

JALEN ROSE LEADERSHIP ACADEMY

Staff Compensation Recommendations SY25-26

RETENTION BONUSES

At Jalen Rose Leadership Academy, we recognize the invaluable contributions of our dedicated staff members who tirelessly work towards our shared mission of academic excellence and student success. In recognition of their commitment and outstanding performance, we are pleased to continue our retention bonus program for SY25-26.

To qualify for the retention bonus, school staff must meet the following criteria each distribution period:

- **Employment:** Must have been employed with JRLA since the beginning of the school year.
- **Performance:** Have a performance evaluation rating of *effective* or *highly effective* based on cumulative evaluation scores.
- **Attendance:** 90% attendance rate to date

The retention bonus amounts are as follows, distributed in two installments (Fall and Spring):



Administration

\$2,500 annually (\$1,250 per installment)



Teachers

\$3,000 annually (\$1,500 per installment)



Support Staff

\$2,000 annually (\$1,000 per installment)

The retention bonuses serve multiple purposes:

1. **Recognition and Appreciation:** The bonuses serve as a tangible expression of appreciation for the dedication and hard work demonstrated by our staff members throughout the academic year.
2. **Incentive for Retention:** By providing financial incentives, we aim to encourage experienced and skilled professionals to continue their tenure with JRLA, thereby promoting stability and continuity within our school community.
3. **Enhanced Student Outcomes:** Retaining experienced staff members who are familiar with our educational mission and community contributes to improved student outcomes by ensuring consistency and continuity in teaching and support.
4. **Total Compensation Package:** The retention bonuses are an integral part of our total compensation package, demonstrating our commitment to providing competitive and rewarding employment opportunities for our staff members.

ANNUAL INCREASES

At Jalen Rose Leadership Academy, we recognize the importance of annual increases in ensuring the continued recognition and support of our dedicated school staff. As such, we budgeted for a 5% cost of living increase for the upcoming year. These annual increases serve as a fundamental component of our commitment to acknowledging and rewarding the exceptional contributions of our educators and support staff. By providing annual increases, we not only affirm our appreciation for their hard work and dedication but also cultivate an environment that motivates and retains talented professionals. Moreover, annual increases are essential for attracting new talent and maintaining the expertise of our existing staff, thereby fostering a culture of excellence within our schools.

Additionally, we propose that first-year certified teachers start at a salary of \$60,000. This competitive starting salary is designed to attract highly qualified and motivated individuals to join our team. By offering a salary that reflects the value we place on the expertise and dedication of our educators, we aim to recruit passionate professionals who are committed to our mission of academic excellence and student success. This competitive starting salary not only benefits our staff members but also ensures that our students receive the best possible education from qualified and motivated teachers.

Criteria

5% cost of living increase for all eligible staff.

Eligibility

Employed as of the first day of school, anyone employed after the start of the year, % increase will be determined on a case by case basis.

Payout Information

Incorporated into regular salary payments.

Jalen Rose Leadership Academy Paid Time Off (PTO) Policy

At Jalen Rose Leadership Academy, we understand the importance of work-life balance and recognize the value of time off for our dedicated staff members. As such, we have established a Paid Time Off (PTO) policy to provide our employees with the opportunity to recharge and rejuvenate while ensuring operational efficiency within our school community.

Employees may carry over a maximum of 5 unused PTO days from one calendar year to the next. Any PTO days exceeding this limit will be eligible for payout. The payout will be processed and paid out in June at the end of the school year.

\$150

Per Day

Payout amount per unused PTO day

\$1500

Maximum

Maximum possible payout amount

To be eligible for the payout, employees must have completed the school year in which the unused PTO days were accrued. Please note that there will be no payout if an employee leaves the organization before the end of the school year.

Employees are required to request PTO in advance using the designated request form or system. PTO requests should be submitted to the employee's supervisor for approval prior to the requested time off. Supervisors will review and approve PTO requests based on operational needs and staffing availability.

Criteria

Maximum 5 days carryover with excess days eligible for payout.

Eligibility

Employed full-time during the school year, prorated days determined when onboarded.

Payout Information

\$150 per day up to \$1500 maximum, paid in June at school year end.

LONGEVITY PAY FOR STAFF

Longevity Pay is designed to reward and retain experienced school leaders who have dedicated their careers to fostering excellence within the JRLA community. Staff who complete 5 years of service will receive a \$5,000 Longevity Bonus, those reaching the milestone of 10 years will be honored with a \$10,000 Longevity Bonus, 15 years with \$15,000 bonus, 20 years with a \$20,000 bonus and so on and so forth.

5 Years of Service

\$5,000 Longevity Bonus

10 Years of Service

\$10,000 Longevity Bonus

15 Years of Service

\$15,000 Longevity Bonus

20 Years of Service

\$20,000 Longevity Bonus

We understand that the role of an educator is not just a job; it's a long-term commitment to the growth and success of our schools. Longevity Pay recognizes the invaluable contributions of experienced staff who have dedicated their time, expertise, and passion to shape the educational journey of our students.

Longevity Pay plays a crucial role in retaining exceptional school staff. By providing financial recognition for your sustained commitment, we aim to create a supportive and rewarding environment that encourages educators to build long-lasting relationships within our JRLA community. This initiative is a testament to our belief in the significance of continuity and the positive impact experienced educators bring to our schools.

Criteria

Complete milestone years of service (5, 10, 15, or 20 years).

Eligibility

Must return the following year to earn your legacy bonus.

Payout Information

Paid on October 31st of the following year, or within four months of work anniversary if started mid-year.

PERFORMANCE PAY

Starting this upcoming academic year, we are introducing Performance Pay as the most meaningful addition to our bonus structure.

At JRLA, excellent teaching that drives real student impact is at the heart of everything we do. To honor this commitment, we are proud to offer performance-based bonuses of **up to \$9,000** for eligible staff. This investment in our staff underscores our belief that by expecting excellence every day, we can change the multi-generational trajectory of scholars and their families.

How It Works: Core Components of Performance Pay

Our performance-based compensation is anchored in a clear, aligned system designed to support and elevate teaching and learning at every level of the school.

- **North Star Goals:** Academic focus on key grade-level outcomes: PSAT (9th & 10th), SAT (11th), and IA3 (12th).
- **Instructional Guide (“Rubric”):** The Instructional Excellence Rubric outlines the “how” of excellent teaching, connecting teacher moves with scholar outcomes.
- **Priority Alignment:** Each quarter centers on a focused arc of development from the rubric to drive growth and impact in real time.
- **Training at All Layers:** Support is scaffolded across roles and experience levels to ensure all staff are equipped to meet the bar.
- **Evaluative Alignment:** Performance is assessed with consistency and clarity through a multi-faceted lens that reflects our highest priorities.

North Star Goal Performance	Instructional Practices	Student Experience	Professional Expectations
1-4 Score	1-4 Score	1-4 Score	1-4 Score
<i>Based on the CMU expectations:</i>	<i>Score on Rubric</i>	<i>Example</i>	<i>Score on a Rubric</i>
1 = <3% increase		1 = Below 70%	
2 = 3-5% increase		2 = 71-84%	
3 = 6-7% increase		3 = 85-90%	
4 = 7%+ increase		4 = Above 90%	
40%	40%	15%	5%
		1-2 = Minimally Effective	
		2-3 Effective (with no more than 1 score of a 1)	
		3-4 Highly Effective	

Criteria
Must complete the current school year and receive a rating of Effective or Highly Effective.

Eligibility
Must return the following year to receive performance payout.

Payout Information
Paid on September 15 of the following year.