



*Michigan District*

*Lutheran Church - Missouri Synod*

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# **Salary Survey 2008-2009:**

## ***General Questions with comments***

As part of the Salary Survey of schools in the Michigan District, administrators provided answers to more than two dozen questions related to salary scales, experience, benefits, merit pay and other items.

The following pages are a compilation of their answers and comments as provided by 80 out of 87 K-8 schools. They are not recommendations.

Bruce Braun, Superintendent

## **Question: Your base salary is (Starting point):**

Answers: Average of given bases is \$27,279. Low is \$17,000. High is \$39,517.

Comments:

- \$31,640 12 month; \$27,830 10 months.
- \$25,000 approximately.
- \$25,447 is base for 10-month teachers.
- \$25,691 is 10-month salary.
- Amount is 80% of countywide average first-year teacher (\$31,480).
- \$20,000 but no true base.
- Should be higher; we have frozen salaries 3 times since 2002.
- \$30,356 per District scale, varies by education.

## **Question: Years to the top of the salary scale?**

Answers: Average of given years is 22.9. Low is 9. High is 45. The median is 20.  
Two respondents said "varies." 27 said "Not applicable."

Comments:

- No top (4 instances).
- Depends on education, years of service.
- Can't reach it for teacher.
- 20 for Master's; 16 for Bachelor's.
- Unknown.
- Master's 35 years; Bachelor's 10 years.
- Continues.
- Bachelor's: 7 years; Bachelor's +18: 8 years; Master's: 15 years.

## Question: Do you give an experience increase? If so, what is the amount?

Answers: 30 replied "Yes." 17 replied "No." 26 replied "Varies."

Comments:

- 0.50%
- 1%
- 1%
- 1.80%
- 1.90%
- 2%
- 3%
- 4%
- \$547
- \$600
- \$688
- \$800
- \$894
- \$1,317
- \$100 per year above 10 years
- \$100-\$500 per year
- \$200 per year
- \$200 per year; becomes \$400 per year after 9 years
- \$200-\$500
- \$400; \$100 per year above 15 years
- \$440 per year; \$200 per year after 10 years
- \$500 per year; plus \$1,000 for master's
- \$500 yearly, built into scale
- \$520 per year of service
- 0% to 2%
- 1% or \$500 depending on position
- 1% per year
- 1% to 4% varies
- 1%-2% per year
- 1-10 years=\$425 11-20 years=\$375 21-plus=\$300
- 1-10 years=\$500 11-15 years=300 16-20 years=\$200 21-up=\$100
- 1-10 years=\$500 11-20 years=400 21-30 years=\$300 31-40 years=\$200 41-plus=\$100
- 1-10 years=\$753 per year; above 10 years=\$188 per year
- 1-3 years=2% 4-8 years=1.5% 9-18 years=1% 19-35 years=0.5%
- 2% early on; 1 percent farther down
- 2% or 1%

- 2%, 1% to 0.1%
- 3% or 2% or 1%
- 3% or 4%
- 3.2% at first to 1.7% later
- 3.5%; Decreases after year 5
- Between 0.8% and 3.5%
- District guidelines 2% to 1% per year
- In 2008-09 began to align salaries with Michigan Dist. Salary Guidelines
- Increase ranged \$485 to \$377
- No raises for 8 years
- On scale
- Only when budget allows
- Per District guidelines
- Percentage for 20 years, then \$320 per year
- Uses multipliers
- Varies 1% or 2%
- Will give 3% if possible

## **Question: Amount of salary increase resulting from completion of 18 Hours.**

Answers: 44 replied "Zero." 20 replied between 3% and 10%. Seven replied a dollar amount from \$500 to \$2,690.

Comments:

- 21 hours, not 18
- Based on performance and responsibility

## **Question: Amount of salary increase resulting from Music Director.**

Answers: 50 replied "Zero." 9 replied between 4% and 30%. 10 replied a dollar amount from \$578 to \$4,000.

Comments:

- Get 12-month pay not 10-month
- Based on compensation guide formula
- Based on performance and responsibility
- Salary; 0-4 years=4%; 5-9years=6%; 10-14years=8%; 15-up=10%

## **Question: Amount of salary increase resulting from Athletic Director.**

Answers: 32 replied "Zero." 4 replied "Varies." 18 replied between 0% and 30%. 21 replied a dollar amount from \$500 to \$4,500.

