

# WGM EMPLOYEE COMPENSATION INFORMATION

TEACHERS/SALARY	HOURLY STAFF
<i>2022-2025 Pay Scale Range: \$42,500 - \$61,500</i>	<i>2022-2025 Pay Scale Range: \$13.00 - \$20.00</i>
<i>2025-2026 Pay Scale Range: \$45,000 - \$65,555</i>	<i>2025-2026 Pay Scale Range: \$15.00 - \$23.50</i>

Full-Time Benefits: health insurance, vision, dental, life insurance, short/long-term disability (at no cost to employee), retirement (5% discretionary)

Health Insurance: WGM (80%), employee (20% or less - depending on choice of plan), cash in lieu option: \$1,000

Personal Days: 10 days per school year (unused days: pay out \$100 per day or roll over up to 10 days - salary staff only)

Additional Compensation: \$1,000 to teacher "start level" for one Master's Degree in Education

Mandatory Montessori Training for Teachers: Paid for by WGM (if not finished by Director's deadline, remain at current salary)

For incoming certified teachers, up to 10 years of prior full-time lead teaching experience will be matched

Teacher certification credits are provided through WGM (allowing teachers to renew their teaching certification without incurring costs)

COMPENSATION COMPARISON	SALARY SCALE	INSURANCE BENEFITS	OTHER BENEFITS	STUDENT TO ADULT RATIO	PLANNING TIME	AFTER SCHOOL COMMITMENTS	CLASSROOM ASSISTANCE
<b>WALDEN GREEN VS. CHARTER SCHOOLS</b>	4 HIGH AVERAGE	4 HIGH AVERAGE	3 AVERAGE/ COMPARABLE	5 ABOVE AVERAGE	5 ABOVE AVERAGE	5 ABOVE AVERAGE	5 ABOVE AVERAGE
<b>WALDEN GREEN VS. TRADITIONAL DISTRICTS</b>	2 LOW AVERAGE	3 AVERAGE/ COMPARABLE	2 LOW AVERAGE	5 ABOVE AVERAGE	5 ABOVE AVERAGE	5 ABOVE AVERAGE	5 ABOVE AVERAGE

## WGM DIRECTOR (SUPERINTENDENT + PRINCIPAL)

2022-2023  
< \$100,000

2023-2024  
< \$100,000

2024-2025  
\$100,647

State of Michigan Average for Teacher: \$58,104

State of Michigan Average for Principal: \$119,215

State of Michigan Average for Superintendent: \$179,618