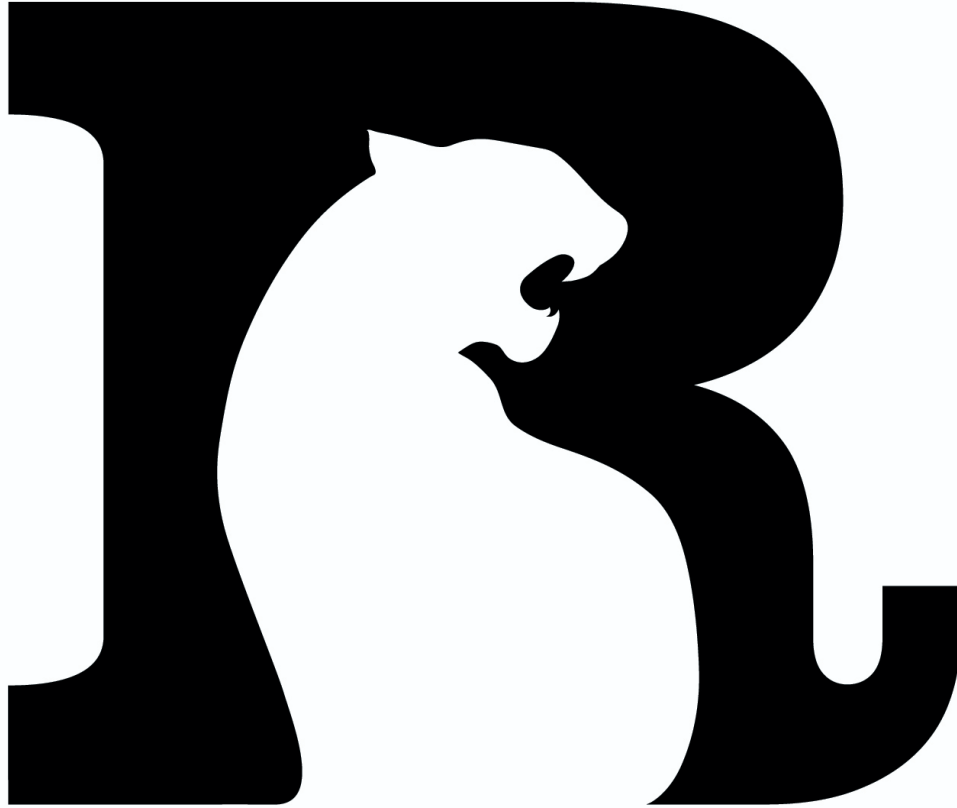


# Compensation Plan

## Effective SY 2022-2023 to SY 2024-2025



# **RAINIER VALLEY LEADERSHIP ACADEMY**

Rainier Valley Leadership Academy' compensation plan promotes and empowers educators and staff by ensuring that they have competitive base salaries and the opportunity to advocate and highlight the work they've accomplished for the ability to earn additional compensation. We acknowledge the state of education and the necessity to ensure that teachers and education support staff are compensated and celebrated for their work in scholar academic outcomes and scholar growth in other areas that goes beyond the numbers.

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# Our Philosophy

As an anti-racist organization RVLA strives and seeks opportunities to ensure that all staff receive fair and equitable pay for the work they do. We acknowledge that our number one focus has to be centered around scholar success and outcomes. Furthermore, we know that measures of success go beyond qualitative data (test scores) and often times to really illustrate success or growth you have to know the scholars and their families to build transformative relationships that lead to scholar success.

**Transparency:** Provide clarity and communicate compensation processes and how compensation-related decisions are made.

**Pay Equity:** We want to ensure that compensation is equitable across the organization and with consideration for the current market.

**Performance Based Pay:** Recognize and reward individual and group performance.

**Flexibility:** Support a diverse organization to accommodate differences and changes in job requirements, job market and economy to ensure we get the best results for our community.

## What RVLA Offers

### **One of the highest starting salaries in the area.**

New teachers earn more than those in large neighboring districts to ensure that RVLA can attract and retain highly motivated, high performing teachers and staff in the region.

