


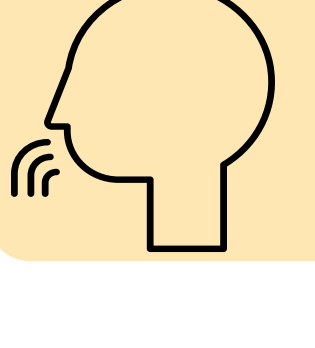
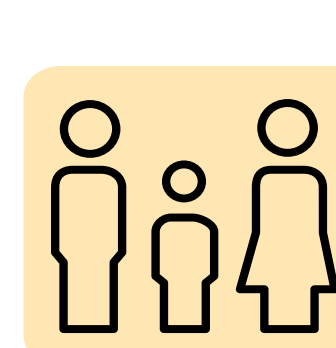
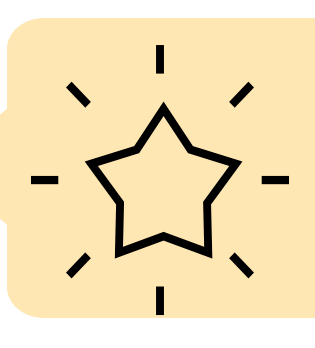


EPIPHANY PREP CHARTER SCHOOL

TOTAL COMPENSATION

 \$50,000 Life Insurance	2018-2019	Performance Pay & Annual Cost of Living Adjustment (0.5%-5%)	
 30+ Paid School Holidays & Long Weekends	Research, Comparison, & Innovation for our employees.	Double the CA sick leave requirement of 3 days	
 Primary & Secondary caregiver benefits		Additional Paid: Bereavement 3-7 days Jury duty up to 10 days	



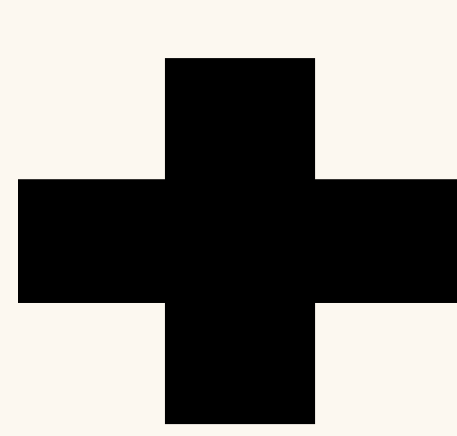
SUPPORT STAFF

WHAT THEY DO

Supporting students by creating clean, safe, healthy and supportive learning environments.

