



K-12 PREPARATORY ACADEMY

Teachers & Counselors  
As of July 1, 2024

Contract Days	167	167	167	167	167	167	167	167	167	167	167	167
	Bachelors (HQ but No Lic)	Masters (HQ but No Lic)	BA with License	BA w Lic +15	BA w Lic + 30	Masters with License	MA w Lic + 15	MA w Lic + 30	MA w Lic + 45	MA w Lic + 60	PhD, EdD w Lic	
Step 1	\$ 35,200	\$ 38,500	\$ 39,644	\$ 40,040	\$ 40,641	\$ 44,308	\$ 45,195	\$ 46,098	\$ 47,021	\$ 48,431	\$ 53,636	
Step 2	\$ 36,608	\$ 40,040	\$ 41,230	\$ 41,642	\$ 42,267	\$ 46,080	\$ 47,003	\$ 47,942	\$ 48,902	\$ 50,368	\$ 55,781	
Step 3	\$ 38,072	\$ 41,642	\$ 42,879	\$ 43,307	\$ 43,957	\$ 47,924	\$ 48,883	\$ 49,860	\$ 50,858	\$ 52,383	\$ 58,013	
Step 4	\$ 39,595	\$ 43,307	\$ 44,594	\$ 45,040	\$ 45,716	\$ 49,840	\$ 50,838	\$ 51,854	\$ 52,892	\$ 54,478	\$ 60,333	
Step 5	\$ 41,179	\$ 45,040	\$ 46,378	\$ 46,841	\$ 47,544	\$ 51,834	\$ 52,872	\$ 53,928	\$ 55,008	\$ 56,657	\$ 62,747	
Step 6	\$ 42,826	\$ 46,841	\$ 48,233	\$ 48,715	\$ 49,446	\$ 53,907	\$ 54,987	\$ 56,085	\$ 57,208	\$ 58,924	\$ 65,256	
Step 7	\$ 44,539	\$ 48,715	\$ 50,162	\$ 50,663	\$ 51,424	\$ 56,064	\$ 57,186	\$ 58,329	\$ 59,497	\$ 61,281	\$ 67,867	
Step 8	\$ 46,321	\$ 50,663	\$ 52,169	\$ 52,690	\$ 53,481	\$ 58,306	\$ 59,474	\$ 60,662	\$ 61,876	\$ 63,732	\$ 70,581	
Step 9	\$ 48,174	\$ 52,690	\$ 54,256	\$ 54,798	\$ 55,620	\$ 60,639	\$ 61,852	\$ 63,088	\$ 64,351	\$ 66,281	\$ 73,405	
Step 10	\$ 50,101	\$ 54,798	\$ 56,426	\$ 56,989	\$ 57,845	\$ 63,064	\$ 64,327	\$ 65,612	\$ 66,926	\$ 68,932	\$ 76,341	
Step 11	\$ 52,105	\$ 56,989	\$ 58,683	\$ 59,269	\$ 60,159	\$ 65,587	\$ 66,900	\$ 68,236	\$ 69,603	\$ 71,690	\$ 79,394	
Step 12	\$ 54,189	\$ 59,269	\$ 61,030	\$ 61,640	\$ 62,565	\$ 68,210	\$ 69,576	\$ 70,966	\$ 72,387	\$ 74,557	\$ 82,570	
Step 13	\$ 56,356	\$ 61,640	\$ 63,471	\$ 64,105	\$ 65,068	\$ 70,939	\$ 72,359	\$ 73,804	\$ 75,282	\$ 77,540	\$ 85,873	
Step 14	\$ 58,611	\$ 64,105	\$ 66,010	\$ 66,670	\$ 67,670	\$ 73,776	\$ 75,253	\$ 76,757	\$ 78,293	\$ 80,641	\$ 89,308	
Step 15	\$ 60,955	\$ 66,670	\$ 68,651	\$ 69,336	\$ 70,377	\$ 76,727	\$ 78,263	\$ 79,827	\$ 81,425	\$ 83,867	\$ 92,880	
Step 16	\$ 63,393	\$ 69,336	\$ 71,397	\$ 72,110	\$ 73,192	\$ 79,796	\$ 81,394	\$ 83,020	\$ 84,682	\$ 87,221	\$ 97,000	
Step 17	\$ 66,000	\$ 72,110	\$ 74,252	\$ 74,994	\$ 76,120	\$ 82,988	\$ 84,649	\$ 86,341	\$ 88,069	\$ 90,710		
Step 18		\$ 74,994	\$ 77,223	\$ 77,994	\$ 79,165	\$ 86,308	\$ 88,035	\$ 89,794	\$ 91,592	\$ 95,000		
Step 19		\$ 78,000	\$ 80,311	\$ 81,114	\$ 82,331	\$ 89,760	\$ 91,557	\$ 93,500	\$ 95,500			
Step 20			\$ 83,524	\$ 84,358	\$ 85,624	\$ 93,500	\$ 95,500					
Step 21			\$ 86,865	\$ 87,733	\$ 89,049							
Step 22			\$ 90,339	\$ 91,242	\$ 92,611							
Step 23			\$ 94,000	\$ 95,000	\$ 96,500							

