


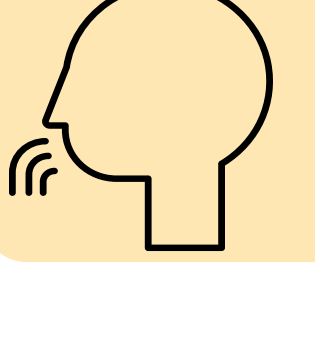
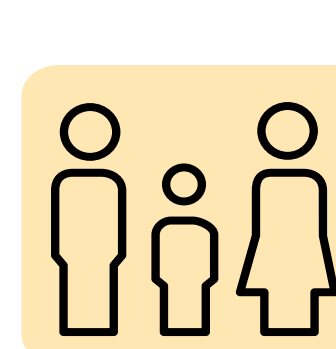
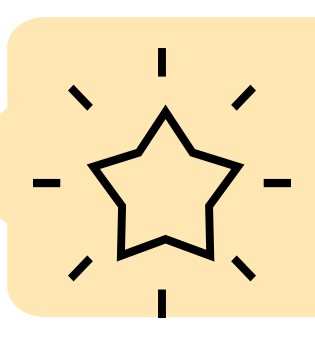
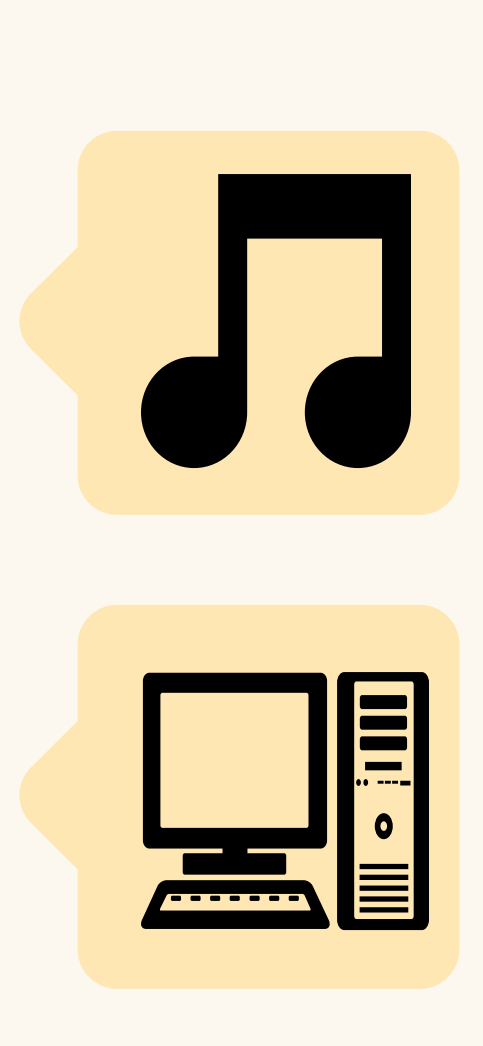


EPIPHANY PREP CHARTER SCHOOL

TOTAL COMPENSATION

 \$50,000 Life Insurance	2019-2020	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	ANNUAL SALARY RANGE	BEGINNING TOTAL COMPENSATION
\$6,000 - SINGLE \$13,200 - FAMILY	\$27,500 - \$88,691	\$33,500 - SINGLE \$40,700 - FAMILY

