



**Business and Operations
2025-26 Salary Schedule**

*This schedule is based on legislative increases for 2025-26. The Steps are subject to further review and freezes each fiscal year. The review will be based on legislative action, enrollments, and other factors.

** All staff prior to 7/1/2021 will be placed according to current salary in FY21+3%

<i>Holidays</i>	16	16	16	16		16	16
<i>Contract Days</i>	260	260	260	260	212	260	260

ADMIN EXPER	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7
1	90,000.00	55,000.00	78,000.00	102,000.00	51,500.00	52,530.00	50,000.00
2	92,700.00	56,650.00	80,340.00	105,060.00	53,045.00	54,105.90	51,500.00
3	95,481.00	58,349.50	82,750.20	108,211.80	54,636.35	55,729.08	53,045.00
4	98,345.43	60,099.99	85,232.71	111,458.15	56,275.44	57,400.95	54,636.35
5	101,295.79	61,902.98	87,789.69	114,801.90	57,963.70	59,122.98	56,275.44
6	104,334.67	63,760.07	90,423.38	117,000.00	59,702.61	60,896.67	57,963.70
7	107,464.71	65,672.88	93,136.08	120,510.00	61,493.69	62,723.57	59,702.61
8	110,688.65	67,643.06	95,930.16	102,000.00	63,338.50	64,605.27	61,493.69
9	114,009.31	69,672.35	98,808.07	105,060.00	65,238.66	66,543.43	63,338.50
10	117,429.59	71,762.53	101,772.31	108,211.80	67,195.82	68,539.74	65,238.66

Lane 1 Business Administrator
 Lane 2 Human Resources
 Lane 3 Operations Manager
 Lane 4 IT Manager
 Lane 5 Food Services Manager
 Lane 6 Transportation/Safety Director
 Lane 7 Executive Secretary

Longevity Step 15 Year 3%
 Longevity Step 20 Year 4%
 After Step 20 COLA Only per legislation

Advancement on this schedule may be held back according to evaluations and effectiveness.
 Advancement on this schedule (if hired mid year) will advance per % of raise offered by the LEA on their anniversary hire date.

if hired mid year- step increases will take place on anniversary (hire date)



ADMINISTRATORS

2025-26 Salary (Hiring) Schedule

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** All staff prior to 7/1/2021 will be placed according to current salary in FY21+3%

Contract Days	220	220	220	220	261	220	220	261
ADMIN EXPER	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 7
1	72,900.00	73,600.00	80,000.00	90,000.00	115,500.00	77,100.00	65,000.00	77,112.45
2	75,087.00	75,808.00	82,400.00	92,700.00	118,965.00	79,413.00	66,950.00	79,425.82
3	77,339.61	78,082.24	84,872.00	95,481.00	122,533.95	81,795.39	68,958.50	81,808.60
4	79,659.80	80,424.71	87,418.16	98,345.43	126,209.97	84,249.25	71,027.26	84,262.86
5	82,049.59	82,837.45	90,040.70	101,295.79	129,996.27	86,776.73	73,158.07	86,790.74
6	84,511.08	85,322.57	92,741.93	104,334.67	133,896.16	89,380.03	75,352.81	89,394.46
7	87,046.41	87,882.25	95,524.18	107,464.71	137,913.04	92,061.43	77,613.40	92,076.30
8	89,657.80	90,518.72	98,389.91	110,688.65	142,050.43	94,823.28	79,941.80	94,838.59
9	92,347.54	93,234.28	101,341.61	114,009.31	146,311.94	97,667.97	82,340.06	97,683.74
10	95,117.97	96,031.31	104,381.85	117,429.59	150,701.30	100,598.01	84,810.26	100,614.26

- Lane 1 Assistant Principal, Elementary/Middle
- Lane 2 Assistant Principal, High School
- Lane 3 Principal, Elementary/Middle
- Lane 4 Principal, High School
- Lane 5 Executive Director
- Lane 6 Director of Teacher Development/Licensing
- Lane 7 High School Athletic Director

Longevity Step 15 Year 3%
Longevity Step 20 Year 4%

All applicable educator salary adjustments are included in the schedule for each school administrator position. To qualify, employees must have a satisfactory or higher job performance rating in their most recent evaluation.

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if hired mid year- step increases will take place on anniversary (hire date)

2025-26 Salary Schedule

*This schedule is based on legislative increases for 2025-26. The Steps are subject to further review and freezes each fiscal year. The review will be based on legislative action, enrollments, and other factors.

