



Classification and Compensation Study

Market Comparables

Market Salary Survey

- Data was collected from 7 peers
- Identified peers are close in proximity and represent employers that Oasis often competes with for quality employees, or that have a similar structure/size to Oasis.
- Supplementary data also collected from Economic Research Institute (ERI) to support market findings

Charlotte County Schools

ERI – Charlotte County (All Industry)

Collier County Schools

ERI – Charlotte County (Private Education)

Desoto County Schools

ERI – Charlotte County (Public Education)

Franklin Academy Charter Schools

ERI – Collier County (All Industry)

Hendry County Schools

ERI – Collier County (Private Education)

Lee County Schools

ERI – Collier County (Public Education)

Pembroke Pines Charter Schools

ERI – Lee County (All Industry)

ERI – Lee County (Private Education)



Cost Explanations

Option	Explanation	Option Pros	Option Cons
Bring to Minimum	Realigns employees who are below the minimum of their recommended pay range by bringing them up to the minimum, with no further adjustments made.	- Least Expensive Option - Ensures all employees are in new pay grade	- Does not address compression - Can cause additional compression at grade minimum
Class Parity	Realigns employees along their salary range on the basis of how long they have been serving in their current classification. This is done on a total 30-year basis, meaning employees with 30 or more years of experience in their current classification would be placed at maximum, whereas employees with 15 years would be placed at the midpoint of the range.	- Credits employees for time in classification - Addresses compression on the basis of time in classification - Adjusts for market	- Can erase performance gains - Does not account for organizational tenure - Does not account for outside experience
Hybrid Parity	Realigns employees along their salary range on the basis of their "hybrid years." A hybrid year would give full credit to an employee for each year they have been serving in their current classification and one-half credit for the amount of time they have spent in any other classification. This is done on a total 30-year basis.	- Credits employees for time in classification and organizational tenure - Addresses compression on the basis of time in classification and organizational tenure - Adjusts for market	- Can erase performance gains - Does not account for outside experience
Tenure Parity	Realigns employees along their salary range on the basis of how long they have been serving at the organization in any job title. This is done on a total 30-year basis.	- Credits employees for organizational tenure - Addresses compression on the basis of organizational tenure - Adjusts for market	- Can erase performance gains - Does not account for time in classification - Does not account for outside experience

Salary Only Cost

Support Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment	Projected Implementation Date	Min. % Increase	Parity Length	% Increase Cap	Salary Range Cap			
Bring to Min	\$ 162,422.90	78	\$ 2,082.34	7.8%	7/1/2025	1.00%	30.0	100.0%	100.0%		SUPPORT ADJUSTMENTS	
Tenure Years	\$ 345,256.00	78	\$ 4,426.36	16.3%	7/1/2025	1.00%	20.0	100.0%	100.0%		ADMINISTRATION ADJUSTMENTS	
Class Years	\$ 272,062.23	78	\$ 3,487.98	13.1%	7/1/2025	1.00%	30.0	100.0%	100.0%		INSTRUCTIONAL ADJUSTMENTS	
Hybrid Years	\$ 308,432.49	78	\$ 3,954.26	14.7%								
Administrative Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment	All Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment			
Bring to Min	\$ 56,200.71	11	\$ 5,109.16	7.0%	Bring to Min	\$ 473,929.55	284	\$ 1,668.77	5.8%			
Tenure Years	\$ 173,026.09	11	\$ 15,729.64	19.9%	Tenure Years	\$ 1,421,537.10	284	\$ 5,005.41	15.0%			
Class Years	\$ 122,182.08	11	\$ 11,107.46	14.5%	Class Years	\$ 1,280,427.41	284	\$ 4,508.55	12.1%			
Hybrid Years	\$ 112,604.46	11	\$ 10,236.77	13.4%	Hybrid Years	\$ 1,315,748.82	284	\$ 4,632.92	12.2%			
Instructional Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment								
Bring to Min	\$ 255,305.93	195	\$ 1,309.26	2.5%								
Tenure Years	\$ 903,255.02	195	\$ 4,632.08	8.7%								
Class Years	\$ 886,183.11	195	\$ 4,544.53	8.6%								
Hybrid Years	\$ 894,711.87	195	\$ 4,588.27	8.6%								

Salary recommendations were built using the 50th percentile of the full market (including ERI data) placing Oasis right in the middle of the market (meaning half of our peers would be paying higher than the average median, and half of them would be lower).

