

## 2022.2.24 Employee Compensation Plan Revisions

In a continued effort to better compensate all Elevate staff, the Finance Task Force proposes the following enhancements to the Elevate Board:

### Certificated Staff:

- Revised Compensation Schedule for 21-22 (see Appendix A)
- All current certificated employees' base salary compensation will be adjusted to align with the Revised 21-22 Compensation Schedule effective January 1 (maximum increase from current to new is \$5,000)
- Revised Compensation Schedule for 22-23 (see Appendix B)

### Classified Staff:

- All full-time classified employees will receive a \$500 one-time stipend; part-time employees will receive a \$250 one-time stipend.
- All classified employees (except those who were hired after 9/1 or already had compensation adjusted after 9/1) will receive a 5% increase, effective March 1.
- For 22-23, all classified employees will receive a 5% increase, effective July 1.

### Benefits:

- The Standard Benefit amount will be increased to \$7,000 (for employees who work at least 30 hours)

### Budget Implications (as of 2/24):

- Compensation increases in 2021-2022 consist of approximately \$140,000 in additional expenses.
- 2022-2023 Net Income is projected to be approximately \$44,000.
- The plan consists of approximately \$350,000 in additional staff compensation expenses for the 2022-2023 school year.



**Appendix A**  
**2021-2022 Certificated Compensation Schedule**  
**Elevate School**  
(Effective January 1, 2022)

Years of Experience	BA
1	56,500
2	57,700
3	58,800
4	60,900
5	61,950
6	63,000
7	66,150
8	67,200
9	68,250
10	70,350
11	72,461
12	74,634
13	76,873
14	79,180
15	79,800
16	79,800
17	79,800
18	79,800
19	79,800
20+	79,800
21	79,800
22	79,800
23	79,800
24	79,800
25	79,800



**Appendix B**  
**2022-2023 Certificated Compensation Schedule**  
**Elevate School**  
(Effective July 1, 2022)

Years of Experience	BA
1	56,500
2	59,170
3	61,740
4	63,945
5	65,048
6	66,150
7	69,458
8	70,560
9	71,663
10	73,868
11	76,084
12	78,366
13	80,717
14	83,139
15	83,139
16	83,139
17	83,139
18	83,139
19	83,139
20	83,139
21	83,139
22	83,139
23	83,139
24	83,139
25	83,139

### **Base Salary/Compensation**

- Placement determined by Years of Creditable Service +1 (ie. An individual with 3 years of creditable service will be placed at Year 4).

### **Criteria for Creditable Service:**

- Full-year, full-time K-12 teaching assignment in a public school district/charter or WASC/IB accredited private school (including international schools).
- Individual must have possessed appropriate credential for the entire year of said teaching assignment.
- Individuals may earn up to 9 years of creditable service completed at other educational institutions.

### **Additional Stipends (to be evenly distributed between 21 pay periods, except for Teacher Retreat and SBAC Power Hour)**

- Additional \$1,500 added to salary for Master's Degree (earned in related field)
  - Official transcript must be submitted to Human Resources by June 1 to qualify for the following school year
- \$1,200 Anniversary Stipend on year 5 at Elevate
- \$2,400 Anniversary Stipend on year 9 at Elevate
- \$1,000 Stipend for Academic Task Force, Equity Task Force, Lighthouse Team (teachers only)
- SBAC Power Hour
- Shared Classroom
- \$750 for Teacher Retreat
- Consideration may be given to individuals who possess or pursue a specialty credential/certification that is utilized in current position