



2020-21 & 2021-22 Compensation

During the 2019-2020 school year, Jefferson Academy moved away from a traditional “Step and Lane” salary schedule and moved to an Individualized Personal Growth plan. This allowed staff to accelerate their increases by developing and completing a personal growth plan each year. (See 2019-20 for the salary schedule).

Due to the Pandemic, in 2020-21 Jefferson Academy initially suspended pay raises and moved away from the IPG structure in order to ensure the school’s fiscal viability. This held true for both the 2020-21 and 2021-22 school year. Each year an assessment was done toward the end of the year to determine the financial impact of the pandemic on the year’s budget with retro-active pay increases given when possible. In order to ensure equitable financial support for staff, Jefferson Academy moved to a single COLA process with all staff members receiving the same percent increase to their salary.

2020-21: 9.5% COLA increase to all staff members
Base Salary Range between \$38,100 and 50,861

2021-22: 6% COLA increase to all staff members
Base Salary Range between \$41,720 and \$59,034

Salary Additions:	Master’s	Doctorate	Active Teacher’s License
	\$3,500	\$3,500	\$500