

**Lighthouse Academies, Inc., Lighthouse Academies of Arkansas Inc.,
and Lighthouse Academies of Indiana, Inc.
Policy on Employee Compensation**

The following policy expresses Lighthouse Academies, Inc. (LHA), Lighthouse Academies of Arkansas, Inc. (LAA) and Lighthouse Academies of Indiana, Inc. (LAI), herein referred to as the “Companies” and their respective Boards of Directors’ (“Boards”) objectives with respect to pay of all employees. The Companies recognize that not all of these objectives may be completely achieved at all times for all employees. All compensation information is considered confidential by the Companies. This policy will become effective for the start of the FY11 fiscal year and replaces the current policy that was in effect for fiscal year FY10.

A. STATEMENT OF COMPENSATION OBJECTIVES

It is the Companies’ objectives to establish and maintain a compensation system that will:

1. Attract, retain and reward highly effective members of the team at all levels.
2. Reflect the responsibility associated with each position.
3. Be competitive in the marketplace, and internally consistent and fair. The Companies will conduct periodic reviews of the salaries paid for comparable positions in other charter school organizations in the markets the companies serve.
4. Reward employees for their contributions to the achievement of the Network mission and goals.
5. Create incentives for personal growth and monetary advancement based on demonstrated performance.
6. Make the Companies a great place to work where diversity and inclusiveness are valued.
7. Comply with applicable laws.

B. STATEMENT OF COMPENSATION POLICY

1. Establish wage and salary ranges that reflect the value to the Companies of the various jobs, taking into account the duties and level of responsibility of each position, experience, education and the geographic location of the school.
2. Establish differentials between job levels based on experience, education and demonstrated performance.
3. Adjust pay ranges when warranted by changing economic and competitive factors as determined by periodic surveys.

4. Ensure that compensation is not influenced by age, sex, creed, national origin, disability or other protected classifications.

C. ANNUAL BUDGET

Local Boards of Directors (“Boards”) who act as fiscal agents will approve annual school budgets for the upcoming fiscal year no later than the April meeting. The budgets will include amounts for salaries of employees and employee benefits including pay increases, hiring and referral bonuses, and individual and group bonuses, subject to available resources.

D. INITIAL PLACEMENT OF EMPLOYEES

The Hiring Manager will determine initial placement and compensation of staff using this policy. The total salary and benefit costs for all positions must be included within the approved budget. The initial salary placement will be based upon work experience, professional preparation, geographic location of the school and the position requirements. The Hiring Manager will obtain the approval of their supervisor for any salary offer that falls outside the parameters of this policy or the approved budget.

E. ADJUSTMENT IN COMPENSATION

The Boards shall allocate a sum, if any, in the annual school budgets for employee compensation increases. The Boards shall also determine which portion of this allocation shall be for general pay increases, individual, group, and new hire and referral and retention bonuses.

1. While the performance of each employee is under constant review, overall performance and pay level shall be appraised in detail not less often than once during each 12-month period, or more frequently if the requirements of the position or the individual’s performance requires. This review(s) will determine the performance pay increase to be given, if any.
2. Change in the pay of an individual employee shall primarily reflect the demonstrated performance of all assigned duties and accomplishment of the network’s mission and goals. Performance shall be judged by the person’s supervisor. The supervisor may use input from other sources including a 360 review, surveys, academic results, goal attainment and independent reports and other material that the supervisor believes is relevant.
3. When an employee is promoted to a job with greater and/or more complex responsibility, the rate of pay may be increased to properly reflect the employee’s new role, subject to available funds in the budget.
4. All proposed changes in school based employees’ wages and salaries, except for general increase, if any, granted to all employees by local Boards, must be approved by the principal and the Regional Director. All requests for pay adjustments must be supported by written, documentation, including the most recent performance evaluation, and approved by the principal and Regional Director. Proposed changes will not be discussed with the employee until a final decision has been reached. The employee will sign a new offer letter each year and a copy of this will be kept on file in their personnel file. A copy of the written documentation shall be maintained on the Personnel Action Form in the employees personnel file.