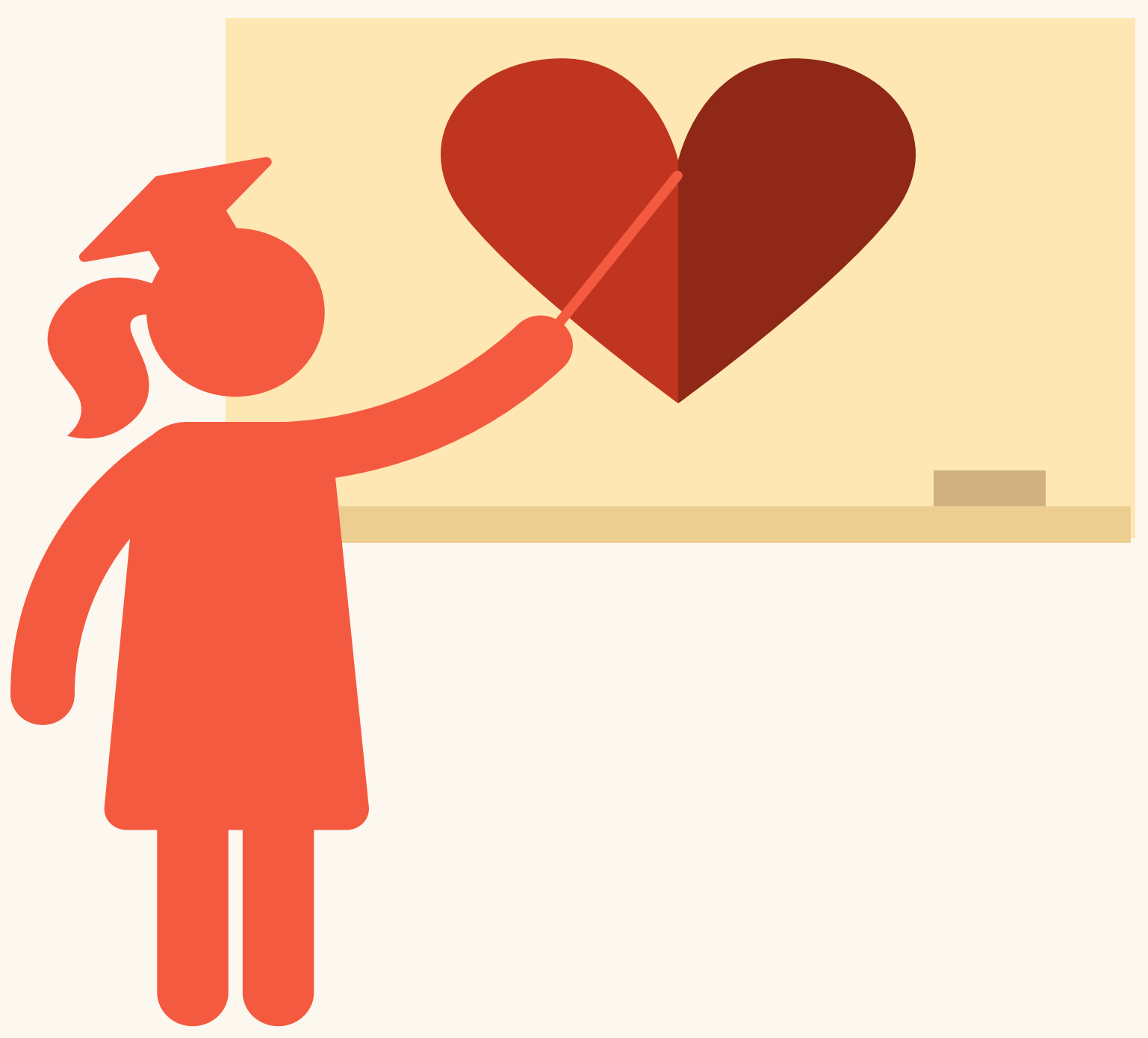
TEACHERS, COUNSELORS

WHAT THEY DO

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



HEALTH BENEFITS EPCS CONTRIBUTION	ANNUAL SALARY RANGE	BEGINNING TOTAL COMPENSATION
\$6,000 - SINGLE \$13,200 - FAMILY	\$51,000 - \$106,137	\$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	ANNUAL SALARY RANGE	BEGINNING TOTAL COMPENSATION
\$6,000 - SINGLE \$13,200 - FAMILY	\$55,000 - \$106,137	\$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	ANNUAL SALARY RANGE	BEGINNING TOTAL COMPENSATION
\$6,000 - SINGLE \$13,200 - FAMILY	\$110,000 - \$180,000	\$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.