



Board Agenda Item #	Agenda #III. C
Date:	October 4 <sup>th</sup> 2017
To:	Magnolia Board of Directors Personnel Committee
From:	Caprice Young, Ed.D., CEO & Superintendent
Staff Lead:	Suat Acar, COO
RE:	Discussion of Proposed School Leaders Salary Scale

#### Proposed Board Recommendation

Informational item. Home Office Staff is still working on completion of the revised administrative salary scale.

#### Background

All school site employees were under one unique scale until 2015-16 school year. Then the Home office introduced the minimum wages for deans and principals to increase the bottom line offer amounts for administrative staff to be more competitive in the market. MPS Board of director approved minimum salaries for deans as \$70,000 and for principals \$90,000. This approval did not come with a way to describe how each admin will get a raise for every new school year. To eliminate to confusion the home office staff is now collaborating on a new salary scale, which will get the administrative staff back in the scale without having them lose their existing salaries.

#### Budget Implications

- Amounts/ Funding Source: General Funds as needed

The proposed new scale will not need substantial additional dollar amount because it does not intend to raise school leader salaries, rather intends to help define the raises every year automatically for each school leader.

#### How Does This Action Relate/Affect/Benefit All MSAs?

With the proposed revised admin salary scale, each admin's past experiences will be honored by differentiating between experiences as a teacher and as a school leader. The current scale does not have this function. Home Office expects to keep administrators who are high achievers as long as possible by honoring their MPS administrative experience more.

#### Name of Staff Originator:

Suat Acar, COO