

MN ASSOCIATION OF  
CHARTER SCHOOLS

*Unleashing education from convention*

# **THE MINNESOTA CHARTER SCHOOLS**

## **2006-2007**

### **SALARY & BENEFITS ANNUAL REPORT**

**MARCH - 2007**

This publication was created to provide you with accurate and authoritative information on the salaries and benefits provided to staff of Minnesota's charter schools.



Created by the MN Association of Charter Schools (MACS), 2007

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## **Acknowledgements**

The Minnesota Association of Charter Schools thanks the seventy-two charter schools who elected to participate in the survey sent out by MACS in late Fall 2006.<sup>1</sup> Without the participation of these schools, the collection and dissemination of such data would not be possible. A sincere thanks to Sean Fesler, our Business Operations Manager, for his work in compiling and analyzing the survey results, and to Margaret Uttke, our Program & Communications Associate, for the production, design and publication of the report.

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<sup>1</sup> For a complete listing of the charter schools who participated in this survey, please refer to page 30 of this document.

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## **INTRODUCTION**

### **Overview:**

Currently, there are 131 charter schools operating in the state of Minnesota. Of these schools, 55% or seventy-two (72) charter schools chose to participate in the collection of this valuable data by completing and submitting the MACS Health & Benefits Survey, distributed to all of Minnesota's charter schools in late Fall 2006. Fifty-nine (59) schools chose not to participate in this survey.

While a rudimentary salary survey was conducted in 2005, the current survey and subsequent report represents the first attempt to gain detailed information on the type of health insurance and benefits provided to employees at Minnesota's charter schools. Not only does this report provide broad and comprehensive information on the salaries paid to various positions in charter schools, including the Executive Director, Principal, Lead Teacher, Teachers, and Administrative Staff; it also provides comprehensive statistics on the types of insurance plans and benefits paid to employees in the charter schools.

The survey results will benefit everyone in the charter school community by identifying reliable key compensation and benefit information that can assist schools in establishing compensation for personnel in Minnesota charter schools.

### **General Financial Information:**

The Total Operating Revenue and Expenditures of the seventy-two (72) reporting charter schools for Fiscal Year 2005-06 were:

- Total Revenue – \$108,915,725.00
- Total Expenditures – \$106,204,747.00

### **Salary & Benefit Expenditures:**

In the fiscal year 2005-06, the seventy-two (72) charter schools who participated in the survey spent the following on Salaries & Benefits:

- Salary Costs- \$44,668,912.54, or 42% of Total Expenditures.
- Benefit Costs - \$10,103,722.49, or 9.51% of Total Expenditures.

It should be noted that the Total Salary/Benefit Expenditures represent 53.5% of the Total Operating Expenditures for reporting charter schools.

### **Charter School Employee Data:**

As of September 15<sup>th</sup>, 2006, charter schools participating in the survey had on record a total of 1,750 paid employees:

- 1,439 (88%) were Full-time status
- 311 (22%) were Part-time status

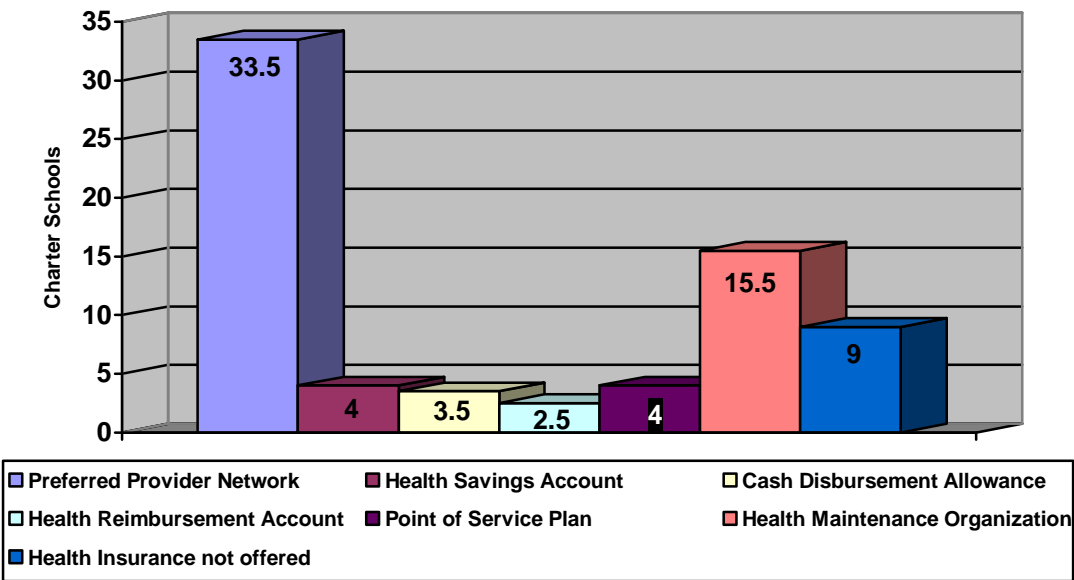
Of all employees, 1,218 (69.6%) received some form of a health and benefits compensation package.

# CHAPTER ONE – BENEFITS

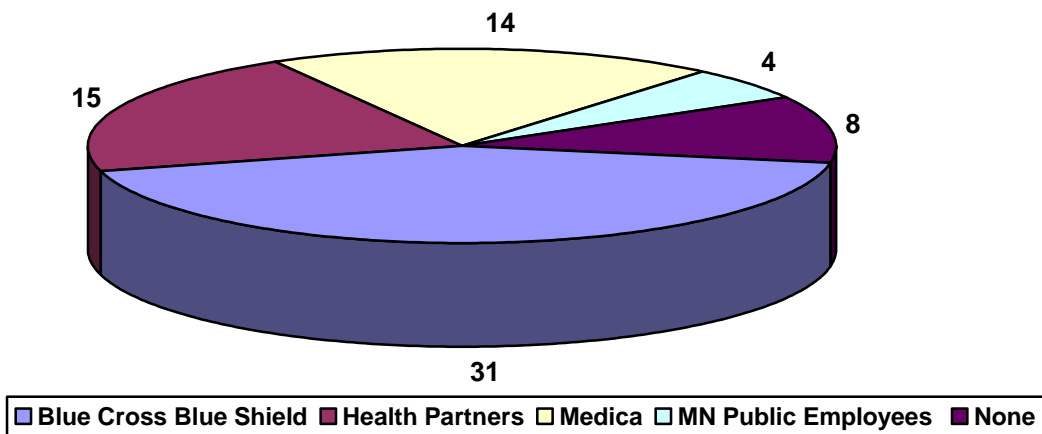
## SECTION 1: HEALTH BENEFITS

### Medical Insurance Information

The following number of Charter Schools offer the following type(s) of medical insurance plan(s):



The following number of Charter Schools participating in Health Plans use the following Plan Providers:



## Health Insurance Coverage Statistics

### ***~Coverage of Employee~***

Out of the seventy-two (72) participating schools, sixty-seven (67) or 93% of the respondents offered some type of Health Insurance coverage to their employees.

Of these sixty-seven (67) schools who did offer health insurance coverage, the following number of schools paid the following percentage of Health Insurance Premium for their employees:

|                    |                    |
|--------------------|--------------------|
| 100% - 57 Schools  | 70-79% - 2 Schools |
| 90-99% - 3 Schools | 60-69% - 2 Schools |
| 80-89% - 2 Schools | 50-59% - 1 School  |

### ***~Coverage of Employee's Spouse~***

When looking at the number of schools who offer Health Insurance coverage to their employee's spouse, fifty-eight (58) or 80% provide such coverage.

Of these fifty-eight (58) schools, the following number of schools paid the following percentage of the spouse's Health Insurance Premium:

|                    |                    |
|--------------------|--------------------|
| 100% - 10 Schools  | 30-39% - 1 School  |
| 80-89% - 1 School  | 20-29% - 5 Schools |
| 70-79% - 1 School  | 10-19% - 3 Schools |
| 60-69% - 1 School  | 0% - 30 Schools    |
| 50-59% - 6 Schools |                    |

### ***~Coverage of Employee's Dependents~***

The number of schools offering Health Insurance coverage to their employee's dependents was slightly less than the coverage of an employee's spouse – only fifty-three (53) or 74% provided such coverage.

Of these fifty-three (53) schools, the following number of schools paid the following percentage of the dependent's Health Insurance Premium:

|                    |                    |
|--------------------|--------------------|
| 100% - 6 Schools   | 50-59% - 6 Schools |
| 70-79% - 2 Schools | 20-29% - 5 Schools |
| 60-69% - 1 School  | 0% - 33 Schools    |

### ***~Coverage of Employee's Same-Sex Domestic Partner~***

Almost the same number of schools offered Health Insurance coverage to their employee's same-sex domestic partner as to their employee's spouse – fifty-six (56) or 78% provided same-sex domestic partner coverage.

Of these fifty-six (56) schools, the following number paid the following percentage of the same-sex domestic partner's Health Insurance Premium:

|                    |                    |
|--------------------|--------------------|
| 100% - 2 Schools   | 20-29% - 2 Schools |
| 50-59% - 2 Schools | 0% - 50 Schools    |

## Health Insurance Coverage Statistics

### *~Coverage of Employee's Opposite-Sex Domestic Partner~*

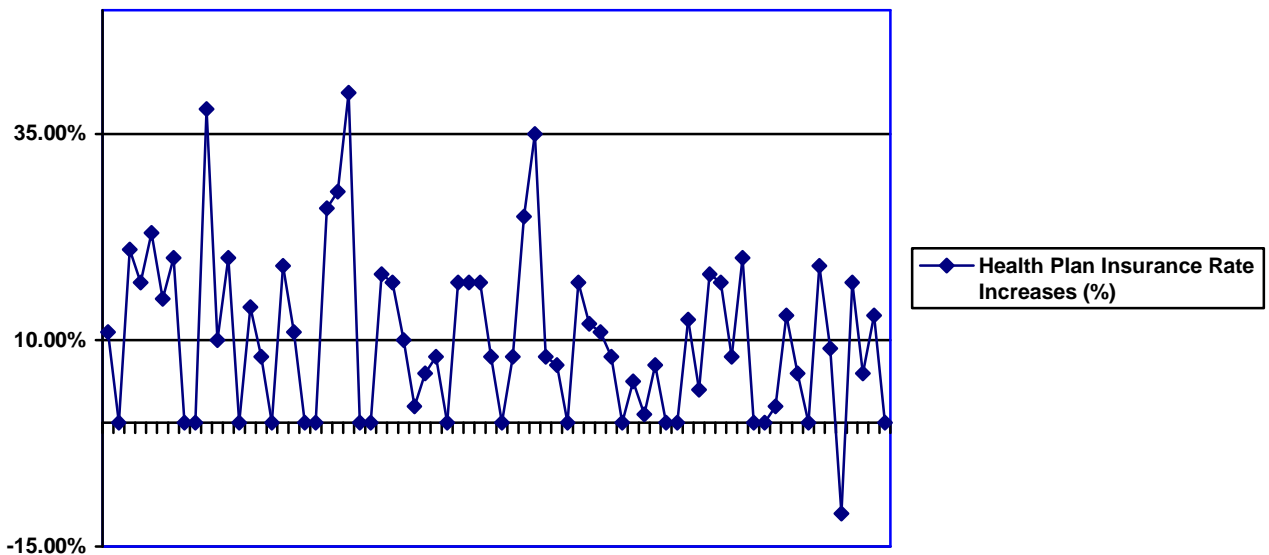
Only twelve (12) schools or 17% offered Health Insurance coverage to their Employee's Opposite-Sex Domestic Partner.

