

**University Preparatory Academy
Employee Compensation Information
For Calendar Year 2025**

The District had CEO, and twenty employees listed below whose compensation exceeded \$100,000 during the calendar year ended December 31, 2025.

Position	District CEO	Elementary School Principal	Middle School Principal	Speech & Language Pathologist	Elementary School Interventionist	Elementary School Interventionist	Middle School Interventionist	Learning Specialist	Learning Specialist	Elementary School Teacher	Elementary School Teacher
Salary	\$ 63,157.60	\$ 111,580.35	\$ 129,267.95	\$ 119,750.77	\$ 105,429.56	\$ 113,802.46	\$ 112,704.63	\$ 118,057.18	\$ 118,955.21	\$ 115,469.50	\$ 109,159.27
Cost of Insurance (15%)	(162.93)	(1,479.65)	(2,513.42)	(1,918.82)	-	(2,513.42)	(129.68)	(2,518.66)	(16.66)	(1,954.85)	(826.08)
	62,994.67	110,100.70	126,754.53	117,831.95	105,429.56	111,289.04	112,574.95	115,538.52	118,938.55	113,514.65	108,333.19
Insurance:											
Life Insurance	2.60	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88
Long Term/Short Term Disability	64.00	364.80	364.80	364.80	364.80	364.80	364.80	364.80	364.80	364.80	364.80
Health Waiver	-	-	-	-	1,999.92	-	1,999.92	-	1,999.92	-	-
Health (85%)	1,331.73	9,337.68	13,386.24	13,980.84	-	13,386.24	-	13,386.24	-	8,862.48	5,469.84
Dental (85%)	116.58	680.85	1,220.03	1,220.03	-	1,220.03	620.39	1,255.96	-	680.11	333.88
Vision (85%)	12.77	174.25	244.12	244.12	-	244.12	114.47	237.89	111.07	174.25	87.72
	1,527.68	10,569.46	15,227.07	15,821.67	2,376.60	15,227.07	3,111.45	15,256.77	2,487.67	10,093.52	6,268.12
Mandatory Benefits:											
FICA (Employer)	4,831.56	8,535.90	9,889.00	9,160.93	8,065.36	8,705.89	8,621.90	9,031.37	9,100.07	8,833.42	8,350.68
Retirement	2,400.00	5,653.44	4,680.00	4,321.76	1,200.00	-	6,000.00	6,000.00	6,000.00	1,781.64	-
Workers Compensation Coverage	23.30	58.25	58.25	58.25	58.25	58.25	58.25	58.25	58.25	58.25	58.25
	7,254.86	14,247.59	14,627.25	13,540.94	9,323.61	8,764.14	14,680.15	15,089.62	15,158.32	10,673.31	8,408.93
Total Compensation	\$ 71,777.20	\$ 134,917.75	\$ 156,608.85	\$ 147,194.57	\$ 117,129.77	\$ 135,280.25	\$ 130,366.56	\$ 145,884.91	\$ 136,584.54	\$ 134,281.48	\$ 123,010.24

Position	Elementary School Teacher	Elementary School Teacher	Middle School Teacher	Middle School Teacher	Middle School Teacher	High School Teacher	High School Teacher	High School Teacher	High School Teacher	High School Teacher
Salary	108,504.28	103,159.41	117,667.04	109,316.31	105,795.35	106,479.27	105,052.99	104,953.76	104,300.13	100,920.89
Cost of Insurance (15%)	(2,513.42)	(1,945.94)	(3,305.78)	(1,954.34)	(2,518.66)	(1,939.78)	(826.08)	(429.60)	(429.60)	(5,287.34)
	105,990.86	101,213.47	114,361.26	107,361.97	103,276.69	104,539.49	104,226.91	104,524.16	103,870.53	95,633.55
Insurance:										
Life Insurance	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88
Long Term/Short Term Disability	364.80	364.80	364.80	364.80	364.80	364.80	364.80	364.80	364.80	364.80
Health Waiver	-	-	-	-	-	-	-	-	-	-
Health (85%)	13,386.24	8,862.48	12,593.88	8,862.48	13,386.24	4,545.36	5,469.84	5,866.32	5,866.32	10,612.32
Dental (85%)	1,220.03	632.51	1,220.03	680.11	1,255.96	1,255.96	333.88	333.88	333.88	1,220.03
Vision (85%)	244.12	171.36	244.12	171.36	237.89	237.89	87.72	87.72	87.72	244.12
	15,227.07	10,043.03	14,434.71	10,090.63	15,256.77	6,415.89	6,268.12	6,664.60	6,664.60	12,453.15
Mandatory Benefits:										
FICA (Employer)	8,300.58	7,891.69	9,001.53	8,362.70	8,093.34	8,145.66	8,036.55	8,028.96	7,978.96	7,720.45
Retirement	1,905.77	3,016.60	3,629.26	2,180.25	2,683.26	2,923.16	6,000.00	6,000.00	6,000.00	6,000.00
Workers Compensation Coverage	58.25	58.25	58.25	58.25	58.25	58.25	58.25	58.25	58.25	58.25
	10,264.60	10,966.54	12,689.04	10,601.20	10,834.85	11,127.07	14,094.80	14,087.21	14,037.21	13,778.70
Total Compensation	131,482.53	122,223.05	141,485.01	128,053.80	129,368.31	122,082.45	124,589.83	125,275.97	124,572.34	121,865.40