**This schedule will take place starting July 1, 2021 for all NEW staff at Summit Academy Inc
all staff previously hired will maintain current salary and receive increments as approved by Administration



Step	Lane 1	Lane 2 (184)	Lane 3 (184)	Lane 4 (184)	Lane 5 (212)	Lane 6 (260)	Lane 7 (212)	Lane 8 (260)	Lane 9 (260)
1	8.4872	15.4500	14.0000	18.0000	18.0000	15.4600	15.0000	18.5000	16.5000
2	8.7418	15.9135	14.4200	18.5400	18.5400	15.9238	15.4500	19.0550	16.9950
3	9.0041	16.3909	14.8526	19.0962	19.0962	16.4015	15.9135	19.6267	17.5049
4	9.2742	16.8826	15.2982	19.6691	19.6691	16.8936	16.3909	20.2154	18.0300
5	9.5524	17.3891	15.7571	20.2592	20.2592	17.4004	16.8826	20.8219	18.5709
6	9.8390	17.9108	16.2298	20.8669	20.8669	17.9224	17.3891	21.4466	19.1280
7	10.1342	18.4481	16.7167	21.4929	21.4929	18.4600	17.9108	22.0900	19.7019
10	10.4382	19.0016	17.2182	22.1377	22.1377	19.0138	18.4481	22.7527	20.2929
12	10.7513	19.5716	17.7348	22.8019	22.8019	19.5843	19.0016	23.4352	20.9017
15	11.0739	20.1587	18.2668	23.4859	23.4859	20.1718	19.5716	24.1383	21.5288
20	11.4061	20.7635	18.8148	24.1905	24.1905	20.7769	20.1587	24.6211	22.1746
Step	Lane 10 (212)	Lane 11 (184)	Lane 12 (184)	Lane 13 (184)	Lane 14 (260)	Lane 15 (184)	Lane 16		
1	20.0000	20.0000	16.0000	16.7500	22.0000	25.0000	19.0000		
2	20.6000	20.6000	16.4800	17.2525	22.6600	25.7500	19.5700		
3	21.2180	21.2180	16.9744	17.7701	23.3398	26.5225	20.0000		
4	21.8545	21.8545	17.4836	18.3032	24.0400	27.3182	20.6000		
5	22.5102	22.5102	18.0081	18.8523	24.7612	28.1377	21.0000		
6	23.1855	23.1855	18.5484	19.4178	25.5040	28.9819	21.6300		
7	23.8810	23.8810	19.1048	20.0004	26.2692	29.8513	22.0000		
10	24.5975	24.5975	19.6780	20.6004	27.0572	30.7468	22.6600		
12	25.3354	25.3354	20.2683	21.2184	27.8689	31.6693	23.0000		
15	26.0955	26.0955	20.8764	21.8550	28.7050	32.6193	23.6900		
20	26.8783	26.8783	21.5027	22.5106	29.5662	33.5979	24.0000		

After Step 21, COLA Only

Lane #1	Job Titles Sweeper	#9	Payroll
#2	Teacher Aide Title I Aide	#10	Accounting Technician School Site Admin Assistant LEA Administrative Assistant
#3	Cashiers/Servers Runner	#11	Lunch Manager III (HS) Lunch Manager II (M.S.)
#4	Cook	#12	Salad Bar Clerks
#5	School Site Secretary/Clerical	#13	Dual Language Aide
#6	Custodian (General)	#14	Maintenance (Specialized License) HVAC Lunch Program Coordinator
#7	Attendance Secretary	#15	Licensed Interventionist
#8	Maintenance (General) Head Custodian (ALL) Bus Drivers	#16	Part Time Technology

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2025-26 Salary Schedule

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Instructional and Testing

Contract Days

189 Days

212 Days

ADMIN EXPER	Lane 1	Lane 2	
1	60,646.00	55,000.00	
2	62,465.38	56,650.00	10 Years Teaching Experience
3	64,339.34	58,349.50	15 Years Teaching Experience
4	66,269.52	60,099.99	16 Years Teaching Experience
5	68,257.61	61,902.98	17 Years Teaching Experience
6	70,305.34	63,760.07	18 Years Teaching Experience
7	72,414.50	65,672.88	19 Years Teaching Experience
8	74,586.93	67,643.06	20 Years Teaching Experience
9	76,824.54	69,672.35	21 Years Teaching Experience
10	79,129.27	71,762.53	22 Years Teaching Experience

Lane 1

Instructional Coach

Lane 2

Assessment/Testing Coordinator, Data Privacy Coordinator

Longevity Step 15 Year

81,503.15

Longevity Step 20 Year

83,773.02

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This schedule will take place starting July 1, 2021 for all NEW staff at Summit Academy Inc
all staff previously hired will maintain current salary and receive increments as approved by Administration

2025-26 Salary (Hiring) Schedule

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TEACHER SALARY SCHEDULE

184 Days

Counselors and Social Workers

BS	MS
1 54,674.33	57,335.75
2 54,674.33	57,335.75
3 55,494.44	58,482.47
4 56,604.33	59,652.11
5 57,736.42	61,620.63
6 59,468.51	62,853.05
7 60,657.88	64,110.11
8 61,871.04	65,392.31
9 63,108.46	66,700.16
10 65,001.72	68,901.26
11 66,301.75	68,901.26
12 66,964.77	68,901.26
13 67,634.42	70,279.29
14 68,310.76	71,684.87
15 68,993.87	74,050.47
16 71,063.68	75,531.48
17 72,484.96	77,042.11
18 73,934.66	78,582.95
19 75,413.35	80,154.61
20 76,921.62	80,154.61
21 77,690.83	80,154.61
22 78,467.74	82,799.72
23 79,252.42	84,455.71
24 80,837.47	86,144.82
25 82,454.22	87,867.72
26 84,927.84	87,867.72
27 85,777.12	87,867.72
28 86,634.89	90,767.36

Steps will be determined by years of proficiency and performance using the charter approved evaluation tool, as well as professionalism.

