



# **Achieve Language Academy**

## Compensation Plan

FY24

## Teacher Compensation Plan Steps and Lanes

Please note that all teachers will be placed into the appropriate STEP and LANE as per documented proof of years of COMPLETED TEACHING experience and EDUCATION.

Step	BA	BA+20	MA	MA+20
1	\$44,290.00	\$46,350.00	\$51,500.00	\$53,560.00
2	\$45,175.80	\$47,277.00	\$52,530.00	\$54,631.20
3	\$46,079.32	\$48,222.54	\$53,580.60	\$55,723.82
4	\$47,000.90	\$49,186.99	\$54,652.21	\$56,838.30
5	\$47,940.92	\$50,170.73	\$55,745.26	\$57,975.07
6	\$48,899.74	\$51,174.15	\$56,860.16	\$59,134.57
7	\$49,877.73	\$52,197.63	\$57,997.36	\$60,317.26
8	\$50,875.29	\$53,241.58	\$59,157.31	\$61,523.60
9	\$51,892.79	\$54,306.41	\$60,340.46	\$62,754.08
10	\$52,930.65	\$55,392.54	\$61,547.27	\$64,009.16
11	\$53,989.26	\$56,500.39	\$62,778.21	\$65,289.34
12	\$55,069.05	\$57,630.40	\$64,033.78	\$66,595.13
13	\$56,170.43	\$58,783.01	\$65,314.45	\$67,927.03
14	\$57,293.84	\$59,958.67	\$66,620.74	\$69,285.57
15	\$58,439.71	\$61,157.84	\$67,953.16	\$70,671.28
16	\$59,608.51	\$62,381.00	\$69,312.22	\$72,084.71
17	\$60,800.68	\$63,628.62	\$70,698.46	\$73,526.40
18	\$62,016.69	\$64,901.19	\$72,112.43	\$74,996.93
19	\$63,257.03	\$66,199.21	\$73,554.68	\$76,496.87
20	\$64,522.17	\$67,523.20	\$75,025.78	\$78,026.81
21	\$65,812.61	\$68,873.66	\$76,526.29	\$79,587.34
22	\$67,128.86	\$70,251.14	\$78,056.82	\$81,179.09
23	\$68,471.44	\$71,656.16	\$79,617.95	\$82,802.67
24	\$69,840.87	\$73,089.28	\$81,210.31	\$84,458.72
25	\$71,237.69	\$74,551.07	\$82,834.52	\$86,147.90
26	\$72,662.44	\$76,042.09	\$84,491.21	\$87,870.86
27	\$74,115.69	\$77,562.93	\$86,181.03	\$89,628.27
28	\$75,598.00	\$79,114.19	\$87,904.65	\$91,420.84
29	\$77,109.96	\$80,696.47	\$89,662.75	\$93,249.26
30	\$78,652.16	\$82,310.40	\$91,456.00	\$95,114.24

Effective FY24

**Support Staff Compensation Plan  
Steps and Lanes**

Please note that all support staff will be placed into the appropriate STEP and LANE as per documented proof of years of work at Achieve Language Academy, or comparable experience.

