



COMMUNITY LEADERSHIP ACADEMY

A Colorado State PK-5 Charter School

VICTORY PREPARATORY ACADEMY

A Colorado State Middle/High Charter School



Community Leadership Academy and Victory Preparatory Academy offer competitive salaries based on experience and education. Eligible employees may receive health, dental, and vision insurance; retirement plan contributions; paid personal leave and holidays; and access to professional development. A four-day student week applies at Victory Preparatory Academy. All salary ranges, earnings, and benefits are posted in accordance with the Colorado Equal Pay for Equal Work Act (C.R.S. § 8-5-201) and Public School Financial Transparency Act.

2025-2026 Compensation Schedule

CERTIFIED TEACHER SALARY SCHEDULE - 191 Days		
*\$2,000 Sign-on/Retention Bonus		
Step	bachelor's	master's
A	\$56,000 / 58,000*	\$59,000 / 61,000*
B	\$56,800 / 58,800*	\$59,900 / 61,900*
C	\$57,700 / 59,700*	\$60,800 / 62,800*
D	\$58,600 / 60,600*	\$61,700 / 63,700*
E	\$59,500 / 61,500*	\$62,600 / 64,600*
F	\$60,400 / 62,400*	\$63,500 / 65,500*
G	\$61,300 / 63,300*	\$64,500 / 66,500*

Position	Work Schedule	Earnings Range
Bus Driver	Variable	\$30 - \$35
Assistant Cook	186 Days	\$15 - \$20
Certified Nursing Assistant	191 / 202 Days	\$18 - \$25
Housekeeper	191 / 202 Days	\$15 - \$20
Office Support	191 / 206 Days	\$18 - \$23
Academic Assistant	191 / 206 Days	\$15 - \$21
Teaching Assistant w/ BA	191 / 206 Days	\$18 - \$23
Office Manager	206 / 217 Days	\$25 - \$40
Assistant Office Manager	206 / 217 Days	\$20 - \$25
Accounting Technician	12-Mo./260 Days	\$20 - \$30
Maintenance Technician	12-Mo./260 Days	\$20 - \$30
HR/Talent Manager	12-Mo./260 Days	\$20 - \$40
IT Coordinator	12-Mo./260 Days	\$60K - \$90K
Admin Support/Coach	196 Days	\$60K - \$80K
School Nurse	191 / 202 Days	\$65K - \$90K
Nutrition Services Manager	201 / 212 Days	\$50K - \$60K
Lead Administrator	206 Days	\$70K - \$110K
Student Info. Coordinator	12-Mo./260 Days	\$50K - \$70K
Operations Manager	12-Mo./260 Days	\$55K - \$80K
Director/Co-CEO	12-Mo./260 Days	\$70K - \$100K
CEO	12-Mo./260 Days	\$80K - \$115K

It is the policy of Community Leadership Academy/Victory Preparatory Academy to provide equal opportunity under the law with respect to all programs, activities and employment, and to prohibit discrimination on any basis protected by law, including race, color, religion, sex, national origin, ancestry, age, disability, or any other status protected by applicable state or local law.