



York Preparatory Academy

Home of the Patriots

Teacher Salary Schedule 2020-2021

Base Salary: \$42,000

Step	Bachelor's			Minuteman I	Master's			Minuteman II	Doctorate		
	Total	Base	Local Add-On		Total	Base	Local Add-On		Total	Base	Local Add-On
0	\$43,500	\$42,000	\$1,500		\$45,069	\$43,569	\$1,500		\$54,635	\$53,135	\$1,500
1	\$43,541	\$42,041	\$1,500	In place of a Bachelor's +18 Lane, York Prep has set up career pathways for all teachers who hold a Bachelor's Degree to receive additional add-ons to their salary.	\$45,700	\$44,200	\$1,500	In place of a Master's +18 Lane, York Prep has set up career pathways for all teachers who hold a Master's Degree to receive additional add-ons to their salary.	\$55,255	\$53,755	\$1,500
2	\$44,082	\$42,582	\$1,500		\$46,341	\$44,841	\$1,500		\$55,222	\$53,722	\$1,500
3	\$44,623	\$43,123	\$1,500		\$46,991	\$45,491	\$1,500		\$56,005	\$54,505	\$1,500
4	\$45,164	\$43,664	\$1,500		\$48,090	\$46,590	\$1,500		\$57,331	\$55,831	\$1,500
5	\$45,705	\$44,205	\$1,500		\$49,218	\$47,718	\$1,500		\$58,689	\$57,189	\$1,500
6	\$46,246	\$44,746	\$1,500	\$50,373	\$48,873	\$1,500	\$60,081	\$58,581	\$1,500		
7	\$46,787	\$45,287	\$1,500	\$51,557	\$50,057	\$1,500	\$61,508	\$60,008	\$1,500		
8	\$47,328	\$45,828	\$1,500	\$52,771	\$51,271	\$1,500	\$62,971	\$61,471	\$1,500		
9	\$47,869	\$46,369	\$1,500	\$54,016	\$52,516	\$1,500	\$64,470	\$62,970	\$1,500		
10	\$48,990	\$47,490	\$1,500	\$55,291	\$53,791	\$1,500	\$66,007	\$64,507	\$1,500		
11	\$49,864	\$48,364	\$1,500	\$56,285	\$54,785	\$1,500	\$67,204	\$65,704	\$1,500		
12	\$50,755	\$49,255	\$1,500	\$57,297	\$55,797	\$1,500	\$68,424	\$66,924	\$1,500		
13	\$51,662	\$50,162	\$1,500	\$58,329	\$56,829	\$1,500	\$69,667	\$68,167	\$1,500		
14	\$52,587	\$51,087	\$1,500	\$59,380	\$57,880	\$1,500	\$70,934	\$69,434	\$1,500		
15	\$53,529	\$52,029	\$1,500	\$60,451	\$58,951	\$1,500	\$72,224	\$70,724	\$1,500		
16	\$54,160	\$52,660	\$1,500	\$61,169	\$59,669	\$1,500	\$73,090	\$71,590	\$1,500		
17	\$54,800	\$53,300	\$1,500	\$61,896	\$60,396	\$1,500	\$73,966	\$72,466	\$1,500		
18	\$55,447	\$53,947	\$1,500	\$62,633	\$61,133	\$1,500	\$74,853	\$73,353	\$1,500		
19	\$56,103	\$54,603	\$1,500	\$63,378	\$61,878	\$1,500	\$75,751	\$74,251	\$1,500		
20	\$56,767	\$55,267	\$1,500	\$64,133	\$62,633	\$1,500	\$76,660	\$75,160	\$1,500		
21	\$57,304	\$55,804	\$1,500	\$64,744	\$63,244	\$1,500	\$77,397	\$75,897	\$1,500		
22	\$57,847	\$56,347	\$1,500	\$65,361	\$63,861	\$1,500	\$78,141	\$76,641	\$1,500		
23	\$58,396	\$56,896	\$1,500	\$65,985	\$64,485	\$1,500	\$78,892	\$77,392	\$1,500		
24	\$58,950	\$57,450	\$1,500	\$66,615	\$65,115	\$1,500	\$79,651	\$78,151	\$1,500		
25	\$59,509	\$58,009	\$1,500	\$70,303	\$68,803	\$1,500	\$80,418	\$78,918	\$1,500		



Minuteman Program Salary Add-Ons

Position	Expectations	Add-On
True Mentor	While also fulfilling the minimum requirement set up by the state for mentoring, TM's play a consistent role in the mentees life as well as their career and is an anchor to teachers who are new to YPA. Must show an exemplary commitment to the Core Commitments and have been a full participant in the Patriot Teacher Wellness Program.	\$1,000
Observation Teacher	Observation Teachers exist to provide opportunities for other teachers to drop in and see skills in action as a part of their coaching process. This can be accomplished through drop in visits, or in the absence of visitors, lessons recorded by SWIVL and shared to the school. They must have mastered the micro skills necessary that they would be observed on and show exemplary adherence to the Core Commitments.	\$1,250
Modeling Teacher	Modeling Teachers differ from Observation teachers in that they exist for a similar purpose but they are committing to engage in ongoing collaboration with teachers, either in person or through SWIVL after the observation or a teacher viewing their uploaded video.	\$1,500
Instructional Coach	Instructional Coaches are successful teachers who have moved out of the classroom to focus on helping other teachers each year to become diagnosticians of their effect on students and to improve it through coaching cycles. They must demonstrate full buy in to the Core Commitments, Participate in the Teacher Wellness Program, and have mastered the micro skills. They also work longer than the traditional 190 day schedule.	\$5,000