### **Mid Career Incentives/Longevity Growth**

Mid career or educators in the 3-5 year range typically leave the sector at this point in the career. We see this as an opportunity to encourage these educators who have classroom experience and wealth of long term professional development investment, strong relationships with scholars and their families. While most of our salary steps grow by ~2% annually we have strategically placed greater increases in years that are traditionally years of departure based on the role to support staff stayin and continuing to grow themselves professionally.

### **Higher earning potential through longevity at RVLA.**

RVLA seeks educators and staff who are in it for the long lasting relationships they can build with scholars that help to drive scholar academic and social development. We believe that long term high earning potential will support educators staying in the sector and at RVLA long term helping to ensure that the foundation of education starts with trust and relationships.

### **Leadership experience without leaving the classroom.**

Take on opportunities to grow and coach other teachers with RVLA leadership opportunities and speciality project opportunities to help grow your knowledge base and leadership.

### **Ongoing Professional Development and Coaching**

Weekly staff have the opportunity to participate in a variety of professional development opportunities including in person during weekly professional development time, one to one real time teacher coaching, content and grade level team planning time and social emotional circles that support personal and professional growth to learn more about ourselves and others.

# Total Compensation

## Calculating Your Salary

Your base pay is determined on the years of relevant completed work experience teaching in the PK-12 education setting. You then can earn incentives on top of your base pay, which determines your total compensation. Each pay group has a starting salary range that will allow for flexibility for hiring teams to start a candidate at a more competitive salary based on the needs, position being hired for or the combination of factors that make the candidate highly desirable and qualified for a higher starting salary.

Staff are placed on the salary scale based on the number of completed years of service.

**Example:** a teacher who has been teaching at RVLA for three (3) complete years will receive three (3) years of credit and start the upcoming school year at step four (4).

**Example:** A teacher who has been teaching for two and half years at RVLA, will receive two (2) years of credit and start the upcoming school year at step three (3).

## Emergency Certificated Staff

Emergency substitute certificated staff will start as a zero (0) year teacher on the certificated salary scale. Our goal is to allow for opportunities for teachers to teach while earning their certification and this plan allows for emergency certificated staff to start as a zero year teacher and max out as a step one (1) teacher. Each additional year they teach beyond the two years of zero (0) step and step one (1), salary will increase only by the annual, if any, cost of living increase decided by the state.

Once the teacher has completed their certification RVLA will credit their years of service up to five (5) years based on the RVLA salary plan.

## Certificated Staff

All new certificated staff are eligible for an entry salary of up to **10 years of experience** on the compensation scale. Therefore, if a teacher has taught for 11 or more years, their starting salary at RVLA will be at the year 10 base compensation number.

## Classified Staff

Your base pay is determined on the years of relevant work experience based on the pay scales starting salary range. Staff may earn incentives on top of your base pay, which determine your **total compensation**.

**Years of Completed Experience = Base Pay**

**Base Pay + Incentive Pay=Total Compensation**

# Experience

## What counts as a year of experience?

- One year of experience = 1 step on the salary schedule

- 144 Days (80% of school year) are worked within a school year (if employed by a school)
  - Determined based on WA state 180 day calendar requirements
  - 80% of school year 144 days or within a calendar year (if employed in industry)
- Days will only count if the person is contracted at .5 FTE (20 hours or more) per week.
- Experience with multiple employers within the same school year will be combined as 1 year of service as long as the above criteria is met.

## What experience is considered?

- Teaching experience completed after the completion of a BA degree is considered.
- Only teaching experience at regionally accredited public, private and charter schools are considered.
- Internships/Student Teaching/Residency and volunteer experience (such as Peace Corps) is not considered.
- Early childhood education teaching experience is considered if the ages of scholars are between 3 and 5 years old.
- Principal, Assistant Principal and Dean experience is considered.
- Associate Teacher experience is considered if the teacher of record for classes is listed as the associate teacher or with the associate teacher as the co-teacher for classes of record
- Long-Term Substitute experience is considered as long as 144 days are worked within a school year and the teacher is working at .5 FTE (20 hours or more) per week.

## How many years of experience will be considered?

- Certificated staff that are new to RVLA: Certificated staff will receive up to 10 years of relevant full-time work experience within the past 15 years is considered as a step on the salary schedule with the highest starting point at step 10.