All Newly Hired Teachers will receive a one-time sign on Bonus when hired, paid over the academic year.  
 Licensed Teachers ONLY will have additional credits honored.  
 Certified Counselors require an MA with a Counselors License  
 Teachers with a conferred PhD/EdD without a License will be placed on the MA no License column and receive an additional 2% to honor the degree.  
 Team Leads/Discipline Chairs will receive a supplemental stipend of \$1,000 per academic year (subject to budget availability, application process and approval by Principal)



K-12 PREPARATORY ACADEMY

Special Services - Student Support Services

As of July 1, 2024

Contract Days	167	167	167	189	167
	Tutors	Paraprofessional	Learning Center Facilitator	Academic Advisor	Specialists SLP/Psych
Step 1	\$ 20,268	\$ 21,080	\$ 30,000	\$ 32,000	\$ 49,493
Step 2	\$ 21,078	\$ 21,923	\$ 31,200	\$ 33,280	\$ 51,473
Step 3	\$ 21,921	\$ 22,800	\$ 32,448	\$ 34,611	\$ 53,532
Step 4	\$ 22,798	\$ 23,712	\$ 33,746	\$ 35,996	\$ 55,673
Step 5	\$ 23,710	\$ 24,661	\$ 35,096	\$ 37,435	\$ 57,900
Step 6	\$ 24,659	\$ 25,647	\$ 36,500	\$ 38,933	\$ 60,216
Step 7	\$ 25,645	\$ 26,673	\$ 37,960	\$ 40,490	\$ 62,624
Step 8	\$ 26,671	\$ 27,740	\$ 39,478	\$ 42,110	\$ 65,129
Step 9	\$ 27,738	\$ 28,849	\$ 41,057	\$ 43,794	\$ 67,735
Step 10	\$ 28,847	\$ 30,003	\$ 42,699	\$ 45,546	\$ 70,444
Step 11	\$ 30,001	\$ 31,204	\$ 44,407	\$ 47,368	\$ 73,262
Step 12	\$ 31,201	\$ 32,452	\$ 46,184	\$ 49,263	\$ 76,192
Step 13	\$ 32,449	\$ 33,750	\$ 48,031	\$ 51,233	\$ 79,240
Step 14	\$ 33,747	\$ 35,100	\$ 49,952	\$ 53,282	\$ 82,409
Step 15	\$ 35,097	\$ 36,504	\$ 51,950	\$ 55,414	\$ 85,706
Step 16	\$ 36,501	\$ 37,964	\$ 54,028	\$ 57,630	\$ 89,134
Step 17	\$ 37,961	\$ 39,482	\$ 56,189	\$ 59,935	
Step 18	\$ 39,479	\$ 41,062	\$ 58,437	\$ 62,333	
Step 19	\$ 41,058	\$ 42,704	\$ 60,774	\$ 64,826	
Step 20	\$ 42,701	\$ 44,412	\$ 63,205	\$ 67,419	
Step 21	\$ 44,409	\$ 46,189	\$ 65,734	\$ 70,116	
Step 22	\$ 46,185	\$ 48,036	\$ 68,363	\$ 72,921	
Step 23	\$ 48,032	\$ 49,958	\$ 71,098	\$ 75,837	
Step 24	\$ 49,954	\$ 51,956	\$ 73,941	\$ 78,871	
Step 25	\$ 51,952	\$ 54,034	\$ 76,899	\$ 82,026	