Of these twelve (12) schools, the following number paid the following percentage of the opposite-sex domestic partner's Health Insurance Premium:

100% - 1 School  
 50-59% - 2 Schools  
 0% - 9 Schools

## Charter School Health Insurance Premium Increases

At the time of the last Health Insurance Premium Rate increase, charter schools' rates increased by the following percentages:



As indicated by this chart, only one school had a decrease in premium (by approximately eleven percent). Forty percent (40%) was the highest premium increase reported, while eighteen (18) schools or 25% had no increase in premium.

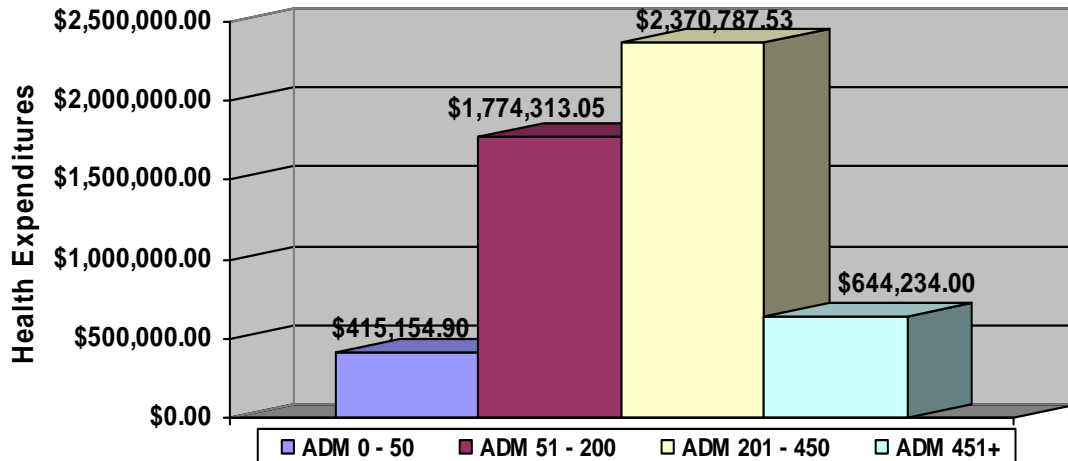
The overall average increase in premium rate was 10.4%.



## Total Expenditures on Health Insurance

In the fiscal year 2005-06, charter schools reported spending \$ 5,204,489.48 on Health Insurance. Overall, charter schools spent approximately 4.78% of their revenue on Employee Healthcare.

## Total Health Expenditures per school size (using ADM as the determinant)



## Charter School Health Insurance Plan Changes

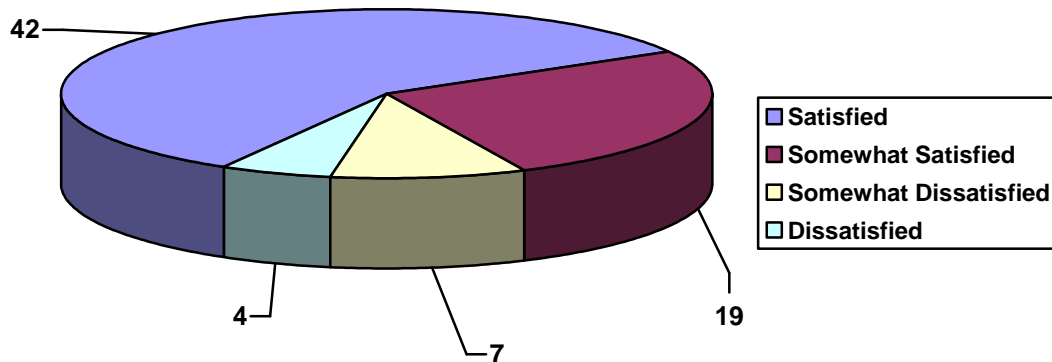
Last year Charter Schools made the following changes to their Medical Insurance Plans:

| Change:   | Yes:       | No:        |
|---|------------|------------|
| The number of Schools that <i>Changed Insurance Providers</i>     | 9 schools  | 63 schools |
| The number of Schools that <i>Increased Deductibles</i>           | 13 schools | 59 schools |
| The number of Schools that <i>Increased Out-of-Pocket Co-Pays</i> | 24 schools | 48 schools |
| The number of Schools that <i>Changed Co-Insurance</i>            | 2 schools  | 70 schools |
| The number of Schools that <i>Increased Out-of-Pocket Maximum</i> | 9 schools  | 63 schools |

Out of the changes charter schools made to their medical insurance plans, the most frequent change seen was an increase in out of pocket co-pays (33% of schools surveyed had made this change in their coverage plans). And, though only 58% of schools are satisfied with their current insurance plan, only nine (9) schools switched insurance providers.<sup>2</sup>

<sup>2</sup> For information regarding satisfaction with current health plans, please refer to the chart provided on page 7.

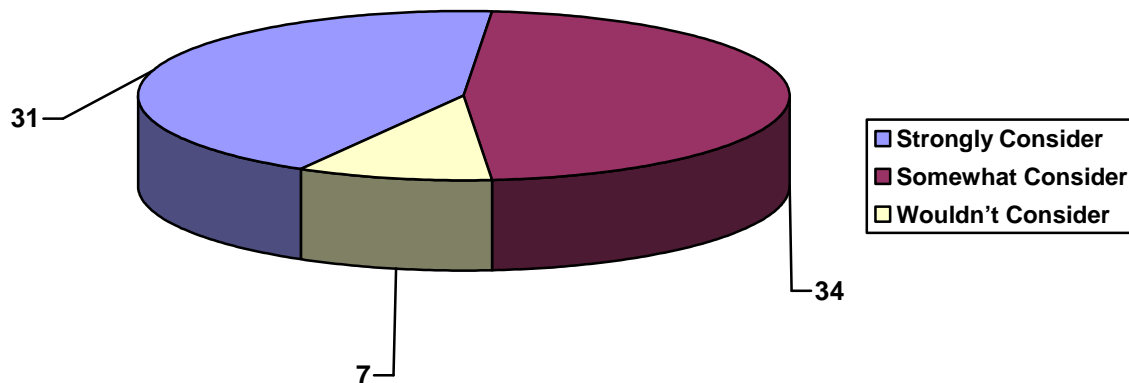
### Charter Schools' overall satisfaction with their Health Insurance Plan:



As indicated in this chart, only forty-two (42) schools or 58% are satisfied with their current health insurance plan.

### Interest in Participation in a Group Health Insurance Plan

Of the seventy-two (72) respondents, charter schools indicated the following levels of interest in participating in a Group Health Insurance Plan with other charter schools:

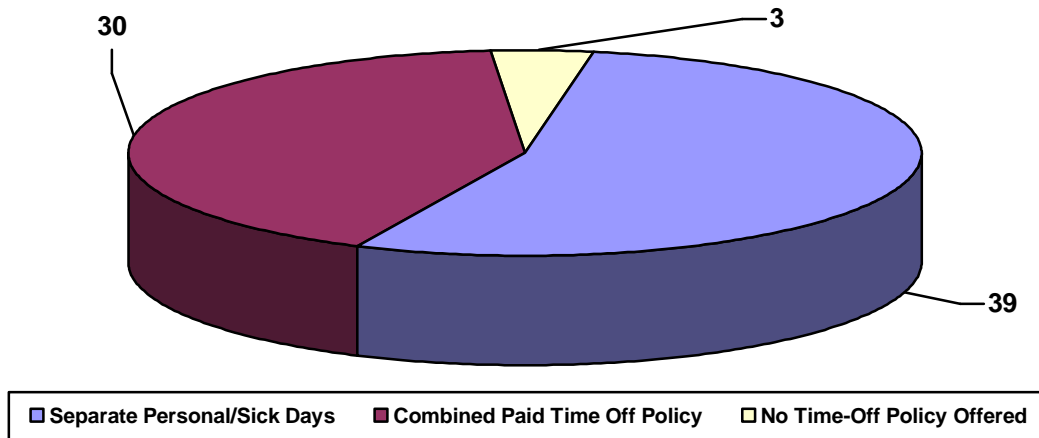


It appears that, dependent upon the type of coverage and plan offered, over 90% of the charter schools participating in this survey would be at least somewhat interested in participating in a Group Health Insurance Plan.<sup>3</sup>

<sup>3</sup> Based upon this level of interest, MACS is currently in the process of researching various types of group health insurance plans – our hope is to offer a Group Health Insurance Plan for Charter Schools by fiscal year 2008-2009.

## SECTION 2: PERSONAL/SICK LEAVE ~ FULL TIME EMPLOYEES

The following chart indicates the number of charter schools providing one of several options - separate personal and sick days, a combined paid-time-off policy, or no time-off policy:



Out of the thirty-nine (39) schools offering separate Personal & Sick days to Full-Time employees, the following table indicates the range in the number of days offered:

| 5-7 Days  | 8-10 Days  | 11-15 Days | 18-22 Days |
|-----------|------------|------------|------------|
| 2 Schools | 18 Schools | 15 Schools | 3 Schools  |

Out of the thirty (30) schools offering a Combined Paid-Time-Off Policy to Full-Time employees, the following table indicates the range in the number of days offered:

| 5-7 Days  | 8-10 Days  | 11-15 Days | 18-27 Days |
|-----------|------------|------------|------------|
| 2 Schools | 22 Schools | 8 Schools  | 2 Schools  |

When asked whether they allowed employees to accrue unused Vacation or P.T.O. Time, only thirty-nine (39) schools or 54% allowed accrued days.

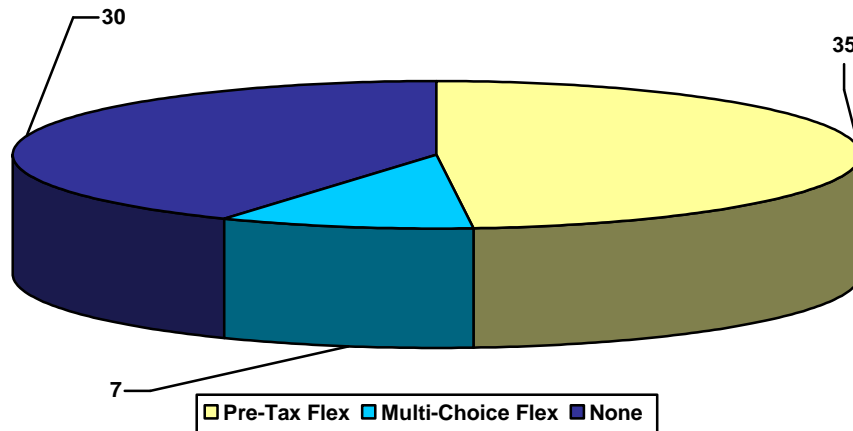
Out of these thirty-nine (39) schools, the following table indicates the maximum of Accrued Days Allowed:

| 1-20 Days  | 21-50 Days | 51-90 Days | 91-130 Days | 131-190 Days |
|------------|------------|------------|-------------|--------------|
| 11 Schools | 17 Schools | 4 Schools  | 5 Schools   | 2 Schools    |

If an Employee were to retire or resign, only nine (9) charter schools allowed the employee to Cash-Out Accrued Days.

## **SECTION 3: CAFETERIA PLANS ~ FULL TIME EMPLOYEES**

The following number of Charter Schools offer Cafeteria/Section 125 Flex Plans:



### **Definitions -**

#### **Cafeteria/Section 125 Flex Plan:**

Section 125 plans are a simple and convenience solution for paying out-of-pocket health care and dependent care expenses with pre-tax dollars. These are accounts funded by the employer, employees or both. The IRS has strict rules that govern these plans and they require careful planning before participating. This applies to all FSAs, not just health. Full-flex cafeteria plans are an “approach” to benefit planning that includes flexible spending accounts (FSAs) and adds an additional dimension of employer funding.