Position Grade Assignments

Support Personnel

Pay Plan	Classification	Recommended Title	Proposed Grade
Support	Substitute Food Service Worker	SUB FOOD SERVICE WORKER	C01
Support	FOOD SERVICE WORKER	FOOD SERVICE WORKER	C01
Support	Instructor - Before And After Care	Instructor - Before And After Care	C02
Support	OFFICE ASSISTANT	OFFICE ASSISTANT	C02
Support	CLINIC ASSISTANT	CLINIC ASSISTANT	C02
Support	Substitute Paraprofessional I	SUB PARAPROFESSIONAL I	C03
Support	SECURITY GUARD	SECURITY GUARD	C03
Support	INFORMATION SPECIALIST	INFORMATION SPECIALIST	C05
Support	RECEPTIONIST	RECEPTIONIST	C03
Support	PARAPROFESSIONAL I	PARAPROFESSIONAL I	C03
Support	SECRETARY	SECRETARY	C03
Support	FOOD SERVICE WORKER LEAD	FOOD SERVICE WORKER LEAD	C03
Support	SUBSTITUTE TEACHER	SUBSTITUTE TEACHER	C04
Support	Long term Substitute Teacher	LONGTERM SUB TEACHER	C04
Support	PARAPROFESSIONAL II	PARAPROFESSIONAL II	C04
Support	BOOKKEEPER	BOOKKEEPER	C05
Support	TRANSPORTATION DISPATCHER	TRANSPORTATION DISPATCHER	C05
Support	BUS DRIVER	BUS DRIVER	C07
Support	EXECUTIVE ASSISTANT	EXECUTIVE ASSISTANT	C09
Support	ESOL Coordinator	ESOL COORDINATOR	C10
Support	TRANSPORTATION MANAGER	TRANSPORTATION MANAGER	C13
Support	TESTING COORDINATOR	TESTING COORDINATOR	C12
Support	Director of Before and After Care	BEFORE AND AFTER CARE COORDINATOR	C12
Support	FOOD SERVICE MANAGER	FOOD SERVICE PROGRAM MANAGER	C13
Support	NURSE - RN	NURSE - RN	C14

Pay range for each Position Grade Assignment

Grade	Minimum	Midpoint	Maximum	Range Spread
SECURITY GUARD	\$15.00	\$16.87	\$18.73	25%
OFFICE ASSISTANT	\$15.00	\$17.19	\$19.38	29%
PARAPROFESSIONAL I	\$15.00	\$17.39	\$19.78	32%
INFORMATION SPECIALIST	\$15.00	\$17.58	\$20.15	34%
CLINIC ASSISTANT	\$15.00	\$17.58	\$20.15	34%
PARAPROFESSIONAL II	\$15.00	\$18.26	\$21.51	43%
SECRETARY	\$15.00	\$19.13	\$23.25	55%
TRANSPORTATION DISPATCHER	\$16.45	\$20.72	\$24.99	52%
EXECUTIVE ASSISTANT	\$17.07	\$21.88	\$26.69	56%
BUS DRIVER	\$17.50	\$19.58	\$21.66	24%
BOOKKEEPER	\$17.69	\$22.68	\$27.66	56%
TRANSPORTATION MGR	\$20.56	\$26.34	\$32.12	56%
NURSE	\$21.05	\$27.07	\$33.09	57%
ATHLETIC DIRECTOR	\$25.40	\$30.80	\$36.19	42%
TESTING COORDINATOR	\$26.26	\$28.03	\$29.79	13%
SPEECH PATHOLOGIST	\$27.63	\$37.90	\$48.16	74%
FOOD SERVICE MANAGER	\$29.71	\$35.66	\$41.60	40%

Starting Rate for Support Percent Adjustment					\$15.00 0.0%
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
Support Staff					
C01	\$ 15.00	\$ 18.00	\$ 21.00	40.0%	-
C02	\$ 15.90	\$ 19.08	\$ 22.26	40.0%	6.0%
C03	\$ 16.85	\$ 20.22	\$ 23.60	40.0%	6.0%
C04	\$ 17.87	\$ 21.44	\$ 25.01	40.0%	6.0%
C05	\$ 18.94	\$ 22.72	\$ 26.51	40.0%	6.0%
C06	\$ 20.07	\$ 24.09	\$ 28.10	40.0%	6.0%
C07	\$ 21.28	\$ 25.53	\$ 29.79	40.0%	6.0%
C08	\$ 22.55	\$ 27.07	\$ 31.58	40.0%	6.0%
C09	\$ 23.91	\$ 28.69	\$ 33.47	40.0%	6.0%
C10	\$ 25.34	\$ 30.41	\$ 35.48	40.0%	6.0%
C11	\$ 26.86	\$ 32.24	\$ 37.61	40.0%	6.0%
C12	\$ 28.47	\$ 34.17	\$ 39.86	40.0%	6.0%
C13	\$ 30.18	\$ 36.22	\$ 42.26	40.0%	6.0%
C14	\$ 31.99	\$ 38.39	\$ 44.79	40.0%	6.0%
C15	\$ 33.91	\$ 40.70	\$ 47.48	40.0%	6.0%

