

## PEAK TO PEAK ADMINISTRATIVE AND SUPPORT STAFF COMPENSATION

### SALARIED EXEMPT POSITIONS

Position Grouping	Position Titles	Workdays Per Year	Annual Salary Ranges
<b>EXECUTIVES and PRINCIPALS</b>			<b>\$100,000 - \$155,000</b>
	Executive Director (Education and Operations)	214	
	Principal (Elementary, Middle and High School)	214	
<b>ASSISTANT PRINCIPALS and DIRECTORS</b>			<b>\$70,000 - \$100,000</b>
	Assistant Principal (Elementary, Middle and High School)	214	
	Instructional Director (Athletics, Exec Office, Prof Dev't, Comm)	196-214	
	Non-Instructional Director (Facilities, Human Resources)	214-248	
<b>OTHER SALARIED POSITIONS</b>			<b>\$35,000 - \$70,000</b>
	Accountant	232	
	Accounting Specialist (AR, AP/Payroll)	214	
	BAASC Program Manager	199	
	Benefits Specialist	214	
	Food Services Manager (Kitchen and Program)	185	
	Fundraising and Community Relations Manager	214	
	K-12 Testing Coordinator	185	
	Registrar	196	
	Translator/Latino Cohort Coordinator	185	

### HOURLY NON-EXEMPT POSITIONS

Position Title	Workdays Per Year	Hourly Pay Ranges
<b>HOURLY POSITIONS</b>		<b>\$12.50 - \$25.00</b>
BAASC Head Group Leader and Group Leader	185	
Crossing Guard	170	
Custodian/Lead Custodian	174-248	
Food Services Staff (Cashier, Cook, Custodian, Dishwasher)	174	
Fund Development Assistant	209	
Office Support (Athletics, Counseling, K-12)	178-185	
Maintenance Technician	248	
Paraprofessional (ES, MS, Library, Health Room, Special Education)	170	
Think Tank Tutor	170	

#### **Information about Benchmarks and Targets**

For benchmarking purposes, the HR Director gathers competitive market salary information from a variety of sources: local and neighboring school districts, other charter schools, Employers Council, Economic Research Institute and Watson Wyatt Data Services. This data is used by administration and the board of directors to identify appropriate salary benchmarks.

#### **Determining Admin/Support Staff Proximity to Salary Target Ranges**

A thorough job analysis is completed for each position at Peak to Peak, which may require individual components of a job description to be benchmarked against different types of jobs. The goal is to determine a target range for each position that is competitive, internally equitable, and workable within Peak to Peak's budget. Importantly, while Peak to Peak strives to be competitive with surrounding school districts and charter schools, we do not try to match salary levels dollar for dollar.

#### **Peak to Peak Student Workers are Paid the State Minimum Wage**