

**MONTANA CONFERENCE OF SEVENTH-DAY ADVENTISTS, INC.**  
**Partial Teacher Subsidy Scale**

As of February 1<sup>st</sup>, if a school is three months or more behind in its payments, one teacher position will be eliminated for the next school year.

Schools falling below the stated minimums, according to February 1<sup>st</sup> enrollment, but current in their payments, may retain the 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> teacher but must pay the full, unsubsidized cost of that teacher for the following year OR the cost of the teacher according to the following scale.

- **1<sup>st</sup> Teacher (the following student counts are based off of February 1<sup>st</sup>, enrollment)**
  - 1-4 students – any reenrollment of less than 5 will be counseled to try an alternative school plan.
  - 5-17 students – School Pays SP and receives full CP
- **2<sup>nd</sup> Teacher (the following student counts are based off of February 1<sup>st</sup>, enrollment)**
  - 17 students and fewer – School pays 100% of the total cost of the 2<sup>nd</sup> teacher
  - 18 students – School pays the SP + 20% of the TC of the 2<sup>nd</sup> Teacher
  - 19 students – School pays SP + 15% of the TC of the 2<sup>nd</sup> Teacher
  - 20 students – School pays SP + 10% of the TC of the 2<sup>nd</sup> Teacher
  - 21 students – School pays SP + 5% of the TC of the 2<sup>nd</sup> Teacher
  - 22 students – School Pays SP and receives full CP
- **3<sup>rd</sup> Teacher (the following student counts are based off of February 1<sup>st</sup>, enrollment)**
  - 22-37 students – School pays 100% of the total cost of the 3<sup>rd</sup> teacher
  - 38 students – School pays the SP + 20% of the TC of the 3<sup>rd</sup> teacher
  - 39 students – School pays SP + 15% of the TC of the 3<sup>rd</sup> teacher
  - 40 students – School pays SP + 10% of the TC of the 3<sup>rd</sup> teacher
  - 41 students – School pays SP + 5% of the TC of the 3<sup>rd</sup> teacher
  - 42 students – School Pays SP and receives full CP
- **4<sup>th</sup> Teacher (the following student counts are based off of February 1<sup>st</sup>, enrollment)**
  - 42-57 students – School pays 100% of the total cost of the 4<sup>th</sup> teacher
  - 58 students – School pays the SP + 20% of the TC of the 4<sup>th</sup> teacher
  - 59 students – School pays SP + 15% of the TC of the 4<sup>th</sup> teacher
  - 60 students – School pays SP + 10% of the TC of the 4<sup>th</sup> teacher
  - 61 students – School pays SP + 5% of the TC of the 4<sup>th</sup> teacher
  - 62 students – School Pays SP and receives full CP

**School Portion (SP) + Conference Portion (CP) = Total Cost (TC) of Teacher**

*Please contact the conference office to find out the total cost of a teacher as well as the percentage split between the School and Conference for fully subsidized teacher positions.*

***If your board would like to request subsidy for a full-time teacher please send a formal request and a copy of the board minutes showing the vote. An additional teacher subsidy is contingent on whether the conference has made provision in the budget and approval of the Conference Board of Education.***

**Example Calculation** (The numbers presented do not reflect actual costs and are only provided as illustrations of the policy outlined above)

**Scenario: 2<sup>nd</sup> Teacher with February 1<sup>st</sup> enrollment of 19 students**

***Assumptions:***

- Total Monthly Cost (TC) for a teacher = \$7,000
- Percentage split between School and Conference for a fully subsidized teacher: 60% SP / 40% CP, or, \$4,200 SP and \$2,800 CP ( $\$4,200 + \$2,800 = \$7,000$ )

***Policy Formula***

- School pays SP + 15% of the TC of the 2<sup>nd</sup> Teacher
- $\$4,200 + .15(\$7,000) = \text{Monthly Cost to the School for 2<sup>nd</sup> Teacher}$
- $\$4,200 + \$1,050 = \$5,250$

***Conclusion:*** In this example, the 2<sup>nd</sup> teacher would cost the school \$5,250 per month.