#### **Pre-tax health insurance premiums:**

Employees can use pre-tax dollars to pay health insurance premiums to a Health Benefits Program. Premium conversion uses Federal tax rules to let employees deduct their share of health insurance premiums from their taxable income, thereby reducing their taxes.

#### **Pre-tax dependent care flexible spending account:**

Dependent Care Flexible Spending Accounts allow you to set aside pre-tax dollars for eligible dependent care expenses. The advantage of a pre-tax flexible spending account is that you pay no federal, state, or social security (FICA) taxes on the money you contribute to it. You can contribute from \$100 to \$5,000 per household annually.

#### **Pre-tax health care flexible spending account:**

Health Care Flex Accounts allow you to set aside pre-tax dollars for qualified medical and dental expenses not otherwise covered by insurance. The advantage of a pre-tax flexible spending account is that you pay no federal, state, or social security (FICA) taxes on the money you contribute to it. You can contribute from up to \$5,000 per household annually. Unfortunately, you must use all money set aside in a calendar year or lose it.

#### **Multi-choice flexible plan:**

A plan that allows an employee a flexible spending plan that is a combination of at least two, but usually all three of the aforementioned flex spending accounts.

## **SECTION 4: LIFE INSURANCE ~ FULL TIME EMPLOYEES**

Out of the seventy-two (72) charter schools who participated in the survey, 71% or fifty-one (51) schools offer Group Term Life Insurance for Full-Time Employees.

Of these fifty-one (51) schools that offer Group Life Term Insurance, the charter schools pay the following percentages of the Premium for their Employee:

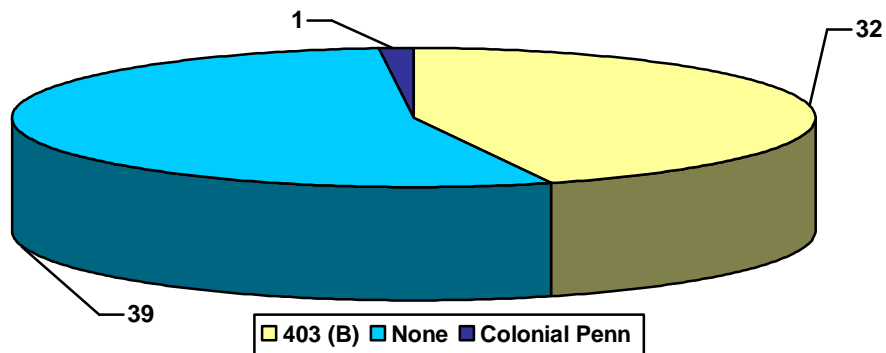
100% - 49 Schools  
0% - 2 Schools

The following table represents the Maximum Value of the Life Insurance Policies offered by these fifty-one (51) schools:

| <b>\$10,000 - \$15,000</b> | <b>\$20,000 - \$25,000</b> | <b>\$50,000 - \$75,000</b> | <b>\$100,000 - \$125,000</b> |
|----------------------------|----------------------------|----------------------------|------------------------------|
| 5 Schools                  | 4 Schools                  | 40 Schools                 | 2 Schools                    |

## **SECTION 5: RETIREMENT/SAVINGS PLAN ~ FULL TIME EMPLOYEES**

The following chart indicates the number of charter schools offering the following type(s) of retirement/savings plan(s) to full-time employees, beyond TRA & PERA:



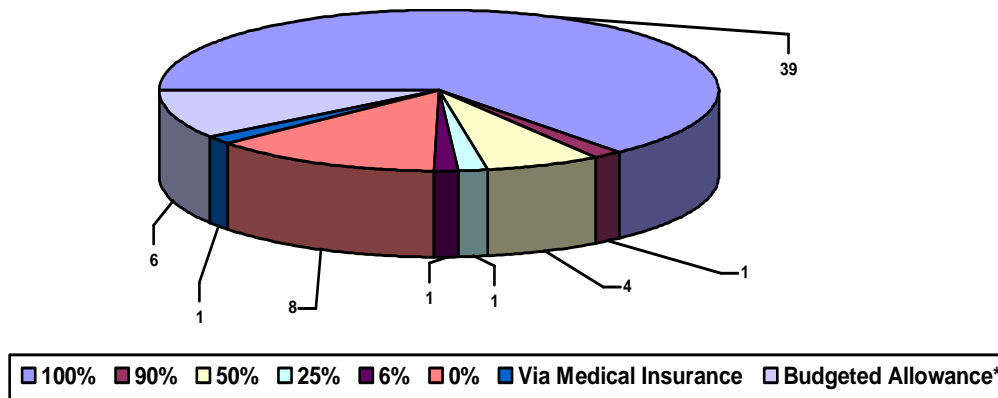
As indicated above, less than fifty percent (46% to be exact) of charter schools offer some type of retirement/savings plans above and beyond TRA or PERA. The overwhelming type of plan offered is a 403 (B).

**SECTION 6: ADDITIONAL BENEFITS ~ FULL TIME EMPLOYEES:** DENTAL, VISION,  
PRESCRIPTION, SHORT-TERM DISABILITY,  
LONG-TERM CARE, NURSING HOME CARE

**Dental Insurance**

Sixty-one (61) or 85% of charter school respondents offer some type of dental insurance to their full-time employees.

The following chart indicates the amount of Dental Premiums paid by charter schools:

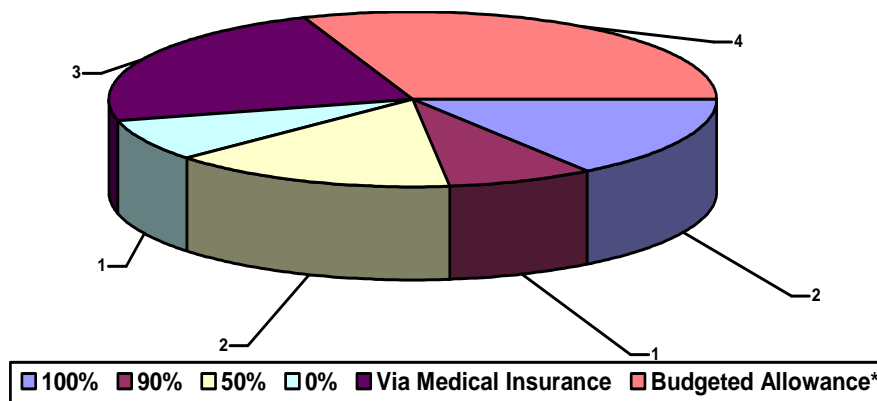


As indicated above, of the sixty-one (61) schools who do provide dental insurance for their employees, 64% or thirty-nine (39) schools pay the full dental premium.

**Vision Insurance**

Only thirteen (13) schools or 18% of charter school respondents indicated that they offered some type of vision insurance to their full-time employees.

The following chart indicates the amount of Vision Premiums paid by charter schools:

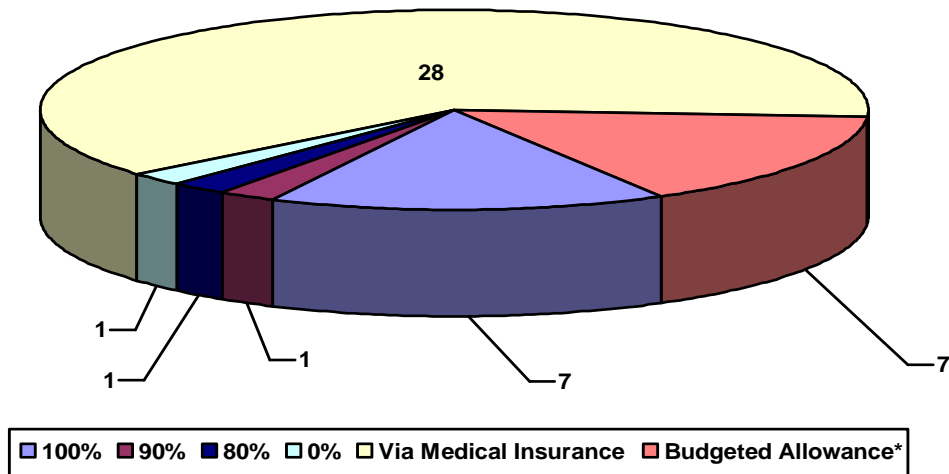


\* Budgeted Allowance – School offers Employee a specified dollar amount to which that employee can spend this amount on cafeteria benefits of their choice

## Prescription Coverage

Forty-six (46) schools or 64% offer prescription coverage to their full-time employees.

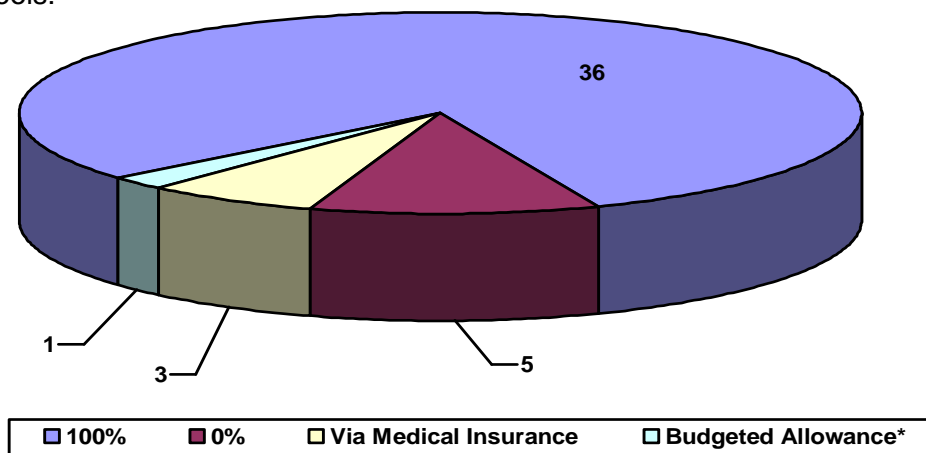
The following chart indicates the type of Prescription Premium Paid by Charter Schools:



## Long-Term Disability Coverage

Forty-five (45) schools or 63% offer Long-Term Disability Coverage to their full-time employees.

The following chart indicates the type of Long -Term Disability Coverage Premium Paid by Charter Schools:



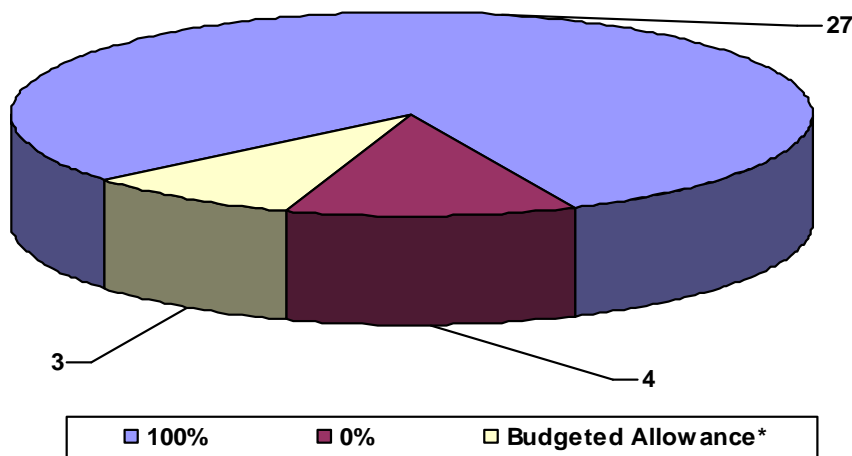
\* Budgeted Allowance – School offers Employee a specified dollar amount to which that employee can spend this amount on cafeteria benefits of their choice



### Short-Term Disability Coverage

Thirty-four (34) schools - less than fifty percent (47% to be precise) of charter schools - offer Short-Term Disability Coverage to their full-time employees.

