



MN ASSOCIATION OF
CHARTER SCHOOLS

Our Mission

The MN Association of Charter Schools, as a membership organization, advocates for charter school policy issues, supports charter school innovation, quality and accountability, facilitates cooperation in Minnesota's charter school community to promote equitable opportunities and excellence in education for students.



2020-2021

Minnesota Charter Schools Compensation Survey Report

"Unleashing education from convention"



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Introduction

The Minnesota Association of Charter Schools Compensation Survey was initiated in 2006 in response to requests from member schools for comparative data about salaries and benefits offered in charter schools across the state.

The Compensation Survey Report is used by charter school boards, finance committees, school directors, personnel committees and business managers in their financial planning and budgeting decision-making processes. The Survey also serves as a way for the Association to assess trends regarding compensation in Minnesota’s chartered public school sector.

The 2020-2021 survey results are reported according to school enrollment size.

There are **four school enrollment size categories**: *under 100 students, 101-250 students, 251-500 students, and 501 or more students.*

School Size Categories			
	Actual	Survey	Percentage
0 – 100	31	16	52%
101 – 250	57	33	58%
251 – 500	39	21	54%
501+	40	20	50%

It is important to note that while school enrollment size seems to be a significant determinant in salaries and benefits, it is not the only factor. *Even among schools of similar enrollment size, student characteristics that drive categorical aid (e.g. compensatory) lead to variability in total revenue.*

It is also important to mention that the compensation package of any charter school will not look exactly like another that of another school given their unique mission, philosophies, and values – which is the entire point of chartering. Additionally, each charter school develops unique job descriptions to meet the needs of their organization. As a result, titles/positions do not always directly correlate across schools.

Because of these facts, the Compensation Survey Report provides ranges and averages to guide local discussions and decisions. We hope you find the data both useful and thought-provoking,

Please feel free to contact us with any questions or suggestions for the next compensation surveys which is scheduled to be conducted in the fall of 2022.

Eugene Piccolo
Executive Director



FY20 Average # of Employees by School Size				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Full-Time Licensed	9	17	34	69
Full-Time Non-Licensed	6	11	21	30
Part-Time Licensed	1	2	3	2
Part-Time Non-Licensed	1	4	4	13

Part 1: Salary Information – Administrative Staff

FY20 Salary Information for the <u>Executive Director/School Director</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Salary	\$67,161	\$89,498	\$114,572	\$117,874
Range: <i>Minimum - Maximum Rates</i>	\$35,000-\$90,000	\$40,468-\$120,368	\$90,990-\$145,450	\$92,700-\$145,656
Salary Increase for FY20 (YES)	8	17	11	14
Salary Increase for FY20 (NO)	7	12	10	6
If increase, what %? (average)	2.8%	3.14%	3.32%	2.43%
Graduate Degree (YES)	8	25	18	16
Administrative License (YES)	7	20	16	12
# of Schools Responding	15	30 (3 are teacher-led)	21	20

FY20 Salary Information for the <u>School Principal/Assistant Director/Academic Director, etc.</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Salary	\$55,792	\$76,486	\$88,981	\$89,498
Range: <i>Minimum - Maximum Rates</i>	\$45,000-\$70,000	\$55,000-\$105,000	\$66,319-\$120,000	\$70,176-\$112,064
Graduate Degree (YES)	5	9	15	17
Administrative License (YES)	2	4	6	10
# of Schools Responding	6	12	19	19



FY20 Salary Information for the <u>Lead Teacher/Teacher Coordinator</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Salary	\$48,925	\$54,901	\$67,668	\$63,411
Range of Salaries	\$35,700-\$55,000	\$35,000-\$68,837	\$52,630-\$89,900	\$46,507-\$82,500
# of Schools Responding	4	8	13	11

