

The background features three light green silhouettes of children walking from left to right. The child in the middle is wearing a hat and carrying a bag, while the child on the right is carrying a backpack. The overall scene is set against a light green gradient background.

# Total Compensation

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**From a Meeting Street Schools Perspective**

# 4 Guiding Principles

## Total Compensation at Meeting Street Schools



### Comprehensive

We provide a robust compensation package that allows team members a multitude of opportunities to earn compensation including performance, referral, and retention awards.



### Ultra-Competitive

We provide packages and opportunities that would rival any school district in the state. From performance awards, to mental health counseling, Meeting Street Schools



### Performance-Based

We believe in paying educators based on their effectiveness. Just like our instruction, compensation is results-orientated and if you have great results, you should be compensated accordingly.



### Modernized

We look at our compensation through 21st century lenses, not following a prehistoric methodology of paying our educators based on scales. We also provide more flexible retirement planning.

## **BASE COMPENSATION**

MSS benchmarks its base compensation against market competitors. Not only looking at local districts, but the state as a whole to ensure competitiveness.

## **WEALTH BUILDING INVESTMENTS**

MSS provides a generous 50% match of the first 6% contribution that team members make to their 403(b) retirement plan that fully vests after five years and offers portability.

## **PERFORMANCE AWARDS**

MSS offers a unique and innovative performance awards system that rewards eligible educators for student growth and achievement.

# Total Compensation

## **REFERRAL, ATTRACTION, & RETENTION AWARDS**

MSS celebrates its team members with awards that recognize continuous employment and recruiting efforts of classroom and operational staff.

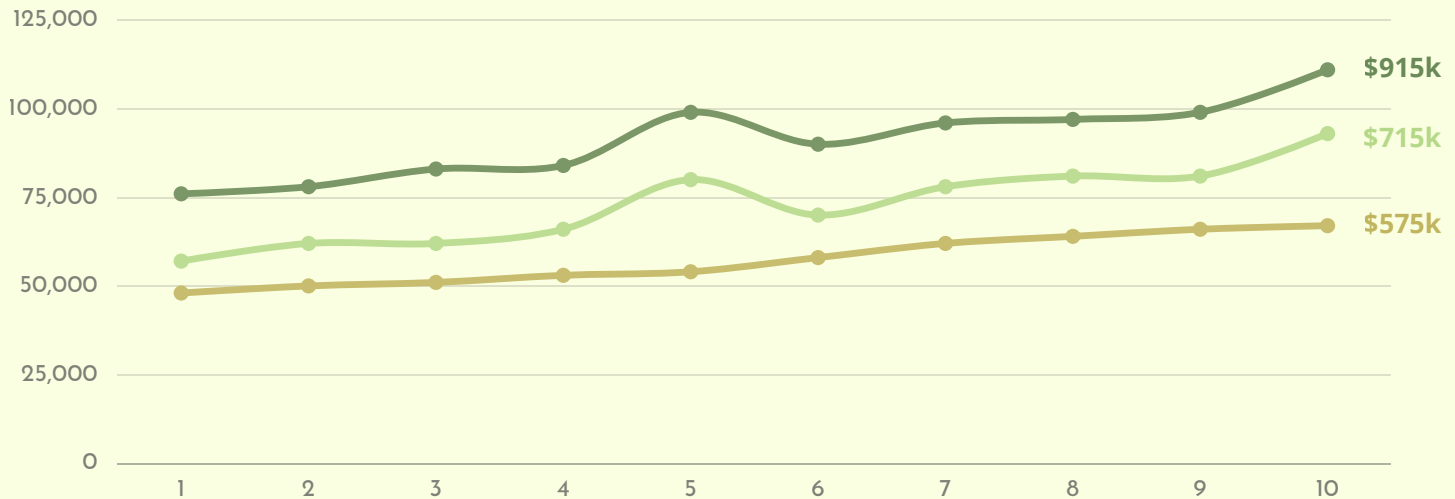
## **HEALTH & WELLNESS INVESTMENTS**

MSS provides robust medical coverages, discounted premiums, & free access to mental health programs.

## **CAREER ADVANCEMENT STIPENDS**

MSS compensates educators for leadership roles such as Player Coach and Grade-Level Chair that provide valuable career-advancing experience.

# 10-Year Earnings Potential Forecast



## Meeting Street Top Classroom Performer

Over **\$900k** in potential earnings

## Meeting Street Classroom Educator

Over **\$700k** in potential earnings

## Other School District Teacher

Approx. **\$575k** in overall compensation

# 10-Year Earnings Potential Forecast

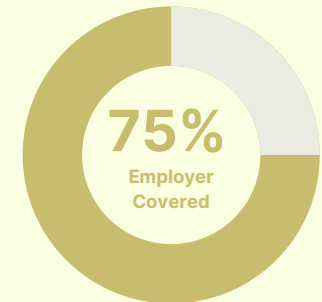
	<b>Base Compensation</b>	<b>Health &amp; Wealth Investments</b>	<b>Stipend Opportunities</b>	<b>Performance Awards</b>	<b>Referral, Retention, &amp; Attraction Awards</b>	<b>10-Year Potential Earnings</b>
<b>Meeting Street Top Classroom Performer</b>	\$525,000	\$110,000	\$35,000	\$200,000	\$45,000	<b>\$915,000</b>
<b>Meeting Street Classroom Teacher</b>	\$525,000	\$105,000	\$27,500	\$50,000	\$25,000	<b>\$715,000</b>
<b>Other School District Teacher</b>	\$500,000	\$65,000	\$5,000	\$ -	\$5,000	<b>\$575,000</b>