Tutors & Paraprofessionals with a BA will receive an additional 2%, MA will receive an additional 4%.
Academic Advisors & RLC Facilitator requires a minimum of a BA, MA will receive an additional 2%.
Specialists SLP/Psych will require a minimum of a MA. PhD/EdD will received an additional 4%



Assistant Principal & Principal/Executive Director  
As of July 1, 2024

Contract Days	189	189
	Assistant Principal	Principal/ Executive Director
Step 1	\$ 68,640	\$ 86,020
Step 2	\$ 71,386	\$ 89,461
Step 3	\$ 74,241	\$ 93,039
Step 4	\$ 77,211	\$ 96,761
Step 5	\$ 80,299	\$ 100,631
Step 6	\$ 83,511	\$ 104,656
Step 7	\$ 86,851	\$ 108,843
Step 8	\$ 90,326	\$ 113,196
Step 9	\$ 93,939	\$ 117,724
Step 10	\$ 97,696	\$ 122,433
Step 11	\$ 101,604	
Step 12	\$ 105,668	

Assistant Principal and Principal will require a minimum of a MA with a Principal License, PhD/EdD will receive an additional 4%.



K-12 PREPARATORY ACADEMY

Clerical Support  
As of July 1, 2024

Contract Days	189	189
	Front Office Admin Assist	Senior Admin Asst
Step 1	\$ 26,522	\$ 27,848
Step 2	\$ 27,583	\$ 28,962
Step 3	\$ 28,686	\$ 30,120
Step 4	\$ 29,834	\$ 31,325
Step 5	\$ 31,027	\$ 32,578
Step 6	\$ 32,268	\$ 33,881
Step 7	\$ 33,559	\$ 35,237
Step 8	\$ 34,901	\$ 36,646
Step 9	\$ 36,297	\$ 38,112
Step 10	\$ 37,749	\$ 39,636
Step 11	\$ 39,259	\$ 41,222
Step 12	\$ 40,829	\$ 42,871
Step 13	\$ 42,463	\$ 44,586
Step 14	\$ 44,161	\$ 46,369
Step 15	\$ 45,928	\$ 48,224
Step 16	\$ 47,765	\$ 50,153
Step 17	\$ 49,675	\$ 52,159
Step 18	\$ 51,662	\$ 54,245
Step 19	\$ 53,729	\$ 56,415
Step 20	\$ 55,878	\$ 58,672
Step 21	\$ 58,113	\$ 61,018
Step 22	\$ 60,437	\$ 63,459
Step 23	\$ 62,855	\$ 65,997
Step 24	\$ 65,369	\$ 68,637
Step 25	\$ 67,984	\$ 71,383