PART 2: Professional Staff Salary Information –Teachers

FY20 Salary Information for <u>Teachers</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Minimum Annual Salary (Average)	\$37,895	\$38,575	\$37,870	\$37,141
Range of Minimum Salaries	\$28,000-\$49,000	\$30,000-\$50,000	\$32,000-\$47,000	\$30,843-\$41,619
Maximum Annual Salary (Average)	\$50,985	\$61,880	\$70,719	\$67,170
Range of Maximum Salaries	\$35,700-\$62,000	\$33,430-\$99,565	\$58,000-\$89,000	\$48,000-\$78,000
Average Salary (All Teachers)	\$44,454	\$47,452	\$51,798	\$46,915
# of Schools Responding	16	33	21	19

FY20 Salary Information for <u>Substitute Teachers (short-term and long-term)</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Substitute Teacher - Short-Term Daily Rate (Average)	\$133	\$147	\$156	\$167
Range: Minimum - Maximum Rates	\$90-\$221	\$80-\$250	\$50-\$221	\$120-260
Substitute Teacher - Long-Term Daily Rate (Average)	\$137	\$162	\$184	\$196
Range: Minimum - Maximum Rates	\$90-\$255	\$108-\$255	\$50-\$255	\$125-\$275
# of Schools Responding	14	28	19	19

**Part 3: Professional Staff Salary Information – Non-Teachers**

FY20 Salary Information for the <u>School Social Worker</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Annual Salary	6,789\$	\$57,669	\$52,242	\$54,245
Range: <i>Minimum - Maximum Annual Rates</i>	\$40,000-\$53,000	\$41,600-\$80,000	\$44,416-\$64,260	\$45,000-\$70,088
Average Hourly Rate	\$83	\$75	\$83	\$57
Range: <i>Minimum - Maximum Hourly Rates</i>	\$65-\$100	\$75	\$80-\$85	\$30-\$90
# of Schools Responding	4 salaried	17 salaried	12 salaried; 3 hourly	8 salaried; 3 hourly

FY20 Salary Information for the <u>School Psychologist</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Hourly Rate	\$104	\$88	\$111	\$101
Range: <i>Minimum – Maximum Rate</i>	\$70-\$180	\$50-\$125	\$76-\$160	\$60-\$120
Average Annual Salary	N/A	\$67,743	N/A	\$67,300
Range: <i>Minimum – Maximum Annual Salary</i>	N/A	\$63,000-\$72,486	N/A	\$54,785-\$80,541
# of Schools Responding	6 hourly	2 salaried; 17 hourly;	12 hourly	6 salaried; 5 hourly

FY20 Salary information for the <u>School Counselor</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Salary (full-time)	\$50,000	\$50,467	\$50,358	\$49,978
Range: <i>Minimum – Maximum Annual Salary</i>	\$50,000	\$39,500-69,127	\$28,660-\$83,635	\$45,000-\$67,919
# of Schools Responding	1	9	7	13



FY20 Salary information for the <u>School Nurse</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Hourly Rate	\$60	\$46	\$76	\$62
Range: <i>Minimum – Maximum Rates</i>	\$25-\$85	\$22-\$100	\$35-\$90	\$26-\$123
Average Annual Salary	N/A	\$45,000	\$53,838	\$51,045
Range: <i>Minimum – Maximum Annual Salary</i>	N/A	\$45,000	\$42,675-\$65,000	\$42,960-\$98,838
# of Schools Responding	5	1 salaried; 15 hourly	2 salaried; 13 hourly	7 salaried; 10 hourly

FY20 Info for the Special Education Director				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Third-Party Contract	15	29	17	13
Hired In-House	1	3	1	7

Part 4: Salary Information - Support Staff

FY20 Salary Information for <u>Paraprofessionals</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Hourly Rate	\$16	\$18	\$19	\$18
Range: <i>Minimum – Maximum Rates</i>	\$10.50-\$21.65	\$12-\$29	\$11-\$25	\$14-\$25
# of Schools Responding	14	32	19	19



FY20 Salary for <u>Receptionist/Secretary/Admin. Assist.</u>				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Hourly Rate	\$19	\$18	\$20	\$18
Range: <i>Minimum – Maximum Rates</i>	\$10-\$24	\$13-31	\$15-\$32	\$12-\$30
Average Salary	N/A	N/A	\$45,206	\$46,500
Range: <i>Minimum – Maximum Salaries</i>	N/A	N/A	\$38,000-\$50,772	\$46,000-\$47,000
# of Schools Responding	10	20	4 salaried; 14 hourly	2 salaried; 17 hourly

