



Freedom Preparatory Academy Teacher Salary Schedule 2022-2023

Freedom Preparatory Academy (FPA) continues to provide teachers with a competitive salary. Freedom Preparatory Academy prides itself on being able to provide teachers with pay based upon performance. This model allows Freedom Preparatory Academy to attract and retain dedicated professionals at our schools while maintaining fairness and a livable wage to all teachers. Due to our unique set up, Freedom Preparatory Academy's salary schedule is unique to each employee and their dedication to the profession.

	Lane 1: New Hires	Lane 2: Veteran Teachers	Lane 3: Master's Degree	Lane 4: Doctorate Degree
<i>Step 1</i>	Starting Salary is \$45,000 at FPA1-3 campuses and \$47,000 at FPA4, for all 1st year teachers who are highly qualified to teach in their hired position.	Freedom Prep counts all previous licensed teaching experience for teachers with a valid Utah teaching license.	Teachers will receive an additional \$2,500 for completing their 1st master's degree	Teachers will receive an additional \$5000 for completing their 1st doctorate degree
<i>Additional Steps</i>	<p>*COLA raises each year for all teaching positions, if the USBE (Utah State Board of Education) 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</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</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</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</p>

	<p>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>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>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>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>
<i>Notice</i>	<p>*No additional pay for endorsements</p> <p>*Freedom Preparatory Academy does not participate in the Utah State Retirement System. Freedom Prep offers a competitive 401K option with an additional match available based upon years of employment.</p>			