

Annual Personnel Salary Disclosure Notice

(MCL 380.506, 380.527, 380.560, 380.1311k –
Effective for 2025-2026 School Year)

Purpose: This notice summarizes the annual personnel salary disclosure requirements established under Michigan Compiled Laws (MCL) 380.506, 380.527, 380.560, 380.1311k.

Overview of the Requirement:

Each public school academy (PSA, SoE, UHSA, & SDA) must post on its publicly accessible website, no later than November 1 of each year, the average salaries of instructional and support staff. The intent is to promote transparency and accountability regarding employee compensation.

Required Salary Disclosures:

Each PSA must post: Average salary for **new teachers** (less than 5 years of certification), Average salary for **veteran teachers** (5 or more years of certification), and Average salary for **support staff** (paraprofessionals, food service workers, bus drivers, literacy coaches). If the academy employs fewer than five teachers in either category, the **average salary for all teachers** must be reported.

These requirements apply to both staff directly employed by the academy and those employed by an Educational Management Organization (EMO) assigned to the academy.

Key Requirement	Due Date	Responsible Party
Post average salaries (teachers & support staff) online	November 1 each year	All Public School Academies (PSAs)
Include PSA and EMO staff assigned to academy	Ongoing	School Leadership / EMO
Maintain record of compliance and posting	Annual	Compliance Officer / Authorizer

Action Steps for Compliance:

Calculate the average salaries for each applicable employee group. Verify employment data for both PSA and EMO staff. Post the disclosure on the academy's public website by November 1. Maintain documentation for authorizer review.

Compliance Accountability: This annual posting requirement may be included in [Reporting Requirements](#) identified during authorizer oversight, or state compliance review (Assurance & Verification Visits). Academies are encouraged to maintain records and ensure timely updates.

Contact: For guidance, contact your authorizing body.

Reference: Michigan Compiled Law (MCL) [380.506, 380.527, 380.560, 380.1311k](#) – Personnel; publication of salaries.