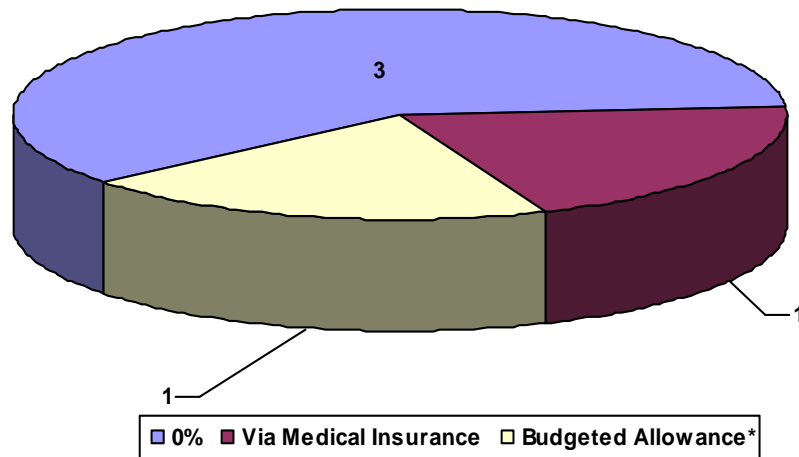
The following chart represents the type of Short -Term Disability Premium Paid by Charter Schools who do offer such coverage:



### Long-Term Care Coverage

Only five (5) schools or 7% offer Long-Term Care Coverage.

The following chart illustrates the manner in which Long-Term Care Coverage Premium is paid:

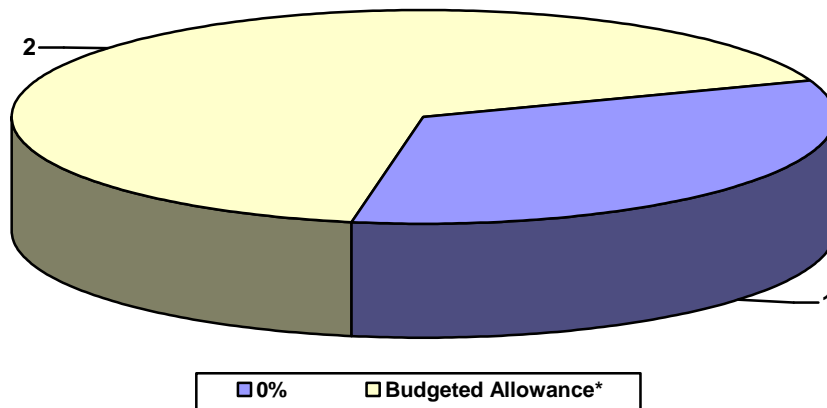


\* Budgeted Allowance – School offers Employee a specified dollar amount to which that employee can spend this amount on cafeteria benefits of their choice

## Nursing Home Care Coverage

Only a few schools – three (3) schools or 4% - offer Nursing Home Care Coverage to their full-time employees.

Out of these select schools, the following chart indicates the manner in which Nursing Home Care Coverage Premium is paid by charter schools:



---

\* *Budgeted Allowance – School offers Employee a specified dollar amount to which that employee can spend this amount on cafeteria benefits of their choice*

## **SECTION 7: SUMMARY OF BENEFITS PROVIDED ~ PART-TIME EMPLOYEES**

Of the seventy-two (72) Charter Schools participating in the Survey, thirty-seven (37) Schools, or 51% offer Benefits to their Part-time Employees.

The following table indicates the number of schools which provide the indicated types of benefits to their part-time employees:

| <b>Benefit:</b>   | <b>Yes:</b> | <b>No:</b> |
|---|-------------|------------|
| The number of Schools offering <i>Health Insurance</i>      | 32          | 5          |
| The number of Schools offering <i>Dental Insurance</i>      | 22          | 15         |
| The number of Schools offering <i>Vision Insurance</i>      | 6           | 31         |
| The number of Schools offering <i>a Retirement Plan</i>     | 13          | 24         |
| The number of Schools offering <i>Short-Term Disability</i> | 16          | 21         |
| The number of Schools offering <i>Long-Term Disability</i>  | 23          | 14         |
| The number of Schools offering <i>Vacation</i>              | 16          | 21         |
| The number of Schools offering <i>Personal Time</i>         | 23          | 14         |
| The number of Schools offering <i>Paid Holiday Leave</i>    | 15          | 22         |

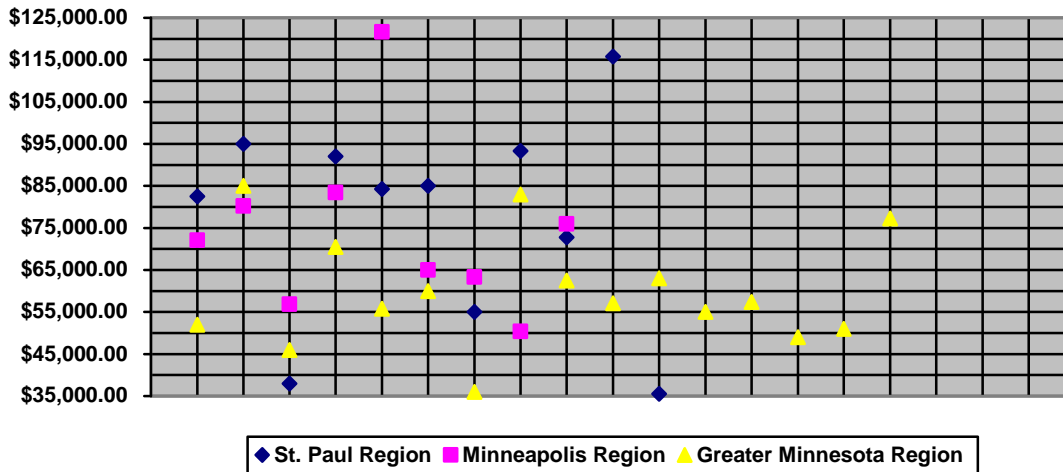
Charter Schools require their Part-Time Employees to work a certain specified amount of hours per Pay Period to qualify for all offered Benefits. Once these hours have been worked, the Charter School will then pay the following Percentages of the Benefit Cost:

|                           |   |
|---------------------------|---|
| <b>20-25 Hours Worked</b> | <ul style="list-style-type: none"> <li>• 3 Schools Pay 50% of the Benefit Cost</li> <li>• 1 School Pays 75% of the Benefit Cost</li> <li>• 7 Schools Pay 100% of the Benefit Cost</li> </ul>  |
| <b>30-40 Hours Worked</b> | <ul style="list-style-type: none"> <li>• 1 School Pays 50% of the Benefit Cost</li> <li>• 1 School Pays 60% of the Benefit Cost</li> <li>• 1 School Pay 75% of the Benefit Cost</li> <li>• 2 Schools Pay 80% of the Benefit Cost</li> <li>• 5 Schools Pay 100% of the Benefit Cost</li> </ul> |
| <b>50 Hours Worked</b>    | <ul style="list-style-type: none"> <li>• 1 School Pays 25% of the Benefit Cost</li> <li>• 1 School Pays 100% of the Benefit Cost</li> </ul>   |
| <b>65 Hours Worked</b>    | <ul style="list-style-type: none"> <li>• 1 School Pays 100% of the Benefit Cost</li> </ul>  |
| <b>Pro-Rated</b>          | <ul style="list-style-type: none"> <li>• 13 Schools will prorate the Benefit Costs depending on Hours Worked, School Policy, Employee Position and so forth.</li> </ul>   |

## CHAPTER TWO – COMPENSATION

### SECTION 1: ADMINISTRATIVE

#### Executive Director Salary



#### Overall Executive Director Salary Range

Lowest Salary - \$35,500  
Highest Salary - \$121,680

While there was quite a wide span between the lowest paid Charter School Executive Director and the highest paid (an \$85,680 difference), the average for an Executive Director's salary was approximately **\$70,518**. The most common salary paid ranged between **\$55,000 - \$85,000**.

When broken down by geographical region, there were some interesting, but expected, differences between Greater Minnesota's pay scale and that of Minneapolis and St. Paul:

| Geographic Region   | Greater Minnesota   | St. Paul            | Minneapolis         |
|---------------------|---------------------|---------------------|---------------------|
| <b>Highest:</b>     | \$85,000            | \$115,750           | \$121,680           |
| <b>Lowest:</b>      | \$36,000            | \$35,500            | \$50,400            |
| <b>Average:</b>     | \$60,031            | \$77,191            | \$74,334            |
| <b>Most Common:</b> | \$49,000 - \$63,000 | \$82,500 - \$95,000 | \$56,800 - \$83,400 |

#### Executive Director Education [35 reported positions]

Doctorate's Degree – 3  
Master's Degree – 21  
Bachelor's Degree – 7  
Associate's Degree – 1  
Un-specified - 3

#### Executive Directors Licensed

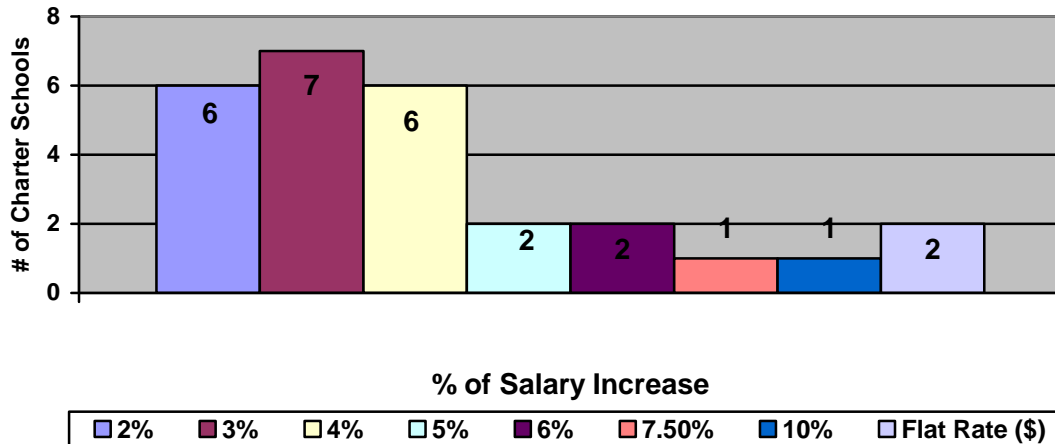
Licensed - 22  
Non-Licensed - 13

Note that over 69% of reported Charter School Executive Directors have a Master's Degree or higher, and 63% are licensed.

## Executive Director Salary Increases

In 2005-2006, twenty-eight (28) charter schools or 39% granted salary increases to their Executive Directors.

