

## **FIT Academy: Salary and Pay Rate Information 2020-21**

Board Approved: 6/24/20

**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 pay at least \$47,500 per annum salary.

#### 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 Executive Director prior to exceeding 40 hours of work in a week.

### **Exempt Salaries:**

#### **Executive Director's Salary:**

The Executive Director's salary will be determined on a sliding scale based on enrollment. The October 1 MARSS report will be used to determine placement at which time the annual salary adjustment would retroactively be distributed throughout the remainder of the agreement.

#### Executive Director's Scale for 2019-21

Updated to \$109,000 for 2020-21

### **Other School-Wide Leadership Salaries**

Leadership / Assistant Director: \$80,500 for 2020-21

Program Coordinator/Dean: \$65,484 for 2020-21

### **Other Administrative Positions**

Operations Manager: \$54,000

**Teacher Salary:** The Executive Director 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. On the second year of the scale, it is recommended that teachers move to the next step.

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

The Executive Director’s scale shall be reviewed and approved by the board on a yearly basis. The Executive Director’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 2019-21 This scale reflects a 2% increase from previous scale

	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								
1	37,740	38,250	38,760	39,780	40,290	40,800	41,820	
2	38,533	39,054	39,574	40,615	41,137	41,657	42,698	42,000
3	39,341	39,874	40,405	41,468	42,000	42,532	43,595	43,000
4	40,168	40,710	41,254	42,339	42,882	43,424	44,511	44,000
5	41,011	41,566	42,120	43,229	43,782	44,336	45,445	45,000
6	41,873	42,438	43,004	44,136	44,702	45,268	46,400	46,000
7	42,752	43,330	43,908	45,063	45,641	46,218	47,374	47,000
8	43,650	44,239	44,829	46,009	46,599	47,189	48,368	48,000
9	44,567	45,169	45,770	46,975	47,578	48,180	49,384	49,000
10	45,502	46,117	46,732	47,961	48,576	49,192	50,422	50,000
11	46,458	47,085	47,714	48,969	49,596	50,225	51,480	51,000
12	47,433	48,075	48,715	49,997	50,639	51,279	52,562	52,000
13	48,430	49,084	49,738	51,047	51,702	52,357	53,665	53,000
14	49,447	50,115	50,783	52,119	52,788	53,456	54,792	54,000
15+	50,485	51,167	51,850	53,213	53,896	54,578	55,943	55,000*

\* Add \$1000 per step for Special Lane

**Special Education Leadership**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
68,000	70,000	72,000	74,000	76,000	78,000	80,000	82,000

**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.

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>
Step 1	\$13.80	\$14.80	\$15.80	\$16.80	\$17.80	\$18.80	\$19.80
Step 2	\$14.30	\$15.30	\$16.30	\$17.30	\$18.30	\$19.30	\$20.30
Step 3	\$14.50	\$15.50	\$16.50	\$17.50	\$18.50	\$19.50	\$20.50

**Stipends:**

Scale Based on Level of Leadership & Workload

Level	Stipend
.5	\$500
1	\$1000
1.5	\$1500
2	\$2000
2.5	\$2500
3	\$3000
4	\$4000
5	\$5000

**Substitute Teachers:**

Substitute Teacher rate: \$160 per day.

Substitute Educational Assistant rate: \$110 per day.