C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.

A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

In accordance with Section 44462 of the Education Code, a teacher whose services are authorized by an internship credential may be paid seven-eighths of the rate to which entitled rounded to the nearest dollar, unless the training program in question requires the full rate.

Categorical Limited Contract teachers are paid on Pay Scale Group 20 only, Pay Scale Level 1 - 10.

*To qualify for the first career increment, the teacher must have been paid on the maximum pay scale group (PS Group 27) and pay scale level (PS Level 10-14) for five qualifying years. The two semester unit "recency" requirement was eliminated effective April 26, 2005.

Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount, multiply the respective basis monthly payment rate by 12.

School Information	School Name	Magnolia Public Schools	Aspire Public Schools	Alliance College-Ready Public Schools
	Location	Southern California (TK-12)	▪ Bay Area (9 sch, TK-12) ▪ Central Valley (16 sch, TK-12) ▪ Los Angeles (11 sch, TK-12)	Southern California (6-12)
	Network Schools	10	36	26
	School Days	▪ FY 23/24: 180 & 185 ▪ FY 24/25: 180	FY 22/23: 182	FY 23/24: 182
	Working Months	11	11	11
Salary	Starting Salary	\$59,000 & \$61,000	\$66,593 Los Angeles	\$68,850
	Increase in Years of Experience	\$1,015		To be eligible for step advancement, the Employee must have been paid for a minimum of 910 service hours during the previous school year.
	Employee Qualifications	▪ Clear Teach Cred: \$1,015 ▪ Masters: \$1,015 ▪ PhD: \$3,045 ▪ National Board Cert: \$2,030	Public Information Not Available	Salary placement of teachers new to Alliance will be based on years of prior credentialed teaching experience.
	Annual/One Time Assignments	Annual and one time stipends available	Public Information Not Available	Public Information Not Available
Additional Benefits	Retirement Plans	Cal STRS	▪ Cal STRS ▪ 403(b)	Cal STRS 403(b)
	Health Benefits	▪ Health, dental, vision (Full coverage of employee and family members up to the age of 26) ▪ Long and short term disability ▪ Basic life and AD&D ▪ Employee Assistance Program ▪ Hearing Discount ▪ Medical stipend: \$150/month if decline all benefits	Aspire pays 100% of the base plan option for FTEs and up to 95% for dependents on select plans.	Alliance pays 100% of the premium cost for: ▪ All employee-only medical plans (Anthem & Kaiser) ▪ One employee+children medical plans ▪ One employee + spouse medical plan (starting 1/1/24) ▪ One employee + family medical plan option (starting 1/1/24) ▪ All HMO dental plans ▪ All vision plans
	Paid Time Off	▪ 2 Floating Days ▪ 3 Week Winter Break ▪ 1 Week Spring Break ▪ 5 Bereavement Days (Paid) ▪ 10 Sick/Personal Days ▪ Paid Federal/State Holidays ▪ 1 Week Thanksgiving Break	PTO, paid sick days, and breaks based on the regional calendar.	Generous time off
	Tuition Reimbursement	▪ Teacher related certification - career development programs: max \$5,000/FY ▪ Administrative related certification/career development programs: max \$5,000/FY ▪ Master’s degree: max \$7,500/FY ▪ Doctoral degree: max \$10,000/FY	Yes; up to \$1500/year	Public Information Not Available
	Professional Development	Yes	Yes	Yes
	Other	▪ SchoolsFirst Federal ▪ Credit Union ▪ Summer Holdback Program ▪ Additional Voluntary ▪ Life Insurance ▪ Will Preparation ▪ Travel Assistance	▪ Aspire Teacher Residency at Alder GSE ▪ Earn college degree with Rivet School	▪ Relocation bonus ▪ Alliance covers 100% of the up-front premium cost with back-up childcare from Bright Horizon ▪ Fertility Benefits: coverage includes IVF, IA, and more ▪ Gym discount

School Information	School Name	Equitas Academy	Bright Star Schools	Camino Nuevo Charter Academy
	Location	Southern California (TK-8)	Southern California (K-12)	Southern California (TK-8)
	Network Schools	6	9	6
	School Days	FY 23/24 180	FY 23/24 184 days returning teacher 187 days new teacher	185 days TK-8 185 days HS
	Working Months	11	11	11
Salary	Starting Salary	\$60,000	\$64,275	\$57,200 zero – one YOE \$57,200 BA + credential \$57,499.03 MA or Plus 40 units \$62,788.94 Plus 70 units (page 29)
	Increase in Years of Experience	Public Information Not Available	All Bright Star teachers moving outside of the scale in number of years served will receive a 2.5% annual salary adjustment to their prior year salary.	- Career Increment at 16th year is: \$1,000 Annually. - Career Increment at 21st year is: \$2,000 Annually
	Employee Qualifications	Public Information Not Available	- New hires will be credited for all of their prior years (70% +) of full-time teaching experience & placed on the scale in the corresponding year - All Bright Star teachers moving outside of the scale in number of years served will receive a 2.5% annual salary adjustment to their prior year salary.	Available in Bargaining Agreement page 21
	Annual/One Time Assignments	Public Information Not Available	Public Information Not Available	Public Information Not Available
Additional Benefits	Retirement Plans	- Cal STRS 403(b)	- Cal STRS 403(b)	Cal
	Health Benefits	- Medical plans: Kaiser Gold, Kaiser Platinum, Blue Shield HMO and Blue Shield PPO. - Dental plan choice of an EPO plan or POS (includes EPO, PPO, and out-of-network coverage) through Principal. - Vision plan through VSP	Full Health, Vision, and Dental	Blue Shield Medical, dental and vision insurance plans for eligible employees and their dependents. Health premium as follows: \$350 monthly for those unit members who choose individual coverage; \$475 monthly for those unit members who choose coverage for themselves and one dependent (as eligible per state and federal guidelines); \$600 monthly for those unit members who choose coverage for themselves and two or more
	Paid Time Off	Generous time off including winter break, spring break, fourteen holidays, and ten sick days.	Paid Time Off	Paid Time Off
	Tuition Reimbursement	Public Information Not Available	Public Information Not Available	Public Information Not Available
	Professional Development	Yes	Yes	Yes
	Other	- Flexible spending account for healthcare - Flexible spending account for dependent care	- Alder Teacher Residency \$500 relocation reimbursement - Bilingual Bonus – fluency in a relevant second language of \$1,000	- Avance Teacher Residency - Referral Program (Part-time Staff: \$150 - Full-time Hourly Staff: \$250 - Salaried Staff: \$1,000 - School Leaders: \$1,500



