



Teacher Compensation at Odyssey School of Denver

Key Points

- Attract and retain high performing teachers from diverse backgrounds
- Remain competitive with other schools in the Denver Metro area
- Develop transparency on salaries
- Allow for predictability over time
- Ensure an equitable and fair process
- Ensure financial viability

Overview:

At Odyssey, we believe that our staff is our most valuable resource in meeting our mission. Because we know amazing talent is the most important factor in supporting our students and our community, we firmly believe in a commitment to a fair and equitable compensation philosophy that rewards the tremendous work of our staff.

The value propositions connected to work at Odyssey focuses on the opportunity to work in a mission-driven organization that appeals to teachers and staff due to our special sauce - a focus on teaching students HOW to learn, high expectations for all, and our commitment to crew and community. As a result, compensation structures are set according to the following criteria, which we believe supports and reinforces this culture.

- Strives to be as competitive as possible with local teacher compensation standards
- Focuses on transparency, equity, and simplicity
- Rewards top performers based on student data and culture

Overall, the compensation plan is anchored to our core values in the Odyssey community - a deep respect for each individual staff member and their contributions to our community, a belief that everyone is working their hardest and doing their best to grow and develop over time, and the knowledge that compensation is an external motivator, and we must build an environment that fosters internal motivation centered on purpose.

Elements of an Effective Compensation Plan

Base Salaries	Anchored to DPS's BA or Masters (-\$1500)
Step Increases	A yearly increase to keep current employees' pay on par with incoming employees with similar experience
Stipends	For additional (non-compulsory) duties assigned by school leadership and agreed upon by the employee



Base Salaries

The teacher salary table below is closely aligned with district scale in order to be competitive with the largest educational entity in Denver. The steps will be re-evaluated annually and approved by the board to reflect changes in the cost of living, per-pupil funding, or other events that may have an impact on the financial status of Odyssey. The current system is based on the 2021-2022 DPS salary schedule, with the assumption that the 2022-2023 salary schedule will reflect a 3% COLA increase. Odyssey’s scale is \$1500 less at each step from this assumed DPS scale.

Updated 3/23/22

Years of Experience	Base Salary	With Masters
1	\$47,210	\$52,006
2	\$48,339	\$53,775
3	\$49,991	\$55,544
4	\$51,642	\$57,313
5	\$53,295	\$59,082
6	\$54,946	\$60,851
7	\$56,598	\$62,620
8	\$58,249	\$64,388
9	\$59,901	\$66,158
10	\$61,554	\$67,926
11	\$63,205	\$69,695
12	\$64,857	\$71,464
13	\$66,509	\$73,234
14	\$68,160	\$75,002
15	\$69,812	\$76,771
16	\$71,464	\$78,540
17	\$73,116	\$80,309
18	\$74,767	\$82,077



19	\$76,420	\$83,847
20+	\$78,072	\$85,615

22-23 Placement for Current Teachers

Prior to this proposal, Odyssey teachers were paid on a performance-based system. All teachers who are currently paid above the proposed salary schedule will receive a 2% increase until they reach their designated step based on budget availability. All teachers who are currently paid below the proposed salary schedule, will be caught up to the above salary schedule for 22-23 school year. Teachers will submit an updated resume outlining years of experience and ensure transcripts are on file.

Step Increases

Yearly step increases recognize that experience gained in the school is equivalent to experience gained prior to joining the school and keeps present employees' pay on par with incoming employees of similar experience levels.

Stipends

Additional salary stipends may be available annually to teachers for certain responsibilities, such as Instructional Leadership Team Member and Yearbook. Teachers may be able to apply for these roles annually or periodically as designated by the school leadership. Both performance and peer feedback can be taken into account in assigning these roles. SY 22-23 stipends include:

Instructional Leadership Team Member	\$1500
Yearbook	\$500

Additional stipends may be awarded based on schoolwide priorities at the sole discretion of the Executive Director.