



Total Compensation

The Meeting Street Schools Opportunity

4 Guiding Principles

Total Compensation at Meeting Street Schools



Comprehensive

We provide a robust compensation and benefits package that allows team members a multitude of opportunities to earn compensation including performance awards, leadership stipends, referral awards, retention awards, and a portable retirement plan.



Ultra-Competitive

We provide packages and opportunities that rival any school district in the state. We benchmark our base compensation above market rates and then layer a robust menu of additional opportunities.



Performance-Based

We believe in recognizing educators based on their effectiveness. Compensation is results-orientated. If you achieve great results over time, you will earn well above what the traditional teacher compensation models offer.



Modernizing

We look at our compensation through a 21st century lens and not the prehistoric methodology of solely paying our educators based on steps and levels. We also provide a co-funded, portable retirement plan that reflects the contemporary realities of the modern-day teacher.

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 advancement.

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REFERRAL, ATTRACTION, & RETENTION AWARDS

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

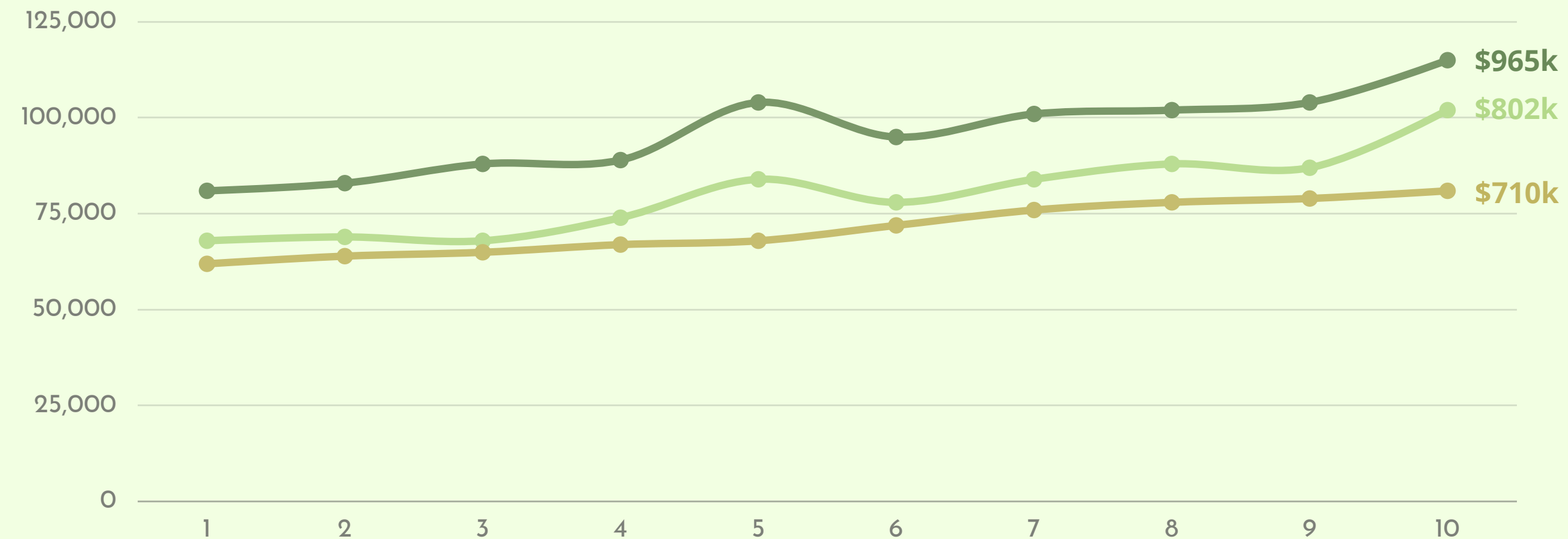
HEALTH & WELLNESS INVESTMENTS

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

CAREER ADVANCEMENT STIPENDS

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

10-Year Earnings Potential Forecast



**Meeting Street
Top Classroom Performer**

Nearly **\$1 million** in potential earnings

**Meeting Street
Classroom Educator**

Approx. **\$802k** in potential earnings

**Other School District
Teacher**

Approx. **\$710k** in overall compensation








*Earnings potential forecast includes assumptions and estimations that vary depending on personal situations and *does not* represent guaranteed earnings