District Schools’ Comparison: 2024-25 (or 2023-24 if not adopted yet) Teachers,
Non-Classroom Based Academic Personnel Salary Scales Comparison

School Information	School Name	Los Angeles Unified School	
	Location	Los Angeles	
	Network Schools	Over 1000 Schools	
	School Days	183	
	Working Months	11	
Salary	Starting Salary	\$56,130	
	Increase in Years of Experience	A salary point is a unit of measure used by the District to determine placement or advancement on the salary table. A salary point is equivalent to one semester unit or 1.5 quarter units. A semester unit, as determined by the University of California, requires a minimum of 15 contact hours with an instructor and 30 hours of outside preparation.	
	Employee Qualifications	▪ \$584 Master’s Degree ▪ \$1,168 Doctorate Degree ▪ The District pays probationary and permanent classroom teachers who hold National Board Certification an additional 15% salary compensation: 7½ % in recognition of their certification and 7½ % upon completion of 92 hours of professional duties outside the normal duties and hours	
	Annual/One Time Assignments	Public Information not Available	
Additional Benefits	Retirement Plans	▪ Cal STERS ▪ 403(b) ▪ 457(b)	
	Health Benefits	Comprehensive health benefit choices for eligible employees, spouses, dependents, and life partners. Benefits include medical, dental, vision, and prescription drug coverage.	
	Paid Time Off	Typically full-time regular employees begin with two weeks of vacation and continue to accrue more time, up to 20 days, as they continue working with the District. LAUSD also provides 12 paid holidays (part time employees' time off is prorated based on their scheduled working time.)	
	Tuition Reimbursement	Public Information not Available	
	Professional Development	Professional development courses, both online and in person, are available for Classified employees through our Organizational Excellence Program. LAUSD also provides Classified employees with financial reimbursement for classes and higher education programs related to their jobs.	
	Other	▪ Discount purchase to theme parks, movie theaters, and seasonal attractions. ▪ Flexible Savings Account	



Board Meeting

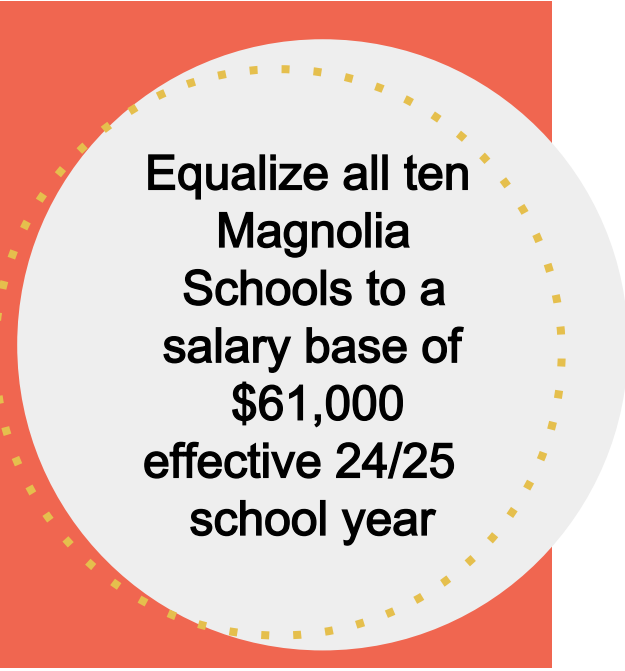
April 11, 2024

Agenda

- Recommendation
- Budget Update
 - California State of the Budget
 - School Financial Standing
- Historical Engagement
 - Collaborative Efforts to Date
 - Feedback received
- Excellence Committee
 - Activities Identified
 - Timeline
- CMO Comparison