### Examples:

If you are applying to be a teacher and you have no experience, you will start at step one (1).

If you have been a full-time K–12 teacher for eight (8) of the past fifteen (15) years, then you will get credit for each of those eight years and start at step nine.

If you have been a full-time K–12 teacher for twelve (12) of the past fifteen (15) years, then you will get credit for each of those first nine (9) years and start at step ten (10).

- Classified staff that are new to RVLA: Classified staff will receive up to three years

## Education Level

Your initial base salary is not impacted or determined by your level of education — i.e., whether you have a bachelor's degree, master's degree or a doctorate. If you have completed additional semester hours, any credits completed after your most recent and highest degree conferred will be accepted.

- Staff are required to meet all state required educational requirements to ensure they can hold a valid WA state teaching certification
- The minimum for a Certificated staff member is to have a completed Bachelor's degree (BA)

# Increasing your base pay

## Step Increases

A step increase (vertical movement down the salary schedule) is earned at the beginning of each school Year. This increase is administered automatically annually at the beginning of the new school year based on the completion of the full year based on the criteria set before in this plan.

## Additional Compensation Opportunities

### Performance Based Incentive

One of the three pillars of RVLA is leadership. We believe that every person has the ability to be a leader and we want to encourage staff to lean into their leadership by highlighting their accomplishments. We believe that through continuous feedback and coaching we can successfully support teachers that will in turn have a positive impact on scholar learning. Our goal is to provide staff with the opportunity to highlight their accomplishments by sharing them.

Staff will have the opportunity to present semi-annually to a panel of at least 3 RVLA community members, a culmination of work that demonstrates their efforts of going above and beyond resulting in quantitative data and qualitative data that illustrates scholar growth and outcomes. Each semester will have a performance base review to be announced at least two weeks prior to the date to ensure staff interested in participating have ample opportunity to prepare.

Target presentation dates annually

- No scholar day after winter break
- Staff assigned Semester 1 planning day
- State Testing afternoon

We acknowledge that oftentimes performance based pay is hinged upon standardized test score performance and we seek to push beyond just that metric to give educators and administrators the opportunity to highlight growths and other means of success while still acknowledging the necessity to work within a system that is based upon seeing these measures of success. We also see this as a leadership opportunity as a school to highlight and demonstrate that there must be other forms and measures of success that go beyond test scores. .

We believe that professionals employed at RVLA should have the opportunity to showcase their work and we also believe that school administrators should have financial flexibility to compensate staff to continue to push beyond the standard practice in service of scholarly success. Staff will present a portfolio in a modality and format of their choice that highlights their successes and reflections for the semester. Staff will utilize the list below as an example of information to ensure that all participants present the same foundational information to the panel.

- Individual staff attendance for the semester
  - We believe that similarly to scholars needing to be present to learn we need educators and support staff present to teach and support
  - There is no penalty for staff utilizing their earned leave in regards to evaluation of their performance
- Attendance for each class or event attendance for projects you've led
- Grades data and/or enrollment data and/or compliance completion data
- MAP scores
  - Fall to Winter growth
  - Winter to Spring growth
  - Spring to Fall growth through summer programming etc.
- SBA scores for a targeted group pre-established with your coach at the beginning of the semester

- Example: Teacher establishes with their coach they want to increase reading scores for MLL scholars in their block 3 ELA class. Teacher is able to demonstrate that the targeted group started at a lexile level of xx and increase the lexile reading level by xx resulting in the scholars increasing their SBA scores
- Dean's List Communication Log Data
  - Example: Teacher provides data that shows that they have made 500 communication calls in first semester by comparison to the previous quarter, by comparison to schoolwide data etc.)
- Data regarding scholar growth in other areas (ex. A scholar that never came to class on time but through your efforts of calling, creating a plan, working one on one, collaborating with other teachers and stuff the scholar now gets to class on time with improved attendance of xx%)
- Exemplar work items, projects overview, etc.
  - Summative assessment results
  - Qualitative data points that illustrate scholar growth/classroom growth
  - Classroom project overview
  - School Wide systems or attributes you positively impacted outside of your normal roles and re
  - Special events you've successfully led
  - Initiatives that you've implemented
  - Individual scholar growth stories and work products that illustrate a scholars progress towards long term academic and social emotional goals

### Performance Based Incentive Pool

Annually RVLA will establish a pool that will allow the panel to allocate pool funds to staff members who successfully demonstrate they have gone beyond the standard. In order to ensure that performance pay is competitive and worth the effort. We've established a base performance pay amount at no less than \$2500 per person to be paid in one lump sum during the January and/or June payroll windows or at the next available payroll window depending on scheduling.