Comments:

- Get 12-month pay not 10 month
- Based on compensation guide formula
- 10% of salary
- Plus 12-month call
- Based on performance and responsibility
- \$4,500 or 10% of base
- 0-4 years=4%; 5-9years=6%; 10-14years=8%; 15-up=10%

## **Question: Amount of salary increase resulting from Athletic Coach.**

Answers: 60 replied "Zero." 3 replied "Varies." 8 replied a dollar amount from \$50 to \$7,000.

Comments:

- Has a stipend
- \$7,000 for 2 sports
- \$400 per season
- \$800 per sport
- Varies, based on performance and responsibility

## **Question: Amount of salary increase resulting from Master's Degree.**

Answers: 15 replied "Zero." 4 replied "Varies." 28 replied between 3% and 20%. 28 replied a dollar amount from \$250 to \$3,500.

Comments:

- Greater of 4% of base or \$40 per month
- 5% of base
- 7% of base (\$38,125)
- 8% of base
- 10% over BA +18 level
- Includes 18 hrs for total of 20%
- 13% over BA level
- Move to Column 3 on salary scale table
- Subject to school's percentage
- \$2,650 (10% of base)
- Based on performance and responsibility

## **Question: Amount of salary increase resulting from Youth Director.**

Answers: 60 replied "Zero." 3 replied "Varies." 6 replied between 2% and 31.5%. 5 replied a dollar amount from \$1,200 to \$5,653.

Comments:

- 105% of base
- 105% of base, based on performance and responsibility
- Salary

## **Question: Amount of salary increase resulting from Vacation Bible School Director.**

Answers: 65 replied "Zero." 3 replied "Varies." 3 replied between 2% and 20%. 1 replied a dollar amount, \$1,300.

Comments:

- 12 month position
- Is administration
- Based on performance and responsibility
- 20% of base
- 12-month pay
- Is a stipend

## **Question: Amount of salary increase resulting from Sunday School Superintendent.**

Answers: 63 replied "Zero." 3 replied "Varies." 3 replied between 8% and 20%. 2 replied with dollar amounts: \$1,300 and \$3,617.

Comments:

- 12-month position
- Based on performance and responsibility

## **Question: Do you call teachers for 10 months, 12 months or both?**

Answers: 24 replied 10 months. 20 replied 12 months. 30 replied "both." 2 replied "Not Applicable."

Comments:

- Principal is 12 month
- Pay over 12 months if desired
- Pay over 12 months
- All called teachers are for 12 months; all contract are for 10 months
- No call, no contract; at-will service
- No called teachers

## **Question: What is the difference in pay for 10-month vs. 12-month calls?**

Answers: 44 replied "No difference" or "Not Applicable." 2 replied "Varies." 5 replied "Zero." 4 replied between 6% and 10%. 16 replied between 16% and 23%. 3 replies were dollar values: \$2,569, \$4,915 and \$5,125.

Comments:

- 10% plus 5% FICA offset
- 2 extra months' salary
- 2 months' pay
- \$5125 1st yr
- District Guidelines
- Pay spread over 12 months
- Contract teachers paid at 10/12 the salary scale
- Depends on base salary

## **Question: Do you follow the annual District Compensation Guide?**

Answers: 60 replied "No." 15 replied "Yes."

Comments:

- Structure but not base salary
- Use 1997 Dist Guide adjusted by Social Security increases
- We attempt to stay as close to the District minimum as we can for starting pay.
- Close
- Using it as a reference
- Use it as a guide
- Yes and no
- Varies
- Is a reference
- Somewhat
- We exceed it
- Totally
- Year 2000
- I don't know

## **Question: If yes, do you follow the Guide totally, or percent?**

Answers: 2 replied "Percentage." 7 replied 50% to 75%. 3 replied between 80% and 100%. 7 replied 100%. 1 replied "100-plus percent."

Comments:

- Somewhat
- 62.34% of pay recommended for our region. We hope to attain a minimum of 80% in the next few years.
- 67.6% of District
- 75% minimum; some at 90%; have three-year plan to get everyone up to snuff
- Goal is 80% in five years, were to be in year 3. However, frozen Jan. 5, 2009.
- Not absolutely certain we follow every single guide figure, but try to adhere to it
- 100% of starting salary
- Follow by percentage
- Try to work from suggested base
- Is a reference
- Whatever budget allows
- Not sure

## **Question: Do you utilize Merit Pay?**

Answers: 72 replied "No." 3 replied "Yes."

Comments: None.

## Question: Do you pay the cost of advanced degree study?

Answers: 24 replied "No." 51 replied "Yes."

Of those who said their school/congregation pays for study: 6 said the amount varies. 20 replied between 7% and 50% of cost. 6 replied between 50% and 100%. 12 said 100% of costs. 6 replied between \$300 and \$2,000.