Recommendation

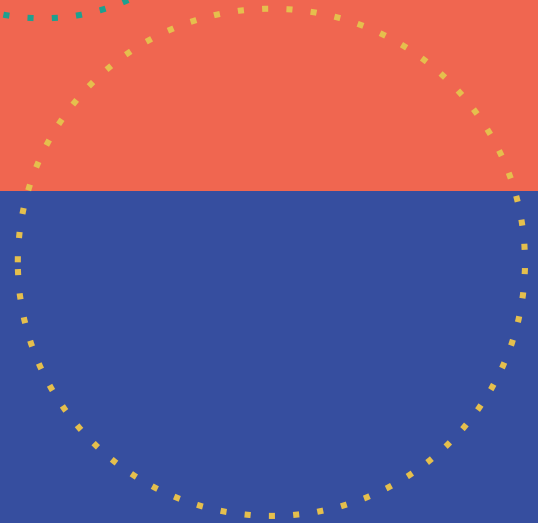


**Equalize all ten
Magnolia
Schools to a
salary base of
\$61,000
effective 24/25
school year**

Our goal is to create an equitable pay scale that will attract talent to MPS, contribute to our organizational priority of retaining staff, and improve the operation side -- all while ensuring it is financially supported by a sustainable budget. To achieve this goal, we need to ensure that staff are part of this conversation.

Our recommendation proposes to retain ALL school certificated and classified staff **and** ALL Home Office staff.

Budget Update



MPS – Budget Planning Assumptions FY 24/25

Revenues

- *Governor's January Proposal includes a 0.76% increase to LCFF and other programs for 2024-2025
- [Overview of 2024-25 Governor's Proposed State Budget](#)
- Ongoing funding for Arts & Music, California Community Schools Partnership Program, Universal T/ K Program, SB 740 (Facilities) and Special Education
- One-time pandemic funds projected to be exhausted by the end of 2023-24
- MPS anticipates additional funding from Federal CSP Award and other Grant programs beginning in 2024-25

Expenditures

- Teacher compensation data reflects salaries based on current year staffing levels (2023-24)
- Employee Benefit expenditures projected increase of 5%
- Books, Supplies & Services projections expected to increase based on cost-of-living adjustment

Enrollment Projections: Two-Year Comparison

School	2023/24	2024/25	Net Change
MSA 1	714	715	1
MSA 2	532	564	32
MSA 3	389	405	16
MSA 4	124	144	20
MSA 5	218	239	21
MSA 6	111	121	10
MSA 7	280	287	7
MSA 8 Bell	404	405	1
MSA Santa Ana	504	520	16
MSA San Diego	439	440	1
Totals	3,715	3,840	125

MPS Compensation Components

Magnolia Public Schools' teachers receive base pay, annual assignment pay, add-on pay and other forms of compensation as noted below.

- Base Pay (range is between \$59K - \$61k per year)
- Annual Assignment Pay (\$16K average per employee)
- One-Time Assignment Pay (\$7-8K average per employee)
- Cal STRS Retirement (\$16K average per employee)
- Health and Welfare Benefits (\$10K average per employee)
- Professional Development and Tuition Reimbursement (costs vary by school site)

Total annual compensation for MPS certificated staff is over \$100k per year

BENEFITS



COMPETITIVE SALARY

- ▶ **Base:** \$59,000; MSA 3, 4, 6, 7, SA, SD \$61,000; 1, 2, 5, 8
- ▶ **Year of Experience:** \$1,015
- ▶ **Degree & Credential:** \$1,015
- ▶ **Annual Assignment:** \$1,000-\$5,000 per assignment
- ▶ **One-Time Assignment:** Agreement



HEALTH BENEFITS *(Full time only)*

- ▶ **100%** Covered by Magnolia if HMO Kaiser, Dental and Vision for the Employee and All Family Members



RETIREMENT

- ▶ STRS Classic (Enrolled before 2013)
- ▶ STRS Pepra
- ▶ PERS Classic (Enrolled before 2013)
- ▶ PERS Pepra
- ▶ **401K UP TO A 10% MATCH** (Only eligible if not participating in STRS or PERS)



CREDENTIAL SUPPORT

- ▶ **BTSA**
- ▶ **Credential Program (Marshall Teacher Residency)**



PAID TIME-OFF

- ▶ **2** Floating Holiday Days
- ▶ **10** Sick/Personal Days (\$150/day for Unused Sick / Personal Days)
- ▶ **5** Bereavement
- ▶ **BREAKS**
- ▶ **HOLIDAYS**
- ▶ **VACATION (For 12-months)**



PROFESSIONAL DEVELOPMENT

- ▶ **Tuition Reimbursement**
- ▶ **Org-wide Symposiums**



OTHER BENEFITS

- For Employee & ALL Family Members
- ▶ Short/Long Term Life Benefits
- ▶ Voluntary AD&D
- ▶ Voluntary Term Life
- ▶ Employee Assistance Program

11-months employees are compensated from 8/1/2022 to 6/30/2023. (22 pay periods)
12-months employees are compensated from 7/1/2022 to 6/30/2023. (24 pay periods)

Deeper Dive into Health Benefit Payment

- Employee Only (Kaiser,Vision,Dental) \$607.25 / per month
- Employee + Family (Kaiser,Vision,Dental) \$1,817.95 /per month
- Employee +Spouse (Kaiser,Vision,Dental) \$1,329.03 /per month
- Employee + Children (Kaiser,Vision,Dental) \$1,214.97 /per month



KAISER PERMANENTE

Certificated Compensation Summary: Two-Year Comparison

2023-24 – The following schools provide a base pay of \$61k for certificated staff