F. COMPENSATION OF SCHOOL EMPLOYEES

The salary of school employees are determined by the principal and the Regional Director and must be approved by the Regional Director and are subject to the availability of funds in the current approved budget. Initial salary placement is determined as follows:

1. Staff is paid an hourly rate or a salary that is commensurate with their education, experience and the requirements of the position.
2. The salary ranges for starting teachers, counselors and other members of the instructional and professional staff shall be set taking into account work experience, professional preparation, geographic location of the school, and position requirements. The ranges approved for FY 2011 are shown in Exhibit B.
3. The minimum starting salary for the paraprofessional staff and other non instructional staff shall be set taking into account work experience, professional preparation, geographic location of the school, and position requirements. The ranges approved for FY 2011 are shown in Exhibit B.
4. Employees participating in the Teacher Leader Fellow program¹ will be paid a stipend in addition to their annual salary. The stipend will be paid semi-annually ratably over the year. The range for stipends is shown in Exhibit B.
5. A new school employee may be awarded a signing bonus not to exceed \$1,000. Fifty percent (50%) of the bonus shall be paid in the employee's first paycheck and the balance shall be paid in the last paycheck of the school year. The employee must still be employed on the last day of the school year to be paid the balance of the amount owed. Hiring bonuses may only be awarded for positions that require an additional incentive to fill with a qualified candidate. Hiring Managers shall make such decisions based only on this criterion. No personal factors shall be considered.
6. Employees may be paid a referral bonus under the terms and conditions of the Companies referral policy.
7. Health and dental benefits and life insurance will be offered to employees who work full time as defined in the Personnel Handbook. Retirement plan membership is governed by the terms of the plan. Employees will be given a statement of the current compensation including benefits annually.
8. Compensation for returning staff will be determined as follows:
 - a. All staff offered employment will receive a general salary increase if approved by the local Board of Directors as part of the annual budget.

¹ The Teacher Leader Fellow (TLF) program is a two year program whose purpose is to create and implement a school leader training program that develops high quality, sustaining LHA school leaders. See LHA's TLF program policy and procedures for eligibility and other criteria.

b. Effective FY 2012 teachers rated highly effective (HET) in FY 2011 will receive an additional \$1,000 for each year of service at Lighthouse² Academies for a maximum of \$10,000 to be paid as part of their annual salary. Example – teacher began work at LHA in FY 2009 and is rated HET in FY 2011. In FY 2012 that teacher will receive a \$3,000 adjustment to his/her base pay.

c. Effective FY 2012 teachers rated as highly effective for three consecutive years receive will be know as Master Teachers.

G. BONUSES AND OTHER ADDITIONAL COMPENSATION

SCHOOL EMPLOYEES

A core belief of the Companies is that superior performance should be rewarded. There are several ways staff can earn performance bonuses. Bonuses that are earned in a school year will be paid in the fall of the following year when student assessment results applicable to the bonus policy are available and analyzed.

1. Principals, Directors of Instruction and College Preparation and Transition Coordinators bonuses will be based upon the following:

- a) **Lower and Upper Academy: Each Principal(s) and Director(s) of Instruction:**
 - i) State Assessment: \$3,000 when the school makes Adequate Yearly Progress³ (AYP).
 - ii) NWEA National Normative Assessment: \$1,000 when 70% or more of the students enrolled at the school for the entire year meet 150% of the fall to spring RIT point growth norm targets established by NWEA in both reading and math.⁴
 - iii) Comparative School: \$6,000 when the school outperforms the designated highest performing public school in the local market on ELA and math state assessments.

- b) **College Prep Academy: Each Principal, Director of Instruction and College Preparation and Transition Coordinators** bonuses will be based upon the following:
 - i) Reenrollment: \$2,000 when 95% of the students reenroll the following year.
 - ii) Comparative School: \$2,000 when the school outperforms the designated highest performing public school in the local market on ELA and math state assessments.
 - iii) Graduation and College Acceptance Rate: \$6,000 when the school achieves the Network goals.

