



# Crossroads Charter Schools 2024-2025 Compensation Philosophy

At Crossroads Charter Schools, we pride ourselves on the talent of our team members and believe in fair pay based on several factors, including external market data, education, and skills. Our compensation philosophy is based on a total rewards strategy where multiple factors make up your total rewards package. We believe each of the following components play a part in making Crossroads a rewarding place to work.

- Base Compensation
- Additional Pay Opportunities
- Stipend Pay Opportunities
- Comprehensive Benefits Package
- Wellness Program
- Paid Time Off
- Culture

We strive to be a competitive employer of choice that attracts and retains top talent in our market who have a voice in our specialized programming and use creativity in their classroom to advance our mission, vision and core values.

## Our Mission

Crossroads Charter Schools prepare and inspire students to build a better tomorrow by providing an academically rigorous K-12 education in a creative, collaborative, community-focused environment.

## Our Vision

Crossroads Charter Schools will be the premier school system in Kansas City and a destination for other educators seeking inspiration and best practices. Graduates of Crossroads Charter Schools will be scholarly, culturally literate and service-oriented individuals who will pursue their dreams relentlessly and have a positive impact on their family, their community and the world.

## Core Values

- High Expectations
- Authentic Learning
- Creative Culture
- Educational Equity

## Base Compensation: 10-Month Staff Model

Our 10-Month Staff Model of compensation is a salary schedule that helps us determine equitable pay based on your education, certifications, experience, and any special skills.

Full Yrs of Certified/Licensed Experience	Para	Bachelor's Degree Teacher	Master's Degree Teacher	Doctorate/Specialist Degree Teacher
0	\$36,299	\$46,524	\$51,125	\$55,726
1	\$37,049	\$47,035	\$51,636	\$56,238
2	\$37,799	\$47,546	\$52,148	\$56,749
3	\$38,549	\$49,108	\$53,605	\$57,596
4	\$39,299	\$49,926	\$54,599	\$58,639
5	\$40,049	\$50,759	\$55,638	\$59,736
6	\$40,799	\$51,558	\$56,699	\$60,856
7	\$41,549	\$52,369	\$57,782	\$62,000
8	\$42,299	\$53,196	\$58,887	\$63,167
9	\$43,049	\$53,838	\$60,014	\$64,359
10	\$43,799	\$54,636	\$61,193	\$65,571
11	\$44,549	\$55,334	\$62,398	\$66,808
12	\$45,299	\$56,044	\$63,737	\$68,072
13	\$46,049	\$56,768	\$64,884	\$69,330
14	\$46,799	\$57,814	\$66,168	\$70,681
15	\$47,549	\$58,410	\$67,510	\$72,069
16	\$48,299	\$59,060	\$69,036	\$73,489
17	\$49,049	\$59,483	\$70,453	\$74,940
18	\$49,799	\$60,505	\$69,702	\$76,423
19	\$50,549	\$61,528	\$71,219	\$77,987
20	\$51,299	\$62,550	\$72,712	\$79,588
21	\$52,049	\$63,573	\$74,240	\$81,206
22	\$52,799	\$64,595	\$75,609	\$82,812
23	\$53,549	\$65,618	\$77,009	\$84,252
24	\$54,299	\$66,640	\$78,304	\$85,765
25	\$55,049	\$67,663	\$79,214	\$86,869
26	\$55,799	\$68,685	\$80,237	\$87,892
27	\$56,549	\$69,708	\$81,260	\$88,915
28	\$57,299	\$70,731	\$82,283	\$89,938
29	\$58,049	\$71,754	\$83,306	\$90,961
30	\$58,799	\$72,777	\$84,329	\$91,984
31	\$59,549	\$73,800	\$85,352	\$93,007
32	\$60,299	\$74,823	\$86,375	\$94,030
33	\$61,049	\$75,846	\$87,398	\$95,053
34	\$61,799	\$76,869	\$88,421	\$96,076
35	\$62,549	\$77,892	\$89,444	\$97,099