- MSA 1
- MSA 2
- MSA 5
- MSA 8

2023-24 – The following schools provide a base pay of \$59k for certificated staff

- MSA 3
- MSA 4
- MSA 6
- MSA 7
- MSA Santa Ana
- MSA San Diego

2024-25 – All schools would provide a base pay of \$61k for certificated staff

- MSA 1
- MSA 2
- MSA 3
- MSA 4
- MSA 5
- MSA 6
- MSA 7
- MSA 8
- MSA – Santa Ana
- MSA – San Diego

The proposed increase would align pay for all schools allow for an equal base pay of \$61k for all MPS School Sites

Classified Compensation Summary: Two-Year Comparison

2023-24 – The following schools received an increase of 8 percent for classified staff

- MSA 1
- MSA 2
- MSA 5
- MSA 8

2023-24 – The following schools received an increase of 6 percent for classified staff

- MSA 3
- MSA 4
- MSA 6
- MSA 7
- MSA Santa Ana
- MSA San Diego

2024-25 – The following schools would receive an additional 2 percent increase for classified staff

- MSA 1
- MSA 2
- MSA 5
- MSA 8

2024-25 – The following schools would receive an additional 4 percent increase for classified staff

- MSA 3
- MSA 4
- MSA 6
- MSA 7
- MSA Santa Ana
- MSA San Diego

The proposed amounts noted above would align compensation so that classified staff receive a 10 percent pay increase over a two-year period



School Financial Standing

Magnolia Science Academy 1

Financial Overview

	2023-24	2024-25	% Change
Enrollment	714	715	Less than 1%
Enrollment to ADA	94%	94%	
Revenues	\$16,020,012	\$14,012,346	
Expenditures	\$14,432,801	\$13,846,722	
Net Deficit/Surplus	\$1,587,211	\$165,623	
Ending Fund Balance	\$12,592,996	\$12,758,619	

MSA 1 is projecting a balanced budget for the 24/25 school year with the following number of positions:

2023-24 LCFF COLA at 8.13%
2024-25 LCFF COLA projected to be 0.76%

- 48 Certificated FTEs (includes teachers, support staff and administration)
- 33 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy 1

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to remain at \$61k for all certificated staff • Projected salary increase of 2 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • Includes \$300K worth of Community School Grant revenues in 24/25 • Includes \$75K worth of ESSER 3 Summer Grant revenues in 24/25 • Jam Building expenses (potential carryover into 24/25)

Magnolia Science Academy 2

Financial Overview

	2023-24	2024-25	% Change
Enrollment	532	564	6%
Enrollment to ADA	94.3%	94.3%	
Revenues	\$11,249,967	\$10,869,031	
Expenditures	\$10,517,813	\$10,161,187	
Net Deficit/Surplus	\$732,154	\$707,844	
Ending Fund Balance	\$6,374,414	\$7,082,259	

MSA 2 is projecting a balanced budget for the 24/25 year with the following number of positions:

2023-24 LCFF COLA at 8.13%
2024-25 LCFF COLA projected to be 0.76%

- 35 Certificated FTEs (includes teachers, support staff and administration)
- 17 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy 2

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to remain at \$61k for all certificated staff • Projected salary increase of 2 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • Includes \$300K worth of Community School Grant revenues in 24/25 • Van Owen Site Planning (Facilities)

Magnolia Science Academy 3

Financial Overview

	2023-24	2024-25	% Change
Enrollment	380	405	6.6%
Enrollment to ADA	93.1%	93.1%	
Revenues	\$7,441,860	\$6,695,089	
Expenditures	\$7,322,306	\$6,689,744	
Net Deficit/Surplus	\$119,555	\$5,345	
Ending Fund Balance	\$3,373,671	\$3,379,015	

MSA 3 is projecting a balanced budget based on increased growth in enrollment growth, other revenue sources and some expenditure reductions for the 24/25 school year with the following number of positions:

- 29 Certificated FTEs (includes teachers, support staff and administration)
- 12 Classified FTEs (includes instructional, clerical and support staff)

2023-24 LCFF COLA at 8.13%
2024-25 LCFF COLA projected to be 0.76%

Magnolia Science Academy 3

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to increase to \$61k for all certificated staff • Projected salary increase of 4 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • CMO fee reduction by \$300K in 24/25 • Includes \$300K worth of Community School Grant revenues in 24/25 • Includes \$50K worth of Middle and Early College Grant revenues in 24/25

Magnolia Science Academy 4

Financial Overview

	2023-24	2024-25	% Change
Enrollment	124	144	16.1%
Enrollment to ADA	\$2,703,031	\$2,922,628	
Revenues	\$2,824,571	\$2,918,899	
Expenditures	\$(121,540)	\$3,729	
Net Deficit/Surplus	\$1,327,333	\$1,331,062	
Ending Fund Balance			

MSA 4 is projecting a balanced budget based on increased growth in enrollment growth and additional revenue sources for the 24/25 school year with the following number of positions:

- 15 Certificated FTEs (includes teachers, support staff and administration)
- 4 Classified FTEs (includes instructional, clerical and support staff)

2023-24 LCFF COLA at 8.13%
2024-25 LCFF COLA projected to be 0.76%

Magnolia Science Academy 4

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to increase to \$61k for all certificated staff • Projected salary increase of 4 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • Includes \$150K worth of Community School Grant revenues in 24/25 • Includes \$50K worth of Middle and Early College Grant revenues in 24/25