- c) **Teachers Bonuses will be based on three measures:**
 - i) \$1,000 to each Lower and Upper Academy teacher when the school makes Adequate Yearly Progress (AYP).
 - ii) \$2,000 to each CPA teacher when the school achieves the Network goals on high school graduation and college admission.
 - iii) \$1,000 to each teacher when 70% or more of the students enrolled at the school for the entire year meet or exceed 150% of their fall to spring RIT point growth norm targets established by NWEA in both reading and math.

² The term “Highly Effective Teacher” is being defined by a study group.

³ Making AYP includes all targets and reaching AYP through safe harbor.

⁴ This goal may be modified should updated norm data become available and/or the measure of annual growth be changed.

iv) \$1,000 to each teacher when the school outperforms the designated highest performing public school in the local market on ELA and math state assessments.

2. All other school-based employees including non-HET teachers⁵, instructional paraprofessionals, teaching assistants, support staff (e.g. counselors, food, and transportation, custodial) will receive bonuses up to \$1,000 as follows:

- i) \$300 to each employee when the school makes Adequate Yearly Progress (AYP).
- ii) \$300 to each employee when 70% or more of the students enrolled at the school for the entire year meet or exceed 150% of their fall to spring RIT point growth norm targets established by NWEA in both reading and math.
- iii) \$400 when the school outperforms the designated highest performing public school in the local market on ELA and math state assessments.

3. **Other compensation and benefits:** Schools may offer additional compensation within the approved budgets subject to the approval of the Regional Director and Vice President as follows:

- i) Professional Staff: Up to \$1,500 per year in support for principal approved professional development activities including graduate courses and support to pursue National Board Certification.
- ii) All teachers will receive 160 hours (twenty days) of professional development each year. Master Teachers may use 80 hours (ten days) of that time for self selected professional development activities approved by the principal. The professional staff is required to attend the national summit as part of the 160 hours of professional development.
- iii) All school FTE employees will receive a one time bonus of \$1,000 upon notice of a full term (five years) charter renewal. The amount will be prorated for part time employees.

4. **Recognition Program:** The Companies wish to recognize the contribution of team members who make significant contributions to the achievement of LHA Network goals.

- i.) The **Lighthouse Academies Founders Trophy** will be awarded annually to the highest achieving school in the Network based on NWEA gains, state proficiency scores, number of highly effective teachers and student retention and parent satisfaction ratings.
- ii.) The highest performing school, as measured by Lower and Upper Academy NWEA fall to spring gains, will be recognized each year with a plaque.
- iii.) The highest performing College Prep Academy, as measured by the graduation and college acceptance rate, will be recognized each year with a plaque.
- iv.) The highest performing Lower and Upper Academy teachers in ELA and Mathematics across the Network will be recognized each year as “LHA Transformers” and will receive a bonus of \$500, a LHA Transformer and a free Southwest airline ticket.
- v.) The highest performing College Prep Academy teacher at each school as measured by reenrollment, attendance, end of grade course exam results and principal ratings will receive a bonus of \$500, a LHA Transformer and a free Southwest airline ticket.
- vi.) The highest performing teachers at each grade level each year as measured by fall to spring NWEA gains will receive a book and a certificate for their performance.
- vii.) All Highly Effective Teachers will receive a Lighthouse Academies pin identifying their status in the Network.

- viii.) All employees will be recognized for their service to the organization after 3 years; 5 years; 7 years and 10 years.

CORPORATE EMPLOYEES

Individual Performance

Proposed changes in corporate compensation and the award of bonuses will be based upon the annual performance review.⁶ A corporate employee who receives an annual evaluation of four or higher as defined in the LHA Board’s approved personnel evaluation policy may receive a bonus for such an evaluation of up to five (5) percent of the employee’s base salary.

