



Monument Academy

The following information is an overview of the Monument Academy new hire teacher base salary pay system effective beginning 2016-2017 school year.

Starting salary for newly hired teachers will be determined based upon one of the three starting category groups listed below.*

Beginning Teacher (0-3 years) – typically directly out of college or new to the teaching profession.

- Range: \$30,000 – \$34,000 Range:

Intermediate Teacher (4-7 years) – typically 4 to 7 years teaching experience in an educational setting.

- Range: \$34,000 - \$38,000

Advanced Teacher (8+ years) – typically 8 or more years teaching experience in an educational setting.

- Range: \$38,000 - \$42,000

Administration reserves the right to negotiate new hire salaries depending upon market factors for high demand positions, hard to fill positions, and leadership or task-specific positions.

*Range does NOT include additional benefits of approximately \$10,000 paid by Monument Academy on behalf of the employee.