

Support Staff Compensation Plan
 Effective with 2016 – 2017 School Year
 Approved School Board Meeting 1/4/2016

1. Annual increase -- First priority would be for all Support Staff to receive an annual increase.
2. Support Staff Longevity Based Compensation Model Support Staff - Second priority would be an additional wage increase based on years of service with the MH School District.
 - a. Funding Considerations – The Support Staff Longevity Based Compensation Model is premised on the assumption that increases will occur each fiscal year for all who qualify provided that budgetary funds are available as determined by the District. The District will make every attempt to not freeze movement for staff members who have reached the requirements for an increase.
 - b. Proposed – Support Staff Longevity Based Compensation Model

1 Year	2 Year	3 Years	5 Year	10 Year	15 Year	20 Year	25 Year	30 Year
\$0.20	\$0.20	\$0.20	\$0.30	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40

- c. Longevity increase would be effective at the beginning of the next school year.
 - i. Years of service rules:
 1. No credit for substitute years - we cannot predict how many hours/shifts they worked.
 2. Mid-year hires –
 - a. Hires prior 2/1 would receive full a year credit for that year.
 - b. Hires after 2/1 would not receive that years’ service credit
 3. Transfer positions – retain years of service
 4. Staff that is rehired by MHASD should retain their years of service credit.