Group Compensation Fund

The Lighthouse Academies Board may create and, subject to resources, fund a Group Compensation Fund for the national staff for the achievement of school Network goals. Each full time member of the national office staff, Regional Directors, Vice Presidents and other corporate staff who worked for at least 150 full days in the school year, is entitled to one full share. Other shares will be prorated based on hours worked in a week or during the year. Payments will be made from the group compensation fund based on achievement of the approved network goals.

FY 2011 group bonuses will be based upon the following goals:

2009-2010 Network Goals	Total	Share ⁷
State Assessments: All LHA schools make Adequate Yearly Progress (AYP).	\$40,000	Funds available/eligible participants = share. Example 40,000/N = share
State Assessments: 75 % of LHA schools make Adequate Yearly Progress (AYP).	\$32,500	
75% or more of students who enter a LHA schools no later than count day in grade 4 and have been in a LHA school for at least three full years will score “proficient/passing” or higher on their state-specific assessments.	\$20,000	
50% or more of students who enter a LHA schools no later than count day in grade 4 and have been in a LHA school for at least three full years will score “proficient/passing” or higher on their state-specific assessments.	\$10,000	

5. Other compensation and benefits: Corporate employees may be offered additional compensation within the approved budget subject to the approval of their supervisor. This may include the following:

- i. Up to \$2,000 per year in support for approved professional development activities including graduate courses.

⁶ A new policy using a 360 review will be developed by January 2010 for use in June 2010 reviews.

- ii. Up to ten (10) days a year for professional development including course work, conferences and seminars. The cost of travel will be paid in addition to the \$2,000 allocated for fees.

H. PAYOUTS OF SCHOOL AND CORPORATE BONUSES

1. Service Days: So that staff hired during the school year will benefit, the following service days are set:
 - a. Each staff member who has been employed at least 150 days of the fiscal year and is employed at the end of the school year will receive one full share of payments from the fund if they meet the set criteria.
 - b. Each staff member who has been employed at least 100 days of the fiscal year, and is employed at the end of the school year, will receive one-half share.
 - c. Any staff member who has been employed at least 50 days of the fiscal year, and is employed at the end of the school year, will receive one-quarter share.

A 10-month employee will be eligible to participate in the bonus pool only if he or she has not taken more than the annually allotted number of sick days and PTO days during the school year, approved holidays excepted, unless the additional days absent were supported by a note from a physician stating that the employee was unable to work on the additional days or was on leave approved by their supervisor.

2. Returning Staff
 - a. Returning staff: Staff returning to school the following school year will be paid their full share of the individual proficiency and group bonuses earned.
 - b. Staff not asked to return: Staff not asked to return the following school year will not be eligible for the group or individual bonus.
 - c. Staff not returning for other reasons: Staff employed at the end of the school year and who would have been invited to return the following school year, but who otherwise decline to return, will receive 50% of the individual proficiency and group bonuses earned. Staff members who leave at the end of the school year to work for a competitive charter, district or private school in the region will not be eligible for the bonuses.
3. Timing of Bonus Payments:
 - a. School based bonuses: The payments of the bonuses will be made with the second pay period in September payroll following the school year contingent upon the availability and analysis of state assessment results.
 - b. Corporate-based bonuses: Payments will be made by the later of 30 days after the last day of the fiscal year, within 30 days of the LHA Board's vote, or 15 days upon completion of data results applicable to the bonus calculation.

