

## **Updated Board Approved Interim Salary Policy 2019-2020**

### **Rationale Statement:**

Compass for Lifelong Discovery establishes teacher and administrative salaries individually based on experience and education. Compass has a strong commitment to paying salaries commensurate with the funding models that charter schools in the state of Colorado receive. We strive to maintain salaries and benefits in the range of 65-70% of our budgeted, general operating revenue and between 85% and 92% of our respective school districts.

Over the fall of the 2019-2020 school year, The Executive Director, in cooperation with the Compass Finance Committee, and the School Compensation Committees, will develop a salary structure that is sustainable, mission-driven, transparent, and competitive for approval by the Compass Board by February 2020.

### **Interim Salary Policy (2019-2020):**

All Compass employees are employed at will and annual salaries are defined by individual letters of employment. Compass Community Schools currently pay in the range of \$34,000-\$62,000 for full-time teachers, in the range of \$25,000-\$26,000 for classroom assistants, and in the range of \$80,000 - \$90,000 for school administrator salaries.