

MERRILL AREA PUBLIC SCHOOLS SUPPORT STAFF COMPENSATION PLAN

The Merrill Area Public Schools Support Staff Compensation Plan was designed in the 2016-17 school year by the Support Staff Compensation Committee, which was composed of administrators and support staff employees. The compensation plan was collaboratively designed to achieve the goal of providing a competitive salary, and to promote retention of high quality employees.

Level Advancement

The compensation plan allows for potential compensation level advancement if an employee satisfies both of the following requirements and funds are available as determined by the District:

1. Satisfactory Evaluation

Employees must have received an overall satisfactory evaluation as established by the District in order to be eligible for level advancement. Employees who are on a "Plan of Improvement" will not be eligible for level advancement regardless of length of service. Administration reserves the right to grant level advancement if the employee shows improvement and is deemed to be satisfactory during the course of the ensuing school year.

2. Length of Service - Based on Fiscal Year of July 1 - June 30

The employee must have begun employment prior to January 1 in order to be eligible for level advancement. Anyone not meeting this criteria will remain on the same level for the ensuing fiscal year.

Movement between Grades

Anytime an employee applies for another position that is in a different pay grade, compensation will be determined based on the laid out below. There is no guarantee that the pay rate would be equal to or exceed the employee's current pay rate.

Initial Compensation Plan Placement for New Hires

An employee's initial placement on the compensation plan shall be at the sole discretion of the Board and/or its designee. Consideration of placement on the Compensation Plan includes:

- Previous experience in area of hire
- Ability to meet/exceed the posted job qualifications
- Labor market
- Education and/or certifications

Working as a Substitute

Any employee who subs for another employee will be paid their regular rate if the substitution occurs during the regular school day. Other situations will be reviewed by the Director of Business Services. Employees are not allowed to leave their regular position to take a substitute position unless it is deemed necessary by the building principal. Employees may only sub for another employee in their own building.

Review of Compensation Plan

The Support Staff Compensation Plan will be reviewed on an annual basis by the Board or its designee to determine if any changes need to be made with regard to pay grade responsibilities, pay rates, advancement criteria, etc.

2022-23											
Support staff Compensation Plan for Merrill Area Public Schools											
	Levels do not imply years of experience										
	Level A	Level B	Level C	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K
Grade 2 - Bulding Aides, Classroom Aides, Health Aides, Lunchroom Aides, & Study Hall Aides	\$15.25	\$15.58	\$15.92	\$16.73	\$17.07	\$17.40	\$17.75	\$18.11	\$18.47	\$18.93	\$19.40
Grade 3- Special Ed Aides, ILS Aides	\$15.68	\$16.08	\$16.47	\$17.19	\$17.52	\$17.88	\$18.24	\$18.60	\$18.97	\$19.44	\$19.93
Grade 4 - Building Secretaries - 10 month, PRSYL Quality Assurance Assist, PRSYL Family Service Worker	\$17.36	\$17.81	\$18.25	\$18.85	\$19.22	\$19.60	\$19.99	\$20.39	\$20.80	\$21.32	\$21.85
Grade 4B-Building Secretaries - 11 month	\$18.13	\$18.60	\$19.08	\$19.36	\$19.74	\$20.14	\$20.54	\$20.95	\$21.37	\$21.90	\$22.45
Grade 5- Building Secretaries - 12 month	\$18.89	\$19.38	\$19.88	\$20.36	\$20.76	\$21.18	\$21.60	\$22.03	\$22.47	\$23.03	\$23.61
Grade 6- Central Office Assistance	\$20.61	\$21.15	\$21.67	\$22.17	\$22.62	\$23.06	\$23.52	\$23.99	\$24.47	\$25.08	\$25.71
Grade 7- Assistant to District Administrator	\$25.54	\$26.06	\$26.59	\$26.82	\$27.36	\$27.90	\$28.46	\$29.03	\$29.61	\$30.65	\$31.11
Grade 8 - Housekeeper	\$14.58	\$14.88	\$15.14	\$15.49	\$15.81	\$16.12	\$16.52	\$16.85	\$17.19	\$17.62	\$18.06
Grade 9- Custodian I (2nd Shift)	\$18.75	\$19.05	\$19.35	\$19.71	\$20.03	\$20.44	\$20.94	\$21.36	\$21.79	\$22.33	\$22.89
Grade 10- Custodian II (3rd Shift)	\$18.95	\$19.28	\$19.60	\$20.00	\$20.33	\$20.63	\$21.14	\$21.56	\$21.99	\$22.54	\$23.10
Grade 11- Custodian III (Assist. - PRMS, MHS, Kate & CO)	\$18.97	\$19.35	\$19.67	\$20.01	\$20.55	\$21.13	\$21.67	\$22.10	\$22.54	\$23.10	\$23.68
Grade 12- Custodian IV (Washington, Jefferson, PRSYL, NAC)	\$19.06	\$19.43	\$19.74	\$20.22	\$20.75	\$21.34	\$21.86	\$22.30	\$22.75	\$23.32	\$23.90
Grade 13- Custodian V (Head - Kate, PRMS & MHS)	\$19.16	\$19.63	\$20.11	\$20.54	\$21.01	\$21.55	\$22.08	\$22.52	\$22.97	\$23.54	\$24.13
Grade 14 - Maintenance I (Generalist)	\$21.28	\$21.75	\$22.23	\$22.75	\$23.10	\$23.44	\$23.96	\$24.44	\$24.93	\$25.55	\$26.19
Grade 15 - Maintenance II (Specialist)	\$22.01	\$22.47	\$22.94	\$23.52	\$23.87	\$24.23	\$24.75	\$25.25	\$25.76	\$26.40	\$27.06
Grade 16 - Computer Technicians	\$19.96	\$21.01	\$22.06	\$23.11	\$24.16	\$25.21	\$25.71	\$26.22	\$26.74	\$27.41	\$28.10

*Any support staff moving beyond level k will receive a 2% salary increase annually.