Starting Pay	
	Amount
Para	\$36,299
Teacher	\$46,524

Additional Pay *	
Certification/Skill/Training	Amount
Math/Science Cert (7-12)/ELL/SPED	\$1,000
Instructional Coach	\$5,000
4-6 Year Contract with CCS	\$1,000
7-9 Year Contract with CCS	\$1,500
10+ Year Contract with CCS	\$2,000

Longevity bonus is awarded as staff begins the contract year corresponding to the level above (e.g., the \$1,000 additional pay is awarded to staff who have completed their 3rd contract with CCS and beginning the 4th contract.

\*Additional pay opportunities must be discussed, approved in advance and may not be implemented until employees have been able to apply new skills

Stipend Pay **	
Duty	Amount
Bus Monitor	\$25 per hour
Before/After Care	\$25 per hour
Home Visits	\$20 per visit
Sub Pay (10-month staff only)	\$30 per class
Sub Pay (10-month staff only)	\$90 per half day
Sub Pay (10-month staff only)	\$180 per full day
Middle School Athletic Coach	\$3,000 annually
High School Head Coach	\$3,500-\$6,000 annually
High School Asst/JV Coach	\$2,000-\$4,000 annually
High School Asst Coach	\$1,500-\$2,500 annually
Instructional Leadership Team	\$2,000 annually
Athletic Coordinator	\$5,000 annually
Department Chair	\$5,000 annually

\*\*Stipend Pay is currently under review and may change for the current School Year

The salary scale extends beyond step 35. Staff members are placed on the step commensurate with their years of experience. Any returning para staff member with more than 35 years of experience will receive an additional \$750 for every year over the scale maximum of 35 years. Any other returning staff member with more than 35 years of experience will receive an additional \$1,023 for every year over the scale maximum of 35 years. This

credit will be added to those staff members' base salaries and will be carried forward each year that staff member is employed with Crossroads Charter Schools.

All salary changes take place at the beginning of the next fiscal year.

# Comprehensive Benefits Package

Crossroads Charter Schools is pleased to offer a competitive benefits package for our full-time employees working at least 30 hours per week