New Summit Academy staff who have teaching experience must provide documentation of past employment and evaluations in order to be placed appropriately.

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An educator salary adjustment of \$10,350 has **already** been added to each salary amount above for all Licensed Teachers.

A letter of intent to make a lane change must be filed with the Human Resource Office by May 1st.

Credits for lane changes must be presented to the Human Resource Office by September 1st. Credit hours are representative of semester credits.

Only credits obtained after certification for which you are hired may be used toward lane change.

Summit Academy Inc will reward a teacher's educational advancement for Doctorate's degrees in a teacher subject area. Proof of advancement must be provided.

Doctorate's Degree \$6,000 (One Time)

Educators whose assignment require special certifications, or other requirements may be eligible for increased salary levels.

Must be approved by both Business Administrator and Director.



Stipends

Gifted and Talented Coordinator	\$500
Grade Level Leads (K-8)	\$1,000
Department Chair (9-12)	\$1,000
Team Leads (9-12)	\$1,000
Yearbook	\$1,500
Mentor	\$300
Mentor Specialist	\$500
Marketing Stipend	\$3,000
Other VAR Stipends	\$500
Literacy	\$1,000
ELL (Each Campus Support)	\$1,000
ELL (LEA Coordinator)	FTE
HOSA (Health Occupations Students of America)	\$1,000
Student Council	\$1,000
LEA Level 504 Coordinator	\$1,000
Site Level 504 when caseload exceeds 2.0% of enrollment	\$500
Site Level 504 when caseload exceeds 3.0% of enrollment	\$500
Theatre	\$750
Music	\$300
Jr High RTI	\$500
Jr High Athletic Director	\$2,000
Various	**

Junior High Athletic Stipends

Cross Country (Boys)	\$650	Per Team
Cross Country (Girls)	\$650	Per Team
Girls Volleyball	\$650	Per Team
Boys Volleyball	\$650	Per Team
Boys Basketball	\$650	Per Team
Girls Basketball	\$650	Per Team
Boys Soccer	\$650	Per Team
Girls Soccer	\$650	Per Team
Playoff Stipend	\$100	Per Team/Per win

*All Grade Level and Team Leads are split over 24 pays

**Several Grant Opportunities through Utah Grants will be paid at various rates maintaining consistency and allowability with regulations of the grant, and as approved by the Business Administrator throughout the year.



High School Athletic Stipends

ATHLETIC COACH POSITION

*Summit Academy High School pays for the HEAD COACH of each Varsity Program.

ALL other positions on the team will be paid by each teams fundraising, and other fees.

BASEBALL HEAD COACH (VARSITY)	\$3,000	\$500 additional (If supporting JV/Soph levels)
SOFTBALL HEAD COACH (VARSITY)	\$3,000	\$500 additional (If supporting JV/Soph levels)
BOYS BASKETBALL HEAD COACH (VARSITY)	\$4,200	\$500 additional (If supporting JV/Soph levels)
GIRLS BASKETBALL HEAD COACH (VARSITY)	\$4,200	\$500 additional (If supporting JV/Soph levels)
CROSS COUNTRY HEAD COACH (VARSITY)	\$2,000	\$500 additional (If supporting JV/Soph levels)
FOOTBALL HEAD COACH (VARSITY)	\$5,000	

GOLF HEAD COACH (GIRLS VARSITY)	\$1,500	
GOLF HEAD COACH (BOYS VARSITY)	\$1,500	

BOYS LACROSSE HEAD COACH (VARSITY)	\$2,500	
BOYS SOCCER HEAD COACH (VARSITY)	\$2,500	\$500 additional (If supporting JV/Soph levels)
GIRLS SOCCER HEAD COACH (VARSITY)	\$2,500	\$500 additional (If supporting JV/Soph levels)
SWIMMING HEAD COACH	\$1,500	
GIRLS VOLLEYBALL HEAD COACH (VARSITY)	\$2,500	\$500 additional (If supporting JV/Soph levels)
BOYS WRESTLING HEAD COACH (VARSITY)	\$2,500	
TRACK HEAD COACH	\$2,500	
TENNIS GIRLS HEAD COACH	\$1,500	
TENNIS BOYS HEAD COACH	\$1,500	
DRILL TEAM	\$2,500	

CHEER (Full Season) \$5,000

THEATRE \$1,500

DEBATE \$1,500

PLAYOFF STIPEND \$200 per win

*If the Varsity Head Coach assists the JV/Frosh team, they will also be granted a stipend as agreed upon with the AD and paid for using their team account.

Athletic stipends will be paid on the following schedule:

- Fall sports: September and October (4 installments)
- Winter sports: December and January (4 installments)
- Spring sports: March and April (4 installments)