



IVY PREPARATORY ACADEMY

Public Charter Schools of Excellence

The Ivy League





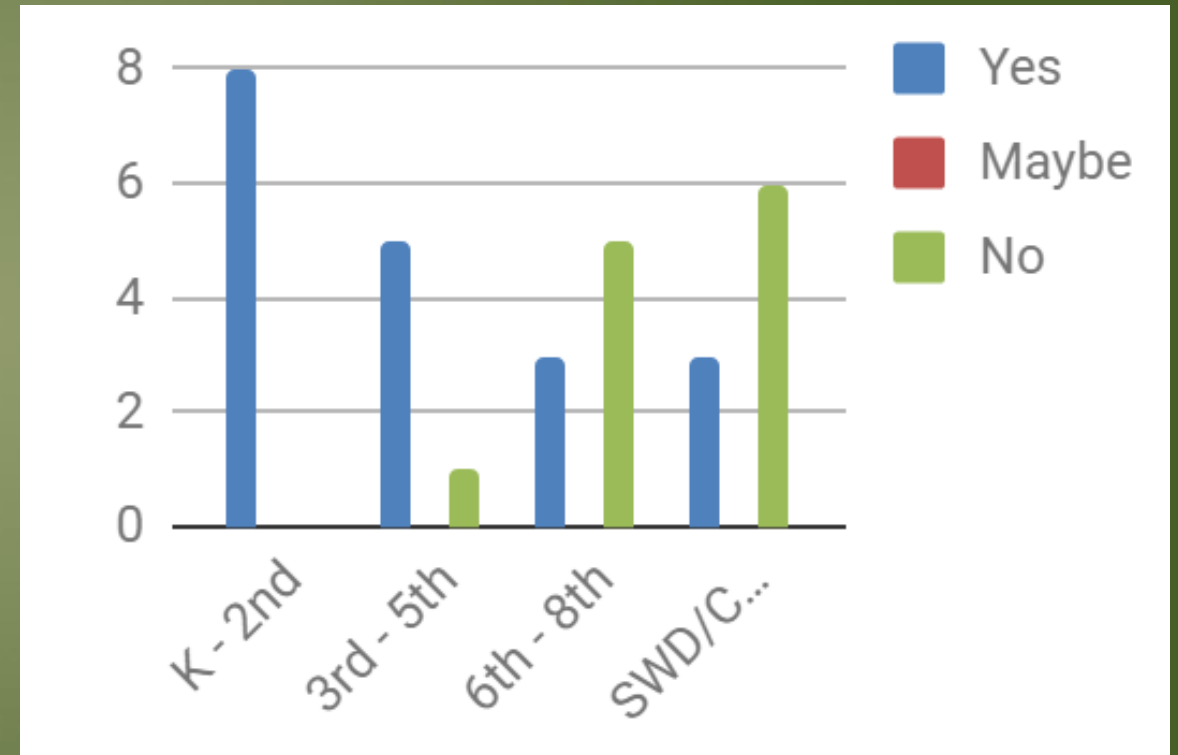
Compensation Study Purpose

- Develop a salary schedule for all staff
- Develop a plan for uncertified teachers
- Promote staff retention
- Provide a competitive compensation package for future recruitment



Question 1: The leadership cohort is working to obtain a pay increase for current Ivy staff members, if a pay increase does not occur, will that influence your decision to remain at Ivy?

