

## Freedom Preparatory Academy Teacher

Freedom Preparatory Academy continues to provide teachers with a competitive salary. Freedom Preparatory Academy prides itself in being able to retain dedicated professionals at our schools while maintaining fairness and a liveable wage to all teachers. Due to our unique set up, Freedom

	Lane 1: New Hires	Lane 2: Veteran Teachers
<i>Step 1</i>	Starting Salary at all FPA Campuses is \$43,500 for 1st year teachers who are highly qualified to teach in their hired position.	Freedom Prep counts all previous licensed teaching experiences for teacher's with a valid Utah teaching license.
<i>Additional Steps</i>	<p>*COLA raises each year for all teaching positions, if the USBE raises the WPU.</p> <p>*Additional raises for teachers based upon formal and informal classroom observations.</p> <p>*Eligible for merit pay. Teachers should refer to the Merit Pay form received at the beginning of the school year. Teachers should attach documentation for each item completed and submit the Merit Pay form during teacher check-out days at the end of the school year. Merit Pay is issued to teachers who correctly submit their Merit Pay forms on their July 20th paycheck. (See employee handbook for additional detail).</p> <p>*Freedom Preparatory Academy gives teachers 10% commission on grants they write and are successfully funded by an outside agency. (See employee handbook for additional detail).</p> <p>*Eligible for bonuses paid during December and July (depending upon funding).</p> <p>* Additional pay for extracurricular sponsorship.</p> <p>*Opportunity for additional pay as a mentor teacher or committee chair (paid semi-annually) as assigned by principal.</p>	<p>*COLA raises each year for all teaching positions, if the USBE raises the WPU.</p> <p>*Additional raises for teachers based upon formal and informal classroom observations.</p> <p>*Eligible for merit pay. Teachers should refer to the Merit Pay form received at the beginning of the school year. Teachers should attach documentation for each item completed and submit the Merit Pay form during teacher check-out days at the end of the school year. Merit Pay is issued to teachers who correctly submit their Merit Pay forms on their July 20th paycheck. (See employee handbook for additional detail).</p> <p>*Freedom Preparatory Academy gives teachers 10% commission on grants they write and are successfully funded by an outside agency. (See employee handbook for additional detail).</p> <p>*Eligible for bonuses paid during December and July (depending upon funding).</p> <p>* Additional pay for extracurricular sponsorship.</p> <p>*Opportunity for additional pay as a mentor teacher or committee chair (paid semi-annually) as assigned by principal.</p>

*Notice*

\* No additional pay for endorsements

\*Freedom Preparatory Academy does not participate in the Utah State Retirement System. Freedom Prep offers a competitive

**er Salary Schedule 2021-2022**

ng able to provide teachers pay based upon performance. This model allows Freedom Preparatory Academy to attract and lom Preparatory Academy's salary schedule is unique to each employee and their dedication to the profession.

Lane 3: Masters Degree	Lane 4: Doctorate Degree
Teachers will receive an additional \$2,500 for completing their 1st master degree	Teachers will receive an additional funds for completing their 1st doctorate degree
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401K option with additional match available based upon years of employment.