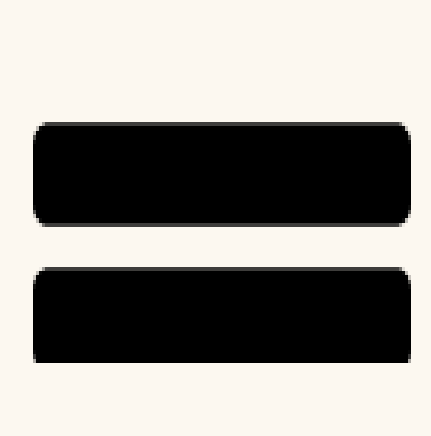
HEALTH BENEFITS EPCS CONTRIBUTION

\$6,000 - SINGLE
\$13,200 - FAMILY



ANNUAL SALARY RANGE

\$27,500 - \$88,691



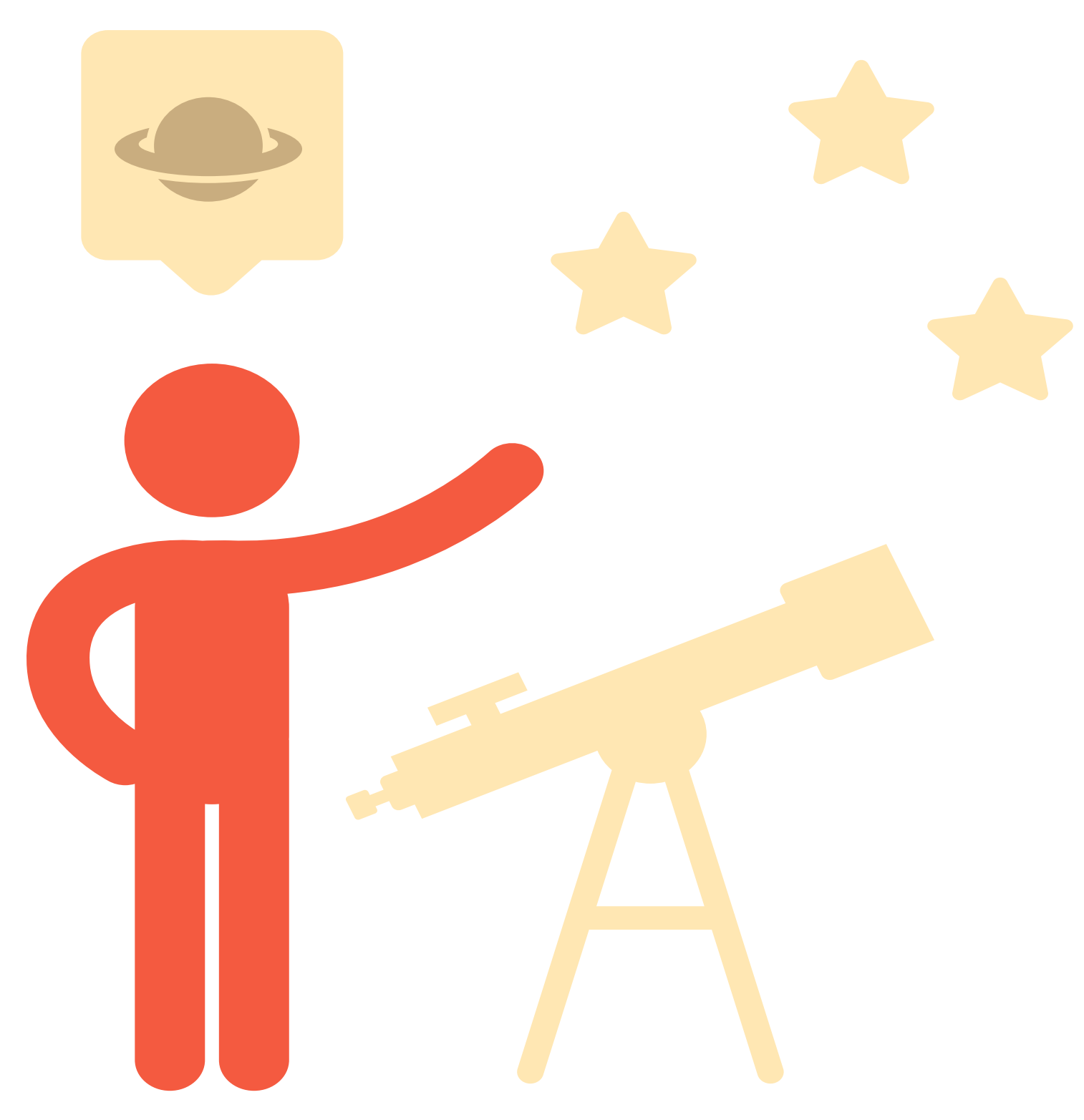
BEGINNING TOTAL COMPENSATION

\$33,500 - SINGLE
\$40,700 - FAMILY

TEACHERS, COUNSELORS

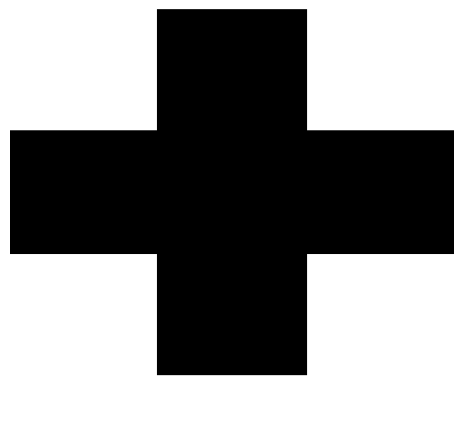
WHAT THEY DO

Offering students a learning environment through Restorative Practices and providing them a second chance to understand.



