

## Salary Schedule and Benefits

St. Louis Voices Academy of Media Arts is a K-5 public charter school in St. Louis, Missouri. We seek to hire, develop, and retain high-quality professionals at all levels of our organization. We are deeply committed to investing in our teachers' and leaders' growth and development through enriching programs, effective coaching, and ongoing professional development. We offer competitive salaries, great benefits, professional support, and opportunities for career advancement.

We seek mission-aligned members of the St. Louis Voices Academy community who share the following dispositions:

- Dedication to the school's mission, vision, values, and graduate outcomes;
- Understanding that relationships are essential to working with students who have experienced the effects of poverty or trauma;
- A belief that our students have strengths and assets and build on these strengths in their work;
- A positive attitude and a solution-based approach to challenges in the workplace;
- Commitment to restorative justice as a means of addressing conflicts or challenges in the community, whether between students, staff members, or students and staff members;
- Commitment to inclusive excellence, including a willingness to engage in conversations about privilege, power, equity, and diversity and to invest time in community-building and professional development based on inclusive excellence;

### **What We Want**

We want individuals with the heart and determination to make a difference for children as part of a team so no one is ever alone.

### **What We Care About**

- Every story matters.
- Individuals - we show our care for each member of our learning community through who we hire, how we develop our staff, how we compensate our staff, the benefits we provide, and how we celebrate individual success
- Learning—We show teachers the importance of learning through professional development and coaching for staff, and we translate teaching-learning into classrooms for students.
- Care - People take care of themselves and each other so that we can take care of the children.

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### **What You Get**

We foster an active and supportive professional community that values respect, trust, honesty, risk-taking, open-mindedness, flexibility, collaboration, and continuous improvement. We believe that by working together, we can achieve more. In addition, we offer:

- Compensation: competitive salaries and benefits
- Professional Development - 3-week Summer Kick-off and prep, monthly professional development and data days, small group and one-to-one coaching, and a network of professionals at high-performing charters
- extra planning, inclusive decision-making, and opportunities for advancement

### **Compensation and the Budget**

Human Resources at St. Louis Voices Academy of Media Arts believes teachers are the most valuable asset. Our compensation system allows the school to manage this significant portion of the budget in a competitive and fiscally responsible way. The Board of Directors has prioritized competitive employee compensation in its budget planning process, which can be seen by the percentage of total expenditures that staff salaries and benefits have comprised of the total budget. St. Louis Voices Academy's budget, and by implication its salary pool, is affected by several consistent factors each year, all of which must be considered when determining the portion of the budget available for salaries and benefits.

### **School Leader and Support Staff Salaries**

All school leaders and support staff receive a base salary as indicated.

POSITION	BASE SALARY	MAXIMUM SALARY
Head of Schools	80000	100000
Dean of School Culture and Interventions	60000	75000
Dean of Curriculum and Instruction	60000	75000
Dean of Operations	60000	75000
Instructional Coach	55000	70000
SPED Coordinator	50000	70000
Reading Specialist	50000	70000

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POSITION	BASE SALARY	MAXIMUM SALARY
Assistant Directors (admin)	60000	75000

POSITION	BASE SALARY	MAXIMUM SALARY
Office Manager	40000	50000
School Secretary	35000	50000
Counselor	48000	60000
Nurse	48000	60000
Academic Interventionist	35000	45000
Teacher-in-Residence	40,000	45,000
Building Aide	\$18 p/h	\$25 p/h

**Salary Schedule for Teachers 2024-2025**

YEAR OF EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
1	48000	49500	51000
2	49000	50500	52000
3	50000	51500	53000
4	51000	52500	54000
5	52000	53500	55000
6	54000	54500	56000
7	55000	55500	57000
8	56000	56500	58000
9	57000	57500	59000
10	58000	58500	60000

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11	59000	59500	61000
12	60000	60500	62000
13	61000	61500	63000
14	62000	62500	64000
15	63000	63500	65000
16	64000	64500	66000
17	65000	65500	67000
18	66000	66500	68000
19	67000	67500	69000
20	68000	68500	70000

*(additional \$1500 to base salary for certification)*

**Advanced Degrees**

School leaders and teachers with a Master’s degree will receive an additional \$1500 annually. An additional \$1500 for a Doctoral degree (Ed.D or Ph.D.) will be received annually as part of their salary (in addition to the Master’s degree pay). The degree must have been awarded at the time of the employment offer.

**Determining Pay Levels**

St. Louis Voices Academy evaluates available financial resources and grants an annual pay increase based on these factors. In addition, a thorough job analysis is completed for each position at St. Louis Voices Academy, which may require individual components of a job description to be benchmarked against different types of jobs. The goal is to determine a competitive, internally equitable, and workable target range for each position within St. Louis Voices Academy’s budget. This means that our salary structure is designed to compete with surrounding charter schools and school districts while ensuring fairness and sustainability within our organization.