# Healthcare Plan Premium Coverage\*

MSS Employee	Other District Employee		MSS Contributions	Other District Contributions
\$600	\$1,200		\$6,000	\$4,800
\$ -	\$ -		\$450	\$160
\$ -	\$70		\$70	\$ -
\$ -	\$480		\$ -	\$ -
\$ -	\$ -		\$55	\$5
\$ -	\$ -		\$200	\$ -
\$ -	\$ -		\$75	\$40
<b>\$600</b>	<b>\$1,750</b>	<b>TOTAL</b>	<b>\$6,850</b>	<b>\$5,005</b>



MSS covers over 90% of its team members' healthcare premiums valuing nearly \$7,000



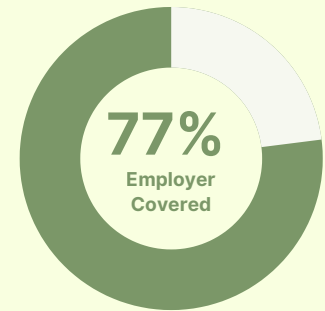
Other school districts contribute approximately \$5,000 in benefit values to its employees healthcare

\*Comparing plan premiums for employees electing **Employee Only**

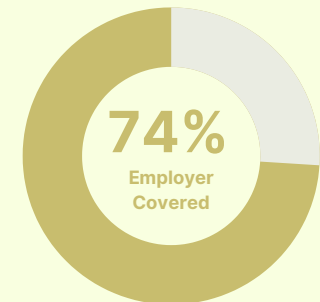
\*\*Tobacco-use premium only paid by employees that participate in consuming tobacco products

# Healthcare Plan Premium Coverage\*

MSS Employee	Other District Employee		MSS Contributions	Other District Contributions
\$2,700	\$1,725		\$9,200	\$7,500
\$330	\$165		\$800	\$160
\$20	\$150		\$100	\$ -
\$ -	\$720		\$ -	\$ -
\$ -	\$ -		\$55	\$5
\$ -	\$ -		\$200	\$ -
\$ -	\$ -		\$75	\$40
<b>\$3,050</b>	<b>\$2,760</b>	<b>TOTAL</b>	<b>\$10,430</b>	<b>\$7,705</b>



MSS covers nearly 80% of its team members' healthcare premiums valuing over \$10,000



Other school districts contribute approximately \$7,700 in benefit values to its employees healthcare

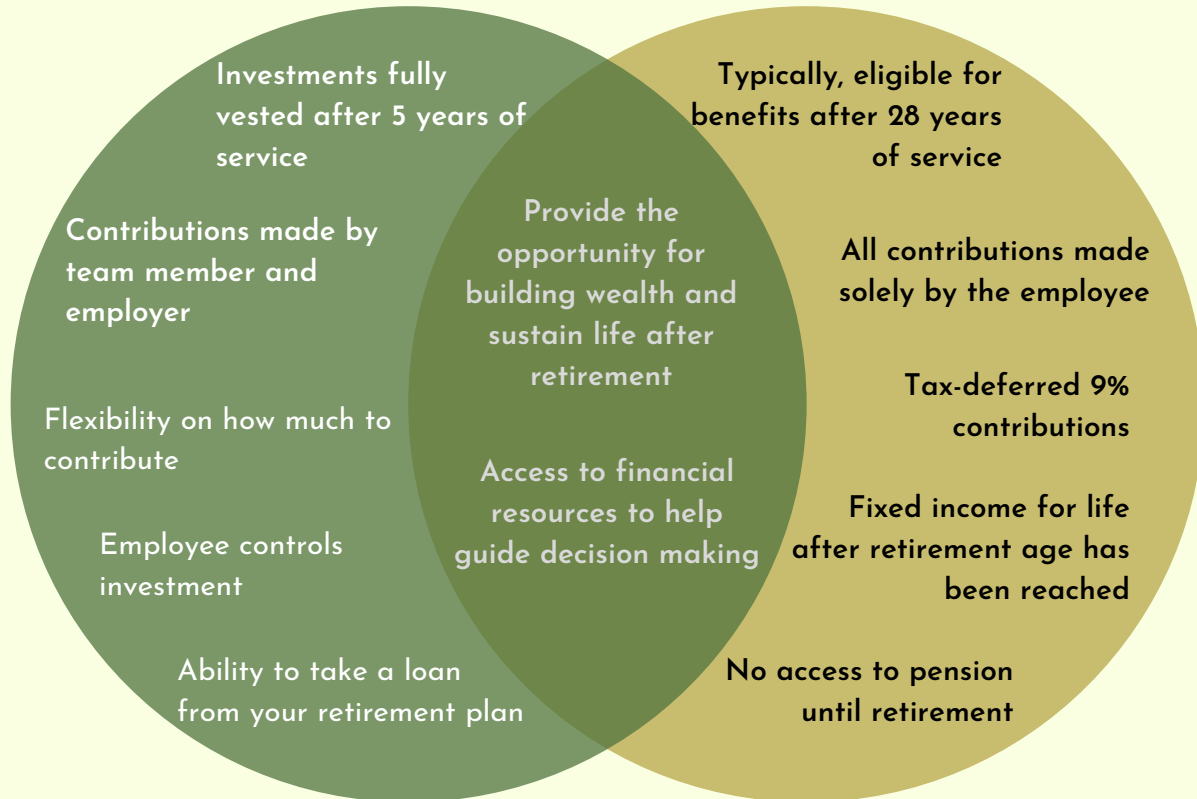
\*Comparing plan premiums for employees electing *Employee/Child*

\*\*Tobacco-use premium only paid by employees that participate in consuming tobacco products

# Wealth Building Investments

## Meeting Street Schools 403(b) Plan

## PEBA SC Pension Plan







# Total Compensation

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