

INTRODUCTION

In order to ensure Laureate is consistent and fair to employees and to ensure Laureate is offering a competitive salary, Laureate is adopting the salary scale below. These salaries will go into effect starting in the 2022-2023 school year.

Based on market research, Laureate believes the salary scale is fair and competitive. Laureate has intentionally created a salary structure to incentivize teacher certification to increase the overall teaching expertise and commitment to the teaching profession amongst Laureate staff. Laureate offers support with teacher certification and other staff certification costs (see 2021-2022 [benefits overview](#); *These benefits are in the process of being updated with the goal of adding dependent coverage*). (JPSchools' Salary Scale can be found [here](#).)

Questions about the salary scale should be emailed to hr@laureatecharter.org



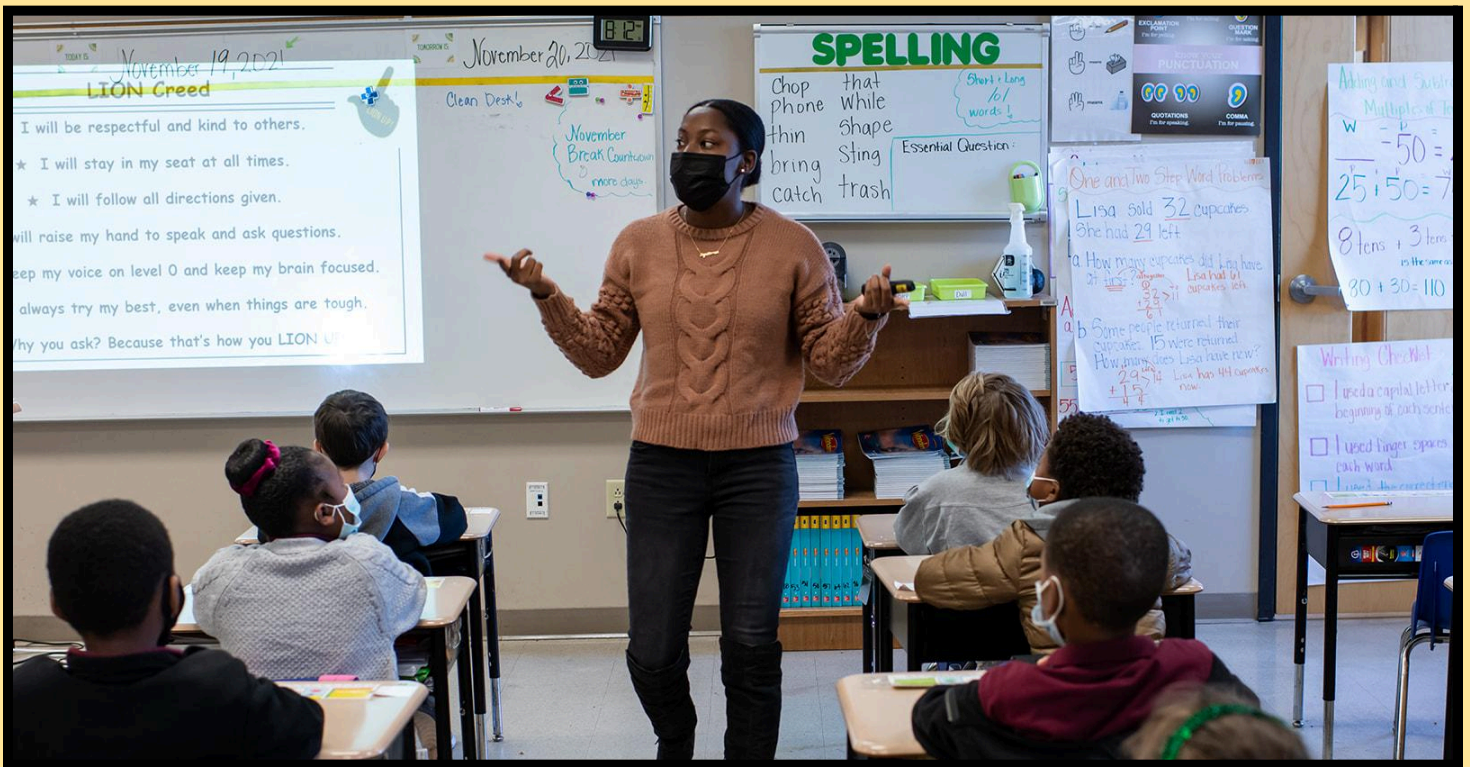
Approved by the Board of Directors on 3.23.2022

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LEAD TEACHERS

K-8 Teachers (All Content), Special Education Case Managers & Enrichment Teachers

Years Experience Completed in K-12 schools	Non-Certified Teacher	Certified in Louisiana
	<p><i>Bachelor's degree required</i></p> <p><i>Candidates with a PL certification are included here</i></p>	<p><i>Bachelor's degree & Level 1 certification required</i></p> <p><i>See certification levels here</i></p>
0 years	\$46,500	\$52,000
1 years	\$47,000	\$53,000
2 years	\$47,500	\$54,000
3 years	\$48,000	\$55,000
4+years	Add \$1,000 per year <i>Capped at \$50,500</i>	Add \$1,000 per year