Magnolia Science Academy 5

Financial Overview

	2023-24	2024-25	% Change
Enrollment	211	239	13.3%
Enrollment to ADA	92.0%	92.0%	
Revenues	\$4,869,059	\$5,023,496	
Expenditures	\$4,610,670	\$4,790,467	
Net Deficit/Surplus	\$258,389	\$233,029	
Ending Fund Balance	\$5,561,829	\$5,794,858	2023-24 LCFF COLA at 8.13% 2024-25 LCFF COLA projected to be 0.76%

MSA 5 is projecting a balanced budget based on increased growth in enrollment growth and other revenue sources for the 24/25 year. The projected budget estimates do NOT include any Prop 1D revenues or expense projections for 24/25 year with the following number of positions:

school
win g

- 18 Certificated FTEs (includes teachers, support staff and administration)
- 12 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy 5

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to remain at \$61k for all certificated staff • Projected salary increase of 2 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • Includes \$250K worth of Community School Grant revenues in 24/25 • Includes \$50K worth of Middle and Early College Grant revenues in 24/25 • Includes \$60K worth of Elementary and Secondary School Emergency Relief (ESSER) Summer Grant revenues in 24/25 • Includes \$400K worth of Federal Expansion Award revenues in 24/25 • Focus on maintaining enrollment and cash flow for facilities (Winnetka)

Magnolia Science Academy 6

Financial Overview

	2023-24	2024-25	% Change
Enrollment	111	121	9%
Enrollment to ADA	93.7%	93.7%	
Revenues	\$2,401,023	\$2,234,499	
Expenditures	\$2,399,699	\$2,184,810	
Net Deficit/Surplus	\$1,325	\$49,689	
Ending Fund Balance	\$2,850,258	\$2,899,947	2023-24 LCFF COLA at 8.13% 2024-25 LCFF COLA projected to be 0.76%

MSA 6 is projecting a balanced budget for the 24/25 school year with the following number of positions:

- 10 Certificated FTEs (includes teachers, support staff and administration)
- 4 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy 6

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to increase to \$61k for all certificated staff • Projected salary increase of 4 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • Includes \$143K worth of Community School Grant revenues in 24/25

Magnolia Science Academy 7

Financial Overview

	2023-24	2024-25	% Change
Enrollment	280	287	Less than 1%
Enrollment to ADA	94.0%	94.0%	
Revenues	\$6,450,455	\$5,741,369	
Expenditures	\$6,336,879	\$5,729,929	
Net Deficit/Surplus	\$113,576	\$11,440	
Ending Fund Balance	\$3,372,670	\$3,384,110	2023-24 LCFF COLA at 8.13% 2024-25 LCFF COLA projected to be 0.76%

MSA 7 is projecting a balanced budget for the 24/25 school year with the following number of positions:

- 20 Certificated FTEs (includes teachers, support staff and administration)
- 19 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy 7

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to increase to \$61k for all certificated staff • Projected salary increase of 4 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • CMO fee reduction by \$300K in 24/25 • Includes \$250K worth of Community School Grant revenues in 24/25 • Includes \$60K worth of Elementary and Secondary School Emergency Relief (ESSER) Summer Grant revenues in 24/25

Magnolia Science Academy Bell

Financial Overview

	2023-24	2024-25	% Change
Enrollment	404	405	Less than 1%
Enrollment to ADA	93.9%	93.9%	
Revenues	\$7,976,705	\$6,981,568	
Expenditures	\$7,569,038	\$6,934,223	
Net Deficit/Surplus	\$407,667	\$47,345	
Ending Fund Balance	\$8,012,548	\$8,059,894	2023-24 LCFF COLA at 8.13% 2024-25 LCFF COLA projected to be 0.76%

MSA 8 is projecting a balanced budget for the 24/25 school year with the following number of positions:

- 30 Certificated FTEs (includes teachers, support staff and administration)
- 17 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy Bell

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to remain at \$61k for all certificated staff • Projected salary increase of 2 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • Includes \$250K worth of Community School Grant revenues in 24/25 • Includes \$60K worth of Elementary and Secondary School Emergency Relief (ESSER) Summer Grant revenues in 24/25

Magnolia Science Academy Santa Ana

Financial Overview

	2023-24	2024-25	% Change
Enrollment	504	520	3%
Enrollment to ADA	94.4%	94.4%	
Revenues	\$10,917,444	\$10,360,777	
Expenditures	\$11,238,676	\$10,345,306	
Net Deficit/Surplus	\$(321,232)	\$15,471	
Ending Fund Balance	\$9,206,234	\$9,221,705	2023-24 LCFF COLA at 8.13% 2024-25 LCFF COLA projected to be 0.76%

MSA Santa Ana is projecting a balanced budget based on increased enrollment growth, other revenue sources and expenditure reductions for the 24/25 school year with the following number of positions:

- 40 Certificated FTEs (includes teachers, support staff and administration)
- 24 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy Santa Ana Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to increase to \$61k for all certificated staff • Projected salary increase of 4 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24 • CMO fee reduction by \$553K in 24/25 • Includes \$300K worth of Community School Grant revenues in 24/25 • Includes \$250K worth of Middle and Early College Grant revenues in 24/25 • Includes \$60K worth of Elementary and Secondary School Emergency Relief (ESSER) Summer Grant revenues in 24/25 • Includes \$400K worth of Federal Expansion Award revenues in 24/25 • Includes \$50K worth of Community Engagement Initiative revenues in 24/25

