

STUDENT & ACADEMY SUPPORT

COMPENSATION OVERVIEW



Compensation at Ingenuity Prep is rooted in the following principles:



EQUITY

We believe that internal equity is foundational. We ensure that employees within the same position are compensated equitably, having considered factors such as years of direct professional experience, years of experience with Ingenuity Prep, and performance results. No gaps should exist based on race, gender, and other demographic categories.



TRANSPARENCY

We believe that our staff members deserve to understand our compensation philosophy as an organization and what drives their overall compensation package. We work to provide transparency so that our staff feel confident that their compensation is competitive and equitable.



COMPETITIVENESS

We believe that our staff members deserve to be compensated at a fair and competitive level relative to both the national and local market, and that our benefits package should be best-in-class. We assess our competitiveness regularly to ensure that we are able to attract and retain our high-performing staff members.



SUSTAINABILITY

We believe that financial sustainability is key. We work to project our staffing expenses years in advance to ensure we are operating in a fiscally responsible manner over the long term.

Student & Academy Support Starting Salary Scales

Effective November 1, 2023

Years of Experience	Director of Student Support	Lead Social Worker	Social Worker	School Psychologist	Speech & Language Pathologist	Occupational Therapist
1	\$104,545	\$84,067	\$74,067	\$95,790	\$88,139	\$82,750
2	\$107,159	\$85,919	\$75,919	\$98,185	\$90,343	\$84,819
3	\$109,838	\$87,817	\$77,817	\$100,639	\$92,601	\$86,939
4	\$112,584	\$89,762	\$79,762	\$103,155	\$94,916	\$89,113
5	\$115,398	\$91,756	\$81,756	\$105,734	\$97,289	\$91,341
6	\$118,283	\$93,800	\$83,800	\$108,378	\$99,721	\$93,624
7	\$121,240	\$95,895	\$85,895	\$111,087	\$102,214	\$95,965
8	\$124,271	\$98,043	\$88,043	\$113,864	\$104,770	\$98,364
9	\$127,378	\$100,244	\$90,244	\$116,711	\$107,389	\$100,823
10	\$130,562	\$102,500	\$92,500	\$119,629	\$110,074	\$103,344

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Please [contact us](#) with any questions.

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Student & Academy Support Starting Salary Scales

Effective November 1, 2023

Years of Experience	High School Placement Counselor	SpEd Compliance Associate	Before & After School Manager	Family Engagement Manager	Teaching Assistant	SpEd Aide	School Culture Support Specialist
1	\$78,853	\$61,755	\$73,833	\$73,833	\$20.57	\$20.57	\$20.57
2	\$80,824	\$63,299	\$75,679	\$75,679	\$21.08	\$21.08	\$21.08
3	\$82,845	\$64,881	\$77,571	\$77,571	\$21.61	\$21.61	\$21.61
4	\$84,916	\$66,503	\$79,511	\$79,511	\$22.15	\$22.15	\$22.15
5	\$87,039	\$68,166	\$81,498	\$81,498	\$22.70	\$22.70	\$22.70
6	\$89,215	\$69,870	\$83,536	\$83,536	\$23.27	\$23.27	\$23.27
7	\$91,445	\$71,616	\$85,624	\$85,624	\$23.85	\$23.85	\$23.85
8	\$93,731	\$73,407	\$87,765	\$87,765	\$24.45	\$24.45	\$24.45
9	\$96,074	\$75,242	\$89,959	\$89,959	\$25.06	\$25.06	\$25.06
10	\$98,476	\$77,123	\$92,208	\$92,208	\$25.69	\$25.69	\$25.69

At Ingenuity Prep, we recognize prior experience when determining starting salaries. Salary placement may reflect **up to 10 years of equivalent prior experience**.

Employees may be eligible for **annual performance-based salary increases of up to 7%**, with the specific increase determined by the results of the Spring evaluation process.

Please [contact us](#) with any questions.