HEALTH BENEFITS EPCS CONTRIBUTION

\$6,000 - SINGLE
\$13,200 - FAMILY



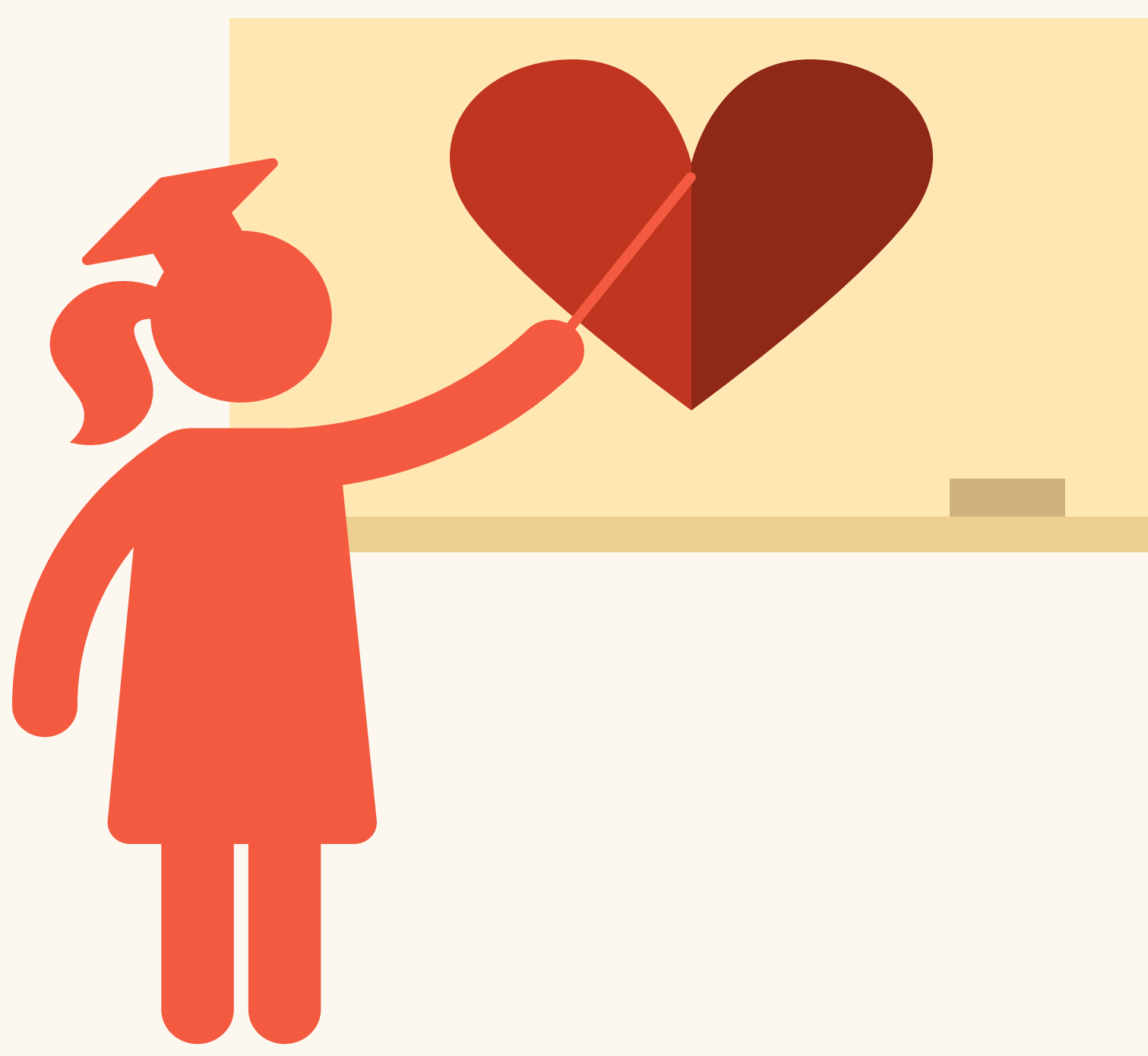
ANNUAL SALARY RANGE

\$48,000 - \$106,137



BEGINNING TOTAL COMPENSATION

\$54,000 - SINGLE
\$61,200 - FAMILY



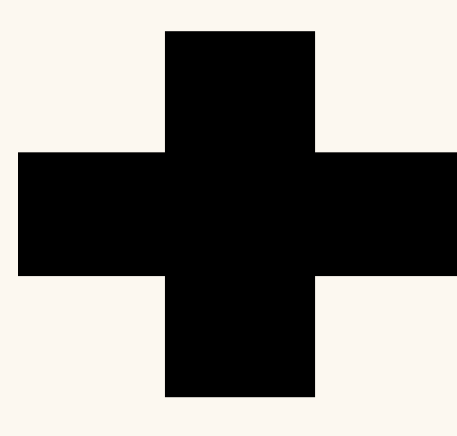
SCHOOL PSYCHOLOGIST, COORDINATORS, DIRECTORS, ASSISTANT PRINCIPAL

WHAT THEY DO

Rolling with the resistance to inspire and guide students and ensure they reach their potential.