Crossroads Annual Contribution

<p><b>Medical</b></p> <p>Crossroads offers you the opportunity to enroll in one of three different medical plan options. You may choose the option that works best for you and your family:</p> <ul style="list-style-type: none"> <li>▪ Spira Care Plan</li> <li>▪ High Deductible Health Plan (HDHP) with HSA</li> <li>▪ Traditional PPO Health Plan</li> </ul> <p>We provide coverage for our eligible employees in the Spira Care Plan at <b>no cost to you</b>. The HDHP with HSA and the Traditional PPO Health Plan are available on a cost-sharing basis between you and the school. The school’s contribution towards the HDHP and PPO plans will match the amount of the Spira care premium. You may choose to pay the premium to add your eligible dependents.</p>	<p>~\$6,781</p>
<p><b>Dental</b></p> <p>Crossroads also offers you the opportunity to enroll in a comprehensive dental plan at <b>not cost to you</b> and you may choose to pay the premium for coverage on your eligible dependents.</p>	<p>\$371</p>
<p><b>Vision</b></p> <p>Crossroads also offers you the opportunity to enroll in a comprehensive vision plan at <b>no cost to you</b>. You may choose to pay the premium for coverage on your eligible dependents.</p>	<p>\$83</p>
<p><b>Health Savings Account (HSA)</b></p> <p>If you enroll in the HDHP, the school will also contribute up to \$500 to use toward your out of pocket medical, dental and vision expenses. You can choose to contribute additional pre-tax funds to this account up to the IRS maximum each year.</p>	<p>\$500</p>
<p><b>Flexible Spending Account (FSA)</b></p> <p>You also may voluntarily choose to enroll in the Flexible Spending Account where you can set pre-tax funds to pay for medical, dental and vision expenses. If you enroll in the HDHP, you can only use FSA money for eligible dental and vision expenses.</p>	
<p><b>Basic Life Insurance and Accidental Death &amp; Dismemberment (AD&amp;D)*</b></p> <p>We provide basic life insurance and AD&amp;D in an amount equal to your annual salary rounded to the next \$1,000 up to \$85,000 at <b>no cost to you</b>. You also have the option to purchase up to an additional \$500,000 for yourself or your spouse and \$10,000 per eligible child.</p>	<p>~\$72</p>
<p><b>Short-Term Disability</b></p> <p>You may voluntarily choose to purchase short-term disability insurance which pays a portion of your salary in the event of an injury that prevents you from working or an illness that causes you to miss more than 7 days of work.</p>	
<p><b>Long Term Disability*</b></p> <p>As an eligible employee, Crossroads provides you long-term insurance to pay a portion of your salary in the event of an accident or injury that prevents you from working for more than 90 calendar days.</p>	<p>~\$117</p>
<p><b>Supplemental Voluntary Retirement</b></p> <p>Crossroads offers you the opportunity to participate in a 403(b) Retirement Savings Plan – Help put your future on the path toward financial security by enrolling!</p>	
<p><b>Retirement*</b></p> <p>All employees who work a minimum of 25 hours a week must become members of the Retirement System as a condition of employment. Your contributions will be the percentage imposed on the school by the state. Crossroads Charter Schools makes contributions to the general reserve account to pay benefits.</p>	<p>~\$6,500</p>
<p>*Basic Life/AD&amp;D, LTD and Retirement estimates based on average salary of a Crossroads employee Overall chart and values based on the average value per employee. There may be difference based on options elected These costs are based on the 22/23 school year. Updated amounts will be available each spring.</p>	<p>~\$14,424</p>

## Paid Time Off

Crossroads Charter Schools also prides itself on the high-quality educational opportunities for our students. This caliber of programming requires more days per contract year and more hours per day than a typical school in our area. We take this extra time and dedication into account when offering opportunities for time off.

Employees are offered the following time off as part of their Total Compensation Package:

10-mo Staff		
Category	Amount	Avg Value Per 10-mo Staff
Personal Time	66 hours	\$2,400
Sick Time	66 hours	\$2,400
<b>Total</b>	<b>132 hours</b>	<b>\$4,800</b>

\*Dollar amounts based on average 10-month staff salary per contract hour (185 contract days at 8.5 hours per day for a total of 1,572.5 hours)

## Culture

We believe that work environment is just as important as compensation and benefits. We strive to provide an environment where you can thrive by providing you opportunities to participate in your own growth and development. You not only have a voice in our specialized programming, but your voice is also an integral part of our overall performance model when setting goals and delivering high quality education to students in a way that makes an impact.

Since the work environment is impacted by the relationships with those around you, we're also proud to offer a Culture Committee that hosts voluntary activities throughout the year, such as game nights. The school also celebrates our hard-working staff with various appreciation events including a holiday party and staff breakfasts.

We hope that you will help add value to the culture of Crossroads when you join our team.

## Updating the Plan

In order to keep our Compensation Philosophy plan current, we plan to review the plan annually. This will help us remain competitive and relevant. Each year we will update the plan to adjust for applicable cost of living changes, competitive market fluctuations, and/or competition for talent.

In addition to the annual update to the compensation structure, you will continue to move through the plan with your additional year of experience. The most current plan will be posted online.

## Grandfathering

As of the implementation of this plan, any employees over the maximum for their current position will be grandfathered into and frozen at their current salary until the salary structure surpasses their salary.

## Employee Handbook

Details on other policies, benefits and time off such as bereavement and jury duty can be found in the Employee Handbook. Please note this document does not supersede the Employee Handbook which outlines many policies and procedures for the school.