Authorized Approval

Michael B. Ronan, Chief Executive Officer
Lighthouse Academies, Inc

Date April 2, 2010

Exhibit A: Network Goals

- 1) **College Acceptance:** 100% of 12th grade students will be accepted to at least one four-year college.
- 2) **College Success:** Less than 15% of high school graduates attending college are enrolled in remedial courses in English or math in the first semester of their freshman year.
- 3) **High School Graduation⁸:** More than 80% of students enrolled in a Lighthouse Academy in 9th grade will graduate within five full years.
- 4) **State Proficiency⁹ - School Target:** All LHA schools will make AYP.
- 5) **State Proficiency - Cohort Target:** 75% or more of students who enter a LHA school no later than count day in grade 4 and have been in a LHA school for at least three full years will score “proficient/passing” or higher on their state-specific assessments.¹⁰
- 6) **Academic Skills & Knowledge:** For students that have been at the school for three full years or more, the number of students at or beyond the national median percentile in reading and math will increase by at least 10 percent of the grade level cohort each year.
- 7) **Arts Infusion as a Lever for Student Engagement:** All schools receive an average score of 3 or better (1-4 scale) on the student satisfaction survey for the arts infusion and student engagement sections.
- 8) **Family Engagement:** All families will participate in at least three of four parent conferences.
- 9) **Attendance:** The average daily attendance will be at least 95%.
- 10) **Student Reenrollment:** 95% of K-11 students enrolled on count day will remain enrolled on the following year’s count day with this exception; 75% of 8th grade graduates will reenroll in the College Prep Academy.

⁸ The LHA graduation rate will be calculated in accordance with the new Title I definition for the *extended-year adjusted cohort graduation rate*. A definition can be found at <http://www.ed.gov/print/policy/elsec/reg/proposal/uniform-grad-rate.html>.

⁹ Currently, science and social studies state assessments are not administered at each grade level, and science and social studies results are not a part of AYP determinations under the No Child Left Behind Act. Goal 4 will include science and social studies if/when federal law includes these subjects in AYP determinations. Goal 5 will be enacted in 2010-2011 in advance of anticipated NCLB requirements. Goal 6 will be enacted for social studies and science if/when social studies and science tests are administered in the 8th grade.

¹⁰ This target applies to cohorts of students who join an LHA school at any point during 4th grade or earlier.

Exhibit B: Approved Initial Placement Salary Ranges

Eastern Region: Principals					
		School Leaders			
Eastern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Met LCS	0-3 Years	\$95,000-\$100,000	Add \$2,000	Add \$2,000	\$2,500
	4-8 Years	\$100,000-\$105,000			
	9 or More Years	\$105,000-\$115,000			
Eastern Region: Directors of Instruction					
Eastern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Met LCS	0-3 Years	\$65,000-\$70,000	Add \$2,000	Add \$2,000	\$2,500
	4-8 Years	\$70,000-\$75,000			
	9 or More Years	\$75,000-\$80,000			
Eastern Region: Directors/Coordinators (Special Education, ELL)					
Eastern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Met LCS	0-3 Years	\$48,000-\$54,000	Add \$2,000	Add \$2,000	\$2,500
	4-8 Years	\$54,000-\$62,000			
	9 or more Years	\$62,000-\$74,000			
Eastern Region: Teachers					
School	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Met LCS	0-3 Years	\$46,000 - \$52,000	Add \$2,000	Add \$2,000	Add \$2,500
	4-8 Years	\$52,000 - \$62,000			
	9 or more years	\$62,000 - \$72,000			

Eastern Region: Office Managers and Family Coordinators				
School	Years of Relevant Experience	High School Diploma	Associates Degree	BA
Met LCS	0-3 Years	\$34,000 - \$38,000	Add \$2,000	Add \$2,000
	4-8 Years	\$38,000 - \$48,000		
	9 or More Years	\$48,000 - \$58,000		

Eastern Region: Business Managers				
School	Years of Relevant Experience	High School Diploma	Associates Degree	BA

Met LCS	0-3 Years	\$38,000 - \$42,000	Add \$1,000	Add \$2,000
	4-8 Years	\$42,000 - \$55,000		
	9 or More Years	\$55,000 - \$65,000		

Eastern Region: Administrative Assistant

School	Years of Relevant Experience	High School Diploma	Associates Degree	BA
Met LCS	0-3 Years	\$30,000 - \$35,000	Add \$1,000	Add \$2,000
	4-8 Years	\$35,000 - \$40,000		
	9 or More Years	\$40,000 - \$45,000		

