



Independence Academy

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Salary Schedule/Policy Statement

Financial Year 2017-2018

Independence Academy strives to hire and retain the best teachers possible for our students. IACS is committed to paying salaries that are commensurate with the funding and revenue streams of charter schools in Colorado and on the Western Slope. We work from a base salary and yearly cost of living raise model which is based on the CPI index, SD51 cost of living raises, and other economic information of the time. In addition, we offer bonus structures such as: Attendance Incentive Bonus, Holiday Bonus, and Re-signing Bonus. IACS is currently researching a "Longevity Bonus" structure for 2018/19. In addition, IACS allocates resources toward professional development including Friday professional development days and a professional teacher licensure induction program, approved through the Colorado Dept. of Education.

IACS continues to seek additional funding by asking to be included in local General Bond elections for Capital Construction projects, as well as inclusion in future Mill Levy Over-ride elections. We will continue to monitor the passing of HB 1375 in regards to District 51 sharing of Mill Levy Over-ride funds.

IACS recognizes the teacher shortages in specific disciplines and subjects, and believes in trying to "grow your own" teachers through professional development, other alternative licensing programs and teacher development offerings. IACS reserves the right to make employment decisions on market conditions, availability, experience and other factors that impact the recruitment, hiring, and retention of teachers.