

Compensation at Odyssey

02/2015

Philosophy of intent:

The Compensation system at Odyssey works to promote and sustain a high functioning professional learning community. It is our goal to maintain a base level of compensation for all of our teachers that is competitive with the overall market. We believe a strong and professional compensation system promotes continued improvement toward mastery of skills and knowledge. Through the evaluation process, goals are set to help teachers move to the next level of mastery and therefore, the next associated salary increase. Demonstrated results are the foundation for increased opportunities for leadership and increased compensation. Compensation will be tied to evidence of competence that is within the educator's scope of influence and control.

No two jobs at Odyssey are the same. Each position is created to leverage individual and unique talents in support of student achievement. We see value in all the positions that make our school what it is – a beautiful place for children and for adults to work. As in any organization, we also have to manage human capital in a sustainable way. The compensation system honors the highest level of job responsibility and accountability with the highest level of compensation. It must also ensure that there is flexibility as the needs of the school change.

Following are the current levels of job responsibility and accountability at Odyssey:

- Executive Director: compensation is based on a different salary model as set by the board
- Lead Teachers (not necessarily only those that have crews but all teachers that the same level of responsibility and accountability): have access to all Tier 3 levels of compensation on the Teacher salary model followed by Cost of Living Adjustments (COLA) increases after highest level of salary has been met
- Specialists: access to all Tier 3 levels of compensation on the Non-Lead Teacher salary model followed by Cost of Living Adjustments (COLA) increases after highest level of salary has been met
- Operations: salary increases are based on performance evaluations and receive COLA increases set by the Odyssey board
- Assistants, Adjunct positions, Part-time operation support: salary increases are based on performance evaluations and receive COLA increases set by the Odyssey board

Compensation model:

The following table reflects the current projected salaries at each level of proficiency. Each year, the Odyssey Board will analyze, and adjust if necessary, salaries based on the market rate. Based on this model, teachers also have opportunities for incremental COLA salary increases, as set by the board, toward the next level of salary performance. For example, it would not be uncommon for a teacher to need two years to move between Tier 2 Low and Tier 2 Medium. That teacher would receive \$44,000 when they hit Tier 2. In the following year, if they did not hit the thresholds for Tier 2 Medium, they would be offered a salary of \$44,880 (2% COLA increase).

	Lead Teacher			Specialists		
	Low	Medium	High	Low	Medium	High
Tier 3	\$53,000	\$56,000	\$60,000	\$49,000	\$51,000	\$53,000
Tier 2	\$44,000	\$47,000	\$50,000	\$42,000	\$44,000	\$47,000
Tier 1	\$35,000	\$38,000	\$40,000	\$35,000	\$38,000	\$40,000

Salary Advancement:

In traditional teacher compensation systems, advancement on the pay scale is achieved not by demonstrating increased competence, but through additional years of service and additional educational degrees and certifications. In this new system, when a teacher demonstrates proficiency on the identified thresholds, they are eligible for the salary at the new level of mastery.

New teachers:

Salaries for new teachers are set in such a manner as to attract competitive talent to the network. New teachers to the profession start out in Tier 1, at the lowest level. All other new hires will be placed at a proficiency level based on the body of evidence provided, per the Director's discretion. Teachers new to Odyssey must understand that their entering salary is for one year only, and is subject to a shift up or down in Tier placement after the first year evaluation.

Additional Compensation Opportunities:

At Odyssey, opportunities may arise that are offered with additional compensation attached to the work.