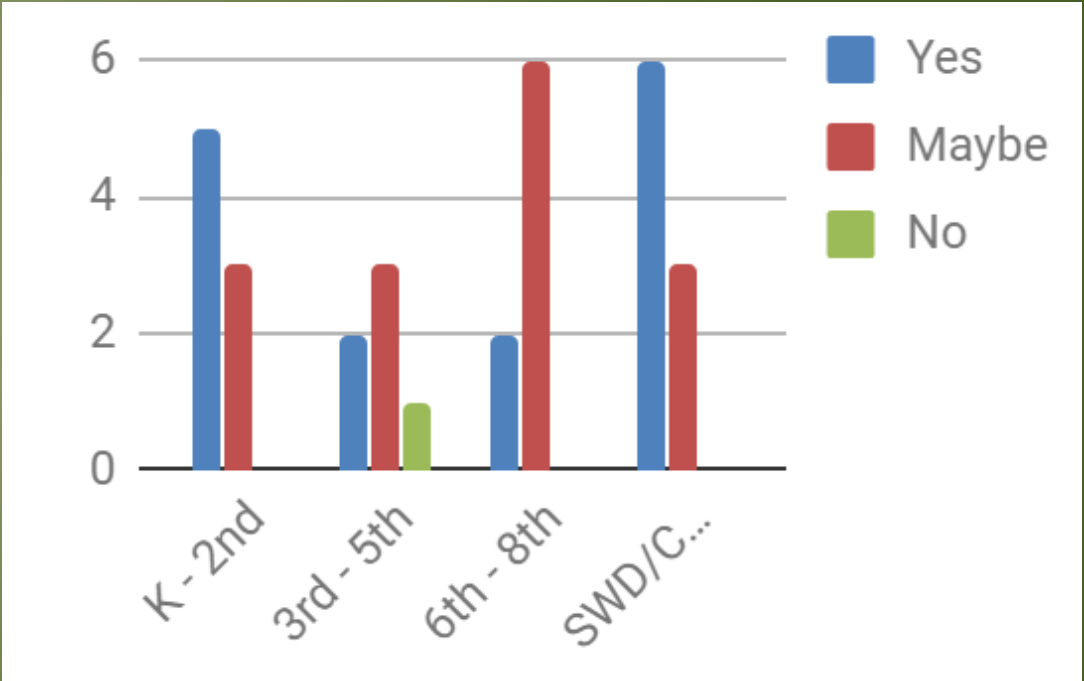
Question 1	Yes	Maybe	No
K - 2nd	8	0	0
3rd - 5th	5	0	1
6th - 8th	3	0	5
SWD/ Connections	3	0	6
Total	61%	0%	39%





Question 2: If there is an increase, would that influence your decision to return next school year?

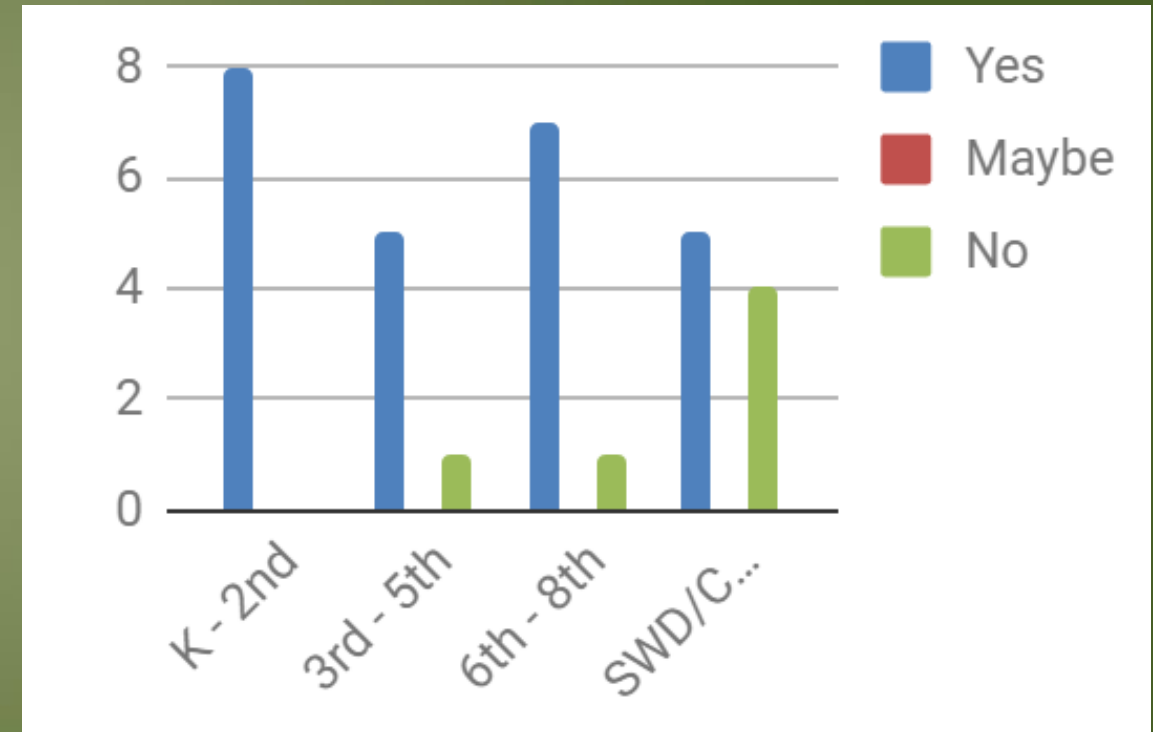
Question 2	Yes	Maybe	No
K - 2nd	5	3	0
3rd - 5th	2	3	1
6th - 8th	2	6	0
SWD/ Connections	6	3	0
Total	48%	48%	2%