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SUPPORT POSITIONS

Years Experience Completed in K-12 schools	Paraprofessionals, Interventionist, Interventionist/ In-House Substitutes, Secretary	Library Technician & P.E. Assistant	Operations Coordinator	Social Emotional Specialist & High School Transition Specialist <i>(1 Year Position funded through ESSER)</i>
	<i>Bachelor's degree not required</i> <i>Previous work in K-12 schools preferred, but not required</i>	<i>Bachelor's degree preferred, but not required</i> <i>Previous work in K-12 schools preferred, but not required</i>	<i>Bachelor's degree preferred, but not required</i> <i>Previous operational work in K-12 schools preferred, but not required</i>	<i>Bachelor's degree in psychology, social work, or mental health field required.</i> <i>At least 2 years of work in K-12 schools are required.</i>
0 years	\$33,000	\$40,000	\$40,000	
1 years	\$34,000	\$41,000	\$41,000	
2 years	\$35,000	\$42,000	\$42,000	\$60,000
3 years	\$36,000	\$43,000	\$43,000	\$61,000
4 years	\$37,000	\$44,000	\$44,000	\$62,000
5 years	\$38,000	\$45,000	\$45,000	\$63,000
6+	<i>Capped at \$38,000</i>	<i>Add \$1,000 Capped at \$50,000</i>	<i>Add \$1,000 Capped at \$50,000</i>	<i>Add \$1,000 Capped at \$70,000</i>



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LEADERSHIP POSITIONS

Years Experience Completed in K-12 schools	Instructional Coach	Dean of Students	504 & Compliance Coordinator	Counselor	Development & Community Partnerships Coordinator & School Operations Manager	School Operations Manager
	Bachelor's degree & must have 3 years of classroom experience Teacher certification is highly preferred; Salary is \$5,000 less if not certified	Bachelor's degree & must have 3 years of classroom experience Leadership certification is highly preferred.	Bachelor's degree & must have 3 years of special education classroom experience Special Education certification in Louisiana required.	Must have 5 years of work experience, including at least 3 years within K-12 schools Must hold a Master's of School Counseling and be certified in Louisiana.	Bachelor's degree & must have 2 years of classroom experience	Bachelor's degree & must have 3 years of K-12 school experience Leadership experience is highly preferred.
3 years	\$65,000					
4 years	\$66,000					
5 years	\$67,000					
6 years	\$68,000					
7 years	\$69,000					
8 years	\$70,000					
9+ years	Add \$1,000 per year Capped at \$80,000					



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EXECUTIVE LEADERSHIP POSITIONS

Years Experience Completed in K-12 schools	Head of School	Director of Curriculum & Instruction	Director of Scholar Support	Assistant Head of School	Director of Finance & Operations
	<p>Must have at least 5 years of K-12 school experience; Must have 3 years of school leadership experience.</p> <p>Leadership certification is highly preferred</p>	<p>Must have 5 years of classroom experience</p> <p>2 years of school leadership required.</p> <p>Leadership certification is highly preferred.</p>	<p>Must have 5 years of classroom experience, 3 years must be in special education & 2 years of leadership experience</p> <p>Must be certified in special education</p>	<p>Must have 5 years of classroom experience and 2 years of leadership experience</p> <p>Must hold teacher certification in the area they are leading.</p> <p>Leadership certification is highly preferred.</p>	<p>Must have 5 years of finance/operations experience</p> <p>At least 2 years must be in schools</p> <p>MBA preferred or CPA preferred</p>
5 years	\$115,000	\$80,000			\$85,000
6 years	\$117,500	\$81,500			\$86,500
7 years	\$120,000	\$83,000			\$88,000
8 years	\$122,500	\$84,500			\$89,500
9+ years	Add \$2,500 per year	Add \$1,500 per year			



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PERFORMANCE PAY

Laureate Academy wants to reward staff when scholars are meeting goals and academically performing. To incentivize teamwork, Laureate provides performance pay based on school-wide performance on the state-wide standardized state assessment (LEAP). Staff will be rewarded for school-wide achievement and school-wide growth.

LEAP ACHIEVEMENT

- If Laureate Academy ranks as an A in “overall performance”, all staff will receive \$1,000 performance pay.
- If Laureate Academy ranks as a B in “overall performance”, all staff will receive \$700 performance pay.

LEAP GROWTH

- If Laureate Academy scores an A in “student progress”, all staff will receive \$1,000 performance pay.
- If Laureate Academy scores an B in “student progress”, all staff will receive \$700 performance pay.

Performance stipends will be paid in the school year that follows the LEAP testing results from the previous school year. All employees employed from December 1st to the last day of school of the testing years will receive this performance pay regardless of if the employee is currently employed at Laureate. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.

Staff must be hired on or before December 1st of the school year in which students are tested to be eligible for this performance pay.

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