



AMERICAN ACADEMY
EDUCATE | INNOVATE | EXPLORE

Certified Staff Salary Ranges Policy

This policy was approved by the American Academy Board of Directors on May 19, 2020.

Purpose

The purpose of this policy is to define salary ranges and descriptions for American Academy certified staff.

<u>Certified Level</u>	<u>Certified Staff Salary Range</u>	<u>Increase for Promotion</u>
<u>Lead Instructor</u> <i>Criteria:</i>	<u>\$47,000 and up</u> <ul style="list-style-type: none">• Recommendation of the Administration• Satisfies the criteria for an Instructor & Mentor Instructor• Models leadership and professionalism• Helps ensure gradebook authenticity• Facilitates effective professional relationships among team members and across campuses to include facilitation of cross-campus professional development• Shows mastery of instructional and classroom management strategies• Regularly executes Core Knowledge curriculum with fidelity• Relies heavily on data to drive instruction• Promotes and aids in the professional growth of every team member• Minimum 5 years teaching experience and/or 3 years of exemplary job performance at American Academy• Other specific criteria and duties specified by each department	<u>\$1,500 (or to minimum)</u>
<u>Mentor Instructor</u> <i>Criteria:</i>	<u>\$44,000 and up</u> <ul style="list-style-type: none">• Recommendation of the Administration• Satisfies the criteria for an Instructor• Shows consistent, effective job performance• Productively interacts with American Academy team members• Possesses strong instructional and classroom management strategies and is a resource for Instructors in this regard• Excels at executing Core Knowledge curriculum with fidelity and is a resource for Instructors in this regard• Skillful with data-driven instruction and is a resource for Instructors in this regard• Seeks and promotes professional development• 3-5 years teaching experience with American Academy and/or Core Knowledge• Other specific criteria and duties specified by each department	<u>\$1,000 (or to minimum)</u>

Continued on the next page.



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Certified Level

Certified Staff Salary Range

Increase for Promotion

Instructor

\$40,000 and up

N/A

Criteria:

- Recommendation of the Administration
- Attainment of appropriate teacher certification, or in process thereof
- Positive contributor to American Academy team environment
- Experience with and/or working knowledge of Core Knowledge and classroom management strategies
- Passion for the mission of American Academy
- Excellent communication and organization skills
- Knowledge of data-driven instruction

KindiePrep Teacher

\$30,000 and up

N/A

Criteria:

- Recommendation of the Administration
- Attainment of appropriate early childhood education certification
- Positive contributor to American Academy team environment
- Experience with and/or working knowledge of Core Knowledge Preschool
- Passion for the mission of American Academy
- Excellent communication and organization skills
- Knowledge of early childhood assessment and data

Assistant Teacher

\$22,000 and up

N/A

Criteria:

- Recommendation of the Administration
- Attainment of appropriate certification
- Positive contributor to American Academy team environment
- Passion for the mission of American Academy
- Excellent communication and organization skills

Exceptions

At all times, Administration will seek to ensure that all teachers' salaries fall within the ranges set out herein. Under extraordinary circumstances (e.g., a significant statewide budget shortfall), placing all teachers' salaries within the ranges may become difficult, if not impossible. In such cases, Administration will look to remedy this at the earliest possible date.

POLICY HISTORY

Original: approved by the BOD on May 19, 2020