Magnolia Science Academy San Diego

Financial Overview

	2023-24	2024-25	% Change
Enrollment	439	440	Less than 1%
Enrollment to ADA	94.7%	94.7%	
Revenues	\$6,569,168	\$6,140,477	
Expenditures	\$6,413,980	\$5,958,323	
Net Deficit/Surplus	\$155,188	\$182,154	
Ending Fund Balance	\$1,564,855	\$1,747,010	2023-24 LCFF COLA at 8.13% 2024-25 LCFF COLA projected to be 0.76%

MSA San Diego is projecting a balanced budget for the 24/25 school year with the following number of positions:

- 23 Certificated FTEs (includes teachers, support staff and administration)
- 7 Classified FTEs (includes instructional, clerical and support staff)

Magnolia Science Academy San Diego

Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Projected base salary to increase to \$61k for all certificated staff • Projected salary increase of 4 percent increase for all classified staff • Increase in unused sick pay from \$150 to \$250 per day • Increase in year of experience coefficient \$1,015
Other Planning Considerations	• Budget projections based on all one-time pandemic funds being exhausted by the end of 23/24

Magnolia Science Academy MERF

Financial Overview

	2023-24	2024-25
Revenues	\$7,369,537	\$6,660,592
Expenditures	\$7,961,648	\$8,268,081
Net Deficit/Surplus	(\$592,111)	(\$1,607,489)
Ending Fund Balance	\$2,970,948	\$1,363,459

2023-24 LCFF COLA at 8.13%
2024-25 LCFF COLA projected to be 0.76%

MERF will identify potential revenue enhancement and expenditure reductions to mitigate projected deficit spending. The following number of positions are budgeted for 24/25:

- 37 FTEs (includes all home office staff)
- Increase salaries by approximately 4 percent

Projected increase of 4 percent based on the 2023-24 Second Interim Analysis

Magnolia Science Academy MERF Planning Considerations 2024-25

Category	2024-25
Personnel Costs	• Maintain existing staffing levels to continue to support all school sites throughout MPS • Provide a 4 percent increase to existing Home Office staff
Other Planning Considerations	• Identify potential revenue enhancements and expenditure reductions to address the projected operating deficit and maintain a balanced budget for the next fiscal year.



What is Happening Across School Districts

February to date (more to come)

Los Angeles Unified

- Possible reduction in force of 144 FTE
- Savings of 55 million dollar saving
- March 12, 2024 Board Meeting

San Diego Unified

- Reduction in force of 98 home office personnel
- Savings of 94 million dollar
- February 2024 Board Meeting

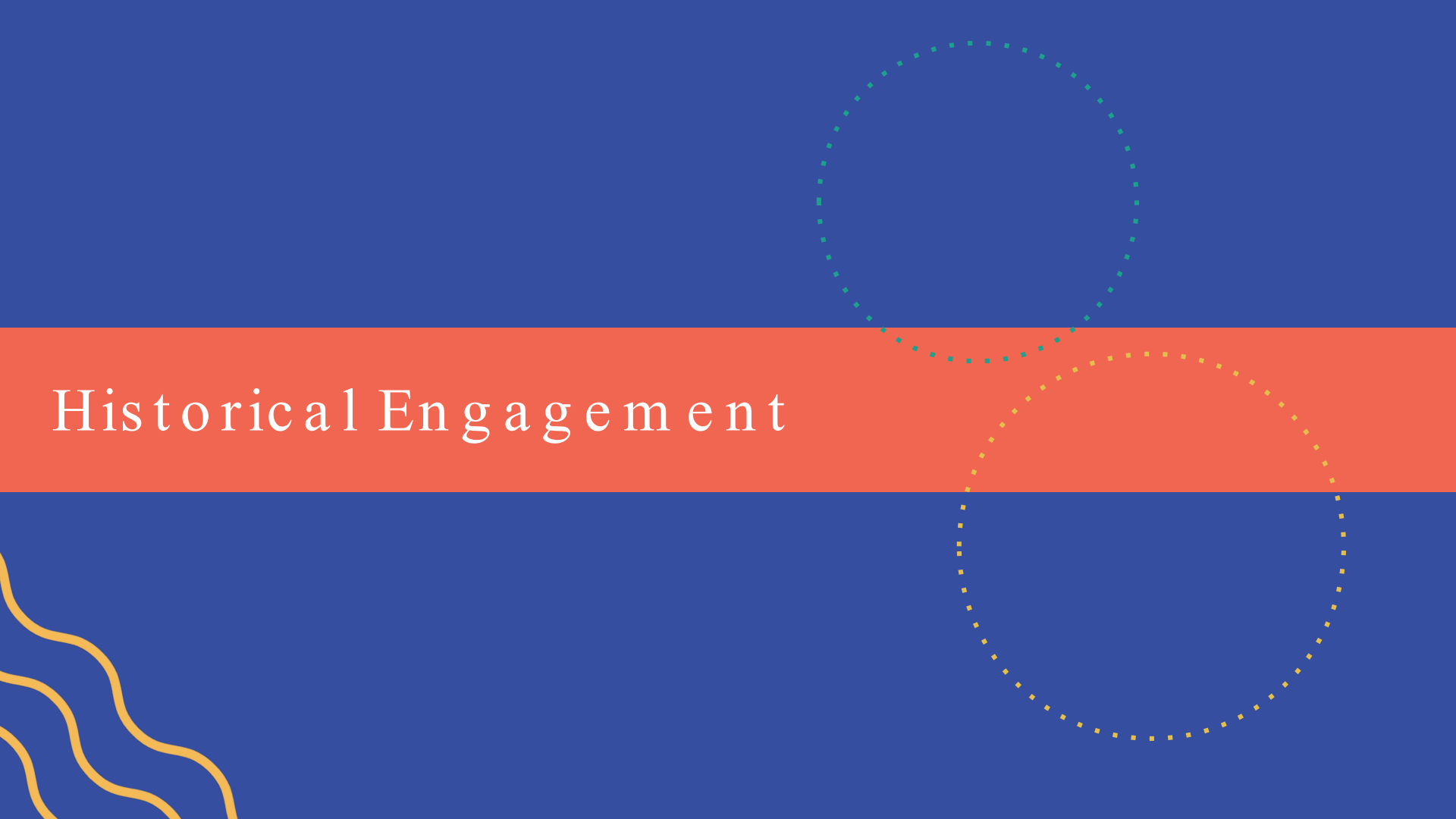
William S. Hart Union High School District