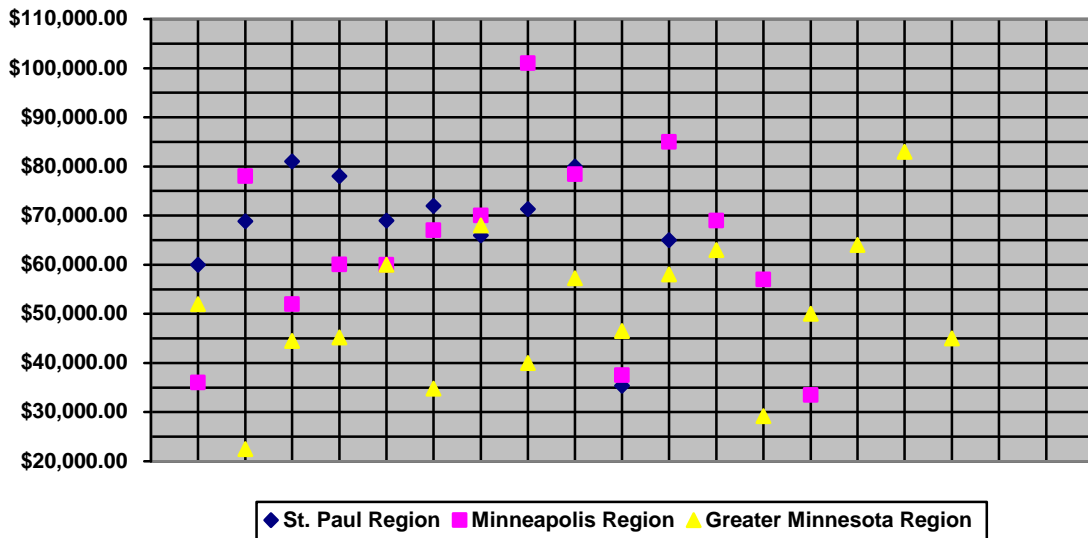
Of those charter schools granting salary increases to Executive Directors, the following percentage increases were applied:



The most common percentage of salary increase occurred within the 2-4% range (which, dependent upon the director's salary, could have equaled anywhere between \$1410 - \$2820 in terms of the monetary increase<sup>8</sup>).

<sup>8</sup> This monetary range of increase is based upon the overall average salary for an Executive Director - \$70,518. Please refer to page 18 for average Executive Director salaries organized by geographical region.

### School Director / Principal Salary



### Overall School Director / Principal Salary Range

Lowest Salary - \$22,500  
Highest Salary - \$101,000

While there was quite a wide span between the lowest paid Charter School Director / Principal and the highest paid (a \$78,500 difference), the average for a Principal's salary was approximately \$59,382. The most common salary paid was between \$60,000 - \$72,000.

When broken down by geographical region, there are notable differences between Greater Minnesota's pay scale and that of Minneapolis and St. Paul:

| Geographic Region   | Greater Minnesota   | St. Paul            | Minneapolis         |
|---------------------|---------------------|---------------------|---------------------|
| <b>Highest:</b>     | \$83,000            | \$81,000            | \$101,000           |
| <b>Lowest:</b>      | \$22,500            | \$35,400            | \$33,500            |
| <b>Average:</b>     | \$50,759            | \$67,871            | \$63,182            |
| <b>Most Common:</b> | \$44,500 - \$68,000 | \$60,000 - \$72,000 | \$57,000 - \$78,500 |

### School Director / Principal Education [40 reported positions]

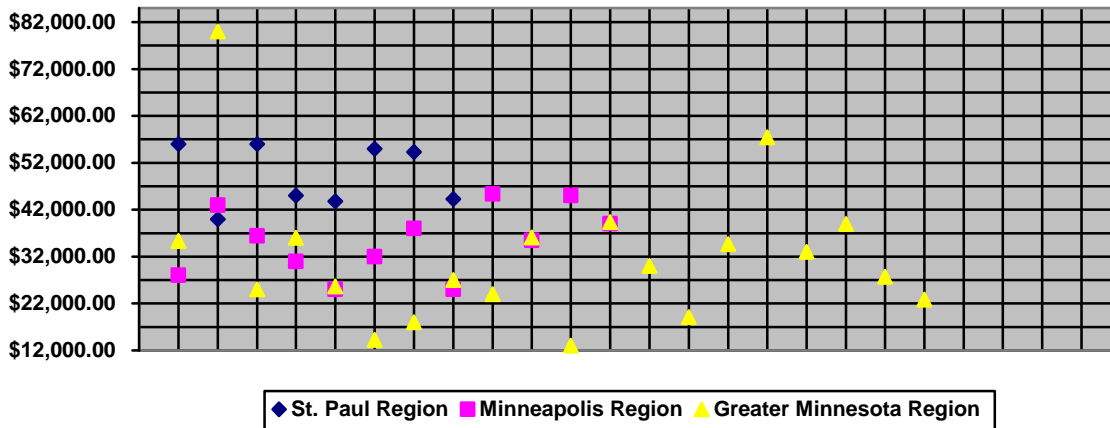
Doctorate's Degree – 1  
Master's Degree – 25  
Bachelor's Degree – 10  
Associate's Degree – 2  
Un-specified - 3

### School Director / Principal Licensed

Licensed - 32  
Non-Licensed - 8

Note that 65% of reported Charter School Directors / Principals have a Master's Degree or higher, and 80% are licensed.

## Business Manager Salary



### Overall Business Manager Salary Range

Lowest Salary - \$13,054

Highest Salary - \$80,000

The span between the highest and lowest paid Business Managers is not as extreme as seen in the salaries for the Executive Director and School Principal, at a \$46,946 difference. The average for a Business Manager's salary was approximately \$36,376. The most common salary paid was between \$25,000 - \$45,000.

When broken down by geographical region, the following variations occur between Greater Minnesota's pay scale and that of Minneapolis and St. Paul:

| Geographic Region   | Greater Minnesota   | St. Paul            | Minneapolis         |
|---------------------|---------------------|---------------------|---------------------|
| <b>Highest:</b>     | \$80,000            | \$56,000            | \$45,337            |
| <b>Lowest:</b>      | \$13,054            | \$40,000            | \$25,000            |
| <b>Average:</b>     | \$31,875            | \$49,297            | \$35,264            |
| <b>Most Common:</b> | \$25,000 - \$39,500 | \$44,000 - \$56,000 | \$31,000 - \$39,000 |

### Business Manager Education [40 reported positions]

Master's Degree – 6

Bachelor's Degree – 15

Associates Degree – 5

Certified Public Accountant – 1

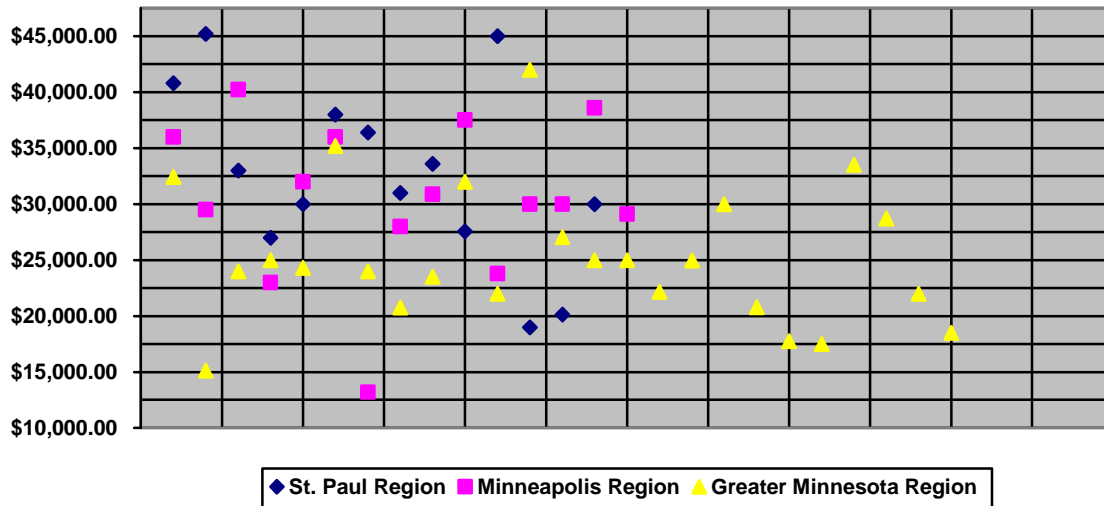
Certificate of Accounting – 1

High School – 1

Un-specified - 11

Note that 52% of reported charter school Business Managers have a Bachelor's Degree or higher.

## Administration Support Staff Salary



### Overall Administrative Support Staff Salary Range

Lowest Salary - \$13,200

Highest Salary - \$45,200

As with the Business Manager, the span between the highest and lowest paid Administrative Support Staff is not as extreme as seen in the salaries for the Executive Director and School Principal, at a \$32,000 difference. The average for an Administrative Support Staff's salary was approximately \$28,663. The most common salary paid was between \$22,000 - \$36,000.

When broken down by geographical region, the following variations occur between Greater Minnesota's pay scale and that of Minneapolis and St. Paul:

| Geographic Region   | Greater Minnesota   | St. Paul            | Minneapolis         |
|---------------------|---------------------|---------------------|---------------------|
| <b>Highest:</b>     | \$42,000            | \$45,200            | \$40,227            |
| <b>Lowest:</b>      | \$15,130            | \$19,000            | \$13,200            |
| <b>Average:</b>     | \$25,331            | \$32,621            | \$30,521            |
| <b>Most Common:</b> | \$22,000 - \$25,000 | \$30,000 - \$33,000 | \$30,000 - \$36,000 |

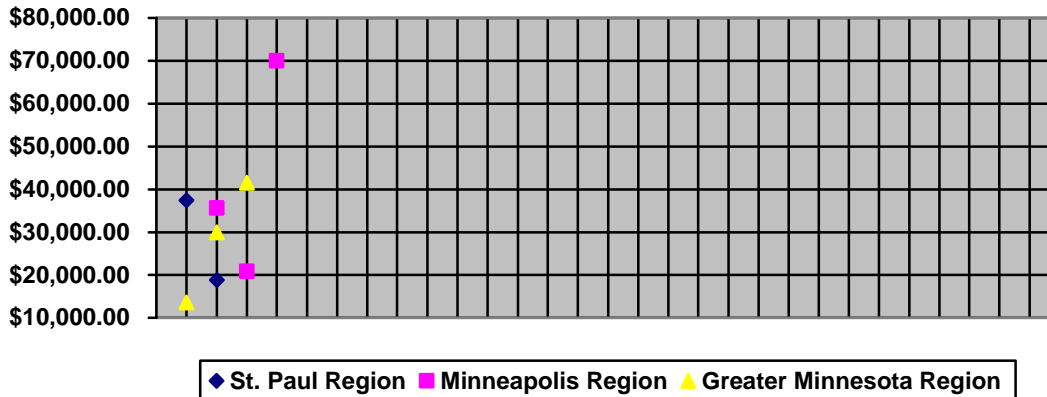
### Administration Support Staff Education [54 reported positions]

Bachelor's Degree – 6  
 Associate's Degree – 8  
 High School – 7  
 Un-specified – 33

Note that 26% of reported school Administration Support Staff have an Associate's Degree or higher; however, this statistic should be used with caution as over 61% did not specify a degree level for their staff.



### Communication / Development Staff Salary



### Overall Communication / Development Staff Salary Range

Lowest Salary - \$13,606

Highest Salary - \$70,000

The span between the highest and lowest salary for a Communication / Development Staff member showed a little more variation, at a \$56,394 difference. The average for a Communication / Development Staff's salary was approximately \$33,505. The most common salary paid was between \$30,000 - \$37,500.