Comments:

- 50% of 6 hrs of credit annually
- 50% once class completed - tuition only
- 50% for full-time workers; less for part-time
- Only if money available
- Depends on whether money available
- 50% as budget allows
- Called only; 1 class per 12 months
- Up to 18 hours
- Until budget runs out yearly
- Tuition only; no fees or textbooks
- 100% of course required for certification
- Tuition only
- 100% if funds available
- \$300 per year
- \$500 annually
- \$2,000 per faculty, per year
- \$100 per credit hour
- \$600 cap per year
- Courses required for continuing education certification credit
- About \$500 per year
- Based on budget & no. of teachers requesting
- 1 course per year

## **Question: Are COLA increases given annually? If so, what amount or %?**

Answers: 50 replied "No." 20 replied "Yes." 4 replied "Varies."

For amount, 12 replied 1% to 3%. The most frequent percentage answer given was 6 responses of 2%.

Comments:

- Amount varies; it's not automatic
- 2% is the average
- Is not always given.
- District Scale
- U.S. average
- Sometimes; no set %
- As voted on by salary committee
- Only given if we're able
- Social Security percentage increases
- Is base increase, voted by congregation
- Typically 1%
- Only if public gives it

## **Question: Does your congregation cover costs for Colloquy classes?**

Answers: 28 replied "No." 47 replied "Yes."

Comments:

- 50% per credit hour, up to 6 hrs annually
- 50%
- Falls under percentage of academic study
- \$500 per year
- \$1,000 per year
- 50%
- Partial
- 70%
- 1 course per year
- Depends on funds available
- 50%

## Question: Does your congregation pay FICA?

Answers: 18 replied "No." 56 replied "Yes."

Comments:

- Amount is half
- Only nonrostered teachers
- Only for contracted
- 5% added
- 5% for called
- Contract teachers only (4 comments)
- Half
- For contracted "at will" employees
- Unless worker is considered self-employed
- Yes on non-called workers
- Yes for contract teachers; called teachers are self-employed and pay all their own taxes
- SECA 0.38
- Extra 3% is paid to help offset costs

## Question: Does your principal receive extra compensation for administrative duties? What amount or percentage?

Answers: 18 replied "No." 57 replied "Yes."

For amount: 16 responded with dollar values between \$2,400 and \$20,000. The average of the dollar values given was \$7,364. Among percentage responses, the maximum was 53%; the minimum 1.14%. 8 responses were 10% or less. 14 were 12% to 20%. 10 were 25% to 45%. 3 were 50% to 53%. Three responses said "Amount varies."

Comments:

- 0-4 yrs=8%; 5-9 yrs=12%; 10-14 yrs=16%; 15-up=20%
- Not a set amount
- Is 12-month worker on different classificatino
- Not sure of amount
- No principal right now
- Not annually
- 25% of base
- 20 points per salary grade
- 15% of base

- We have half teacher, half principal
- 45% of salary
- Position is on 10-month salary base; 35% administrative compensation covers 12 months working in position
- 25% of base
- Amount is 25% stipend
- 20% of salary
- 20% of base
- 20% of 10-month teaching salary
- 15% over base
- 12% of base
- 10% of Step 20
- Pay for 12-months of service
- 5% of base

## **Question: Does your congregation require your workers to pay a portion of their health insurance costs?**

Answers: 48 replied "No." 28 replied "Yes."

For amount: 3 said "Varies." 15 gave percentage responses, which ranged from 1.5% to 50% portion of health insurance cost. The most frequent response among percentages was 10%, with 7 giving that response. 7 gave dollar amount responses, ranging from \$5 to \$1,800.

Comments:

- There are deductibles
- Plan B Concordia Health Plan
- 0% for worker; 50% for dependents
- Congregation pays full cost of HMO for worker & family plus dental and vision. If workers chooses a PPO, s/he pays difference
- 8% of family coverage
- 0% for workers; 10% for dependents
- \$5 per person on plan per month
- \$25 per paycheck
- \$50 per month single; \$100 per month family
- \$250/mo family; \$100/mo couple; \$50/mo single
- \$598 per year single; \$1,793 family
- Based on premium of same coverage
- Difference in cost between worker benefit plan "C" and "D" 10%
- BCN is provided no cost; employees pay half premium difference between PPO and BCN.

## Question: Enrollment of your school?

Answers: This is the breakdown of enrollment figures given by survey respondents.

- 1-50 students: 10
- 51-100 students: 25
- 101-150 students: 17
- 151-200 students: 13
- 201-250 students: 6
- 251-plus students: 4