- Reduction in force of 80 teachers
- Saving of 46 million dollars over next three years
- February 2024 Board Meeting

Anaheim Union High School District

- Possible reduction in force of 119 teachers
- Saving of 18.4 million
- March 7, 2024 Board Meeting

Historical Engagement

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Conversations We Have Engaged In

MPS Board:

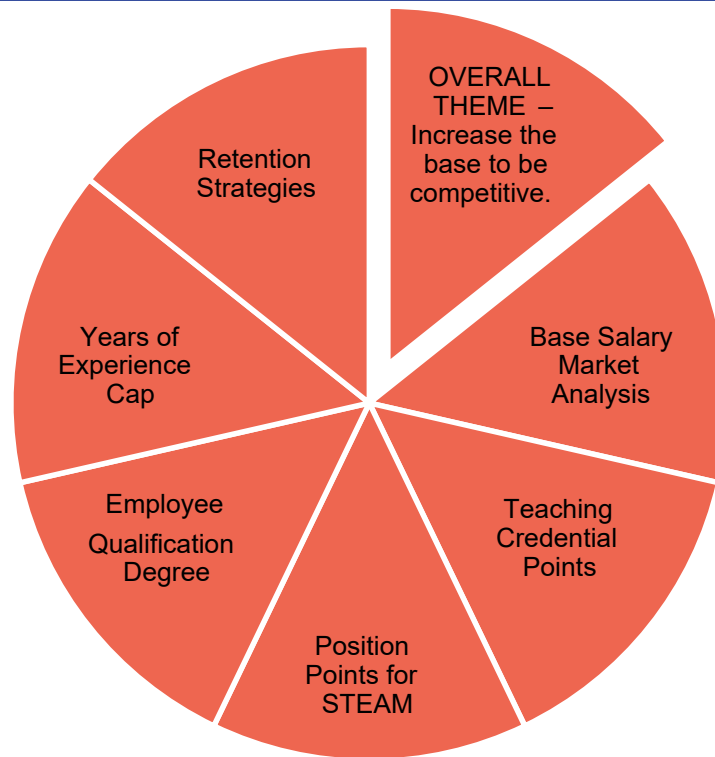
- Board has adopted current pay scale but directed staff to present new modified pay scale that included teacher voice.

C-Team:

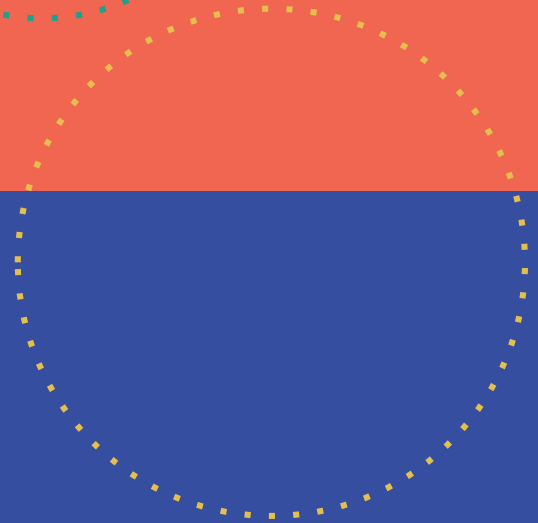
- Explored different Pay Scale proposals that considered numerous factors
- Hosted conversation with principals to collect feedback on preliminary ideas

School Administrators :

- Provided feedback via Jamboard
- Feedback 1:1 with CEO and C -Team



Excellence Committee



Magnolia's North Star – New Pay Structure

Our goal is to create an equitable pay scale that will attract talent to MPS, contribute to our organizational priority of retaining staff, and improve the operation side -- all while ensuring it is financially supported by a sustainable budget. To achieve this goal, we need to ensure that staff are part of this conversation.