When broken down by geographical region, the following variations occur between Greater Minnesota's pay scale and that of Minneapolis and St. Paul:

| Geographic Region   | Greater Minnesota   | St. Paul            | Minneapolis         |
|---------------------|---------------------|---------------------|---------------------|
| <b>Highest:</b>     | \$41,600            | \$37,500            | \$70,000            |
| <b>Lowest:</b>      | \$13,606            | \$18,830            | \$20,800            |
| <b>Average:</b>     | \$28,402            | \$28,165            | \$42,167            |
| <b>Most Common:</b> | \$30,000 – \$41,600 | \$18,830 - \$37,500 | \$20,800 - \$35,700 |

### Communication / Development Staff Education [8 reported positions]

Master's Degree – 1

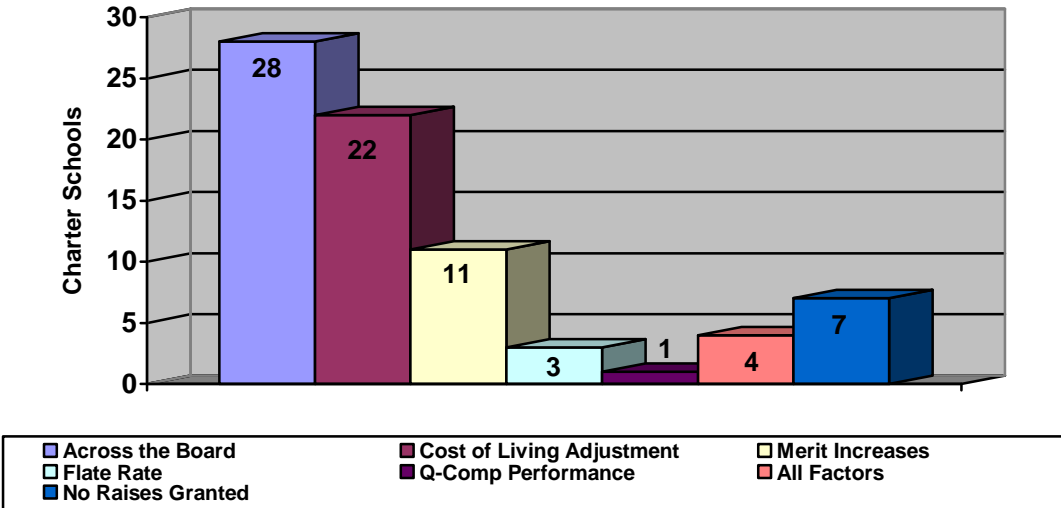
Bachelor's Degree – 3

Un-specified - 4

Note that 50% of reported Communication / Development Staff have a Bachelor's Degree or higher.

## Salary Increases for Non-Instructional School Staff

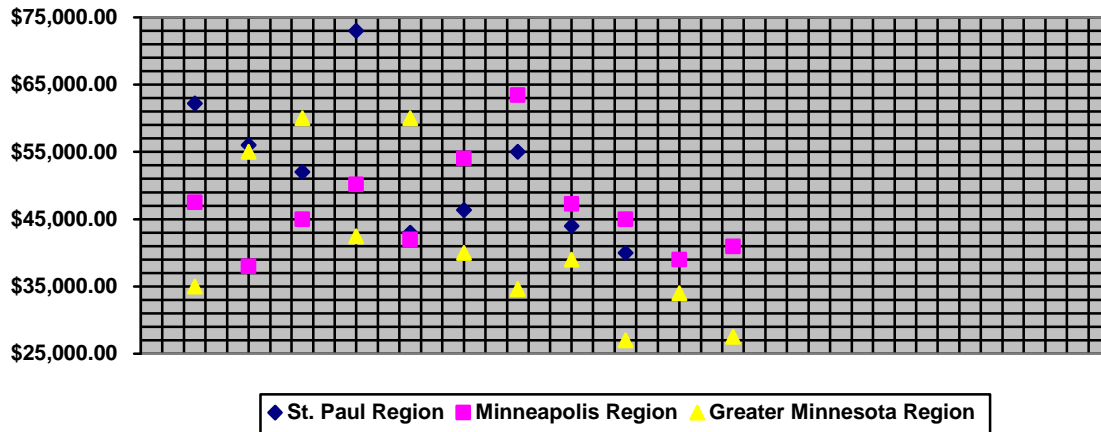
The following chart outlines the number of Charter Schools that granted salary increases for Non-Instructional School Staff in 2005-2006:



The two most common reasons for granting salary increases to Non-Instructional School Staff were that: 1) salary increases were provided across the board (39% of schools fell into this category), or 2) a cost of living adjustment was needed (31% of schools fell into this category). To a lesser degree, 15% of schools provided salary increases based on merit, and 10% of schools granted no raises at all.

## SECTION 2: TEACHERS

### Lead Teacher/Coordinator Salary



### Overall Lead Teacher Salary Range

Lowest Salary - \$27,000

Highest Salary - \$73,000

The span between the highest and lowest salary for a Leader Teacher was a \$33,000 difference. The average for a Lead Teacher's salary was approximately \$46,402. The most common salary paid was between \$40,000 - \$47,500.

When broken down by geographical region, the following variations occur between Greater Minnesota's pay scale and that of Minneapolis and St. Paul:

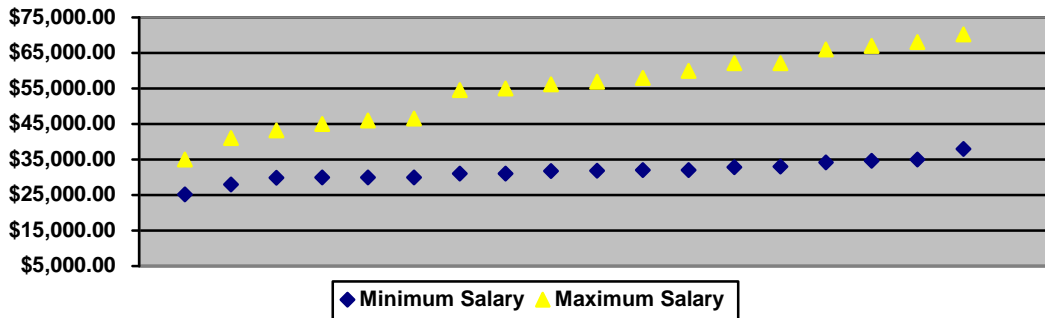
| Geographic Region   | Greater Minnesota   | St. Paul            | Minneapolis         |
|---------------------|---------------------|---------------------|---------------------|
| <b>Highest:</b>     | \$60,000            | \$73,000            | \$63,417            |
| <b>Lowest:</b>      | \$27,000            | \$40,000            | \$38,000            |
| <b>Average:</b>     | \$45,417            | \$52,395            | \$46,572            |
| <b>Most Common:</b> | \$34,000 - \$35,000 | \$40,000 - \$56,000 | \$41,000 - \$47,500 |

### Lead Teacher/Coordinator Education [31 reported positions]

Doctorate's Degree – 2  
 Master's Degree – 12  
 Bachelor's Degree – 12  
 Specialist Degree – 2  
 Un-specified - 3

Note that 81% of reported lead teachers have a bachelor's degree or higher; furthermore, 44% have a master's degree or higher.

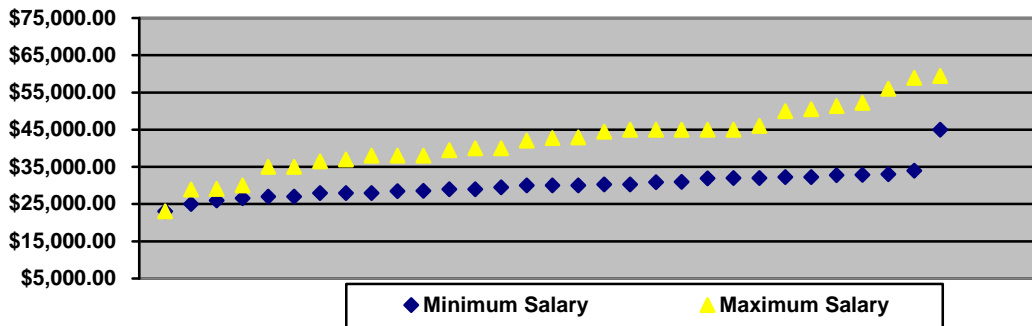
### Licensed Teacher Salaries – St. Paul Region (18 Charter Schools)



### Licensed Teacher Salaries – Minneapolis Region (19 Charter Schools)



### Licensed Teacher Salaries – Greater Minnesota Region (31 Charter Schools)

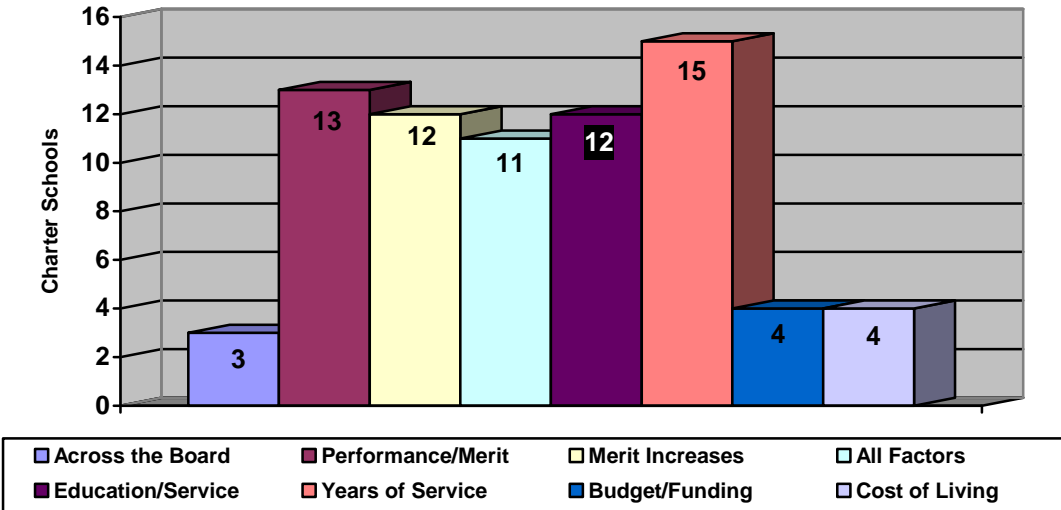


### Licensed Teacher Salary Average Summary

|                          | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------|----------------|----------------|
| St. Paul Region          | \$30,095.50    | \$54,098.00    |
| Minneapolis Region       | \$29,250.00    | \$50,600.00    |
| Greater Minnesota Region | \$23,100.00    | \$52,203.00    |

## Salary Increases for Instructional School Staff

The following chart outlines the reasons for which Charter Schools granted salary increases for Instructional School Staff in 2005-2006:



While the most common reason for granting salary increases to teachers was for the number of years of service (21% provided this reason for salary increase), several other reasons were commonly provided: 18% of schools based increases on performance and merit; 17% based increases on just merit; and the same percentage of schools based increases on Education and Service; and 15% based increases on all factors.