Eastern Region: Teaching Assistants

School	Years of Relevant Experience	High School Diploma	Associates Degree	BA
Met LCS	0-3 Years	\$33,000 - \$36,000	Add \$1,000	Add \$2,000
	4-8 Years	\$36,000 - \$39,000		
	9 or More Years	\$39,000 - \$42,000		

Eastern Region: School Aides

School	Years of Relevant Experience	High School Diploma	Associates Degree	BA
Met LCS	0-3 Years	\$24,000 - \$30,000	Add \$1,000	Add \$2,000
	4-8 Years	\$30,000 - \$34,000		
	9 or More Years	\$34,000 - \$36,000		

Eastern Region: Custodial Staff

School	Position	High School Diploma	Associates Degree	BA
Met LCS	Head Custodian	\$40,000 - \$60,000	Add \$1,000	Add \$2,000
	Custodian	\$25,000 - \$32,000	Add \$1,000	Add \$2,000

Eastern Region: Principals

School Leaders					
Eastern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Potomac LCS	0-3 Years	\$100,000-\$105,000	Add \$2,000	Add \$2,000	\$2,500
	4-8 Years	\$105,000-\$115,000			
	9 or More Years	\$115,000-\$120,000			

Eastern Region: Directors of Instruction

Eastern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
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Potomac LCS	0-3 Years	\$65,000-\$70,000	Add \$2,000	Add \$2,000	\$2,500
	4-8 Years	\$70,000-\$75,000			
	9 or More Years	\$75,000-\$80,000			

Eastern Region: Directors/Coordinators (Special Education, ELL)

Eastern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Potomac LCS	0-3 Years	\$48,800-\$51,000	Add \$2,000	Add \$2,000	\$2,500
	4-8 Years	\$51,000-\$54,000			
	9 or more Years	\$54,000-\$57,000			

Eastern Region: Teachers

School	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Potomac LCS	0-3 Years	\$44,000 - \$48,000	Add \$2,000	Add \$2,000	Add \$2,500
	4-8 Years	\$48,000 - \$52,000			
	9 or More Years	\$52,000 - \$56,000			

Eastern Region: Office Managers and Family Coordinators

School	Years Teaching	High School Diploma	Associates Degree	BA
Potomac LCS	0-3 Years	\$36,000 - \$38,000	Add \$2,000	Add \$3,000
	4-8 Years	\$40,000 - \$42,000		
	9 or More Years	\$44,000 - \$46,000		

Eastern Region: Business Managers

School	Years Teaching	High School Diploma	Associates Degree	BA
Potomac LCS	0-3 Years	\$45,000 - \$46,000	Add \$1,000	Add \$2,500
	4-8 Years	\$47,000 - \$48,000		
	9 or More Years	\$49,000 - \$50,000		

Eastern Region: Administrative Assistant

School	Years Teaching	High School Diploma	Associates Degree	BA
Potomac LCS	0-3 Years	\$32,000 - \$34,000	Add \$2,000	Add \$4,000
	4-8 Years	\$36,000 - \$38,000		
	9 or More Years	\$40,000 - \$42,000		

Eastern Region: Paraprofessionals

School	Years of Experience	HQ No BA	HQ with BA
Potomac LCS	0-3 Years	\$24,000 - \$26,000	\$26,000 - \$27,000
	4-8 Years	\$27,000 - \$28,000	\$28,000 - \$29,000
	9 or More Years	\$29,000 - \$30,000	\$30,000 - \$31,000

Eastern Region: Food Services & Custodial				
School	Position	High School Diploma	Associates Degree	BA
Potomac LCS	Cafeteria Manager	\$15/Hour	\$16/Hour	\$18/Hour
	Food Service Worker	\$14/Hour	\$15/Hour	\$16/Hour
	Director of Maintenance			
	Custodian			

Principals					
Midwest NWI/Indianapolis	Years in Administration	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	0-3 Years	\$80,000-85,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$85,001-90,000			
	9 or More Years	\$90,001-100,000			

