

# New Salary Schedules Proposal

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Board Meeting - May 26, 2022

# Introduction

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This year' staff compensation efforts have been focused on three specific areas:

1. Maintaining our strong benefits program for all employees
2. Increasing the salary schedules for specific employee roles that allow us to remain competitive.
3. Secondly, we have either added or propose to add new positions to support student's academic and social emotional and mental health outcomes consistent with AoA's mission and envisioned future. This remains an even higher priority, as we continue to emerge out of the pandemic that has inversely impacted so many children, staff and families.

# Salary Schedule Adjustments to Remain Competitive

New Position	Impact on Budget	Notes
Director of Operations	\$20,000	Increase salary schedule based on new comp from Edgility
K-5 Program Dean of Students	\$10,000	Increased salary scale to make it equitable with the middle school dean salary schedule, job responsibilities have increased
Data Manager	Increase of \$12,000 (Step 1 Salary)	Increase salary schedule based on new comp from Edgility and surrounding districts
Increase Salary Schedule Steps from 20 to 23 years	Approximately 8,000 (total)	4 veteran teachers' salaries were frozen at 20 years - increase allows for a step increase for each
HR Manager	Approximately \$40,000	Significant need for an experienced HR Manager

# New Positions and Accompanying Salary Schedule

New Position	Impact on Budget	Notes
Attendance & Family Engagement Coordinator	Range - \$54,000 to \$69,000	Targeted attendance support, support current families, enrollment support for ED
K-8 Emerging Bilingual Coach	Range - \$66,000 to \$97,000	Direct support for students, support families (DLAC), PD support for teachers
MTSS Interventionist (Multi-Tiered Support)	\$60,000 to \$80,000	Tier 2 academic support for targeted student group, develop Individualized student Plans (On teacher salary schedule)
Mental Health/Counseling Interns	\$40,000	2 to 3 part-time interns that adds up to 1 FTE (full time position)
ES Math Instructional Assistant	\$40,000	Individual and small groups instruction for a targeted student group

# Determining the Success of New Positions

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- Specific goals and corresponding metrics will be shared with the board at the August Retreat
- Principals/Executive Director to report out on progress towards goals two times next year (Fall/Winter and Spring) during a board meeting