The mission of the International School of Monterey is to educate all children toward becoming conscientious, compassionate, and responsible citizens of the world.

2021-2022 Staff Compensation Model

Teacher Salary Schedule
ISM bases teacher salaries on a one-column schedule with steps based on years as teacher of record in a K-12 classroom, and does not negotiate salaries individually. The schedule includes salaries from first to thirtieth year of experience. The first-year salary serves as the Anchor Salary for the entire schedule. Each experience step earns 3 percent of the Anchor Salary more than the preceding step. Part-time teachers earn salaries prorated based on FTE (full-time equivalency) as indicated in their contracts. Specifically, the salary in the schedule for their years of experience is multiplied by FTE to arrive at their annual pay rate.

Incoming teachers may receive up to 10 years credit for prior service as fulltime teacher of record in a K-12 classroom. The director and principal jointly determine actual placement based on full analysis of prior experience, and communicate initial placement to the employee at the time of the initial contract offer. Following initial placement at entry, continuing teachers move up one experience step with each year completed at ISM. Teachers at .5 FTE or above receive a full step of experience credit for each year taught at ISM. Partial-year teachers receive experience credit on a prorated basis (e.g. one half year taught earns .5 years credit). Where inclusion of partial years results in a total that ends in a decimal, the total is rounded to the nearest whole number for purposes of placement on the salary schedule, with .5 rounding up.

Teachers receive an additional stipend of $500 per year for their first earned master’s degree and their first earned doctorate degree ($1,000 for both a master’s and doctorate). Cost of living allowances do not apply to this stipend.

Salaried Administration Positions
ISM designates five salary bands for administrative positions. The director assigns each salaried position to one of the bands based on multiple considerations including scope and level of responsibility, supervisory load, required prior experience, and band placement for similar positions. The director may move a position to a higher band if responsibilities and expectations for the position change.

The schedule includes daily salary rates from first to twenty-fifth year of experience. Each employee’s annual salary is calculated by multiplying the daily rate by the number of contract days designated for the position. All employees start at step 1 when assuming an administrative position. The first-year salary of Band A serves as the Anchor Rate for the entire schedule. Each experience step earns 1.5 percent of the Anchor Salary more than the preceding step. Part-time employees earn salaries prorated based on FTE (full-time equivalency) as indicated in their contracts. Specifically, the salary in the schedule for their years of experience is multiplied by FTE to arrive at their annual pay rate. Following initial placement at entry, continuing employees move up one experience step with each year completed at ISM. Employees at .5 FTE or above receive a full step of experience credit for each year worked at ISM. Partial-year employees receive experience credit on a prorated basis (e.g. one half year worked earns .5 years credit). Where inclusion of partial years results in a total that ends in a decimal, the total is rounded to the nearest whole number for purposes of placement on the salary schedule, with .5 rounding up.

Hourly Employees
ISM designates six rate bands for hourly positions. The director assigns each hourly position to one of the six rate bands based on multiple considerations including scope and level of responsibility, supervisory load, required experience, and band placement for similar positions. The director may move a position to a higher band if responsibilities and expectations change.

The schedule includes hourly pay rates from first to twenty-fifth year of experience. All employees start at step 1 when assuming an hourly position. The first-year rate of Band 1 serves as the Anchor Rate for the entire schedule. Experience steps 2-15 earn 3.0 percent of the Anchor Rate more than the preceding step. Experience steps 16-25 earn 1.5 percent of the Anchor Rate more than the preceding step. Following initial placement at entry, continuing employees move up one experience step with each year completed at ISM. Employees receive a full step of experience credit for each year worked at ISM. Partial-year employees receive experience credit on a prorated basis (e.g. one half year worked earns .5 years credit). Where inclusion of partial years results in a total that ends in a decimal, the total is rounded to the nearest whole number for purposes of placement on the pay rate schedule, with .5 rounding up.
## Automatic Adjustments

Believing that our staff compensation should in some way reflect compensation in local schools, the ISM Board of Trustees has approved a process for adjusting our compensation schedules whenever the Monterey Peninsula Unified School District revises its Teacher Salary Schedule. First, we reset the Anchor Salary in the ISM Teacher Salary Schedule to match the step 1 salary in the BA column of the revised MPUSD Teacher Salary Schedule. Second, we compute the percentage of that Anchor Salary increase to the nearest 1/100th of 1 percent, and apply that percentage to the Anchor Rates in the Administration Daily Salary schedule and the Hourly Employee Hourly schedule.

The ISM Board of Trustees may, at the request of the ISM administrative leadership team or at the board’s own initiative, make other adjustments to the pay schedules based on cost of living, other MPUSD compensation changes, the overall financial wellness of the school, and other factors. Such adjustments shall first be presented and discussed in open session at an ISM Board of Trustees meeting.

All adjustments to compensation schedules become effective at the beginning of the next fiscal year unless specifically intended to change pay rates in the current year, in which case the changes become effective at the beginning of the next pay period.

### Staff Compensation Model

#### After-School International

In lieu of the COLA, the ASI hourly rates increase annually based on any announced increase in the minimum wage effective January 1 of the current fiscal year, so that the base ASI hourly rate is always $.50 more than the minimum wage.