Directors of Instruction					
Midwest NWI/Indianapolis	Years Teaching/ Administration	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	0-3 Years	\$60,000-65,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$65,001-70,000			
	9 or More Years	\$70,001-75,000			

Directors, Coordinators, and Counselors/Social Workers (Special Education/Title I/Assessment/College Preparation and Transition)					
Midwest NWI/Indianapolis	Years Teaching or in Field	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	0-3 Years	\$45,000-50,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$50,001-55,000	Add \$2,000	Add \$3,000	Add \$2,500
	9 or More Years	\$55,001-60,000	Add \$2,000	Add \$3,000	Add \$2,500

Midwest Region: Teachers					
School NWI/Indianapolis	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	0-3 Years	\$37,000-43,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$43,001-48,000			
	9 or More Years	\$48,001-58,000			

Midwest Region: Office Managers				
School NWI/Indianapolis	Years in the Field	Associates Degree	BA	MA
	0-3 Years	\$33,000-36,000	Add \$1000	Add \$2000

	4-8 Years	\$36,001-40,000		
	9 or More Years	\$40,001-45,000		
Midwest Region: Business Managers				
School NWI/Indianapolis	Years in the Field	BA	MA	2 nd Masters
	0-3 Years	\$45,000-48,000	Add \$2000	Add \$3000
	4-8 Years	\$48,001-53,000		
	9 or More Years	\$53,001-57,000		

Midwest Region: Paraprofessionals				
School NWI/Indianapolis	Years of Experience	Associates Degree, not HQ	Associates Degree, HQ	BA
	0-3 Years	\$24,000-26,000	Add \$2000	Add \$2000
	4-8 Years	\$26,001-29,000		
	9 or More Years	\$29,001-32,000		

Midwest Region: Family Coordinators				
School NWI/Indianapolis	Years of Experience	High School Diploma	Associates Degree	BA
	0-3 Years	\$26,000-28,000	Add \$2000	Add \$2000
	4-8 Years	\$28,001-30,000		
	9 or More Years	\$30,001-34,000		

Midwest Region: Food Services & Custodial				
School NWI/Indianapolis	Position	High School Diploma	Associates Degree	BA
	Cafeteria Manager	\$12/hr	\$14/hr	\$16/hr
	Food Service Worker	\$8/hr	\$10/hr	\$12/hr
	Director of Facilities	\$45,000-50,000	\$50,000-55,000	\$55,000-65,000
	Custodian	\$10/hr	\$12/hr	\$14/hr

Principals					
Midwest Chicago	Years in Administration	BA	MA	2 nd Masters or JD/ PhD)	National Board Certification
	0-3 Years	\$80,000-85,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$86,000-91,000			
	9 or More Years	\$92,000-105,000			

Midwest Chicago	Years Teaching/ Administration	BA	MA	2 nd Masters or JD/ PhD)	National Board Certification
	0-3 Years	\$60,000-65,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$66,000-71,000			
	9 or More Years	\$72,000-77,000			

Directors, Coordinators, and Counselors/Social Workers (Special Education/Title I/Assessment/College Preparation and Transition)

Midwest Chicago	Years Teaching or in Field	BA	MA	2 nd Masters or JD/ PhD)	National Board Certification
	0-3 Years	\$45,000-50,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$51,000-56,000	Add \$2,000	Add \$3,000	Add \$2,500
	9 or More Years	\$57,000-62,000	Add \$2,000	Add \$3,000	Add \$2,500

Midwest Region: Teachers

School Chicago	Years Teaching	BA	MA	2 nd Masters or JD/ PhD)	National Board Certification
	0-3 Years	\$41,000-45,000	Add \$2,000	Add \$3,000	Add \$2,500
	4-8 Years	\$45,001-50,000			
	9 or More Years	\$50,0001-60,000			

Midwest Region: Office Managers

School Chicago	Years Teaching	Associates Degree	BA	MA
	0-3 Years	\$33,000-36,000	Add \$1000	Add \$2000
	4-8 Years	\$36,001-40,000		
	9 or More Years	\$40,001-45,000		