We have identified preliminary initiatives that would need thorough discussion, planning, and implementation to contribute to a New and Equitable Pay Structure . **These initiatives would incorporate the voice of all staff.**

Identified Initiatives

Implementation: Create a clear plan on how the implementation will look that will include messaging, clear scenarios for teachers, updated policy, and many other factors

STRS Training: Ensure teachers are educated about STRS and PERs implication for pay scale adjustment

Teacher Input: Create space for teachers across all 10 MPS campuses where they can provide feedback regarding pay scale (launch Excellence Committee)

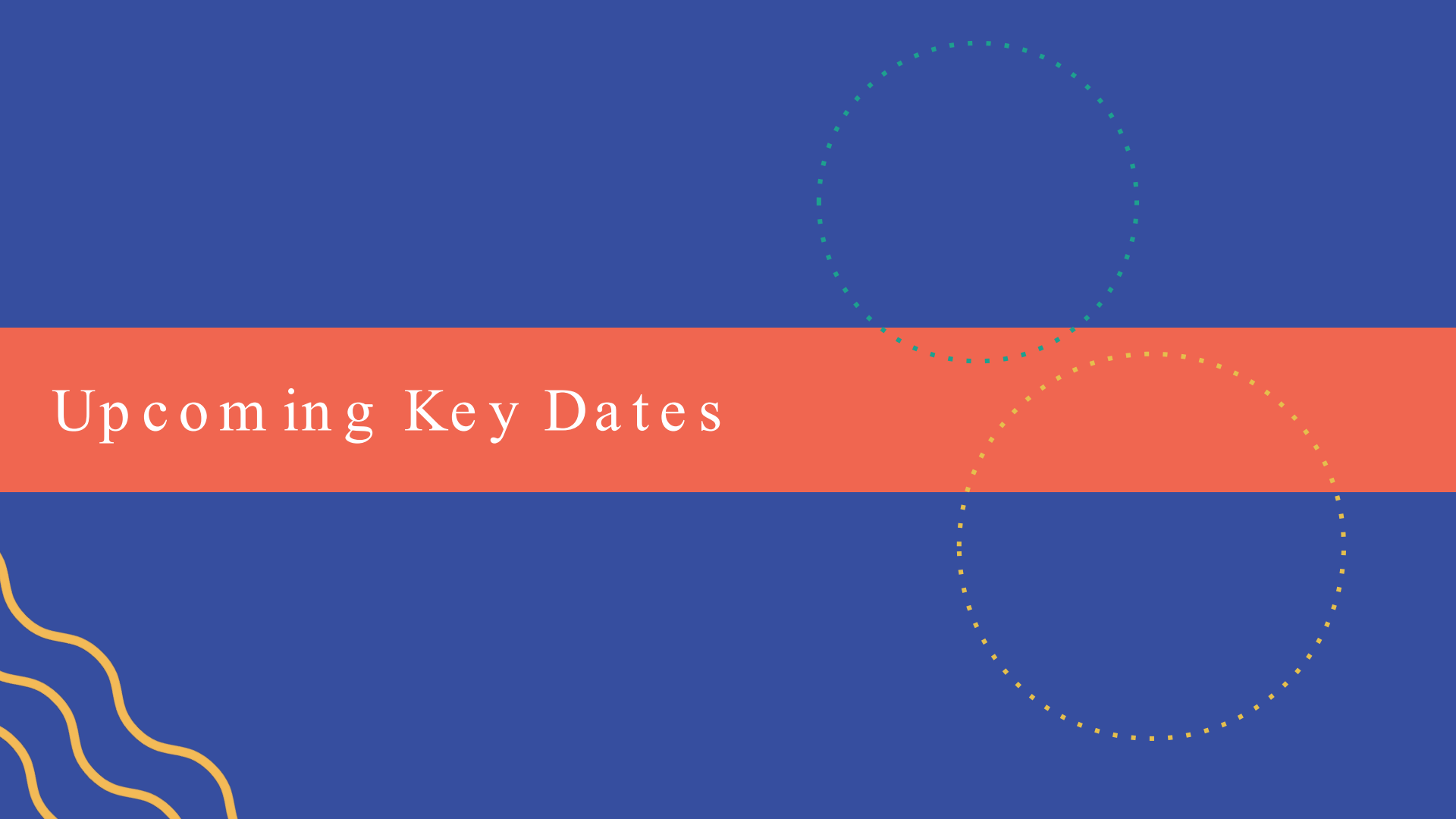
Budget Implications: Finance Team to lead efforts on what and how options discussed will impact budget. Complete market comparison for other CMOs like MPS.

Legal Counsel Review: Ensure recommended pay scale is approved by outside counsel

Add-ons Audit: Deep dive audit into every school and what is currently being paid out. Identify what add-ons could be added to job description/buckets that will be required of staff to complete.

Accountability: Identify how staff will be evaluated for add-ons to ensure they are contributed to student success. Teach Boost/goal exploration.

Upcoming Key Dates

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Timeline of Agreements

Board Reviews April 11 and makes decision. If recommendation is approved the following actions will take place:

- Approval April 11
- April 12 - Finance sets up system to match approved pay structure
- Week of April 15 Staffing meeting across all ten schools
- Week of April 22 HR Agreements prep work
- By May 3 Agreements sent to principals
- By May 10 all agreements finalized



THANK YOU