Position Grade Assignments

Instructional Personnel

Pay Plan	Classification	Recommended Title	Proposed Grade
Instructional	Teacher - Bachelors 1	TEACHER Elementary	I01
Instructional	EXCEPTIONAL TEACHER Elementary	EXCEPTIONAL TEACHER Elementary	I01
Instructional	Guidance/Teacher Counselor - HS/MS	GUIDANCE/TEACH COUNS - HS/MS	I02
Instructional	Teacher - Bachelors 2	TEACHER Secondary	I01
Instructional	EXCEPTIONAL TEACHER Secondary	EXCEPTIONAL TEACHER Secondary	I01
Instructional	SPEECH PATHOLOGIST	SPEECH PATHOLOGIST	I03
Instructional	SOCIAL WORKER	SOCIAL WORKER	I04

TEACHER Elementary	\$32.89	\$34.58	\$36.27	10%
TEACHER Secondary	\$35.09	\$36.89	\$38.69	10%
EXCEPTIONAL TEACHER Elementary	\$44.43	\$46.12	\$47.81	8%
EXCEPTIONAL TEACHER Secondary	\$46.63	\$48.43	\$50.23	8%

Starting Rate for Instructional Plan					\$35.09
Percent Adjustment					0.0%
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
Instructional Staff					
I01	\$ 35.09	\$ 42.11	\$ 49.13	40.0%	-
I02	\$ 36.84	\$ 44.21	\$ 51.58	40.0%	5.0%
I03	\$ 38.69	\$ 46.42	\$ 54.16	40.0%	5.0%
I04	\$ 40.62	\$ 48.75	\$ 56.87	40.0%	5.0%
I05	\$ 42.65	\$ 51.18	\$ 59.71	40.0%	5.0%
I06	\$ 44.78	\$ 53.74	\$ 62.70	40.0%	5.0%
I07	\$ 47.02	\$ 56.43	\$ 65.83	40.0%	5.0%

Grade	Minimum	Midpoint	Maximum
Instructional Staff			
I01	\$ 53,336.80	\$ 64,004.16	\$ 74,671.52
I02	\$ 56,003.64	\$ 67,204.37	\$ 78,405.10
I03	\$ 58,803.82	\$ 70,564.59	\$ 82,325.35
I04	\$ 61,744.01	\$ 74,092.82	\$ 86,441.62
I05	\$ 64,831.21	\$ 77,797.46	\$ 90,763.70
I06	\$ 68,072.77	\$ 81,687.33	\$ 95,301.88
I07	\$ 71,476.41	\$ 85,771.70	\$ 100,066.98

Current Annual Salaries

Annual Salary	Class Years	Final Annual Salary
\$ 53,336.80	1.92	\$54,698.72
\$ 59,021.60	19.94	\$67,519.03
\$ 53,975.20	3.61	\$55,902.81
\$ 57,836.00	16.90	\$65,354.38
\$ 51,148.00	2.76	\$55,302.71
\$ 51,148.00	2.76	\$55,302.71
\$ 59,219.20	15.89	\$64,637.38
\$ 54,005.60	3.57	\$55,875.53
\$ 56,194.40	4.88	\$56,808.81
\$ 60,982.40	1.92	\$61,592.22
\$ 55,844.80	0.91	\$56,403.25
\$ 50,600.80	4.68	\$56,666.58
\$ 50,646.40	4.87	\$56,801.01
\$ 50,600.80	3.92	\$56,121.03
\$ 54,522.40	9.91	\$60,382.13
\$ 50,600.80	3.92	\$56,121.03
\$ 53,352.00	12.92	\$62,527.29
\$ 53,428.00	2.92	\$55,411.82
\$ 50,600.80	4.34	\$56,421.08
\$ 56,635.20	0.91	\$57,201.55
\$ 50,099.20	2.92	\$55,409.87
\$ 50,904.80	0.91	\$53,985.61
\$ 50,616.00	5.92	\$57,545.29
\$ 52,303.20	11.92	\$61,816.13
\$ 60,268.00	15.89	\$64,637.38
\$ 51,680.00	2.92	\$55,409.87
\$ 52,379.20	11.92	\$61,816.13
\$ 49,992.80	0.80	\$53,907.67
\$ 54,522.40	9.91	\$60,382.13
\$ 58,672.00	0.91	\$59,258.72