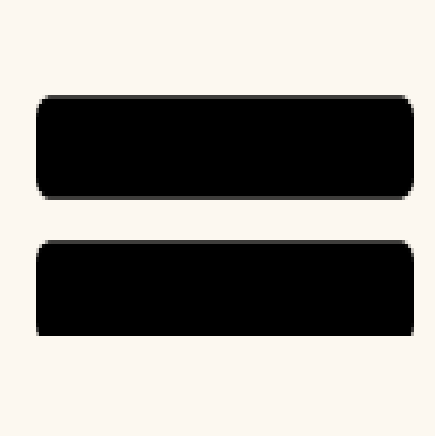
HEALTH BENEFITS EPCS CONTRIBUTION

\$6,000 - SINGLE
\$13,200 - FAMILY



ANNUAL SALARY RANGE

\$50,000 - \$106,137



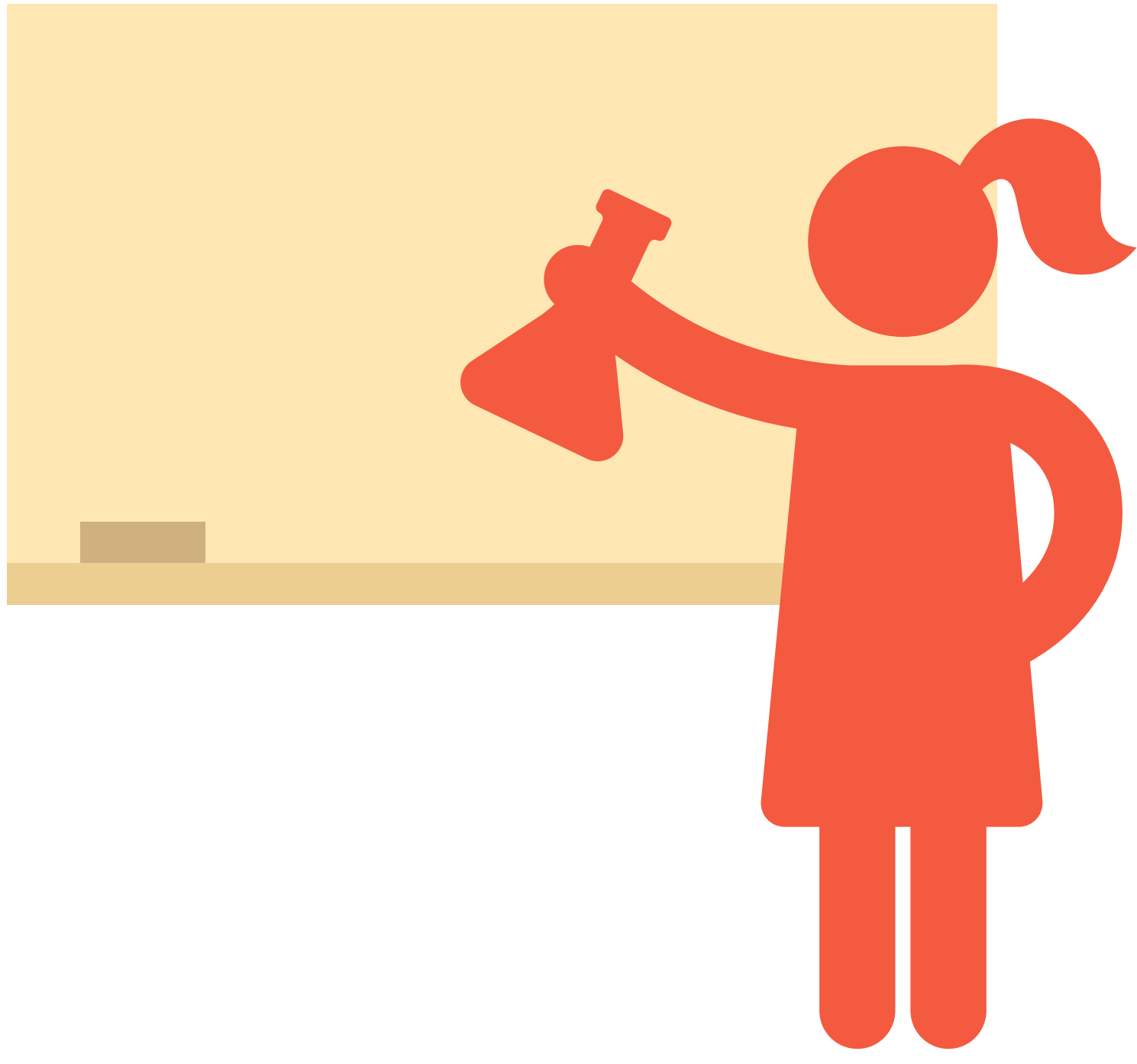
BEGINNING TOTAL COMPENSATION

\$56,000 - SINGLE
\$63,200 - FAMILY

PRINCIPAL, PRESIDENT VICE PRESIDENT

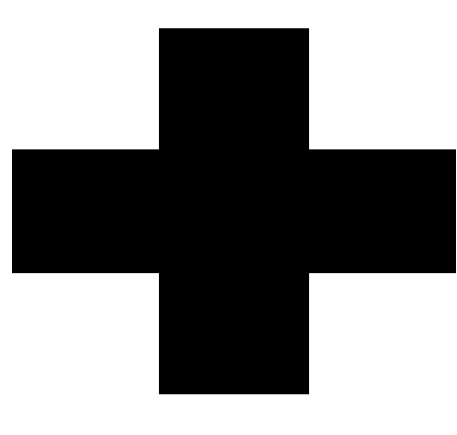
WHAT THEY DO

Connecting all the pieces of our community, students and all stakeholders to ensure all students reach their personal/social, academic and college/career goals.



HEALTH BENEFITS EPCS CONTRIBUTION

\$6,000 - SINGLE
\$13,200 - FAMILY



ANNUAL SALARY RANGE

\$110,000 - \$160,000



BEGINNING TOTAL COMPENSATION

\$116,000 - SINGLE
\$123,200 - FAMILY

We have designed a compensation and career framework to support our teaching, counseling, support staff and site leaders to empower their professional journeys. Our principles of such a design are grounded in a system that:

- Values professional learning;
- Full time employees understand as a foundation of our organizational goals;
- Attracts and retains, with real incentives, effective and distinguished employees;
- Allows effective/distinguished employees to increase earnings substantially without leaving the classroom;
- Provides a formal, explicit structure for career progression and opportunities.