## CHAPTER THREE – TURNOVER

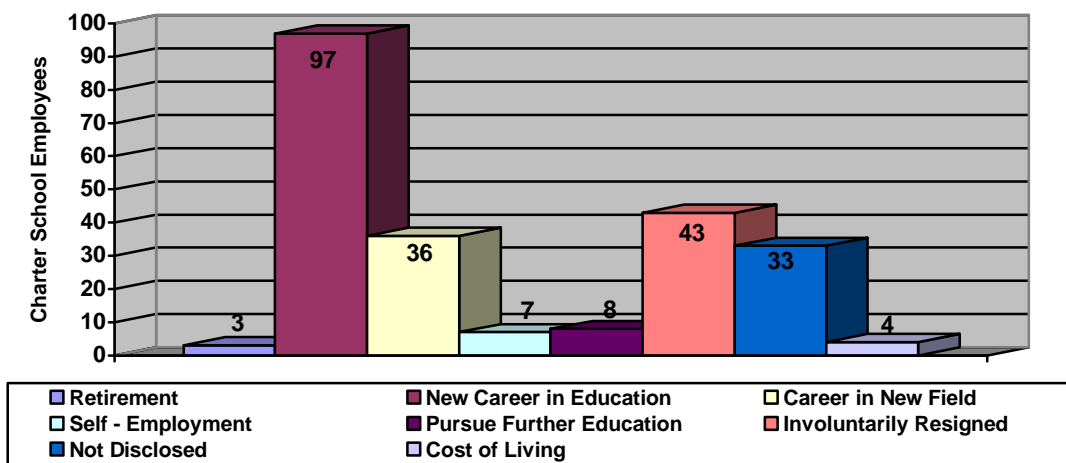
### Employee Turn-over

In 2005-2006, Charter Schools had the following Involuntary/Voluntary Turn-over:

| <u>Number of Charter Schools</u> | <u>Employee Turn-over</u> | <u>Total Employee Turn-over</u> |
|----------------------------------|---------------------------|---------------------------------|
| 16                               | 0                         | 0                               |
| 9                                | 1                         | 9                               |
| 15                               | 2                         | 30                              |
| 9                                | 3                         | 27                              |
| 7                                | 4                         | 28                              |
| 3                                | 5                         | 15                              |
| 6                                | 6                         | 36                              |
| 2                                | 7                         | 14                              |
| 1                                | 8                         | 8                               |
| 1                                | 11                        | 11                              |
| 2                                | 16                        | 32                              |
| 1                                | 17                        | 17                              |
| 72 Charter Schools               |                           | 227 Employees                   |

The majority of reporting schools, forty-nine (49) or 68%, had between zero and three (0-3) employee turnovers, resulting in sixty-six (66) total employee turnovers. The greater employee turnover derived from a few schools who suffered significant employee changes (several schools had 16-17 individuals move on to other employment).

Employees, who either involuntarily or voluntarily terminated their employment, did so for the following reasons:



The vast majority of individuals (ninety-seven (97) or 43%) terminated their employment to pursue another career in education. Sixteen percent (16%) left the field of education altogether and 19% involuntarily resigned from their position.

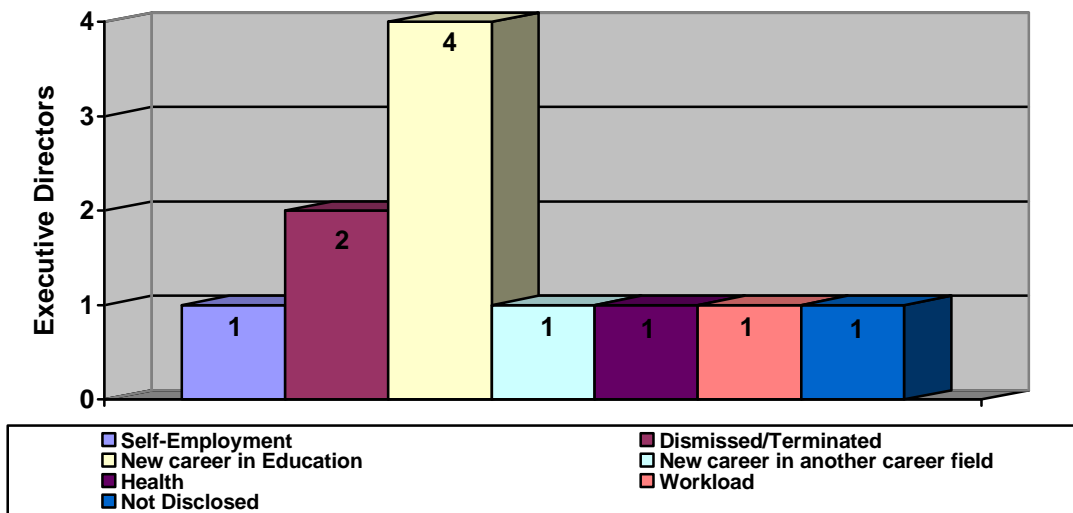
### Employee Involuntary/Voluntary Termination Summary

| Termination Reason                        | Employees | % Total Terminated Employees |
|---|-----------|------------------------------|
| Retirement                                | 3         | 1%                           |
| New Career in Education                   | 97        | 43%                          |
| New Career in field, other than Education | 36        | 16%                          |
| Self Employment                           | 7         | 3%                           |
| Pursue further Education                  | 8         | 4%                           |
| Involuntarily Dismissed/Terminated        | 43        | 19%                          |
| Other (Maternity Leave, Re-location...)   | 33        | 15%                          |

### Change in Executive Directors

For the 2005-2006 School Year, eleven (11) or 15% of the seventy-two (72) charter school respondents reported a change in Executive Directors.

The following chart provides the various reasons given for the Change in Executive Directors at these eleven (11) schools:



## APPENDIX

### APPENDIX MATERIAL A: LIST OF PARTICIPATING CHARTER SCHOOLS

MACS would like to extend its appreciation to the following schools for taking time out of their busy schedules to participate in this survey:

- Academia Cesar Chavez, *St. Paul*
- Academy of Bio Science, *Columbia Heights*
- Achieve Language Academy, *St. Paul*
- Agricultural & Food Sciences Academy, *Vadnais Heights*
- Avalon Charter School, *St. Paul*
- Beacon Preparatory School, *Plymouth*
- Blue-Sky Charter School, *West St. Paul*
- Cedar Riverside, *Minneapolis*
- City Academy High School, *St. Paul*
- Community of Peace Academy, *St. Paul*
- Concordia Creative Learning Academy, *St. Paul*
- Coon Rapids Learning Center/ Northwest Passage, *Coon Rapids*
- Crosslake Community School, *Crosslake*
- Discovery Public School of Faribault, *Faribault*
- Duluth Public Schools Academy, *Duluth*
- E.C.H.O. Charter School, *Echo*
- EdVisions Off Campus Charter School, *Henderson*
- El Colegio Charter School, *Minneapolis*
- Excel Academy for Higher Learning, *Brooklyn Park*
- Four Directions Charter School, *Minneapolis*
- Fraser Academy, *Minneapolis*
- Green Isle Community School, *Green Isle*
- Harbor City International School, *Duluth*
- High School for Recording Arts, *St. Paul*
- HOPE Community Academy, *St. Paul*
- Lafayette Charter School, *Lafayette*
- Lake Superior High School, *Duluth*
- Lakes Area Charter School, *Osakis*
- Lighthouse Academy of Nations, *Minneapolis*
- Love Works Academy for Visual & Performing Arts, *Golden Valley*
- Metro Deaf School, *St. Paul*
- MILLROY Area Charter School, *Milroy*
- Minnesota New Country School, *Henderson*
- Minnesota North Star Academy, *St. Paul*
- Minnesota Online High School, *Minneapolis*
- Naytahwaush Community School, *Naytahwaush*
- Nerstrand Elementary School, *Nerstrand*
- New Century Charter School, *Hutchinson*
- New City School, *Minneapolis*
- New Discoveries Montessori Academy, *Hutchinson*
- New Spirit School, *St. Paul*
- North Lakes Academy Charter Middle School, *Forest Lake*
- North Shore Community School, *Duluth*
- Northfield School of Arts & Technology (ARTech), *Northfield*
- Odyssey Charter School, *Brooklyn Center*
- PACT Charter School, *Ramsey*
- Paideia Academy, *Apple Valley*
- Partnership Academy, *Richfield*
- Pillager Area Charter School, *Pillager*
- Prairie Creek Community School, *Northfield*
- Recovery School of Southern Minnesota, *Owatonna*
- Ridgeway Community School, *Houston*
- River Heights Charter School, *West. St. Paul*
- RiverBend Academy Charter School, *Mankato*
- Riverway Learning Community, *Minnesota City*
- Rochester Off-Campus Charter School, *Rochester*
- Schoolcraft Learning Community, *Bemidji*
- Seven Hills Classical Academy, *Bloomington*
- Sojourner Truth Academy, *Minneapolis*
- Soul Academy, *Minneapolis*
- Southside Family Charter School, *Minneapolis*
- Spectrum High School, *Rogers*
- St. Paul Conservatory for Performing Artists, *St. Paul*
- STRIDE Academy, *St. Cloud*
- Trek North High School, *Bemidji*
- TRIO Wolf Creek Distance Learning Charter School, *Lindstrom*
- Twin Cities German Immersion School, *St. Paul*
- Ubah Medical Academy, *Minneapolis*
- Watershed High School, *Minneapolis*
- Worthington Area Language Academy, *Bigelow*
- Yankton Country School, *Balaton*
- Yinghua Academy, *St. Paul*



## **APPENDIX MATERIAL B: LIST OF NON-PARTICIPATING CHARTER SCHOOLS**

Charter Schools who did not participate in the Health & Benefits Survey:

- Adam Abdulle Academy, *Rochester*
- Ascension Academy, *Minneapolis*
- Augsburg Academy of Health Careers, *Minneapolis*
- Aurora Charter School, *Minneapolis*
- Beacon Academy, *Plymouth*
- Birch Grove Community School, *Tofte*
- Bluffview Montessori School, *Winona*
- Cyber Village Academy, *St. Paul*
- Cygnus Academy, *Anoka*
- Dakota Academy Charter School, *Burnsville*
- Dakota Area Community School, *Dakota*
- Dugsi Academy, *St. Paul*
- Eagle Ridge Academy, *Eden Prairie*
- Eci'Nompa Woonspe' Charter School, *Morton*
- Emily Charter School, *Emily*
- Face to Face Academy, *St. Paul*
- Friendship Academy of Fine Arts Charter School, *Minneapolis*
- General John Vessey Jr. Leadership Academy, *West St. Paul*
- Great Expectations School, *Grand Marais*
- Great River Education Center, *Waite Park*
- Great River School, *St. Paul*
- Harvest Preparatory School, *Minneapolis*
- Higher Ground Academy, *St. Paul*
- Hmong Academy High School, *St. Paul*
- Jennings Experiential High School, *St. Paul*
- Kaleidoscope Charter School, *Rogers*
- La Crescent Montessori Academy, *La Crescent*
- Lakes International Language Academy, *Forest Lake*
- Learning for Leadership Charter School, *Minneapolis*
- Liberty High Charter School, *Blaine*
- Main Street School of Performing Arts, *Hopkins*
- Math & Science Academy, *Woodbury*
- Minneapolis Academy, *Minneapolis*
- Minnesota International Middle School, *Minneapolis*
- Minnesota Internship Center Charter School, *Minneapolis*
- Minnesota Transitions Charter School, *Minneapolis*
- New Heights School, *Stillwater*
- New Millennium Academy, *Minneapolis*
- New Salem Academy, *Minneapolis*
- New Visions School, *Minneapolis*
- Northern Lights Community School, *Warba*
- Nova Classical Academy, *St. Paul*
- Oh Day Aki (Heart of the Earth Charter School), *Minneapolis*
- Prairie Seeds Academy, *Minneapolis*
- SAGE Academy Charter School, *Brooklyn Park*
- Skills for Tomorrow High School, *St. Paul*
- Sobriety High Central Office, *St. Paul*
- St. Croix Preparatory Academy, *Stillwater*
- Studio Academy Arts High School, *Rochester*
- Swan River Montessori School, *Monticello*
- Tarek ibn Ziyad Academy, *Inver Grove Heights*
- TEAM Academy, *Waseca*
- Twin Cities Academy, *St. Paul*
- Twin Cities Academy High School, *St. Paul*
- Twin Cities International Elementary School, *Minneapolis*
- Urban Academy Charter School, *St. Paul*
- Voyageurs Expeditionary High School, *Bemidji*
- Woodson Institute for Student Excellence, *Minneapolis*
- World Learner School of Chaska, *Chaska*

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**APPENDIX MATERIAL C: COPY OF SALARY AND BENEFITS SURVEY PROVIDED TO  
CHARTER SCHOOLS**



**MACS 2006-2007 Annual Salary and Benefits Survey**

Please provide your responses to the survey below as accurately and completely as possible. The purpose of this survey is to provide everyone in the Charter School community with reliable information in the recruitment and retention of key personnel by identifying compensation and benefit components. Once compiled, the survey results will be shared.

