

2023-24 Salary Schedule

*This schedule is based on legislative increases for 2021-22. The Steps are subject to further review and freezes each fiscal year. The review will be based on legislative action, enrollments, and other factors.

**This schedule will take place starting July 1, 2021 for all NEW staff at Summit Academy Inc all staff previously hired will maintain current salary and receive increments as approved by Administration



Step	Lane 1	Lane 2 (184)	Lane 3 (184)	Lane 4 (184)	Lane 5 (212)	Lane 6 (260)	Lane 7 (212)	Lane 8 (260)	Lane 9 (260)
1	8.2400	15.0000	14.0000	18.0000	18.0000	15.0100	15.0000	18.5000	16.5000
2	8.4872	15.4500	14.4200	18.5400	18.5400	15.4603	15.4500	19.0550	16.9950
3	8.7418	15.9135	14.8526	19.0962	19.0962	15.9241	15.9135	19.6267	17.5049
4	9.0041	16.3909	15.2982	19.6691	19.6691	16.4018	16.3909	20.2154	18.0300
5	9.2742	16.8826	15.7571	20.2592	20.2592	16.8939	16.8826	20.8219	18.5709
6	9.5524	17.3891	16.2298	20.8669	20.8669	17.4007	17.3891	21.4466	19.1280
7	9.8390	17.9108	16.7167	21.4929	21.4929	17.9227	17.9108	22.0900	19.7019
10	10.1342	18.4481	17.2182	22.1377	22.1377	18.4604	18.4481	22.7527	20.2929
12	10.4382	19.0016	17.7348	22.8019	22.8019	19.0142	19.0016	23.4352	20.9017
15	10.7513	19.5716	18.2668	23.4859	23.4859	19.5846	19.5716	24.1383	21.5288
20	11.0739	20.1587	18.8148	24.1905	24.1905	20.1722	20.1587	24.6211	22.1746
Step	Lane 10 (212)	Lane 11 (184)	Lane 12 (184)	Lane 13 (184)	Lane 14 (260)	Lane 15 (184)			
1	20.0000	20.0000	16.0000	16.7500	22.0000	25.0000			
2	20.6000	20.6000	16.4800	17.2525	22.6600	25.7500			
3	21.2180	21.2180	16.9744	17.7701	23.3398	26.5225			
4	21.8545	21.8545	17.4836	18.3032	24.0400	27.3182			
5	22.5102	22.5102	18.0081	18.8523	24.7612	28.1377			
6	23.1855	23.1855	18.5484	19.4178	25.5040	28.9819			
7	23.8810	23.8810	19.1048	20.0004	26.2692	29.8513			
10	24.5975	24.5975	19.6780	20.6004	27.0572	30.7468			
12	25.3354	25.3354	20.2683	21.2184	27.8689	31.6693			
15	26.0955	26.0955	20.8764	21.8550	28.7050	32.6193			
20	26.8783	26.8783	21.5027	22.5106	29.5662	33.5979			

After Step 21, COLA Only

Lane	Job Titles	#9	Payroll
#1	Sweeper		
#2	Teacher Aide Title I Aide	#10	Accounting Technician School Site Admin Assistant LEA Administrative Assistant
#3	Cashiers/Servers Runner	#11	Lunch Manager III (HS) Lunch Manager II (M.S.)
#4	Cook	#12	Salad Bar Clerks
#5	School Site Secretary/Clerical	#13	Dual Language Aide
#6	Custodian (General)	#14	Maintenance (Specialized License) HVAC Lunch Program Coordinator
#7	Attendance Secretary	#15	Licensed Interventionist
#8	Maintenance (General) Head Custodian (ALL) Bus Drivers		

Advancement on this schedule may be held back according to evaluations and effectiveness.
 Advancement on this schedule (if hired mid year) will advance per % of raise offered by the LEA on their anniversary hire date.



**ADMINISTRATORS
2023-24 Salary Schedule**

***This schedule is based on legislative increases for 2023-24. The Steps are subject to further review and freezes each fiscal year. The review and potential changes will be based on legislative action, enrollments, and other factors.**

**** All staff prior to 7/1/2021 will be placed according to current salary in FY21+3%**

<i>Contract Days</i>	<i>220</i>	<i>220</i>	<i>220</i>	<i>220</i>	<i>261</i>	<i>220</i>	<i>220</i>
ADMIN EXPER	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7
1	72,900.00	73,600.00	80,000.00	90,000.00	115,500.00	77,100.00	65,000.00
2	75,087.00	75,808.00	82,400.00	92,700.00	118,965.00	79,413.00	66,950.00
3	77,339.61	78,082.24	84,872.00	95,481.00	122,533.95	81,795.39	68,958.50
4	79,659.80	80,424.71	87,418.16	98,345.43	126,209.97	84,249.25	71,027.26
5	82,049.59	82,837.45	90,040.70	101,295.79	129,996.27	86,776.73	73,158.07
6	84,511.08	85,322.57	92,741.93	104,334.67	133,896.16	89,380.03	75,352.81
7	87,046.41	87,882.25	95,524.18	107,464.71	137,913.04	92,061.43	77,613.40