**Health Benefits**

St. Louis Voices Academy offers a comprehensive benefits package to all full-time employees working more than 30 hours per week. The package includes medical coverage, which is 80% covered at the school's cost. Additionally, voluntary benefits options are available at employee cost, allowing employees to customize coverage to suit their needs.

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**Medical (75% School Cost; 25% Employee Cost):** Anthem Blue Cross & Blue Shield provides medical and prescription coverage. Spouses, domestic partners, and children under 26 may be eligible for employee-paid coverage.

**Dental (100% Employee Cost):** Dental coverage is offered through Delta Dental. The plan covers preventive dental care and various basic and major services. Spouses, domestic partners, and children under 26 may be eligible for coverage at cost to the employee.

**Vision (100% Employee Cost):** The vision plan provided through Anthem Blue Cross & Blue Shield includes exams, frames, lenses, and contacts. Spouses, domestic partners, and children under 26 may be eligible for coverage at cost to the employee.

**Staff Benefits Summary**

Insurance	Employee ONLY Package	Family Package
Medical	100% paid	Voluntary
Dental	Voluntary	Voluntary
Vision	Voluntary	Voluntary

**Life Insurance, Accidental Death, and Disability:** Life/AD&D in the amount of 1X salary to a maximum of \$50000 is provided. This means that in the unfortunate event of your death or accidental death, your family will receive a benefit equal to your annual salary, up to a maximum of \$ 50000. Voluntary Life/AD&D is available for spouses, domestic partners, and children.

**Short and Long-Term Disability:** Short and Long-Term Disability coverage is available at cost to the employee. This means that if you cannot work due to a covered illness or injury, you will receive a portion of your salary for a specified period, ensuring financial stability during your recovery.

**Summary of Additional Benefits**

Benefits	Coverage
Retirement Plan	Employee & Employer Paid
Life Insurance	Employer Paid (Up to 50k)
Short-Term Disability	Employee Paid
Long-Term Disability	Employee Paid

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In addition to the benefits listed above, St. Louis Voices Academy employees enjoy several valuable opportunities and rewards, including:

- leadership opportunities
- year-long induction program
- ongoing employee recognition
- a community support

**Compensatory Time**

St. Louis Voices Academy offers teachers a 10-month (188 work days) contract.

Teachers receive ten (8) compensatory days annually (or one (1) day per month).

Annually, 12-month employees get twelve (8) compensatory days and vacation in the first 2 weeks of July.

**NOTE:** Teachers are considered school-year employees. School-year employees work on regularly scheduled school days, evening events, conferences, other scheduled events, and professional development days as outlined on the Board-approved calendar. Please see the current school calendar for more details.

**Retirement**

Each St. Louis Voices Academy employee will be enrolled in the Public School Retirement System of the City of St. Louis PSRSSTL, funded by member and employer contributions and investment earnings on PSRSSTL assets. For more information, please visit [www.psrstl.org](http://www.psrstl.org). Full-time employees are vested after 5 years of service.

**Stipends**

As part of our commitment to recognizing and valuing leaders and teachers within our community, we offer everyone the opportunity to earn stipends for specific tasks that contribute to our school's success. These stipends are allocated based on the nature of the assignment and the level of contribution required. Importantly, it's worth noting that these stipends are not considered overtime.

Role/Responsibility	Stipend
Lead Teacher/Mentors (certificated)	\$1500 (paid semesterly)
Class Coverage (subbing during a planning period)	\$25 (per planning period)

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Extra Duty Pay (additional duties outside the scope of the role, i.e., morning duty, recess, after-school duty, etc.)	\$25 per hour
Special Assignments: (i.e., PD, canvassing, planning, etc.)	based on the nature and duration of the assignment

**Incentive Compensation**

The Staff Incentive Pay program aims to recognize and reward our staff's remarkable contributions to student success and school improvement. It is designed to cultivate a culture of excellence, collaboration, and continuous growth among our teaching staff by providing tangible incentives for achieving specific goals and objectives aligned with our educational mission.