Step	Para/EA I	Para/EA II	Para/EA III	Facilities	Operations	Media
1	\$17.00	\$18.54	\$21.63	\$21.63	\$17.00	\$17.00
2	\$17.34	\$18.91	\$22.06	\$22.06	\$17.34	\$17.34
3	\$17.69	\$19.29	\$22.50	\$22.50	\$17.69	\$17.69
4	\$18.04	\$19.67	\$22.95	\$22.95	\$18.04	\$18.04
5	\$18.40	\$20.07	\$23.41	\$23.41	\$18.40	\$18.40
6	\$18.77	\$20.47	\$23.88	\$23.88	\$18.77	\$18.77
7	\$19.14	\$20.88	\$24.36	\$24.36	\$19.14	\$19.14
8	\$19.53	\$21.30	\$24.85	\$24.85	\$19.53	\$19.53
9	\$19.92	\$21.72	\$25.34	\$25.34	\$19.92	\$19.92
10	\$20.32	\$22.16	\$25.85	\$25.85	\$20.32	\$20.32
11	\$20.72	\$22.60	\$26.37	\$26.37	\$20.72	\$20.72
12	\$21.14	\$23.05	\$26.89	\$26.89	\$21.14	\$21.14
13	\$21.56	\$23.51	\$27.43	\$27.43	\$21.56	\$21.56
14	\$21.99	\$23.98	\$27.98	\$27.98	\$21.99	\$21.99
15	\$22.43	\$24.46	\$28.54	\$28.54	\$22.43	\$22.43
16	\$22.88	\$24.95	\$29.11	\$29.11	\$22.88	\$22.88
17	\$23.34	\$25.45	\$29.69	\$29.69	\$23.34	\$23.34
18	\$23.80	\$25.96	\$30.29	\$30.29	\$23.80	\$23.80
19	\$24.28	\$26.48	\$30.89	\$30.89	\$24.28	\$24.28
20	\$24.77	\$27.01	\$31.51	\$31.51	\$24.77	\$24.77
21	\$25.26	\$27.55	\$32.14	\$32.14	\$25.26	\$25.26
22	\$25.77	\$28.10	\$32.78	\$32.78	\$25.77	\$25.77
23	\$26.28	\$28.66	\$33.44	\$33.44	\$26.28	\$26.28
24	\$26.81	\$29.24	\$34.11	\$34.11	\$26.81	\$26.81
25	\$27.34	\$29.82	\$34.79	\$34.79	\$27.34	\$27.34
26	\$27.89	\$30.42	\$35.49	\$35.49	\$27.89	\$27.89
27	\$28.45	\$31.03	\$36.20	\$36.20	\$28.45	\$28.45
28	\$29.02	\$31.65	\$36.92	\$36.92	\$29.02	\$29.02
29	\$29.60	\$32.28	\$37.66	\$37.66	\$29.60	\$29.60
30	\$30.19	\$32.92	\$38.41	\$38.41	\$30.19	\$30.19

Effective FY24

**Administration Compensation Plan  
Steps and Lanes**

Please note that all administration level staff will be placed into the appropriate STEP and LANE as per documented proof of years of COMPLETED experience. Advanced step positions may be granted due to additional education.

Step	Clerk - hrlly	Manager/ Specialist	Director - Coordinator	Executive Director
1	\$20.34	\$56,650.00	\$61,800.00	\$99,395.00
2	\$20.75	\$57,783.00	\$63,036.00	\$101,382.90
3	\$21.16	\$58,938.66	\$64,296.72	\$103,410.56
4	\$21.58	\$60,117.43	\$65,582.65	\$105,478.77
5	\$22.02	\$61,319.78	\$66,894.31	\$107,588.34
6	\$22.46	\$62,546.18	\$68,232.19	\$109,740.11
7	\$22.91	\$63,797.10	\$69,596.84	\$111,934.91
8	\$23.36	\$65,073.04	\$70,988.77	\$114,173.61
9	\$23.83	\$66,374.50	\$72,408.55	\$116,457.08
10	\$24.31	\$67,701.99	\$73,856.72	\$118,786.23
11	\$24.79	\$69,056.03	\$78,288.12	\$121,161.95
12	\$25.29	\$70,437.15	\$79,853.89	\$123,585.19
13	\$25.80	\$71,845.90	\$81,450.96	\$126,056.89
14	\$26.31	\$73,282.82	\$83,079.98	\$128,578.03
15	\$26.84	\$74,748.47	\$84,741.58	\$131,149.59
16	\$27.37	\$76,243.44	\$86,436.41	\$133,772.58
17	\$27.92	\$77,768.31	\$88,165.14	\$136,448.04
18	\$28.48	\$79,323.68	\$89,928.45	\$139,177.00
19	\$29.05	\$80,910.15	\$91,727.01	\$141,960.54
20	\$29.63	\$82,528.35	\$93,561.56	\$144,799.75
21	\$30.22	\$84,178.92	\$95,432.79	\$150,000.00
22	\$30.83	\$85,862.50	\$97,341.44	\$150,000.00
23	\$31.45	\$87,579.75	\$99,288.27	\$150,000.00
24	\$32.07	\$89,331.34	\$101,274.04	\$150,000.00
25	\$32.72	\$91,117.97	\$103,299.52	\$150,000.00
26	\$33.37	\$92,940.33	\$105,365.51	\$150,000.00
27	\$34.04	\$94,799.14	\$107,472.82	\$150,000.00
28	\$34.72	\$96,695.12	\$109,622.27	\$150,000.00
29	\$35.41	\$98,629.02	\$111,814.72	\$150,000.00
30	\$36.12	\$100,601.60	\$114,051.01	\$150,000.00

