



Compensation - FAQs

Updated February 28, 2022

Supporting Documentation

- [Pay Scales - Teachers/SPED, Mental Health Providers, Educational Assistants, Front Desk Staff](#)
- [Outside Years Criteria - Teachers/SPED, Mental Health Providers, Educational Assistants](#)

Previous Years of Experience

Q: I've worked in multiple positions since joining STRIVE Prep. Should my experience at STRIVE Prep prior to my current position be included in Previous Experience?

A: Previous experience is your experience prior to starting at STRIVE Prep. Years at STRIVE Prep will be accounted for based on your start date. The Previous Years of Experience will be added to your years at STRIVE Prep to get to your Total Years of Experience.

Q: How is Previous Years of Experience calculated?

A: To determine what should count as previous years of experience, the compensation team worked with department heads, talent acquisition, principals, staff council, and compared discussions to the education standards in Colorado. Experience that is directly related to the work being performed in a position will count as a year towards previous experience. Experience that prepared staff for their position will count as 0.5 years of experience. Refer to the [Previous Years Experience Criteria](#) for further details.

Q: What if I have previous experience that is not listed?

A: The current list is a much more inclusive list than the previous one used. The updated list is based on professional input and standards in alignment with the Colorado Department of Education. This is the list that will be used for the remaining 2021-2022 school year. We always welcome additional feedback on compensation at compensation@striveprep.org.

Q: How is partial experience calculated as part of the compensation calculator?

There have been some questions regarding how 0.5 years of experience credits will impact the schedule. Employees will need a minimum of 1.5 years of experience for partial credit previous experience to qualify, in order to preserve a difference



between first and second year educators. After 1.5 years of experience, half years will round up. For example, an employee with 4.5 years of qualified experience would be placed on step 6 as if they had 5 years.

Q. What if I provide after-school program support at an outside organization?

The Before/After School Instructor or Leads experience category only pertains to programs housed at schools.

Q. How are my internships and student teaching recognized as experience?

Time in internships or student teaching does not count toward years of experience.

Bilingual

Q: How do I know if I qualify as bilingual?

A: Staff members that identify as bilingual will be asked to complete a competency assessment. There will be a speaking exam administered by approved translators at STRIVE Prep for those applying for Spanish. Those that speak another language can take the Berlitz Exam and submit for approval. Email multilingualteam@striveprep.org for further information.

Q: How is it determined what languages qualify?

A: Languages spoken by both scholars and teachers will be accepted. Spanish speakers will be assessed by our translators at STRIVE Prep. Staff that speak other languages are asked to take the Berlitz exam to align with DPS.

Q: What will I need to do if I qualify as bilingual?

A: The goal is to identify staff that can communicate with scholars' families and the community when appropriate. These staff members are not expected to be professional translators, however they should be comfortable assisting with parent teacher conferences, community events, and be overall ambassadors for STRIVE Prep.

Q: Is this a stipend?

A: No. All bilingual approved staff will be given a \$2,000 base pay increase in their salary. Exams will be approved at the ends of Quarter 1 and Quarter 3 for salary updates at that time.

Advanced Degrees

Q: What counts as an advanced degree?



A: Below are the degrees that will be reviewed and approved by the compensation team. Note that the advanced degree needs to be within the field or pertain to the position you are currently in. You will be able to submit your advanced degrees in Step 2 of the Mosaic Compensation Adjustment Survey.

- Teachers: Masters or higher
- Mental Health Professionals: Ed.S or higher
- Educational Assistants: Associates or higher

Licenses

Q: How were licenses determined?

A: Valid Colorado licenses are required for specific roles per the Colorado Department of Education requirements. Click [here](#) to learn more.

Q. Does the license increase require working in a position that requires such a license?

Yes. Staff members receive the license increase only if currently in an active position where the license is required.

Other

Q. How are the 3, 5, and 7 year retention increases awarded?

Following the completion of 3, 5, or 7 full years of service at STRIVE Prep, eligible staff will receive a \$3000 increase in base pay. Experience levels will be reviewed quarterly (at the end of September, December, March, and June) for these increases.