The minimum pool amount as a school is set at ten thousand \$10000 and this sum will be factored into the RVLA schoolwide budget annually to ensure the program can continuously run. However, RVLA reserves the right to hold on expending pool funds due to budgetary constraints.

### Teacher Leadership Roles

A stipend is provided to teachers who serve in formal teacher leadership roles. We acknowledge that work to prepare for the additional leadership responsibilities may take away from standard planning time and require additional meetings therefore a stipend is given when time in the teachers schedule does not allow for sufficient planning. Roles include the following: Grade Level Team Lead, Content Lead. Roles are reviewed annually to determine if teaching load is balanced with other duties. In the event no stipend is paid teachers will have built in time in their daily schedule to complete the duties of the role (ex. Additional planning/prep period to support the teacher leadership role work.)

Note: We estimate that a teacher leader should have at least 2 planning periods per week to sufficiently plan for meetings. If the teacher has more than 2 available planning periods per week it is possible that no stipend will be assigned.

Example roles: Speciality Grant Lead, Program Launch Lead.

### Additional Stipend/Supplemental Work

Based on grant funding and staff workloads RVLA. Stipends are calculated based on the estimated hours it will take to accomplish the work.

Compensation Charts By Group

Group iA Compensation Chart

<b>Group IA-Exploration</b> Interns, Assistants					
		<b>Hourly Rate</b>	Starting Salary	Based on years at RVLA	
1	\$36,320.00	\$20.00	Growth	Annual step increase COLA based on annual budget	
2	\$37,409.60	\$20.60	Professional Development Allocation	None	
3	\$38,531.89	\$21.22	Annual Cost	None	
			Requirements	High School Diploma or Equivalency	
			Estimated Max Annual Hours	2080	
			Actual Annual Hours Actual + 40 hrs	1816	
			Supervisory Responsibilities	None	
			Starting Step Range	\$36,320.00	
			Ending Starting Step Range	\$38,531.89	
			Recruiter Operations Asst After School Program Asst Data Intern HR Intern Dev Intern		



Group i Academic Support Roles Compensation Chart

## Group I-Academic Support Roles

IA, School Support, Tutors

		Hourly Rate	Starting Salary	Based on years at RVLA
1	\$48,048	\$25.61	Growth	Annual step increase COLA based on annual budget
2	\$49,489	\$26.38	Professional Development Allocation	\$250
3	\$50,974	\$27.17	Requirements	Food Handlers Card Paraprofessional Certificate AA
4	\$52,503	\$27.99	Estimated Max Annual Hours	2080
5	\$54,078	\$28.83	Actual Annual Hours Actual + 40 hrs	1816
6	\$54,619	\$29.11	Supervisory Responsibilities	None
7	\$55,165	\$29.41	Starting Step Range	\$48,048
8	\$55,717	\$29.70	Ending Starting Step Range	\$50,974
9	\$56,274	\$30.00	IA-Behavior /Culture	
10	\$56,837	\$30.30	IA-SpEd IA School Support Tutor	