ACADEMICS	CULTURE	PROFESSIONALISM
<ul style="list-style-type: none"> <li>● NWEA Student Achievement</li> <li>● NWEA Student Growth</li> <li>● Reading Achievement</li> <li>● Reading Growth</li> <li>● Audit Scores</li> </ul>	<ul style="list-style-type: none"> <li>● Deanslist Positive Points</li> <li>● Student Referral</li> <li>● Committee Work (i.e., supporting leading initiatives/events)</li> <li>● Community Meetings</li> </ul>	<ul style="list-style-type: none"> <li>● Prompt &amp; Present</li> <li>● Curriculum &amp; Instruction</li> <li>● Assessments &amp; Data Tracking</li> <li>● Response to Communications (via email/SLACK)</li> </ul>
<ul style="list-style-type: none"> <li>→ 40% or more students meeting achievement targets</li> <li>→ 50% or more students meeting growth goals</li> <li>→ 95%+ Audit Scores</li> <li>→ Teacher Evaluation (Proficient)</li> </ul>	<ul style="list-style-type: none"> <li>→ 80% of students earning points to participate in Fun Friday</li> <li>→ 90% class attendance</li> <li>→ Participation in 4 or more evening events (not including parent conferences)</li> </ul>	<ul style="list-style-type: none"> <li>→ 95% or higher attendance</li> <li>→ Meeting 98% of Planning Expectations (Accountability Tracker)</li> <li>→ Teacher Evaluation (proficient or higher)</li> </ul>
<b>Up to \$1200</b>	<b>Up to \$800</b>	<b>Up to \$500</b>

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**Academic**

**NWEA Growth BOY to EOY**

below 50% = \$0  
 50%-60% = \$100  
 61%-70% = \$200  
 71%-80% = \$400  
 80% or higher = \$600

**NWEA Achievement**

below 40% = \$0  
 40% - 59% = \$300  
 60% or higher = \$600

**Culture**

60% students earning Fun Friday points; 85% class attendance, 50% of events = \$300  
 80% students earning Fun Friday points; 90% class attendance; 75% of events = \$500

**Professionalism**

90% Attendance, 90% planning expectations, proficient evaluation = \$300  
 95% Attendance, 95% planning expectations, proficient evaluation = \$500

**Payments**

After each testing cycle, points will be calculated to determine incentive payments. These points are awarded based on predefined criteria, such as academic performance, professionalism, and contributions to school culture. It is important to note that all incentives are contingent upon the availability of funds and are subject to payment by the end of the fiscal year. This system ensures transparency and fairness in rewarding staff members for their dedication and commitment to student success while aligning with the school's financial resources.

**Professional Standards**

<b>Staff Members uphold the following professional standards/core values:</b>
<p><b>Commitment</b> - SLVA staff members are committed to maximizing student learning and growth by setting ambitious academic goals aligned with school and state standards. We implement effective instructional strategies and differentiated instruction to cater to our students' diverse needs. This commitment is further exemplified by our dedication to personal and professional growth and responsiveness to feedback and coaching.</p>
<p><b>Community</b> - We recognize we are part of a learning community. We are committed to fostering meaningful partnerships and collaboration with students, families, colleagues, and leaders to create a supportive and inclusive learning environment. Through open communication, active engagement, and mutual respect, we leverage the collective strengths of our community to enhance student success and a culture of excellence.</p>
<p><b>Courage</b> - We firmly believe that our actions have a significant impact. With pride and</p>

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determination, we persistently strive for excellence in all actions and decisions that support the success of our students and our team. We demonstrate timeliness in completing tasks, unwavering presence, and preparedness. Amid external distractions, we uphold a high standard in delivering instruction and feedback, maintaining our focus on achieving our goals.

**Compassion** - We embrace an open-minded and flexible approach, willing to think creatively to address the diverse needs of our school community. We foster an environment of empathy and understanding, where giving and receiving feedback is welcomed as an opportunity for personal and professional growth. With genuine care for one another, we strive to cultivate a culture of support and collaboration, ensuring the well-being and success of all community members.

**Celebration** - We recognize the importance of celebrating big and small achievements as an integral part of our professional responsibility. By acknowledging milestones, successes, and progress, we inspire motivation, foster a sense of pride, and cultivate a positive and supportive work environment. Through meaningful recognition and appreciation, we honor the dedication and hard work of individuals and teams, reinforcing our commitment to excellence and continuous improvement.

Staff members who cannot adhere to professional standards will be subject to earning professional points.

**Professional Points System**

Professional Points	Determined: Supervisor, Surveys, Observations, Learning Walks Conveyed: Email/Performance Report (each semester)
3 Professional Points	\$200 deducted from your Bonus
6 Professional Points	\$500 deducted from your Bonus
9 Professional Points	\$700 deducted from your Bonus
10+ Professional Points	May not receive an Offer Letter

**NOTE:** Professional point deductions underscore the importance of adherence to professional standards and policies within our organization. Performance issues and their associated consequences are addressed in the employee handbook. The handbook serves as a guide for all staff members, outlining expectations, protocols, and the disciplinary process transparently and equitably.

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