Effective FY24
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## PTO Plan

### 9 Month Employee

PTO will be granted based on the number of full-time months that an employee works. If any employee is full-time, and works 9 months a year, 96 hours of PTO will be granted. If any employee is part-time, the PTO will be granted at a prorated rate based on hours reflected in the employees contract.

Examples:

Teacher A works full-time (8 hrs a day)  
Teacher A is contracted for 9 months.  
Therefore, 96 hours of PTO will be granted.

Para A works part-time (4 hrs a day)  
Para A is contracted for 9 months.  
Therefore, 48 hours of PTO will be granted.

PTO can be used for all purposes including sick time, vacation, personal days.

Full-time staff may not accumulate more than 500 hours of PTO, which can be carried over from year to year.

### 12 Month Employee

PTO will be granted based on the number of full-time months that an employee works. Each 12 month employee PTO calculation will be based on three (3) days/twenty-four (24) hours of PTO granted each month of full-time work. If any employee is part-time, the PTO will be granted at a prorated rate based on hours reflected in the employees contract.

Examples:

Staff A works full-time (8 hrs a day)  
Staff A is contracted for 12 months.  
Therefore, 288 hours of PTO will be granted

Staff B works part-time (4 hrs a day)  
Staff B is contracted for 12 months.  
Therefore, 144 hours of PTO will be granted.

PTO can be used for all purposes including sick time, vacation, personal days.

Full-time staff may not accumulate more than 500 hours of PTO, which can be carried over from year to year.

12 month employees will also have a 13th month each year to use PTO. All PTO above 500 hours still reflected in the employees bank will be removed on August 1 of each year.

Additional PTO Information For All Employees Below

Any employee who has been employed prior to 2010 will be grandfathered in and will NOT lose any accrued time/hours of PTO/Sick Time. **If PTO hours exceed 500 hours, see the process of decreasing PTO hours below.** Available accrued PTO will be paid out in full value upon retirement or voluntary resignation with two weeks notice. Involuntary resignation will also result in accrued PTO being paid out in full value. While PTO is available at the beginning of each agreement, the financial accrual of PTO will be tracked for buyout/termination/resignation purposes. **At retirement, PTO may be cashed out in full or spread over pay periods equal to the number of hours accrued; however, all funds must be paid out by 12/31 in the year of retirement.** If an employee has used more PTO than accrued, upon termination or resignation, the employee will be required to reimburse the school for used PTO time, which was not accrued. Any employee may sell **upto** eighty combined accrued hours PTO, at full value, on the following dates:

- December 15
- June 30

Employees may break the 80 hours of PTO buyout into different amounts by days (8 hours); however, no more than 80 hours annually can be sold back.