Question 3: Is your current salary a factor in your decision to return to Ivy next school year?

Question 3	Yes	Maybe	No
K - 2nd	8	0	0
3rd - 5th	5	0	1
6th - 8th	7	0	1
SWD/ Connections	5	0	4
Total	81%	0%	19%





Plan for Uncertified Teachers

- Develop a plan for current Ivy teachers to obtain their certification (GA TAPP, College Program) within one year in conjunction with Human Resources guidance and monitoring
- Assign mentors to provide support for teachers working towards their certification
- Possibly asking for a three year commit from teachers that receive funding from the school for the GaTapp program

Question: How many uncertified teachers can/should Ivy sustain at one time?



Suggested Ways to Increase Teacher Retention

- Salary Increase
- Development of a competitive salary schedule
- Professional Development/Endorsements
- Stipends for additional responsibilities
 - Coaching (Track & Field, Basketball, Cheerleading)
 - Leadership (Grade Level or Grade Band Chair)



Salaries from other State Charters/Districts

<u>School</u>	<u>Bachelors Cert</u>	<u>Bachelors Non-Cert</u>	<u>Masters Cert</u>	<u>Masters Non-Cert</u>
IPA	\$40,000	\$38,000	\$40,000	\$38,000
Drew	\$47,157		\$51,873	
APS	\$46,460		\$51,106	
Dekalb County	\$47,735.91		\$50,666.44	



FY20 Salary Proposal

Avg Year of Exp	Degree - Certification	Actual Count	Avg Current Salary	Suggested Salary	OPTION #1 PAYOUT FY20 50% Difference	OPTION #1 PAYOUT FY21 50% Difference	Years of Service	Add'l Salary based on Yrs of Svs	Master/Lead Teacher
3	Bachelors	7	39,714	40,000	40,286	40,857	5	1,500	1,500
5	Bachelors-Cert	5	45,400	42,500	48,308	51,217	10	2,500	
2	Bachelors-Prov	5	38,600	40,000	39,400	40,200	15	3,500	
12	Masters	1	40,000	45,000	45,000	50,000	20	4,500	
13	Masters-Cert	8	45,250	47,500	54,018	62,786	21	5,500	
2	Masters-Prov	1	45,000	45,000	45,000	45,000			
20	Specialist-Cert	3	46,667	50,000	62,390	78,113			
6	Specialist-Prov	1	41,000	47,500	43,500	46,000			

Note: Data is based on FY19 current demographics and average salaries of Atlanta Public Schools and Dekalb County.