FY20 Salary Information for the <u>Business Manager</u> - (<i>Titles vary by School</i>)				
School Size	100 or Less	101-250 Students	251-500 Students	501+ Students
Average Salary (<i>see chart for titles</i>)	\$49,446	\$53,108	\$54,632	\$60,626
Range: <i>Minimum – Maximum Rates</i>	\$42,900-\$58,700	\$32,950-\$95,614	\$35,350-\$79,732	\$37,998-\$100,000
# of Schools Responding	5	24	17	18

Notes: In the 101-250 range, 2 schools listed hourly rates of \$17.50-\$19. One has a Business Manager through a purchase agreement. In the 251-500 range, one school indicated a PT employee at \$13K.

Part 5: Salary System for Teachers

Basis for School's Professional Staff (Teacher) Salary System				
	100 or Less Students	101-250 Students	251-500 Students	501+ Students
Traditional (steps and lanes)	7	20	15	10
Performance-based	1	4	2	4
Other* (see list)	8	9	4	5
Did Not Respond	0	0	0	1

Others*:

- *Combination of traditional and performance; Demand in license area; Percentage increase given to all employees; Years of experience (not degree); Cost of Living; Retention Bonuses, What school can afford*



Counting Previous Work Experience for School's Professional Staff (Teachers)

- 43% (39 schools) give **Credit for Every Year**;
- 38% (34 schools) give **Credit for Every Year up to a Maximum # of Years**;
- 16% (14 schools) implement **Other Approaches***;
- 3% (3 schools) give **No Credit**

Other Approaches*:

- *Negotiated at hire; Partial Credit; Credit in relation to peers; Consideration of internal equity*

Basis for Teacher Salary Increases in FY 20

- 48% (43 schools) increased salaries based on **Across the Board Increases**
- 31% (28 schools) increased salaries based on a **Cost of Living Adjustment** (COLA);
- 19% (17 schools) increased salaries based on **Longevity @ School**
- 24% (22 schools) increased salaries based on **Increased Education Level**;
- 14% (13 schools) implement **Q-Comp** as component of increases.
- 17% (15 schools) increased salaries based on **Performance/Merit Increases**
- 14% (13 schools) increased salaries based on **Other Factors***
- 19% (17 schools) gave **No Salary Increases**;

Other Factors*:

- *Trying to maintain competitive salaries; increase in steps/lanes; leadership positions; years of experience; results of salary study*

Payroll Schedules

- 83% (75 schools) pay employees **Bi-Monthly** (24 annual payments);
- 9% (8 schools) pay employees **Monthly**
- 8% (7 school) pay employees **Every Other Week** (26 annual payments).

Part 6: Health Insurance

Schools Offering Health Insurance to their Employees:

- 93% (84 schools) offer health insurance
- 8% (7 schools) offer a cash allowance, ***RANGE \$1,000 - \$4,500/year***



Health Insurance Providers (based on schools that do provide health insurance):

- 33% (28 schools) Health Partners;
- 13% (11 schools) Blue Cross/Blue Shield;
- 18% (15 schools) Preferred One
- 13% (11 schools) Medica.
- 19% (16 schools) Public Employment Insurance Program;
- 4% (3 schools) Other

Health Insurance Coverage for Spouses/Dependents/Domestic Partners (based on schools that do provide health insurance):

- 48% (40 schools) offer insurance for **Spouse**
- 50% (42 schools) offer insurance for **Dependents**
- 27% (23 schools) offer insurance for **Domestic Partners**

Premiums Schools Pay for Employee, Spouse, Dependent, & Domestic Partner Coverage:

	Average	Range
Employee	84%	12%-100%
Employee + Spouse	48%	5%-90%
Employee + Dependents	51%	5%-100%
Employee + Domestic Partner	46%	5%-88%

*2 schools noted difference in percentage based on licensure of employees or # of hours worked; 4 schools indicated flat rates of \$325-\$612 per employee.

