

FIT Academy: Salary and Pay Rate Information 2023-24

Board Approved: 6/21/23

The purpose of this document is to serve as a guide for compensating employees. This document does not guarantee pay rates to employees and does not preclude the board or its designee from offering compensation that deviates from this guide.

Employment Classifications:

Exempt:

In accordance with federal law, all exempt positions will be paid based on state and federal minimums

Non-Exempt:

All other administrative and support positions will be classified as non-exempt. As such, as required by law, employees will be required to complete and turn in a time sheet to initiate payment. Non-exempt employees qualify for overtime pay if they work over 40 hours within one week. As per the Employee Handbook, employees are responsible to inform the Superintendent prior to exceeding 40 hours of work in a week.

School-Wide Exempt Salaries (this section is updated)

12 Month Positions:

Superintendent: \$125,000*

Director of educational Services: \$108,000

Assistant Director for Administration and Operations: \$78,000

Office Coordinator: \$47,000

* The Minnesota Association of Charter Schools reports the following salary statistics for comparably sized schools for this past year: Average: \$118,000; Median: \$127,500.

10 Month positions:

Dean of Students - \$74,000

Academic Coordinators/TOSA: \$74,000

Behavior Interventionist: \$52,000

Teacher Salary: The superintendent will determine teacher salary placement based on a review of teacher education and experience. Teacher increases for subsequent years are based on three variables, all of which are dependent on the school board's approval of the next year's salary scale. These variables include: Adjustment for cost of living, step based on experience, and education. Each step is an increase of 2%. For the 2022-23 school year, teachers were advanced two steps.

Competitive Teacher Premium: In the case of difficult to fill positions, the Superintendent will have discretion to negotiate teacher's placement on the salary scale or negotiate an agreed upon salary independent of the scale.

The Superintendent's scale shall be reviewed and approved by the board on a yearly basis. The Superintendent's scale may be adjusted yearly based on board approval. Adjustments may be considered for Cost of Living Adjustment, Years of Experience, Enrollment, or other performance measures as determined by the board.

Teacher Salary Scale 2023-24: **All teachers bump up one step. Changed Lane 8 from previous year.**

| | Lane 1 | Lane 2 | Lane 3 | Lane 4 | Lane 5 | Lane 6 | Lane 7 | Lane 8 |
|------|--------|------------|------------|--------|------------|------------|-------------------|----------|
| | BA/BS | BA/BS + 15 | BA/BS + 30 | MA/MS | MA/MS + 15 | MA/MS + 30 | MA/MS + 60 / SPEC | Special* |
| Step | | | | | | | | |
| 3 | 39,341 | 39,874 | 40,405 | 41,468 | 42,000 | 42,532 | 43,595 | 52,000 |
| 4 | 40,168 | 40,710 | 41,254 | 42,339 | 42,882 | 43,424 | 44,511 | 54,000 |
| 5 | 41,011 | 41,566 | 42,120 | 43,229 | 43,782 | 44,336 | 45,445 | 56,000 |
| 6 | 41,873 | 42,438 | 43,004 | 44,136 | 44,702 | 45,268 | 46,400 | 58,000 |
| 7 | 42,752 | 43,330 | 43,908 | 45,063 | 45,641 | 46,218 | 47,374 | 60,000 |
| 8 | 43,650 | 44,239 | 44,829 | 46,009 | 46,599 | 47,189 | 48,368 | 62,000 |
| 9 | 44,567 | 45,169 | 45,770 | 46,975 | 47,578 | 48,180 | 49,384 | 64,000 |
| 10 | 45,502 | 46,117 | 46,732 | 47,961 | 48,576 | 49,192 | 50,422 | 66,000 |
| 11 | 46,458 | 47,085 | 47,714 | 48,969 | 49,596 | 50,225 | 51,480 | 68,000 |
| 12 | 47,433 | 48,075 | 48,715 | 49,997 | 50,639 | 51,279 | 52,562 | 70,000 |
| 13 | 48,430 | 49,084 | 49,738 | 51,047 | 51,702 | 52,357 | 53,665 | 72,000 |
| 14 | 49,447 | 50,115 | 50,783 | 52,119 | 52,788 | 53,456 | 54,792 | 74,000 |
| 15 | 50,485 | 51,167 | 51,850 | 53,213 | 53,896 | 54,578 | 55,943 | 76,000 |
| 16 | 51,167 | 51,850 | 53,213 | 53,896 | 54,578 | 55,943 | 57,062 | 78,000 |
| 17+ | 51,850 | 53,213 | 53,896 | 54,578 | 55,943 | 57,062 | 57,900 | 80,000 |

Non-Exempt (Hourly) Pay Rates:

Non-exempt hourly pay rates will vary based on experience, qualifications, market demand, and assignment and are negotiable but must meet the state Minimum Wage requirements.

| | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 | Level 9 |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step 1 | \$15.80 | \$16.80 | \$17.80 | \$18.80 | \$19.80 | \$20.80 | \$21.80 | 22.00 |
| Step 2 | \$16.30 | \$17.30 | \$18.30 | \$19.30 | \$20.30 | \$21.30 | \$22.30 | 23.00 |
| Step 3 | \$16.50 | \$17.50 | \$18.50 | \$19.50 | \$20.50 | \$21.50 | \$22.50 | 24.00 |

Substitute Teachers:

Substitute Teacher rate: \$30 per hour

Substitute Educational Assistant rate: \$20 per hour