

It is the mission BA-CFA to recruit, hire and retain the most talented employees in order to meet the vision set forth by the Board of Directors.

In order to meet this goal, employees look to be compensated at a competitive rate when compared with others in their field.

Living Wage

All employees at BA-CFA are paid a living wage as defined by Just Economics of WNC.

Definition of Pay Category:

- **Full-Time Teaching Staff**

BA-CFA pays all full-time teaching staff based off of the NC DPI salary schedule approved by NCDPI for the previous fiscal year. For example, salaries for the 2018-2019 school year will match the teacher salaries approved for the 2017-2018 school year. Current salary schedules can be found at <http://www.ncpublicschools.org>.

BA-CFA will recognize advanced degrees and national board pay for teachers, if the school budget allows. New teachers must complete one successful year of full-time teaching at Brevard Academy before recognition of advanced degrees and national board pay.

- Full Time Teachers without a current NC teaching license who are not in the process of obtaining a license will be paid as a 1st year teacher.

- **Assistants**

BA-CFA pays all assistants according to the BA-CFA assistant pay scale. A copy of this scale can be requested from the School Director.

- **Non-teaching staff and Part-Time Employees**

Non-teaching staff and part-time employees will be compensated at a competitive rate based off of the school budget and not the NCDPI salary schedule.