Group II-Certificated Compensation Chart

**Group II-Certificated  
Teachers and Counselors**

	5.00%	Hourly Rate	Starting Salary	Based on years of experience Acknowledge up to 10 years of experience
Emergency Sub Cert 1	\$60,323	\$37.33	Growth	Annual step increase COLA based on annual budget
Emergency Sub Cert 2	\$64,103	\$39.67	Professional Development Allocation	\$500
1	\$66,692	\$41.27	Annual Cost	\$8000-24000
2	\$68,026	\$42.10	Requirements	Food Handlers Card BA WA State Teacher Certification
3	\$69,387	\$42.94	Estimated Max Annual Hours	1616
4	\$72,856	\$45.08	Actual Annual Hours Actual + 40 hrs	1608
5	\$76,499	\$47.34	Supervisory Responsibilities	None
6	\$79,559	\$49.23	Starting Step Range	\$66,692
7	\$81,946	\$50.71	Ending Starting Step Range	\$88,675
8	\$84,404	\$52.23	Math Teacher	
9	\$86,936	\$53.80	ELA Teacher SS Teacher	
10	\$88,675	\$54.87	Sci Teacher Spec Ed Teacher	
11	\$90,448	\$55.97	Electives Teacher Counselor	
12	\$92,257	\$57.09	Math Specialist	
13	\$94,102	\$58.23	Lit Specialist MLL Teacher	
14	\$95,984	\$59.40	"School Nurse Lead Counselor	
15	\$97,904	\$60.58	Clinician/Social Worker	

Group III Operations Support Staff Compensation Chart

**Group III-Operations Support Staff**

Non-Managerial 1-10

Managerial 10+

Step	Annual Salary	Hourly Rate		
1	\$51,959	\$24.98	Starting Salary	Based on years at RVLA Starting range at 1-5 years
2	\$52,998	\$25.48	Growth	Annual step increase COLA based on annual budget
3	\$54,058	\$25.99	Professional Development Allocation	\$500
4	\$55,140	\$26.51	Annual Cost	\$1000-3000
5	\$56,242	\$27.04	Requirements	Food Handlers Card
6	\$57,367	\$27.58	Estimated Max Annual Hours	2080
7	\$58,515	\$28.13	Actual Annual Hours Actual + 40 hrs	1752
8	\$59,685	\$28.69	Supervisory Responsibilities	None
9	\$60,879	\$29.27	Starting Step Range	\$51,959
10	\$62,096	\$29.85	Ending Starting Step Range	\$54,058
11	\$63,338	\$30.45	Office Coordinator Office Manager (non-supervisory) HR Coordinator Dev Coordinator	
12	\$64,605	\$31.06		
13	\$65,897	\$31.68		
14	\$67,215	\$32.31		
15	\$68,559	\$32.96		

Group III A Operations Managers Compensation Chart

**Group III A-Operations Managers**

Step	Annual Salary	Hourly Rate		Completed qualified work experience will be calculated as of the first day of school and used for salary placement in the given year.
1	\$66,692	\$32.06	Starting Salary	Based on years of Experience up to 5 years Starting range at 1-5 years
2	\$68,026	\$32.70	Growth	Annual step increase COLA based on annual budget
3	\$69,387	\$33.36	Professional Development Allocation	\$500
4	\$70,774	\$34.03	Annual Cost	\$1000-3000
5	\$72,190	\$34.71	Requirements	Food Handlers Card Associate's Degree
6	\$73,634	\$35.40	Estimated Max Annual Hours	2080
7	\$75,106	\$36.11	Actual Annual Hours Actual + 40 hrs	1752
8	\$76,608	\$36.83	Supervisory Responsibilities	Yes
9	\$78,141	\$37.57	Starting Step Range	\$66,692
10	\$79,703	\$38.32	Ending Starting Step Range 5	\$72,190
11	\$81,298	\$39.09	Range Discretion?	\$0
12	\$82,923	\$39.87	Chief of Staff After School Program Mgr School Nutrition Manager Community Engagement Manager	
13	\$84,582	\$40.66		
14	\$86,274	\$41.48		
15	\$87,999	\$42.31		

Group IV Deans, Assistant Principals Compensation Chart

**Group IV-Deans, Assistant Principals**

Step	Annual Salary	Hourly Rate	Starting Salary	Based on years of experience
1	\$84,082	\$40.42	Growth	Annual step increase COLA based on annual budget
2	\$85,764	\$48.95	Professional Development Allocation	1000
3	\$90,052	\$51.40	Annual Cost	4000
4	\$94,554	\$53.97	Requirements	Food Handlers Card BA WA State Teacher Certification ation
5	\$98,337	\$56.13	Estimated Max Annual Hours	2080
6	\$100,303	\$57.25	Actual Annual Hours Actual + 40 hrs	1752
7	\$102,309	\$58.40	Supervisory Responsibilities	Group I, Group II
8	\$104,356	\$59.56	Starting Step Range	\$84,082
9	\$106,443	\$60.75	Ending Starting Step Range	\$90,052
10	\$108,572	\$61.97	DoCulture DoSpEd DoAcademics Lead School Nurse Lead Clinician/Soc Worker Assistant Principals Step 7+ Assistant Principals Step 7+	

