



Draft Compensation Plan for Administration

July 1, 2023

The Spero Academy Board of Directors approved a revised compensation plan for administration, effective July 1, 2022. This plan adds a principal and specialist lane to the administrative team. The compensation plan defines steps (determined years of applicable experience) and lanes (determined positions within the administration structure). All advancements in lanes will be shared during the annual employee agreement meetings, which will be held in the Spring each year. Please note that advancement in steps will not be automatic if an administration member is currently on an action plan that spans between two academic school years.

STEP	*Generalist	Specialist	Manager	Coordinator	Director	Admin License	Executive Director
FY 23 0	\$34,500	\$40,000	\$48,000	\$54,000	\$60,000	\$69,000	\$80,000
0	\$35,880	\$41,600	\$49,920	\$56,160	\$62,400	\$71,760	\$83,200
1	\$36,777	\$42,640	\$51,168	\$57,564	\$63,960	\$73,554	\$85,280
2	\$37,696	\$43,706	\$52,447	\$59,003	\$65,559	\$75,393	\$87,412
3	\$38,639	\$44,799	\$53,758	\$60,478	\$67,198	\$77,278	\$89,597
4	\$39,605	\$45,919	\$55,102	\$61,990	\$68,878	\$79,210	\$91,837
5	\$40,595	\$47,067	\$56,480	\$63,540	\$70,600	\$81,190	\$94,133
6	\$41,610	\$48,243	\$57,892	\$65,128	\$72,365	\$83,220	\$96,486
7	\$42,650	\$49,449	\$59,339	\$66,757	\$74,174	\$85,300	\$98,899
8	\$43,716	\$50,686	\$60,823	\$68,426	\$76,028	\$87,433	\$101,371
9	\$44,809	\$51,953	\$62,343	\$70,136	\$77,929	\$89,618	\$103,905
10	\$45,929	\$53,252	\$63,902	\$71,890	\$79,877	\$91,859	\$106,503
11	\$47,078	\$54,583	\$65,499	\$73,687	\$81,874	\$94,155	\$109,166
12	\$48,255	\$55,947	\$67,137	\$75,529	\$83,921	\$96,509	\$111,895
13	\$49,461	\$57,346	\$68,815	\$77,417	\$86,019	\$98,922	\$114,692
14	\$50,698	\$58,780	\$70,536	\$79,353	\$88,170	\$101,395	\$117,559
15	\$51,965	\$60,249	\$72,299	\$81,336	\$90,374	\$103,930	\$120,498

16	\$53,264	\$61,755	\$74,107	\$83,370	\$92,633	\$106,528	\$123,511
17	\$54,596	\$63,299	\$75,959	\$85,454	\$94,949	\$109,191	\$126,599
18	\$55,961	\$64,882	\$77,858	\$87,590	\$97,323	\$111,921	\$129,764
19	\$57,360	\$66,504	\$79,805	\$89,780	\$99,756	\$114,719	\$133,008
20	\$58,794	\$68,166	\$81,800	\$92,025	\$102,250	\$117,587	\$136,333
21	\$60,263	\$69,871	\$83,845	\$94,325	\$104,806	\$120,527	\$139,741
22	\$61,770	\$71,617	\$85,941	\$96,683	\$107,426	\$123,540	\$143,235
23	\$63,314	\$73,408	\$88,089	\$99,101	\$110,112	\$126,628	\$146,816
24	\$64,897	\$75,243	\$90,292	\$101,578	\$112,864	\$129,794	\$150,486
25	\$66,520	\$77,124	\$92,549	\$104,118	\$115,686	\$133,039	\$154,248
26	\$68,183	\$79,052	\$94,863	\$106,720	\$118,578	\$136,365	\$158,104
27	\$69,887	\$81,028	\$97,234	\$109,388	\$121,543	\$139,774	\$162,057
28	\$71,634	\$83,054	\$99,665	\$112,123	\$124,581	\$143,268	\$166,108
29	\$73,425	\$85,131	\$102,157	\$114,926	\$127,696	\$146,850	\$170,261
30	\$75,261	\$87,259	\$104,711	\$117,799	\$130,888	\$150,521	\$174,518

The Board may elect to update this plan periodically.

All base pay outlined in the chart above is based on a bachelor's degree.

Each additional Professional Educator Licensing and Standard Board (PELSB) license will advance the employee 1 step

Department heads (oversight of both locations) will advance two steps

Each advanced degree (Masters and Doctorate) will advance the employee four steps.

All lanes are capped at STEP 30, with increases only available upon Board updates to the plan.

Upon completion of any additional license or degree, all staff will receive a pay increase as outlined in the compensation plan effective the first pay period following receipt of the advanced degree.

Milestone definitions - refer to handbook

*Non-exempt hourly position - 11 month schedule