

**Academy of Charter Schools  
Submittal to the Academy Board**

**EXECUTIVE SUMMARY**

Topic: Master's Degree Supplemental Pay

Issue(s):

We have a few teachers who have Masters' Degrees. With the teacher market as tight as it is, we need an incentive to keep our teachers. Giving teachers \$1000.00 extra for having a Master's Degree may help keep those teachers.

Background:

School Districts normally have pay scales that include teachers with Master's or Doctorates.

Evaluation:

At the present time, we have five (5) teachers with Master's Degrees and two (2) close to completion. Both Special Education teachers have Master's, as does the Academic Advisor. The pay scale would only apply to the teachers, paid using the teacher pay scale. (Special Education, Academic Advisor and Administrators are excluded)

One or more of those with Master's may not be returning.

The budget impact is approximately \$6000.00 (\$5000 + 20% benefits and taxes which are already included in the budget revisions as proposed by Administration.

Recommendation:

Administration recommends that the board approve the \$1000 supplemental pay for teachers with Master's Degrees.

REFERENCES:

Date submitted: 03-13-01 Submitted by: Kin Griffith