Proposed Annual Salaries



Position Grade Assignments (Administrative Personnel)

Pay Plan	Classification	Recommended Title	Proposed Grade
Admin	DIRECTOR OF STEM EDUCATION	DIRECTOR OF STEM EDUCATION	I07
Admin	ATHLETIC DIRECTOR	ATHLETIC DIRECTOR	A01
Admin	Assistant Principal - Elem	ASSISTANT PRINCIPAL ELEMENTARY	A01
Admin	Assistant Principal - Middle	ASSISTANT PRINCIPAL MIDDLE	A01
Admin	Assistant Principal - High	ASSISTANT PRINCIPAL HIGH	A02
Admin	Principal - Elem	PRINCIPAL ELEMENTARY	A03
Admin	Principal - Middle	PRINCIPAL MIDDLE	A03
Admin	Principal - High	PRINCIPAL HIGH	A04

ASSISTANT PRINCIPAL E	\$36.06	\$39.67	\$43.27	20%
ASSISTANT PRINCIPAL M	\$36.06	\$39.67	\$43.27	20%
ASSISTANT PRINCIPAL H	\$36.06	\$39.67	\$43.27	20%
DIR OF STEM EDUCATION	\$40.28	\$47.33	\$54.37	35%
PRINCIPAL E	\$46.54	\$50.84	\$55.14	18%
PRINCIPAL M	\$46.54	\$50.84	\$55.14	18%
PRINCIPAL H	\$46.54	\$50.84	\$55.14	18%
ATHLETIC DIRECTOR	\$25.40	\$30.80	\$36.19	42%

Starting Rate for Administrative Plan					\$40.50
Percent Adjustment					0.0%
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
Administrative Staff					
A01	\$ 40.50	\$ 48.60	\$ 56.70	40.0%	-
A02	\$ 43.54	\$ 52.25	\$ 60.95	40.0%	7.5%
A03	\$ 46.80	\$ 56.16	\$ 65.52	40.0%	7.5%
A04	\$ 50.31	\$ 60.38	\$ 70.44	40.0%	7.5%
A05	\$ 54.09	\$ 64.90	\$ 75.72	40.0%	7.5%

Grade	Minimum	Midpoint	Maximum
Administrative Staff			
A01	\$ 84,240.00	\$ 101,088.00	\$ 117,936.00
A02	\$ 90,558.00	\$ 108,669.60	\$ 126,781.20
A03	\$ 97,349.85	\$ 116,819.82	\$ 136,289.79
A04	\$ 104,651.09	\$ 125,581.31	\$ 146,511.52
A05	\$ 112,499.92	\$ 134,999.90	\$ 157,499.89

Supplement for Administrators

Principals		Assistant Principals	
Elementary	\$1500	Elementary	\$1000
Middle	\$3000	Middle	\$1000
High	\$6000	High	\$3000

* Extracurricular activities for athletics and events that take place throughout the school year.

Substitute Teacher Pay

Current pay plan:

- Substitutes must have a minimum AA degree (or 60 + college credits). Hourly rate \$15.25/hr. or \$114.00 per day before tax

Recommended pay plan:

- Substitutes must have a minimum AA degree (or 60+ college credits). Hourly rate \$22.00/hr or \$165.00 per day before tax
- Substitutes who are retired teachers, hourly rate \$27.00/hr or \$202.00 per day before tax

Hiring Salary Schedule

Instructional Personnel

Current Plan:

\$50,000 - \$55,000

(honoring up to 20 years of outside experience)

Recommended Plan:

\$53,135 - \$55,635

(honoring up to 20 years of outside experience)

New Hire Salary Plan - Secondary

Proposed - 2025-2026 - **BASED ON 190 WORKING DAYS

Years	SALARY	DAILY RATE	HOURLY RATE CT	HOURLY RATE ANNUALIZED	BI-WEEKLY PAY ADJUSTMENT
0	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
1	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
2	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
3	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
4	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
5	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
6	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
7	\$52,135.00	\$274.39	\$36.59	\$26.7359	\$2,005.19
8	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
9	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
10	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
11	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
12	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
13	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
14	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
15	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
16	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
17	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
18	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
19	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
20	\$55,640.00	\$292.84	\$39.05	\$28.5333	\$2,140.00

