

MERRILL AREA PUBLIC SCHOOLS TEACHER SALARY PLAN

The Merrill Area Public Schools Teacher Salary Plan was designed in the 2017-18 school year by the Teacher Salary Committee, which was comprised of administrators, a Board member, and teaching staff. The salary plan was collaboratively designed to achieve the goals of providing a competitive salary, address discrepancies in teacher pay, and to promote retention of high quality employees.

Level Advancement

The salary plan allows for potential level advancement if an employee satisfies the Professional Development requirements, as outlined in the attached document, and funds are available as determined by the District.

Master's Degree

Teachers who obtain a Master's Degree will be placed on the "MA" column of the salary plan at the onset of their contract for the subsequent school year. The deadline for submitting proof of the Master's Degree will be September 15th of that school year. Master's Degrees must be in the teacher's content area, or an education related field. Programs include, but are not limited to, the following. If you do not see your program listed, please contact the Director of Human Resources.

- Master of Arts in Teaching
- Master of Science for Professional Educators
- Master of Science in Educational Leadership
- Master of Arts in Educational Technology
- Master of Arts in Special Education
- Master of Arts in Inclusive Education
- Master of Arts in Language and Literacy / 316 or 317 Certification

National Board Certification

Teachers who obtain National Board Certification will be moved two steps on the salary plan at the onset of their contract for the subsequent school year. The deadline for submitting proof of certification will be August 1st of that school year.

Initial Salary Plan Placement for New Hires

An employee's initial placement on the Salary Plan shall be at the sole discretion of the Board based upon the recommendation of administration. Consideration of placement on the Salary Plan includes:

- Previous experience in area of hire
- Qualifications
- Labor market

Review of Salary Plan

The Salary Plan will be brought to the Board on an annual basis to determine what, if any, adjustments should be made to the salary plan.

Annual MAPS Professional Development Requirements

The compensation guidelines specify criteria that must ALL be met in order to advance individual's salaries. These criteria are listed below:

1. Hold a Wisconsin DPI professional educator license (emergency licenses do not count)
2. Maintain professional development log
3. Engage in MAPS district and building staff development, MSI (Merrill School Improvement) days and any other days or events when attendance is expected by your building principal.
4. Remain in good employee standing (i.e. not on a plan of improvement at any point during the current school year or anticipated to be on one for the upcoming year)
5. Complete a Professional Practice Goal (PPG) and Student Learning Outcome (SLO)
6. The educator must have consistently attended professional development opportunities and MSI days throughout the fiscal year as directed by the administration.
7. Participate in the MAPS New Teacher Mentoring program (new staff only)
8. Submit a documentation log (summative year only)
9. Achieve an "Effective" or "Distinguished" overall EE rating
10. Obtain an Effective or distinguished Standard 6 Professionalism EE rating
 - a. Demonstrate behavior consistent with legal, ethical, and professional standards
 - b. Contribute to the profession
 - c. Engage in professional growth that results in improved student learning outcomes (SLO)

Please refer questions regarding the document to the Human Resource Department.

2023-2024

Teachers			School Psychologists, OT, PT, Counselors, Social Workers & SLP		
2023-2034			2023-2024		
Step	BA	MA	Step	BA	MA
1	\$ 41,727	\$ 45,899	1	\$ 53,375	\$ 57,375
2	\$ 42,144	\$ 46,360	2	\$ 53,949	\$ 57,949
3	\$ 42,566	\$ 46,823	3	\$ 55,977	\$ 59,977
4	\$ 44,058	\$ 48,462	4	\$ 58,077	\$ 62,077
5	\$ 45,598	\$ 50,160	5	\$ 60,248	\$ 64,248
6	\$ 47,196	\$ 51,916	6	\$ 62,497	\$ 66,497
7	\$ 48,849	\$ 53,733	7	\$ 64,824	\$ 68,824
8	\$ 50,560	\$ 55,614	8	\$ 67,234	\$ 71,234
9	\$ 52,330	\$ 57,561	9	\$ 69,727	\$ 73,727
10	\$ 54,161	\$ 59,576	10	\$ 71,938	\$ 75,938
11	\$ 55,787	\$ 61,364	11	\$ 74,216	\$ 78,216
12	\$ 57,461	\$ 63,206	12	\$ 76,564	\$ 80,564
13	\$ 59,186	\$ 65,102	13	\$ 78,578	\$ 82,578
14	\$ 60,667	\$ 66,730	14	\$ 80,641	\$ 84,641
15	\$ 62,184	\$ 68,398	15	\$ 82,758	\$ 86,758
16	\$ 63,739	\$ 70,109			
17	\$ 65,334	\$ 71,862			
18	\$ 66,967	\$ 73,658			
19	\$ 68,306	\$ 75,132			

* Any staff moving beyond the final step will receive a 2% salary increase.