



## Revised - Compensation Plan for Non-Exempt Staff

July 1, 2023

The Spero Academy Board of Directors approved a new compensation plan for non-exempt staff, effective July 1, 2022. This plan outlines a new approach to compensation that clearly defines steps (years of experience and job description)

|      | Support<br>(custodian,<br>lunch) | Paraprofessionals |         | Paraprofessional Mentor/<br>Admin & Health Assistant |         | Food &<br>Nutrition<br>Mgr | Behavior<br>Para/Behavior<br>Programming/<br>Teacher<br>Assistant | RBT<br>Program<br>Leads/OT<br>Assistant |
|------|----------------------------------|-------------------|---------|--|---------|----------------------------|---|---|
|      |                                  | Lane I            | Lane II | Lane I   | Lane II | Lane I                     | Lane I  | Lane I                                  |
| STEP | Experience                       | Experience        | Masters | Experience   | Masters |                            |   |   |
| 0    | \$16.00                          | \$18.02           | \$19.57 | \$19.48  | \$20.01 | \$21.50                    | \$22.00   | \$22.66                                 |
| 1    | \$16.40                          | \$18.47           | \$20.06 | \$19.97  | \$20.51 | \$22.04                    | \$22.55   | \$23.23                                 |
| 2    | \$16.81                          | \$18.93           | \$20.46 | \$20.47  | \$20.92 | \$22.59                    | \$23.11   | \$23.81                                 |
| 3    | \$17.23                          | \$19.41           | \$20.87 | \$20.98  | \$21.34 | \$23.15                    | \$23.69   | \$24.40                                 |
| 4    | \$17.66                          | \$19.89           | \$21.29 | \$21.50  | \$21.77 | \$23.73                    | \$24.28   | \$25.01                                 |
| 5    | \$18.10                          | \$20.39           | \$21.71 | \$22.04  | \$22.20 | \$24.33                    | \$24.89   | \$25.64                                 |
| 6    | \$18.56                          | \$20.90           | \$22.15 | \$22.59  | \$22.64 | \$24.93                    | \$25.51   | \$26.28                                 |
| 7    | \$19.02                          | \$21.42           | \$22.59 | \$23.16  | \$23.10 | \$25.56                    | \$26.15   | \$26.94                                 |
| 8    | \$19.49                          | \$21.96           | \$23.04 | \$23.73  | \$23.56 | \$26.20                    | \$26.80   | \$27.61                                 |
| 9    | \$19.98                          | \$22.50           | \$23.50 | \$24.33  | \$24.03 | \$26.85                    | \$27.47   | \$28.30                                 |
| 10   | \$20.48                          | \$23.07           | \$23.97 | \$24.94  | \$24.51 | \$27.52                    | \$28.16   | \$29.01                                 |
| 11   | \$20.99                          | \$23.64           | \$24.45 | \$25.56  | \$25.00 | \$28.21                    | \$28.87   | \$29.73                                 |
| 12   | \$21.52                          | \$24.23           | \$24.94 | \$26.20  | \$25.50 | \$28.92                    | \$29.59   | \$30.48                                 |
| 13   | \$22.06                          | \$24.84           | \$25.44 | \$26.85  | \$26.01 | \$29.64                    | \$30.33   | \$31.24                                 |
| 14   | \$22.61                          | \$25.46           | \$25.95 | \$27.52  | \$26.53 | \$30.38                    | \$31.09   | \$32.02                                 |
| 15   | \$23.17                          | \$26.10           | \$26.47 | \$28.21  | \$27.06 | \$31.14                    | \$31.86   | \$32.82                                 |
| 16   | \$23.75                          | \$26.75           | \$27.00 | \$28.92  | \$27.60 | \$31.92                    | \$32.66   | \$33.64                                 |
| 17   | \$24.35                          | \$27.42           | \$27.54 | \$29.64  | \$28.16 | \$32.71                    | \$33.48   | \$34.48                                 |
| 18   | \$24.95                          | \$28.11           | \$28.09 | \$30.38  | \$28.72 | \$33.53                    | \$34.31   | \$35.34                                 |
| 19   | \$25.58                          | \$28.81           | \$28.65 | \$31.14  | \$29.29 | \$34.37                    | \$35.17   | \$36.23                                 |
| 20   | \$26.22                          | \$29.53           | \$29.22 | \$31.92  | \$29.88 | \$35.23                    | \$36.05   | \$37.13                                 |
| 21   | \$26.87                          | \$30.27           | \$29.81 | \$32.72  | \$30.48 | \$36.11                    | \$36.95   | \$38.06                                 |
| 22   | \$27.55                          | \$31.02           | \$30.40 | \$33.54  | \$31.09 | \$37.01                    | \$37.87   | \$39.01                                 |
| 23   | \$28.23                          | \$31.80           | \$31.01 | \$34.37  | \$31.71 | \$37.94                    | \$38.82   | \$39.99                                 |
| 24   | \$28.94                          | \$32.59           | \$31.63 | \$35.23  | \$32.34 | \$38.89                    | \$39.79   | \$40.99                                 |
| 25   | \$29.66                          | \$33.41           | \$32.26 | \$36.11  | \$32.99 | \$39.86                    | \$40.79   | \$42.01                                 |
| 26   | \$30.40                          | \$34.24           | \$32.91 | \$37.02  | \$33.65 | \$40.86                    | \$41.81   | \$43.06                                 |

|    |         |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|---------|
| 27 | \$31.16 | \$35.10 | \$33.57 | \$37.94 | \$34.32 | \$41.88 | \$42.85 | \$44.14 |
| 28 | \$31.94 | \$35.98 | \$34.24 | \$38.89 | \$35.01 | \$42.92 | \$43.92 | \$45.24 |
| 29 | \$32.74 | \$36.88 | \$34.92 | \$39.86 | \$35.71 | \$44.00 | \$45.02 | \$46.37 |
| 30 | \$33.56 | \$37.80 | \$35.62 | \$40.86 | \$36.42 | \$45.10 | \$46.15 | \$47.53 |

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 a non-exempt staff is currently on an action plan that spans between two academic school years.

The Board may elect to update this plan periodically.

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

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