Operations  
As of July 1, 2024

Contract Days	167/199	199	167	189	189/199	199
	Hourly Custodians/ Lunch Monitors (Min wage Eff 1/1/2021)	Full-Time Custodian	Hourly Bus Driver	Operations Assistant	IT/Operations Manager/Coordinator/ Specialist	IT/Operations Director
Step 1	\$ 15.00	\$ 25,600	\$ 16.12	\$ 30,720	\$ 42,353	\$ 45,891
Step 2	\$ 15.60	\$ 26,624	\$ 16.76	\$ 31,949	\$ 44,047	\$ 47,727
Step 3	\$ 16.22	\$ 27,689	\$ 17.44	\$ 33,227	\$ 45,809	\$ 49,636
Step 4	\$ 16.87	\$ 28,797	\$ 18.13	\$ 34,556	\$ 47,641	\$ 51,621
Step 5	\$ 17.55	\$ 29,948	\$ 18.86	\$ 35,938	\$ 49,547	\$ 53,686
Step 6	\$ 18.25	\$ 31,146	\$ 19.61	\$ 37,376	\$ 51,529	\$ 55,833
Step 7	\$ 18.98	\$ 32,392	\$ 20.40	\$ 38,871	\$ 53,590	\$ 58,067
Step 8	\$ 19.74	\$ 33,688	\$ 21.21	\$ 40,425	\$ 55,734	\$ 60,389
Step 9	\$ 20.53	\$ 35,035	\$ 22.06	\$ 42,042	\$ 57,963	\$ 62,805
Step 10	\$ 21.35	\$ 36,437	\$ 22.94	\$ 43,724	\$ 60,282	\$ 65,317
Step 11		\$ 37,894	\$ 23.86	\$ 45,473	\$ 62,693	\$ 67,930
Step 12		\$ 39,410	\$ 24.82	\$ 47,292	\$ 65,200	\$ 70,647
Step 13		\$ 40,986	\$ 25.81	\$ 49,184	\$ 67,809	\$ 73,473
Step 14		\$ 42,626	\$ 26.84	\$ 51,151	\$ 70,521	\$ 76,412
Step 15		\$ 44,331	\$ 27.91	\$ 53,197	\$ 73,342	\$ 79,468
Step 16		\$ 46,104	\$ 29.03	\$ 55,325	\$ 76,275	\$ 82,647
Step 17		\$ 47,948	\$ 30.19	\$ 57,538	\$ 79,326	\$ 85,953
Step 18		\$ 49,866		\$ 59,840	\$ 82,499	\$ 89,391
Step 19				\$ 62,233	\$ 85,799	\$ 92,967
Step 20						\$ 96,685
Step 21						\$ 100,553

Operation Managers and Directors require a minimum of a BA or Equivalent, those with an MA will receive an additional 2%, a Phd/EdD will receive an additional 4%.



K-12 PREPARATORY ACADEMY

Central Services  
As of July 1, 2024

Contract Days	189/199	199	199	199
	Exec Asst/ Registrar/ Enrollment Specialist	Supervisor/ Manager	Admin Director	Executive Director
Step 1	\$ 39,300	\$ 53,000	\$ 54,500	\$ 80,560
Step 2	\$ 40,872	\$ 55,120	\$ 56,680	\$ 83,782
Step 3	\$ 42,507	\$ 57,325	\$ 58,947	\$ 87,134
Step 4	\$ 44,207	\$ 59,618	\$ 61,305	\$ 90,619
Step 5	\$ 45,975	\$ 62,003	\$ 63,757	\$ 94,244
Step 6	\$ 47,814	\$ 64,483	\$ 66,308	\$ 98,014
Step 7	\$ 49,727	\$ 67,062	\$ 68,960	\$ 101,934
Step 8	\$ 51,716	\$ 69,744	\$ 71,718	\$ 106,011
Step 9	\$ 53,785	\$ 72,534	\$ 74,587	\$ 110,252
Step 10	\$ 55,936	\$ 75,436	\$ 77,570	\$ 114,662
Step 11	\$ 58,174	\$ 78,453	\$ 80,673	\$ 119,248
Step 12	\$ 60,501	\$ 81,591	\$ 83,900	\$ 124,018
Step 13	\$ 62,921	\$ 84,855	\$ 87,256	\$ 128,979
Step 14	\$ 65,437	\$ 88,249	\$ 90,747	\$ 134,138
Step 15	\$ 68,055	\$ 91,779	\$ 94,376	
Step 16	\$ 70,777	\$ 95,450	\$ 98,151	
Step 17		\$ 99,268	\$ 102,077	
Step 18			\$ 106,161	
Step 19			\$ 110,407	

Exec Asst, Registrar, Enrollment Specialist require a minimum of an BA or Equivelant, those with a MA will receive an additional 2%

Supervisor/Manager and Admin Director require a Minimum of a BA or Equivelant, those with an MA will receive an additional 2%, a PhD/EdD will receive an additional 4%.

Chief Officers and CEO require a minimum of an MA. CPA, PhD, and EdD would receive an additional 4%.