While all the information requested in this survey is public data, the individual school information will not be identified in the cumulative results.

**Please complete and return the survey by Friday, October 27<sup>th</sup>, 2006.**

**Section I – Charter School Information**

1. Charter School Name:

\_\_\_\_\_

2. Name of person completing survey:

\_\_\_\_\_

3. Job Title of person completing survey:

\_\_\_\_\_

**Section II - General Financial Information**

4. What was your school's budget for fiscal year 2005-06?

Revenue:     \$ \_\_\_\_\_

Expenditures: \$ \_\_\_\_\_

5. In fiscal year 2005-06, how much did your school spend on the following?

Salaries:        \$ \_\_\_\_\_

Benefits:        \$ \_\_\_\_\_  
(Health, Benefits, Pension)

**Section III - Paid Employees**

6. As of September 15<sup>th</sup>, 2006, how many paid employees did your school have?

Full-Time                    \_\_\_\_\_

+

Part-Time                    \_\_\_\_\_

=

Total Paid Employees \_\_\_\_\_

7. Of the "Total Paid Employees", how many received health benefits? \_\_\_\_\_

**Section IV - Medical Insurance Information**

8. What type(s) of medical insurance plan(s) does your school offer?

*(Please check all that apply)*

- None
- Health Maintenance Organization
- Preferred Provider Organization
- Point of Service Plan
- Health Savings Account
- Health Reimbursement Account
- Cash Disbursement Allowance (i.e. no health plan coverage offered, school pays allowance towards school employee obtaining individual health coverage)
- Other:  
\_\_\_\_\_

9. What is the name of the medical insurance plan provider?  
\_\_\_\_\_

10. Does your school offer medical coverage to any of the following?

*(Please check all that apply)*

- Employee's Spouse
- Employee's Dependents
- Same-Sex Domestic Partners
- Opposite-Sex Domestic Partners

11. What percentage of the total medical premium does your school pay for the following?  
(If not applicable, please write N/A)

|                                |       |   |
|--------------------------------|-------|---|
| Employee                       | _____ | % |
| Spouse                         | _____ | % |
| Dependents                     | _____ | % |
| Same-Sex Domestic Partner      | _____ | % |
| Opposite-Sex Domestic Partners | _____ | % |

12. The last time your school's health insurance rate increased, what was the percentage of increase?

\_\_\_\_\_ %

13. In fiscal year 2005-06, approximately how much did your school spend on health insurance?

\$ \_\_\_\_\_

14. Within the last year, did your school make any of the following changes? (Please check all that apply)

- ( ) Changed Insurance Provider
- ( ) Increased Deductibles
- ( ) Increased Out-of-Pocket Co-Pays
- ( ) Changed Co-Insurance (e.g. 100/80 to 90/70)
- ( ) Increased Out-of-Pocket Maximum

15. What issues/concerns does your school have with the health insurance plan and/or provider (i.e. Limited Network provider, Premium Cost, Deductibles, etc...)?

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16. Overall, how satisfied are you with your school's health insurance?

- ( ) Satisfied
- ( ) Somewhat Satisfied
- ( ) Somewhat Dissatisfied
- ( ) Dissatisfied

17. If given the opportunity, how likely would your school consider participating in a Group Health Insurance Plan with other Charter Schools?

- Strongly Consider
- Somewhat Consider
- Wouldn't Consider

18. If your school would consider participating in a Group Health Insurance Plan with other Charter Schools, what issues or concerns would your school have?

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**Section V – Personal/Sick Compensation**

19. Does your school provide separate personal and sick days, or are these two categories combined into a single Paid Time Off Policy Account?

- The school provides separate personal and sick days  
*(Answer Question #20)*
- The school provides a combined Paid Time Off Policy.  
*(Skip to Question #21)*
- The school does not offer a Paid Time Off Policy.  
*(Skip to Question #22)*

20. Please indicate the number of personal and sick days that your school offers to full-time employees.

|                    | After one year of employment | After two years of employment | After three years of employment | After five years of employment |
|--------------------|------------------------------|-------------------------------|---------------------------------|--------------------------------|
| Personal/Sick days |                              |                               |                                 |                                |

*(Skip to Question #22)*

21. Please indicate the number of combined Paid Time Off days that your school offers to full-time employees.

|             | After one year of employment | After two years of employment | After three years of employment | After five years of employment |
|-------------|------------------------------|-------------------------------|---------------------------------|--------------------------------|
| P.T.O. days |                              |                               |                                 |                                |

22. Are the school's employees allowed to accrue unused vacation, sick, or P.T.O. days?

- ( ) No (*Skip to Question #24*)  
 ( ) Yes (*Answer Question #23*)

23. How are accrued personal, vacation, and sick days managed?

|                                 | Maximum of accrued days allowed? | Cash-out Option available at retirement? |    | Cash-out Option available if employee resigns? |    |
|---------------------------------|----------------------------------|--|----|--|----|
| Personal / vacation / sick days |                                  | Yes                                      | No | Yes  | No |

**Section VI – Retirement/Saving Plans**

24. What type(s) of retirement/savings plan(s) does your school provide to full-time employees, beyond TRA, or PERA? (*Check all that apply*)

- ( ) None  
 ( ) 403(b)  
 ( ) Simple IRA  
 ( ) Other: \_\_\_\_\_

**Section VII– Other Benefits**

25. Does your school offer a Cafeteria/Section 125 Flex Plan?

- ( ) No  
 ( ) Yes, the following options are available (*Please Check all that apply*)  
 ( ) Pre-tax health insurance premiums  
 ( ) Pre-tax dependent care flexible spending account  
 ( ) Pre-tax health care flexible spending account  
 ( ) Multi-choice flexible plan  
 ( ) Other: \_\_\_\_\_

26. Does your school offer group term life insurance for full time employees? If yes, please indicate what percentage of the premium is paid by the organization.

- ( ) No (*Skip to Question #28*)  
 ( ) Yes, the school pays \_\_\_\_\_% of the premium.

27. Please indicate the maximum value of life insurance provided.

\$ \_\_\_\_\_

### Full-time Employees

28. Does the school provide any of the following additional insurance benefits for full-time employees?

| Benefit               | Benefit Offered? |    | If Yes, % of premium paid by the school? |
|-----------------------|------------------|----|--|
| Dental Insurance      | Yes              | No |  |
| Vision Insurance      | Yes              | No |  |
| Prescription Coverage | Yes              | No |  |
| Long-term Disability  | Yes              | No |  |
| Short-term Disability | Yes              | No |  |
| Long-term Care        | Yes              | No |  |
| Nursing Home Care     | Yes              | No |  |

### Part-time Employees

29. Do Part-time employees receive benefits?

- A. Yes
- B. No (*Skip to Question #31*)

30. If the school provides all or any portion of the following benefits / related costs for Part-time employees, circle "Yes", and indicate how many hours part-time employees need to work to qualify for the stated benefit. If no minimum hours per week are required to qualify, please write "PR" for pro-rated. If the part-time employee is not allowed to participate in the plan, circle "N".

| Benefit                 | Benefit Offered?     | If Yes, % of premium paid by school? |
|-------------------------|----------------------|--------------------------------------|
| Medical Insurance       | Yes (hrs: _____ ) No |                                      |
| Dental Insurance        | Yes (hrs: _____ ) No |                                      |
| Vision Insurance        | Yes (hrs: _____ ) No |                                      |
| Retirement/Savings Plan | Yes (hrs: _____ ) No |                                      |
| Short-term Disability   | Yes (hrs: _____ ) No |                                      |
| Long-term Disability    | Yes (hrs: _____ ) No |                                      |
| Paid Vacation Time      | Yes (hrs: _____ ) No |                                      |
| Personal Time           | Yes (hrs: _____ ) No |                                      |
| Paid Holidays           | Yes (hrs: _____ ) No |                                      |

**Section VIII – Employee Salary Information**

31. For each position below, please list the current salary and education information that is relevant to your school.

| <b>Position</b>                       | <b>Compensated Salary</b> | <b>Degree Level</b> | <b>Licensed</b> |
|---------------------------------------|---------------------------|---------------------|-----------------|
| Executive Director/<br>Superintendent |                           |                     | Yes No          |
| School Director/<br>Principal         |                           |                     | Yes No          |
| Lead Teacher/<br>Teacher Coordinator  |                           |                     | -               |
| Business Manager                      |                           |                     | -               |
| Administrative Support<br>Staff       |                           |                     | -               |
| Communications/<br>Development Staff  |                           |                     | -               |
| Other Staff<br>(Please Specify)       |                           |                     |                 |

| <b>Position</b>                       | <b>Minimum Salary</b> | <b>Maximum Salary</b> |
|---------------------------------------|-----------------------|-----------------------|
| Licensed Teachers                     |                       |                       |
| Other Licensed Staff (Please Specify) |                       |                       |
|                                       |                       |                       |
|                                       |                       |                       |
| Paraprofessionals (Please Specify)    |                       |                       |
|                                       |                       |                       |
|                                       |                       |                       |



32. For the fiscal year 2005-06, were salary increases being granted in your school for any of the following reasons?

- Cost of living adjustment (COLA)
- Across the board increases. (i.e. same dollar amount/percentage for all employees)
- Merit Increases (i.e. varies from employee, based on individual performance)
- No salary increases are being granted this year.
- It is unknown at this time if salary increases will be granted.
- Other: \_\_\_\_\_.

33. What is the basis of salary increases for licensed staff?

- Education Level
- Performance/Merit
- Years of Service
- Other: \_\_\_\_\_.

34. Between July 1<sup>st</sup>, 2005 and June 30<sup>th</sup>, 2006, did the Executive Director of your school receive a salary increase?

- No
- Yes, how much (as a percent of salary) \_\_\_\_\_%

### **Section IX – Employee Turnover**

35. How many employees voluntarily/involuntarily terminated their employment with your school between July 1<sup>st</sup>, 2005 and June 30<sup>th</sup>, 2006?

\_\_\_\_\_ Employees

36. To the best of your knowledge, why did these employees terminate their employment? Please estimate the number of employees who left your organization for the following reasons:

Retirement: \_\_\_\_\_ Employees

New Job within Education Sector: \_\_\_\_\_ Employees

Pursue job in new field: \_\_\_\_\_ Employees

Self-employment: \_\_\_\_\_ Employees

Pursue further education: \_\_\_\_\_ Employees

Involuntarily Resignation: \_\_\_\_\_ Employees

37. Between July 1<sup>st</sup>, 2005 and June 30<sup>th</sup>, 2006 did your school have a change in Executive Directors?

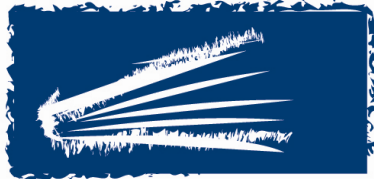
- No (*Survey Complete*)
- Yes (*Please answer Question #38*)

38. To the best of your knowledge, circle the reason your Executive Director left?

- Retirement
  - New Job within Education Sector
  - Pursue job in new field, other than education
  - Self-employment
  - Pursue Further Education
  - Involuntarily Resignation
  - Workload
- 

**Thank you for taking time out of your schedule to complete this survey!**





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