Group V Principal Compensation Chart

Group V-Principal				
Step	Annual Salary	Hourly Rate	Starting Salary	Based on years of experience
1	\$129,016	\$62.03	Growth	Annual step increase COLA based on annual budget
2	\$131,596	\$75.11	Professional Development Allocation	2500
3	\$138,176	\$78.87	Annual Cost	2500
4	\$145,085	\$82.81	Requirements	Food Handlers Card BA WA State Teacher Certification WA State Principal Certification
5	\$150,888	\$86.12	Estimated Max Annual Hours	2080
6	\$153,906	\$87.85	Actual Annual Hours	1752
7	\$156,984	\$89.60	Supervisory Responsibilities	Group I, Group II
8	\$160,124	\$91.39	Starting Step Range	\$129,016
9	\$163,326	\$93.22	Ending Starting Step Range	\$138,176
10	\$166,593	\$95.09	Interim Principal Principal	

Group VI Expert Leader Compensation Chart

<p style="text-align: center;"><b>Group VI-Expert Leader</b> Directors, Officers, Executives</p>				
Step	Annual Salary	Hourly	Starting Salary	Based on years of experience
1	\$145,085	\$69.75	Growth	Annual step increase COLA based on annual budget
2	\$147,987	\$85.25	Professional Development Allocation	2500
3	\$152,426	\$87.80	Annual Cost	2500
4	\$155,475	\$89.56	Requirements	Food Handlers Card BA WA State Teacher Certification WA State Principal Certification
5	\$158,584	\$91.35	Estimated Max Annual Hours	2080
6	\$161,756	\$93.18	Actual Annual Hours	1736
7	\$163,373	\$94.11	Supervisory Responsibilities	Group I, Group II
8	\$165,007	\$95.05	Starting Step Range	\$145,085
9	\$166,657	\$96.00	Ending Starting Step Range	\$152,426
10	\$169,990	\$97.92	Director Officer Executive	

## Career Growth Opportunities

As a small school we acknowledge the difficulty in having a larger pool of available roles for career growth. We've established job families to illustrate potential career growth within the organization. Note that not all roles are included in the budget every year.

Academic Job Family Chart						
	Group I	Group II	Group III	Group IV	Group V	Group VI
Range Start	\$48,048	\$60,323		\$84,082	\$129,016	\$145,085
Range End	\$56,837	\$97,904		\$108,572	\$166,593	\$169,990
	Teacher Intern	Math Teacher		DoCulture	Asst Principal	Director
	In House Sub	ELA Teacher		DoSpEd	Interim Principal	Officer
	IA-Behavior	SS Teacher Sci Teacher		DoAcademics	Principal	Executive
	IA-SpEd	Spec Ed Teacher		Lead School Nurse		
	IA	Electives Teacher Music Spanish PE				
	School Support	Counselor		Lead Clinician/Social Worker		
	Tutor	Math/Literacy Specialist				
		MLL Teacher				



Operations Job Family Chart							
	Group IA	Group I	Group II	Group III	Group IV	Group V	Group VI
Range Start	\$36,320.00	\$48,048	\$60,323	\$51,959	\$84,082	\$129,016	\$145,085
Range End	\$38,531.89	\$56,837	\$97,904	\$68,559	\$108,572	\$166,593	\$169,990
				Operations Mgr			Director
	Recruiter	Comm Eng Coordinator		After School Program Mgr	DoComm Eng		Officer
	Ops Asst	Ops Coordinator		Office Mgr	DoOps		Executive
	After School Program Asst	After School Program Coordinator		Comm Eng Spec			COO
	Data Intern	Data Coordinator			Systems and Data Mgr	Systems and Data Director	CAO
		Tech Coordinator		Data Specialist	Data Mgr		CFO
	HR Intern	HR Coordinator		HR Specialist	HR Mgr		
	Development Intern	Development Coordinator		Exec Asst	Exec Mgr		