



FY23 SALARY TABLE PROPOSAL



Camp Cunningham 2021*

OVERVIEW: The current Milton Community Schools (MCS) salary chart was created with the needs of the program in mind at the time we had just over 130 employees on our payroll pre-COVID. The current chart shows job positions by program (ASE, ESAP, Vacation Camps, Camp CU and others). Many of these positions are duplicated with the same salary and are no longer needed. In addition, this chart has only five steps for most positions which limits the flexibility to offer competitive salary rates.

OBJECTIVE:

- SIMPLIFICATION- Consolidate the duplicated position grades on the salary table for multiple programs
- ADDITION OF STEPS- Extend the number of steps to the existing positions to allow us to have flexibility in offering competitive hourly rates to qualified candidates including MPS employees. This change also serves as a motivation for employee retention purposes

MILTON COMMUNITY SCHOOLS HOURLY RATES PROPOSED														
TABLE														
GRADE	TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TIES TO MPS TABLES:	EFFECTIVE DATE	
1	ASE/ESAP Supervisor	\$25.78	\$26.69	\$27.60	\$28.59	\$29.55	\$30.60	\$31.69	\$32.79	\$33.95	\$34.64	Non HRS-Grade 3	7/1/2022	
2	CC Supervisor	\$27.84	\$28.80	\$29.83	\$30.87	\$31.95	\$33.08	\$34.24	\$35.41	\$36.67	\$37.39	Non HRS-Grade 4	7/1/2022	
3	Assistant Supervisor	\$23.87	\$24.69	\$25.58	\$26.46	\$27.39	\$28.32	\$29.34	\$30.37	\$31.42	\$32.05	Non HRS-Grade 2	7/1/2022	
4	Specialist Instructor	\$20.49	\$21.87	\$23.45	\$24.82	\$26.17	\$27.54	\$29.37				Unit D Hourly Rates Non-ABA	9/1/2022	
5	Group Leader Non-ABA	\$16.66	\$18.01	\$19.37	\$20.49	\$21.87	\$23.45	\$24.82	\$26.17	\$27.54	\$29.37	Unit D Hourly Rates Non-ABA	9/1/2022	
6	Group Leader ABA	\$18.01	\$19.37	\$20.49	\$22.13	\$23.61	\$25.34	\$26.82	\$28.27	\$29.75	\$31.72	Unit D Hourly Rates ABA	NEW	
7	High School Counselor	\$14.25	\$15.50	\$16.00								Min wage *will increase to \$15.00	9/1/2022	
8	Support Staff	\$19.37	\$20.49	\$21.87	\$23.45	\$24.82	\$26.17	\$27.54	\$29.37			Unit D Hourly Rates Non-ABA	9/1/2022	
9	Teacher P/T Instruction	\$50.88										Unit A Instructional	9/1/2022	
10	Teacher Extracurricular	\$31.41										Unit A Extracurricular	9/1/2022	
11	MCS Nurse	\$35.57	\$38.06	\$40.72	\$43.57	\$46.63	\$49.89	\$53.38	\$57.12	\$61.12		Unit A-	7/1/2022	
12	Clerical	\$25.78	\$26.69	\$27.60	\$28.59	\$29.55	\$30.60	\$31.69	\$32.79	\$33.95	\$34.64	Non HRS-Grade 3	7/1/2022	
13	Director	\$2,666.68	\$2,720.00	\$2,775.00	\$2,830.50							Individual Contract	7/1/2022	