



Freedom Prep Compensation Overview: Non-Instructional, School-based Employees

Completed Yrs of Experience*	Dean	Interventionist	Support Services	Campus Support	Custodial*	Substitute*
Roles	<i>Dean of Operations, Academic Dean</i>	<i>Math Interventionist</i>	<i>Nurse, Social Worker, College Counselor, Ops Manager</i>	<i>Office Manager, Registrar, Facility Maintenance, Security</i>	<i>Custodian</i>	<i>Substitute Teacher</i>
0	\$70,000	\$65,000	\$47,500	\$40,000	\$32,000	\$35,000
1	\$71,000	\$66,000	\$48,500	\$41,000	\$33,000	\$36,000
2	\$72,000	\$67,000	\$49,500	\$42,000	\$34,000	\$37,000
3	\$73,000	\$68,000	\$50,500	\$43,000	\$35,000	\$38,000
4	\$74,000	\$69,000	\$51,500	\$44,000	\$36,000	\$39,000
5	\$75,000	\$70,000	\$52,500	\$45,000	\$37,000	\$40,000
6	\$76,000	\$71,000	\$53,500	\$46,000	\$38,000	\$41,000
7	\$77,000	\$72,000	\$54,500	\$47,000	\$39,000	\$42,000
8	\$78,000	\$73,000	\$55,500	\$48,000	\$40,000	\$43,000
9	\$79,000	\$74,000	\$56,500	\$49,000	\$41,000	\$44,000
10	\$80,000	\$75,000	\$57,500	\$50,000	\$42,000	\$45,000
11	\$81,000	\$76,000	\$58,500	\$51,000	\$43,000	\$46,000
12	\$82,000	\$77,000	\$59,500	\$52,000	\$44,000	\$47,000
13	\$83,000	\$78,000	\$60,500	\$53,000	\$45,000	\$48,000
14	\$84,000	\$79,000	\$61,500	\$54,000	\$46,000	\$49,000
15	\$85,000	\$80,000	\$62,500	\$55,000	\$47,000	\$50,000
16	\$86,000	\$81,000	\$63,500	\$56,000	\$48,000	\$51,000
17	\$87,000	\$82,000	\$64,500	\$57,000	\$49,000	\$52,000
18	\$88,000	\$83,000	\$65,500	\$58,000	\$50,000	\$53,000
19	\$89,000	\$84,000	\$66,500	\$59,000	\$51,000	\$54,000

This information was accurate as of June 2024 and reflects salaries for the 2024-25 school year. For additional information or questions, please contact human resources at hr@freedomprep.org.



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**Custodial employees and substitute teachers start at step 0 in their first year at Freedom Prep, regardless of experience. Salaries for these employees will advance one step for each year of experience at Freedom Prep.*



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Additional Compensation

An additional stipend for Turnaround Placement will be provided to all employees at identified campus(es). For the 2024-25 school year, all returning and new employees at Westwood Elementary are eligible for this additional compensation, with amounts outlined below.

HoS	aHoS	Dean	All Others
\$3,000	\$2,000	\$1,500	\$1,000

Current Employee Grace Period

For roles which have degree or licensure requirements from the state of Tennessee, such as social worker and nurse, will be required to work toward compliance through earning the required degree(s) or licensure(s).

Current Freedom Prep employees, as of the 2023-24 school year, without full Licensure will be granted a grace period of two years to earn the required degree or licensure. During the two year grace period, their salary will be frozen, with no annual change. If an employee fails to fulfill the requirements by the 2026-27 school year, they will be considered for a different position or terminated.

Transition to New Salary Scales

As we transition to new salary scales, the list below outlines the steps that will be taken to determine each person's salary, based on the multiple factors in our updated compensation system.

1. Each instructional employee will first be assigned to the appropriate salary scale based on their role, degree, and licensure status.
2. Employees will be placed on the appropriate step based on their **completed** years of experience. For custodial employees and substitute teachers, they will be placed on the scale based on years of experience at Freedom Prep.



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Years of Experience Explained

Since Years of Experience play such an important role in determining salary, we want to be transparent about what qualifies as experience for these roles. The table below provides examples.

Role	What Counts	What Does Not Count
Dean	K-12 public, private, or faith-based school roles as a principal or main school leader	Years of experience as an assistant principal or other school leader
Interventionist	<ul style="list-style-type: none"> • K-12 public, private, or faith-based school general education or special education teacher-of-record • University level teaching, only if listed as teacher-of-record • Full-time school leadership roles related to instructional leadership (e.g., Principal, Coach, Dean, etc.), if after at least one full year of teaching 	<ul style="list-style-type: none"> • Short-term substitute teaching (less than a semester) • Student-teaching • Daycare, homeschooling, tutoring, independent study experience, after school or extended day programs • College teaching assistant • School or district roles not related to instructional leadership
Support Services	<ul style="list-style-type: none"> • Experience in a relevant or related role including similar job responsibilities 	<ul style="list-style-type: none"> • Work experience that is not related to education or teaching (e.g., academic research, retail, hospitality)
Campus Support		
Substitute Teacher & Custodial	<ul style="list-style-type: none"> • All substitute teachers and custodial employees will start at year 0 and each year of experience as a sub at FPA salary will increase 	
Partial Years	Any experience that lasted more than 5 months will count as one year	Any experience that lasted less than 5 months will not count

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