- Lane 1 Assistant Principal, Elementary/Middle
- Lane 2 Assistant Principal, High School
- Lane 3 Principal, Elementary/Middle
- Lane 4 Principal, High School
- Lane 5 Executive Director
- Lane 6 Director of Teacher Development/Licensing
- Lane 7 High School Athletic Director

- Longevity Step 10 Year 3%
- Longevity Step 15 Year 3%
- Longevity Step 20 Year 4%

All applicable educator salary adjustments are included in the schedule for each school administrator position. To qualify, employees must have a satisfactory or higher job performance rating in their most recent evaluation.

Advancement on this schedule may be held back according to evaluations and effectiveness. Advancement on this schedule (if hired mid year) will advance per % of raise offered by the LEA on their anniversary hire date.

if hired mid year- step increases will take place on anniversary (hire date)



**Business and Operations
2023-24 Salary Schedule**

***This schedule is based on legislative increases for 2023-24. The Steps are subject to further review and freezes each fiscal year. The review will be based on legislative action, enrollments, and other factors.**

**** All staff prior to 7/1/2021 will be placed according to current salary in FY21+3%**

Holidays	16	16	16	16		16	16
Contract Days	260	260	260	260	212	260	260

ADMIN EXPER	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7
1	90,000.00	55,000.00	78,000.00	102,000.00	51,500.00	52,530.00	50,000.00
2	92,700.00	56,650.00	80,340.00	105,060.00	53,045.00	54,105.90	51,500.00
3	95,481.00	58,349.50	82,750.20	108,211.80	54,636.35	55,729.08	53,045.00
4	98,345.43	60,099.99	85,232.71	111,458.15	56,275.44	57,400.95	54,636.35
5	101,295.79	61,902.98	87,789.69	114,801.90	57,963.70	59,122.98	56,275.44
6	104,334.67	63,760.07	90,423.38	117,000.00	59,702.61	60,896.67	57,963.70
7	107,464.71	65,672.88	93,136.08	120,510.00	61,493.69	62,723.57	59,702.61

- Lane 1 Business Administrator
- Lane 2 Human Resources
- Lane 3 Operations Manager
- Lane 4 IT Manager
- Lane 5 Food Services Manager
- Lane 6 Transportation/Safety Director
- Lane 7 Executive Secretary

- Longevity Step 10 Year 3%
- Longevity Step 15 Year 3%
- Longevity Step 20 Year 4%
- After Step 20 COLA Only per legislation

Advancement on this schedule may be held back according to evaluations and effectiveness.
 Advancement on this schedule (if hired mid year) will advance per % of raise offered by the LEA on their anniversary hire date.

if hired mid year- step increases will take place on anniversary (hire date)



This schedule will take place starting July 1, 2021 for all NEW staff at Summit Academy Inc
 all staff previously hired will maintain current salary and receive increments as approved by Administration

2023-24 Salary Schedule

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TEACHER SALARY SCHEDULE 184 Days
Counselors and Social Workers

BS	MS	Add URS Benefit BS Full Time	Add URS Benefit MS Full Time
1 51,188.67	53,748.10	\$ 10,237.73	\$ 10,749.62
2 51,188.67	53,748.10	\$ 10,237.73	\$ 10,749.62
3 51,956.50	54,823.07	\$ 10,391.30	\$ 10,964.61
4 52,995.63	55,919.53	\$ 10,599.13	\$ 11,183.91
5 54,055.54	57,764.87	\$ 10,811.11	\$ 11,552.97
6 55,677.21	58,920.17	\$ 11,135.44	\$ 11,784.03
7 56,790.75	60,098.57	\$ 11,358.15	\$ 12,019.71
8 57,926.57	61,300.54	\$ 11,585.31	\$ 12,260.11
9 59,085.10	62,526.55	\$ 11,817.02	\$ 12,505.31
10 60,857.65	64,589.93	\$ 12,171.53	\$ 12,917.99
11 62,074.81	64,589.93	\$ 12,414.96	\$ 12,917.99
12 62,695.55	64,589.93	\$ 12,539.11	\$ 12,917.99
13 63,322.51	65,881.73	\$ 12,664.50	\$ 13,176.35
14 63,955.73	67,199.36	\$ 12,791.15	\$ 13,439.87
15 64,595.29	69,416.94	\$ 12,919.06	\$ 13,883.39
16 66,533.15	70,805.28	\$ 13,306.63	\$ 14,161.06
17 67,863.81	72,221.39	\$ 13,572.76	\$ 14,444.28
18 69,221.09	73,665.82	\$ 13,844.22	\$ 14,733.16
19 70,605.51	75,139.13	\$ 14,121.10	\$ 15,027.83
20 72,017.62	75,139.13	\$ 14,403.52	\$ 15,027.83
21 72,737.80	75,139.13	\$ 14,547.56	\$ 15,027.83
22 73,465.18	77,618.72	\$ 14,693.04	\$ 15,523.74
23 74,199.83	79,171.10	\$ 14,839.97	\$ 15,834.22
24 75,683.82	80,754.52	\$ 15,136.76	\$ 16,150.90
25 77,197.50	82,369.61	\$ 15,439.50	\$ 16,473.92
26 79,513.43	82,369.61	\$ 15,902.69	\$ 16,473.92
27 80,308.56	82,369.61	\$ 16,061.71	\$ 16,473.92
28 81,111.65	85,087.81	\$ 16,222.33	\$ 17,017.56