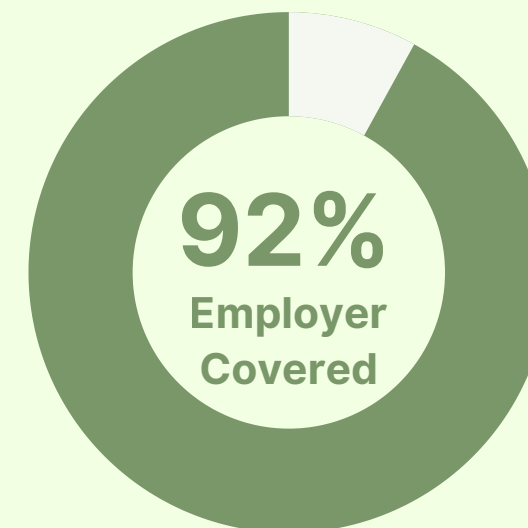
10-Year Earnings Potential Forecast

	Base Compensation	Health & Wealth Investments	Stipend Opportunities	Performance Awards	Referral, Retention, & Attraction Awards	10-Year Potential Earnings
MSS Top Classroom Performer	\$525,000	\$110,000	\$35,000	\$250,000	\$45,000	\$965,000
MSS Classroom Teacher	\$525,000	\$105,000	\$27,500	\$110,000	\$34,000	\$801,500
Other School District Teacher	\$500,000	\$190,000	\$5,000	\$10,000	\$5,000	\$710,000

*Earnings potential forecast includes assumptions and estimations that vary depending on personal situations and *does not* represent guaranteed earnings

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
\$600	\$1,750	TOTAL	\$6,850	\$5,005



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










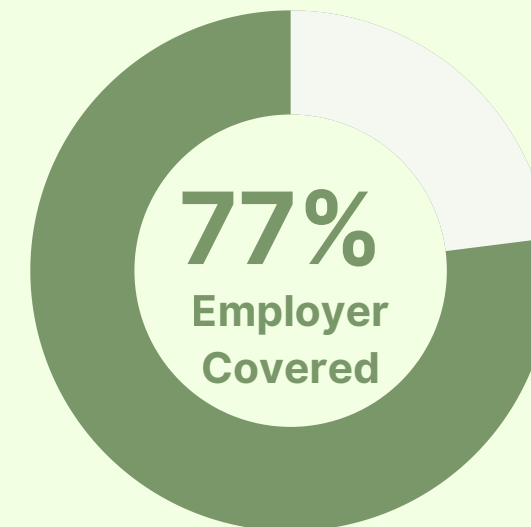
Other school districts contribute approximately \$5,000 in benefit values to its employees healthcare

*Comparing plan premiums for employees electing *Employee Only*

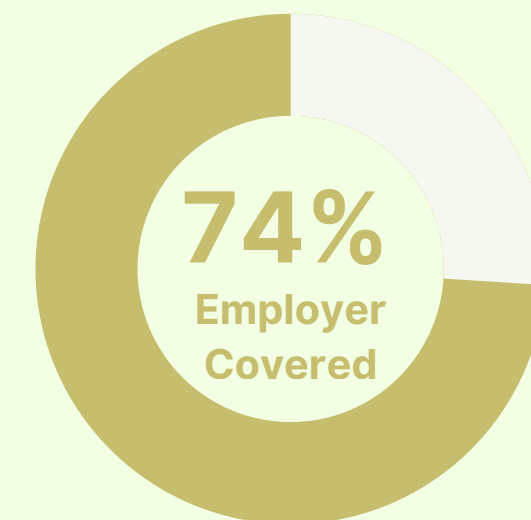
**Tobacco-use premium only paid by employees that participate in consuming tobacco products

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
\$3,050	\$2,760	TOTAL	\$10,430	\$7,705



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

MSS (403b)

Investments fully vested after 5 years of service

Contributions made by team member and employer (up to 3% match)

Flexibility on how much to contribute and how to invest contributions

Portability of all vested contributions

Ability to take a loan from your retirement plan

SC ORP (Non-Pension)

Investments fully vested immediately after employment starts

Contributions made by team member and employer (5% match)

Mandatory tax-deferred 9% contributions

Employee controls investment

Portability of all vested contributions

SCRS (Pension)

Typically, eligible for benefits after 28 years of service

Fixed monthly income for life after retirement age has been reached

All contributions made solely by the employee

Mandatory tax-deferred 9% contributions

No access to pension until retirement



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