Health Insurance Premium Rates Change @ Last Policy Renewal

	100 or Less	101-250 Students	251-500 Students	501+ Students
Average % Increase in Insurance Premiums	7%	8%	5%	9%

- Schools reported insurance rate changes from -24% to +25% in FY20.
- 62 schools' rates increased, 3 decreased, 9 had no change or were unknown; 10 did not respond.



Part 7: Additional Benefits for Full Time Employees

Additional Benefits for Full Time Employees

- **88%** (79 schools) provide **Dental Insurance**
- **74%** (67 schools) provide **Long-term Disability**
- **76%** (68 schools) provide **Short-term Disability**
- **59%** (53 schools) provide **Vision**
- **6%** (5 schools) provide **Long-term Care**
- **2%** (2 schools) provide **Nursing Home Care**
- **34%** (31 schools) provide **Prescription**

For all benefits, schools cover a range of 5%-100% of premium costs.

Retirement Savings Plan Offered Beyond Required TRA & PERA:

- **59%** (53 schools) offer no other **Retirement Savings Plans**
- **41%** (37 schools) offer a **403(b) Option**
- **6%** (5 schools) offer an **IRA (Simple, Roth) Plan Options**
- **1%** (1 school) **no response**

Group Term Life Insurance:

- **84%** (76 schools) provide for **Group Term Life Insurance** their employees.
- **62 of 76 schools** pay **100%** of the Group Term Life Insurance **premium**.

Part 8: Leave for Full-Time Employees

Specific Paid Leaves vs. Paid Time Off (PTO)

A compensation package for employees includes **paid leave**. Outside of holidays, paid leave includes sick, personal, and vacation days. Schools either separate the leave into sick and personal days, vacation days, or combine them as paid time off (PTO).

- **31%** (28 schools) separate paid leave into personal, sick, and leave days;
- **69%** (62 schools) combine PTO.
- **77%** (69 schools) allow Full-Time Teachers to carry over unused leave;
- **70%** (63 schools) allow all other Full-Time employees to carry over unused leave.



Range of Combined Paid Time Off (PTO) Days (Minimum to Maximum) - Full-Time Employees Per Year

Category of Employee	100 or Less Students	101-250 Students	251-500 Students	501+ Students
Full-Time teachers	4-12	7-16	7-32	8-16
All other full-time employees	4-20	5-26	8-32	8-43

Range of Separated Leave Days (Minimum to Maximum) - Full-Time Employees Per Year

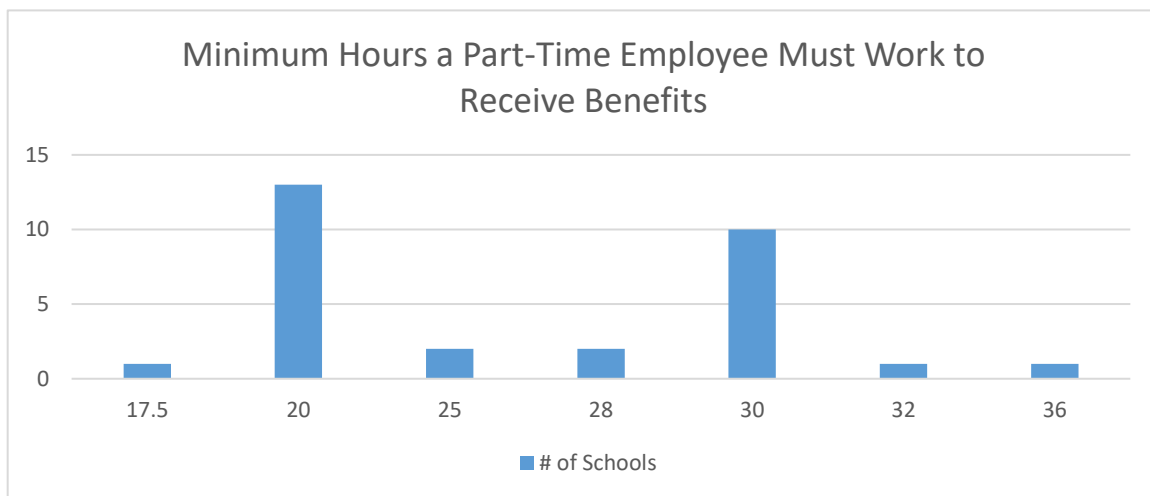
Category of Employee	100 or Less Students	101-250 Students	251-500 Students	501+ Students
Full-Time teachers				
Sick Days	5	5-10	6-10	6-12
Personal Days	6	2-5	2-7	2-6
Vacation Days	N/A	0-15	0-22	0
All other full-time employees				
Sick Days	5	5-12	6-12	0-12
Personal Days	6	2-5	0-20	0-20
Vacation Days	N/A	0-10	0-25	0-25