Steps will be determined by years of proficiency and performance using the charter approved evaluation tool, as well as professionalism.
New Summit Academy staff who have teaching experience must provide documentation of past employment and evaluations in order to be placed appropriately.

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An educator salary adjustment of \$8,400 has **already** been added to each salary amount above for all Licensed Teachers.

A letter of intent to make a lane change must be filed with the Human Resource Office by May 1st.
 Credits for lane changes must be presented to the Human Resource Office by September 1st. Credit hours are representative of semester credits.
 Only credits obtained after certification for which you are hired may be used toward lane change.

Summit Academy Inc will reward a teacher's educational advancement for Doctorate's degrees in a teacher subject area. Proof of advancement must be provided.
Doctorate's Degree \$6,000

Educators whose assignment require special certifications, or other requirements may be eligible for increased salary levels.
Must be approved by both Business Administrator and Director.



Stipends

Gifted and Talented Coordinator	\$500
Grade Level Leads (K-8)	\$1,000
Department Chair (9-12)	\$1,000
Team Leads (9-12)	\$1,000
Yearbook	\$1,500
Mentor	\$300
Mentor Specialist	\$500
Marketing Stipend	\$3,000
Other VAR Stipends	\$500
Literacy	\$1,000
ELL (Each Campus Support)	\$1,000
ELL (LEA Coordinator)	FTE
HOSA (Health Occupations Students of America)	\$1,000
Student Council	\$1,000
LEA Level 504 Coordinator	\$1,000
Site Level 504 when caseload exceeds 2.0% of enrollment	\$500
Site Level 504 when caseload exceeds 3.0% of enrollment	\$500
Theatre	\$750
Music	\$300
Jr High RTI	\$500
Jr High Athletic Director	\$2,000
Various	**

Junior High Athletic Stipends

Cross Country (Boys)	\$500	Per Team
Cross Country (Girls)	\$500	Per Team
Girls Volleyball	\$500	Per Team
Boys Volleyball	\$500	Per Team
Boys Basketball	\$500	Per Team
Girls Basketball	\$500	Per Team
Boys Soccer	\$500	Per Team
Girls Soccer	\$500	Per Team

**All Grade Level and Team Leads are split over 24 pays*

***Several Grant Opportunities through Utah Grants will be paid at various rates maintaining consistency and allowability with regulations of the grant, and as approved by the Business Administrator throughout the year.*

High School Athletic Stipends

ATHLETIC COACH POSITION

*Summit Academy High School pays for the HEAD COACH of each Varsity Program.
ALL other positions on the team will be paid by each teams fundraising, and other fees.

BASEBALL HEAD COACH (VARSITY)	\$3,000
SOFTBALL HEAD COACH (VARSITY)	\$3,000
BOYS BASKETBALL HEAD COACH (VARSITY)	\$4,200
GIRLS BASKETBALL HEAD COACH (VARSITY)	\$4,200
CROSS COUNTRY HEAD COACH (VARSITY)	\$2,000
FOOTBALL HEAD COACH (VARSITY)	\$5,000
GOLF HEAD COACH (GIRLS VARSITY)	\$1,500
GOLF HEAD COACH (BOYS VARSITY)	\$1,500
BOYS LACROSSE HEAD COACH (VARSITY)	\$2,500
BOYS SOCCER HEAD COACH (VARSITY)	\$2,500
GIRLS SOCCER HEAD COACH (VARSITY)	\$2,500
SWIMMING HEAD COACH	\$1,500
GIRLS VOLLEYBALL HEAD COACH (VARSITY)	\$2,500
BOYS WRESTLING HEAD COACH (VARSITY)	\$2,500
TRACK HEAD COACH	\$2,500
TENNIS GIRLS HEAD COACH	\$1,500
TENNIS BOYS HEAD COACH	\$1,500
DRILL TEAM	\$2,500
CHEER	\$3,000
THEATRE	\$1,500
DEBATE	\$1,500

Athletic stipends will be paid on the following schedule:

- Fall sports: September and October (4 installments)
- Winter sports: December and January (4 installments)
- Spring sports: March and April (4 installments)