Midwest Region: Business Managers

School Chicago	Years Teaching	BA	MA	2 nd Masters
	0-3 Years	\$45,000-48,000	Add \$2000	Add \$3000
	4-8 Years	\$48,001-53,000		
	9 or More Years	\$53,001-57,000		

Midwest Region: Paraprofessionals

School Chicago	Years of Experience	Associates Degree, not HQ	Associates Degree, HQ	BA
	0-3 Years	\$25,000-27,000	Add \$2000	Add \$2000
	4-8 Years	\$27,001-30,000		
	9 or More Years	\$30,001-33,000		

Midwest Region: Family Coordinators

School Chicago	Years of Experience	High School Diploma	Associates Degree	BA	MA
	0-3 Years	\$32,000-35,000	Add \$1000	Add \$2000	Add \$3000
	4-8 Years	\$35,001-40,000			
	9 or More Years	\$40,001-45,000			

Principals

Southern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	0-3 Years	\$75,000-\$80,000	Add \$2,000	Add \$2,000	Add \$2,500
	4-8 Years	\$81,000-\$86,000			
	9 or More Years	\$97,000-\$102,000			

Directors of Instruction

Southern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	0-3 Years	\$50,000-\$55,000	Add \$2,000	Add \$2,000	Add \$2,500
	4-8 Years	\$56,000-\$62,000			
	9 or More Years	\$63,000-\$68,000			

Teacher Leader Fellows

Southern	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
	Level 1 Level 2	\$5000 Stipend \$7000 Stipend	Add \$2,000	Add \$2,000	Add \$2,500

Southern Region: Teachers

School	Years Teaching	BA	MA	2 nd Masters or JD/ PhD	National Board Certification
Jacksonville LCS	0-3 Years	\$30,000 - \$32,000	Add \$2,000	Add \$2,000	Add \$5,000 ¹¹
	4-8 Years	\$32,000 - \$36,000			
	9 or More Years	\$36,000 - \$38,000			

Southern Region: Office Managers

School	Years Teaching	High School Diploma	Associates Degree	BA
Jacksonville LCS	0-3 Years	\$18,000 - \$20,000	Add \$2,000	Add \$8,000
	4-8 Years	\$20,000 - \$22,000		
	9 or More Years	\$22,000 - \$24,000		

¹¹ Funded by AR State grant program.

Southern Region: Business Managers				
School	Years Teaching	High School Diploma	Associates Degree	BA
Jacksonville LCS	0-3 Years	\$26,000 - \$28,000	Add \$6,000	Add \$12,000
	4-8 Years	\$28,000 - \$30,000		
	9 or More Years	\$30,000 - \$32,000		

Southern Region: Paraprofessionals			
School	Years of Experience	HQ No BA	HQ with BA
Jacksonville LCS	0-3 Years	\$18,000 - \$20,000	\$20,000 - \$22,000
	4-8 Years	\$20,000 - \$22,000	\$22,000 - \$24,000
	9 or More Years	\$22,000 - \$24,000	\$24,000 - \$26,000

Southern Region: Food Services & Custodial				
School	Position	High School Diploma	Associates Degree	BA
Jacksonville LCS	Cafeteria Manager	\$11/Hour	\$13/Hour	\$15/Hour
	Food Service Worker	\$9/Hour	\$10/Hour	\$12/Hour
	Director of Maintenance	\$12/Hour	\$16/Hour	\$18/Hour
	Custodian	\$10/Hour	\$12/Hour	\$14/Hour

Compensation Overview

Name: _____ **School/Network** _____

Compensation Period: _____

<u>1. Base salary</u>	
<u>2. Hiring bonus</u>	
<u>3. Performance bonus</u>	
<u>4. Estimated professional development allowance</u>	
<u>5. Estimated Summit cost</u>	
<u>6. Other bonuses</u>	
<u>7. Health / Dental and other insurance</u>	
<u>8. Potential match to be made to retirement account</u>	
<u>Total potential compensation</u>	