



# Teacher Compensation

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As with every other school, Bay City Christian School desires to hire the best first-year teachers to serve with us as they begin their educational ministry. Along with a competitive salary and benefits package, our School Board has set-up a recruiting scholarship and signing bonus. We want to demonstrate to our prospective teachers how excited we are to have them join the faculty of BCCS.

This document provides a guide of the financial expectations for a single teacher seeking God's will as it relates to employment at Bay City Christian School. These numbers may be adjusted, but it should help you to budget.

## Salary, Benefits, & Expenses

- ◇ Starting base salary – \$39,358. This is a prescribed percentage of the pastor's salary and annually determined by the school board.
- ◇ Eligible years of educational experience – \$250 per year, up to \$5,000
- ◇ Master's degree – \$500 annual addition.
- ◇ Retirement – at least \$1,200 placed into your 403(b) Tax-Sheltered Annuity plan
- ◇ Classroom assistance – \$300 is available to purchase supplies for your classroom. This could include anything such as bulletin board materials, snacks for the class, or teaching tools.
- ◇ Medical – If you are not eligible for another insurance plan, BCCS suggests that you utilize a health sharing ministry such as Samaritan Ministries ([samaritanministries.org](http://samaritanministries.org)). Teachers receive a stipend to cover their monthly costs. For a single person, it is \$445 monthly (more for couples). That will give you \$300 for your share and \$145 to start a health savings account. Since you are not obligated to utilize Samaritan, some have used their medical stipend to purchase health insurance through other providers.
- ◇ Tuition – Children of teachers attend school with a 50% discount if they are not eligible for the Wisconsin choice program.

- ◇ Professional development – Since certification through the American Association of Christian Schools is required, BCCS will fully pay for all continuing education credits available through classes or conferences. Financial assistance is also available for those wishing to work toward an advanced degree.
- ◇ Christmas bonus – For the last several years, a generous bonus was given to all staff. Full-time teachers received \$1,000.
- ◇ Additional stipends – Stipends are given for extra responsibilities such as coaching or yearbook sponsor.

## Scholarship & Signing Bonus

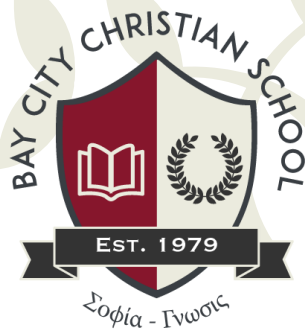
The following signing bonus is based on when a prospective teacher officially signs his/her contract with us:

- ◇ After a thorough background check and evaluation of references, if a junior, along with his/her parents, sign a contract to teach at BCCS after graduation, the student will then receive an immediate \$2,000 signing bonus, and \$4,000 more would be applied to his/her school bill. In the senior year, an additional \$4,000 will be applied. Finally, upon graduation, \$3,000 will be given for moving expenses to set up in Green Bay.
  - ◇ If the student has already begun his/her senior year, but signs a contract prior to December 31 of that year, he/she would be given the \$2,000 signing bonus, have \$4,000 applied to his/her school bill, and also be given the \$3,000 for relocation expenses.
  - ◇ Any new teachers who sign their contracts during the spring semester of their senior year, will still receive a \$2,000 signing bonus and \$3,000 for any expenses needed to transition to Green Bay. It could be used for moving costs, apartment down payment, paying final tuition, or even purchasing a new couch.
  - ◇ Teachers would be expected to sign a series of three-year contracts. If the teacher chooses not to sign a contract, a percentage of the scholarship amounts would need to be repaid.
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## Monthly Expenses

The following chart was compiled by our single teachers. It gives approximate monthly expenses to assist you in your budgeting. These are best estimates from different personalities with different financial needs.

Item		% of Spending
Apartment	\$830-\$1,200 Heating/Water included Covered garages available Studio apartments could be an option Always ask about neighborhood Always get renter's insurance	44%
Transportation	\$340 - \$530 \$175-300 Payment \$80-100 Insurance \$90-130 Gas	19%
Bills & Utilities	\$170-\$205 \$70-\$75 Internet \$50-\$70 Electric \$50-60 Cell Phone	9%
Groceries	\$200 - \$250	10%
Health	\$395 - \$445 \$370-\$445 Medical \$25-40 Dental	18%
<b>Total Expenses</b>	<b>\$1,935 - \$2,630</b>	
Net Paychecks	\$2,956 (Base pay 2023)	




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Our earnest desire is for the Lord's will to be done, specifically, that every education major secures employment in the exact ministry God has for him or her. For those called to Bay City, we trust that this program is a blessing as you transition to Green Bay! If you have any questions, please contact Dr. Phillips ([mphillips@baycitychristian.org](mailto:mphillips@baycitychristian.org)). You can come familiar with BCCS by visiting our webpage for prospective teachers.

<https://baycitychristian.org/prospectiveteachers/>