K-12 PREPARATORY ACADEMY

### Adjunct Professor Schedule

As of July 1, 2024

(based on 0.5 credit per semester of High School Credit)

	Bachelors (HQ but No Lic)	Bachelors with License	Masters (HQ but No Lic)	Masters with License	Dual Masters (HQ but No Lic)	Dual Masters or ED Specialist
Step 1	\$ 2,646	\$ 2,688	\$ 2,819	\$ 2,861	\$ 2,993	\$ 3,035
Step 2	\$ 2,686	\$ 2,728	\$ 2,862	\$ 2,904	\$ 3,038	\$ 3,080
Step 3	\$ 2,727	\$ 2,769	\$ 2,906	\$ 2,948	\$ 3,085	\$ 3,126
Step 4	\$ 2,769	\$ 2,810	\$ 2,950	\$ 2,992	\$ 3,131	\$ 3,173
Step 5	\$ 2,811	\$ 2,853	\$ 2,995	\$ 3,037	\$ 3,179	\$ 3,221
Step 6	\$ 2,868	\$ 2,910	\$ 3,056	\$ 3,097	\$ 3,243	\$ 3,285
Step 7	\$ 2,926	\$ 2,968	\$ 3,118	\$ 3,159	\$ 3,309	\$ 3,351
Step 8	\$ 2,986	\$ 3,027	\$ 3,181	\$ 3,223	\$ 3,376	\$ 3,418
Step 9	\$ 3,046	\$ 3,088	\$ 3,245	\$ 3,287	\$ 3,445	\$ 3,486
Step 10	\$ 3,108	\$ 3,150	\$ 3,311	\$ 3,353	\$ 3,514	\$ 3,556
Step 11	\$ 3,171	\$ 3,213	\$ 3,378	\$ 3,420	\$ 3,585	\$ 3,627
Step 12	\$ 3,235	\$ 3,277	\$ 3,447	\$ 3,488	\$ 3,658	\$ 3,700
Step 13	\$ 3,301	\$ 3,342	\$ 3,516	\$ 3,558	\$ 3,732	\$ 3,774
Step 14	\$ 3,367	\$ 3,409	\$ 3,587	\$ 3,629	\$ 3,807	\$ 3,849
Step 15	\$ 3,436	\$ 3,477	\$ 3,660	\$ 3,702	\$ 3,884	\$ 3,926
Step 16	\$ 3,505	\$ 3,547	\$ 3,734	\$ 3,776	\$ 3,963	\$ 4,005
Step 17	\$ 3,505	\$ 3,547	\$ 3,810	\$ 3,851	\$ 4,043	\$ 4,085
Step 18	\$ 3,505	\$ 3,547	\$ 3,887	\$ 3,929	\$ 4,125	\$ 4,166
Step 19	\$ 3,505	\$ 3,547	\$ 3,965	\$ 4,007	\$ 4,208	\$ 4,250
Step 20	\$ 3,505	\$ 3,547	\$ 4,045	\$ 4,087	\$ 4,293	\$ 4,335
Step 21	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,380	\$ 4,421
Step 22	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,468	\$ 4,510
Step 23	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,558	\$ 4,600
Step 24	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,650	\$ 4,692
Step 25	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,744	\$ 4,786
Step 26	\$ 3,649	\$ 3,618	\$ 4,210	\$ 4,252	\$ 4,840	\$ 4,882



### Coaches

As of July 1, 2024

As a Percent of Teacher BA Salary

	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Step 1	\$4,361	\$3,172	\$2,180	\$1,586
Step 2	\$4,535	\$3,298	\$2,268	\$1,649
Step 3	\$4,717	\$3,430	\$2,358	\$1,715
Step 4	\$4,905	\$3,568	\$2,453	\$1,784
Step 5	\$5,102	\$3,710	\$2,551	\$1,855
Step 6	\$5,306	\$3,859	\$2,653	\$1,929
Step 7	\$5,518	\$4,013	\$2,759	\$2,006
Step 8	\$5,739	\$4,174	\$2,869	\$2,087

<b>HS Head Coach</b>
Baseball
Basketball
Cheer Sponsor
Football
Soccer
Softball
Volleyball
Wrestling

<b>MS Head Coach</b>
Basketball
Cheer Sponsor
Softball
Track
Volleyball
Wrestling