

2014-2015 TEACHER SALARY INCREASES

MTSD Strategic Compensation versus Consumer Price Index (CPI) Only

MTSD STRATEGIC COMPENSATION

4.6%

CPI 1.46%



STARTING SALARY

MTSD boasts the highest starting salary in the Milwaukee Metro Area

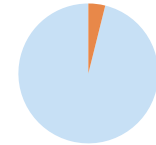
\$45,000

The average 2015-2016 starting salary for school districts in the Milwaukee Metro Area was \$40,848

EMPLOYEE PERFORMANCE

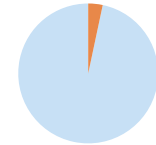
Over the past three school years, the following percentages of staff have received intensive support to improve their performance:

TEACHERS*



4.1%

ALL EMPLOYEES

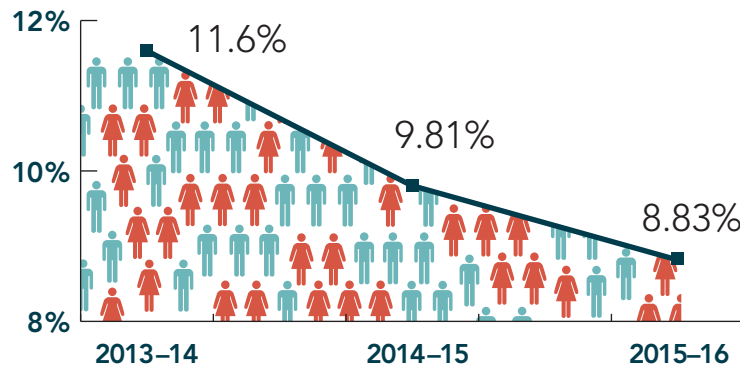


3.5%

*Included in "All Employee" calculations

MTSD VOLUNTARY TEACHER TURNOVER

The US average voluntary turnover rate for 2014 was 11.0% according to a survey by CompData



MTSD'S ACADEMIC CULTURE

TOTAL STAFF: 392.71 FTE **TOTAL STUDENTS:** 3740



Administration encourages the following from employees:

- Academic Freedom
- Academically stretching students beyond their perceived comfort zone/ability
- Collaboration and participation in District professional development

85%
ALIGNMENT

On a recent survey, 85% of employees reported their professional alignment with the Mequon-Thiensville School District's Strategic Plan.

CANDIDATE POOL COMPARISONS

In 2015, Mequon-Thiensville received an average of 16.91 applicants for each certified vacancy. In comparison, school districts in southeastern Wisconsin received an average of 2.33 applicants for each vacancy.

