



TEACHER COMPENSATION: NEW ORLEANS

Collegiate Academies strives to be a place where talented teachers can impact the students of New Orleans year after year. Our approach to compensation values people for their contributions and longevity, and allows them to stay and thrive for many years. This is reflected by:

+3% each year	+5% at key moments	+\$5k for distinguished educators
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Our starting salaries are the top of the market locally, competitive nationally, & equitable across the network:

New Orleans Pay Scale for Teachers New to CA					
Years of prior experience	Starting Salary	Years of prior experience	Starting Salary	Years of prior experience	Starting Salary
0	\$45,000*	4	\$53,000	8	\$55,500
1	\$48,000*	5	\$54,000	9	\$56,000
2	\$51,000	6	\$54,500	10	\$56,500
3	\$52,000	7	\$55,000	11+	+\$500 per additional year of experience



We **value prior teaching and non-teaching experience** when setting teachers' base pay. We do this to recognize the incredible and valuable career experiences of our educators and the pathways that bring them to teaching.



*Novice teachers earn automatic **\$3,000 pay increases up to their 3rd year** teaching at Collegiate to ensure competitiveness with the local market and reflect the extraordinary growth expected of first-time teachers. Going into their third year they move to the teacher scale and begin to earn the 3% and 5% annual adjustments.



We continue to invest in our highest-performing teachers through the Distinguished Educator program. **Top performing teachers who remain in their roles into 5th year teaching will have access to \$5000 annual salary adjustment** above and beyond the percentage increases described above.



We **ensure equity** for all employees, regardless their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability.

Teachers' salaries increase by between **\$10,000-\$16,000 in the first 5 years!**

Example Salary Trajectory for a CA Teacher						
	Year 1 at CA	Year 2 at CA	Year 3 at CA	Year 4 at CA	Year 5 at CA	Year 6 at CA
Starting with 0 years experience	\$45,000	\$48,000	\$51,000	\$52,530 <i>+3%</i>	\$55,157 <i>+5%</i>	\$56,811 <i>+3%</i>
Starting with 2 years experience	\$51,000	\$52,530 <i>+3%</i>	\$55,157 <i>+5%</i>	\$56,811 <i>+3%</i>	\$59,652 <i>+5%</i>	\$61,141 <i>+3%</i>
<i>With Distinguished Educator Salary Adjustment</i>					+\$5,000	+\$5,000