- EX 1
  - December 15 - Employee buys 40 hours
  - June 30 - Employee buys 40 hours
- EX 2
  - December 15 - Employee buys 0 hours
  - June 30 - Employee buys 80 hours
- Ex 3
  - December 15 - Employee buys 24 hours
  - June 30 - Employee buys 0 hours

**Employees with accrued PTO above 500 hours must have 80 hours less than the previous year's ending PTO total, until the accrued PTO reaches 500 hours, by the end of a fiscal year. If accrued PTO is less than 580 hours, but more than 500 hours at the beginning of a fiscal year, the employee must sell back or use the difference, plus sell back or use current fiscal year accrued PTO, according to policy, to bring the PTO total to 500 or below by the end of that fiscal year.**

- EX 4
  - Employee begins the FY24 with 700 hours of PTO.
  - Employee must use or sell 80 hours of PTO, plus all FY24 accrued PTO hours from the beginning balance, bringing the total days of accrued PTO to 620 hours of PTO by June 30 of FY24.
  - Employee begins the FY25 with 620 hours of PTO.
  - Employee must use or sell 80 hours of PTO from the beginning balance, plus all FY25 accrued PTO hours from the beginning balance, bringing the total days of accrued PTO to 540 hours of PTO by June 30 of FY25.
  - Employee begins the FY26 with 540 hours of PTO.
  - Employee must use or sell **40** hours of PTO from the beginning balance, plus all FY26 accrued PTO hours from the beginning balance, bringing the total days of accrued PTO to 500 hours of PTO by June 30 of FY26.
  - Each following fiscal year must not exceed 500 hours of accrued PTO by June 30.

All PTO will be available at the beginning of each year's employee agreement.
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## Anniversary Recognition Plan

Each anniversary milestone will receive a **ONE TIME** recognition payment outlined in the chart below. Taxes will be paid by the employee. This applies to all staff members.

Anniversary recognition is to be implemented for work done at Achieve Language Academy and paid on the anniversary date. Year 5 PTO will also be granted on the anniversary date.

Anniversary recognition payments will be made at the beginning of the following year.

EX: At the completion of your second year, an anniversary recognition payment would be paid at the beginning of the third year. To receive this recognition, an employee must have a signed contract for the following year or be entering into retirement.

2 year	1% of previous years total gross pay
4 year	2% of previous years total gross pay
5 Year	9 month employees - 16 hours of PTO annually 12 month employees - 40 hours of PTO annually Part-time employees will be granted extra PTO based on contracted hours.
6 year	3% of previous years total gross pay
8 year	4% of previous years total gross pay
10 year	5% of previous years total gross pay
15 year	5% of previous years total gross pay
20 year	5% of previous years total gross pay
25 year	5% of previous years total gross pay
30 year	5% of previous years total gross pay

## Stipend Positions Plan

Department	Position	Stipend
Activities	Activities Director	\$4000
	Football	\$24 hr.
	Volleyball	\$24 hr.
	Dance	\$24 hr.
	Basketball	\$24 hr.
	Soccer	\$24 hr.
	Running Club	\$24 hr.
	Badminton	\$24 hr.
	Archery	\$24 hr.
	Physical Education Favorites	\$24 hr.
	Golf / Disc Golf	\$24 hr.
	Fishing / Ice Fishing	\$24 hr.
	Pha Ntaub Sewing	\$24 hr.
	Arts and Crafts	\$24 hr.
	Board Games	\$24 hr.
	Molding/Clay	\$24 hr.
	Robotics	\$24 hr.
	Volleyball	\$24 hr.
	Hmong Dance	\$24 hr.
	Urban/HipHop Dance	\$24 hr.
	Story Writing/Drawing	\$24 hr.
	Breakdance	\$24 hr.
	Puppetry	\$24 hr.
	Booster Club	\$24 hr.
	Rock Band	\$24 hr.
	Concert Band/Musicals/Plays	\$24 hr.
	Trips	\$24 hr.
	Yearbook	\$24 hr.
Educational	Teacher Mentoring	\$500
	Early Childhood Coordinator	\$4000
	Special Ed/RTI Team Leaders	\$5000
	<b>Conferences</b>	<b>\$150 for teachers per open house and conference attendance.</b>