Part 9: Additional Benefits and Leave for Part-time Employees

Schools Offering Benefits to Part-Time Employees

- 37% of respondents (33 schools) offer benefits to part-time employees.
- 32% of respondents (29 schools) offer sick or PTO days to part-time employees.

Qualifying for Benefits





Types of Benefits Provided

Of those responding schools providing benefits to part-time employees:

- **91%** (30 schools) provide **Health Insurance**
- **85%** (28 schools) provide **Dental Insurance**
- **76%** (25 schools) provide **Long-term Disability**
- **79%** (26 schools) provide **Short-term Disability**
- **55%** (18 schools) provide **Vision Insurance**
- **85%** (28 schools) provide **Life Insurance**
- **36%** (12 schools) provide **Retirement/Savings** beyond TRA/PERA

For all benefits, schools cover a range of 5%-100% of premium costs.



2020 Survey Participants

Achieve Language Academy
AFSA High School
Agamim Classical Academy
Arcadia Charter School
Art & Science Academy
Augsburg Fairview Academy
Aurora Charter School
Avalon School
Bdote Learning Center
Beacon Academy Charter School
BlueSky Online Charter School
Bluffview Montessori School
Career Pathways
Cedar Riverside Community School
Clarkfield Area Charter School
Cologne Academy
Cornerstone Montessori Elementary School
Crosslake Community School
Cyber Village Academy
DaVinci Academy of Arts and Science
Discovery Woods
Duluth Public Schools Academy
Eagle Ridge Academy
El Colegio High School
Excell Academy for Higher Learning
Face to Face Academy
FIT Academy
Global Academy
Great Expectations School
Great Oaks Academy
Harbor City International School
HOPE Community Academy
Horizon Science Academy – Twin Cities
Innovation Science and Technology Academy
International Spanish Language Academy
Jane Goodall Environmental Sciences Academy
Jennings Community School
Kaleidoscope Charter School
Kato Public Charter School
La Crescent Montessori & STEM School
Legacy of Dr. Josie R. Johnson Montessori
Level Up Academy
Lincoln International High School
LoveWorks Academy
Math and Science Academy

Metro Deaf School
Minnesota Excellence in Learning Academy
Minnesota Math and Science Academy
Minnesota New Country School
Minnesota Online High School
Modern Montessori
New City School
New Discoveries Montessori Academy
New Heights School
North Lakes Academy Charter School
North Shore Community School
Northeast College Prep
Northern Lights Community School
Northwest Passage High School
Nova Classical Academy
Oshki Ogimaag Charter School
PACT Charter School
Paladin Career and Technical High School
Parnassus Preparatory School
Partnership Academy
PiM Arts High School
Prairie Creek Community School
Progeny Academy
Ridgeway Community School
River Grove Elementary
Rochester STEM Academy
Rosa Parks Charter High School
Saint Cloud Math & Science Academy
Seven Hills Preparatory Academy
Sojourner Truth Academy
Southside Family Charter School
St. Croix Prep
St. Paul City School
St. Paul Conservatory for Performing Artists
Stonebridge World School
STRIDE Academy
TEAM Academy
Technical Academies of Minnesota
TRIO Wolf Creek Distance Learning Charter School
Twin Cities Academy
Twin Cities German Immersion School
Upper Mississippi Academy
Voyageurs Expeditionary School
World Learner School
Yinghua Academy