



NON-TEACHER COMPENSATION

Collegiate Academies strives to be a place where talented teachers can impact the students of New Orleans and Baton Rouge 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

Key Mindsets of Non-Teacher Compensation at CA



We value longevity.

Collegiate Academies' staff earn 3% pay increases annually and larger 5% pay increases after Years 3, 5, 7, 10 when they stay in their roles.



We support career growth.

There are many paths to grow your career at CA, from growth within a role to promotions on a team. We see everyone on our non-instructional staff as essential to our students' success and value the unique contribution that everyone plays and ensure growth opportunities for all teammates.



We offer competitive salaries.

We evaluate salaries to ensure we are paying top of the market locally and are competitive in the national market.



We value all types of prior experience.

We value prior experience and expertise when setting base pay. We do this to recognize the incredible and valuable career experiences of our staff.



We ensure equity in compensation.

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

Employee salaries increase by between **\$5000-\$8,000 in the first 5 years** at CA for staying and growing in the same role!

Example Salary Trajectory for a CA Non-Teacher

	Year 1 at CA	Year 2 at CA	Year 3 at CA	Year 4 at CA	Year 5 at CA
Example: Paraprofessional (Teaching Assistant or Behavior Interventionist)	\$35,000	\$36,050 <i>+3%</i>	\$37,853 <i>+5%</i>	\$38,988 <i>+3%</i>	\$40,938 <i>+5%</i>
Example: Manager of Data and Operations	\$50,000	\$51,500 <i>+3%</i>	\$54,075 <i>+5%</i>	\$55,697 <i>+3%</i>	\$58,482 <i>+5%</i>