



Colorado Military Academy

EMPLOYEE COMPENSATION STRUCTURE

Fiscal Year 2025 – 2026

Starting Salary Schedule

This table establishes the starting salary ranges for faculty:

2025-2026	
Years of Teaching Experience	Base Salary Range
0	\$42,000-\$45,000
1-5	\$45,000-\$48,000
5-10	\$48,000-\$55,000
10+	\$55,000-\$60,000

Faculty positions are exempt. Contact days will be defined in individual employee agreements on an annual basis. Starting base salary is not inclusive of supplemental salary additions.

Non-teaching positions, including teacher aides and paraprofessionals, consider market rates and are determined by the school.

Supplemental Salary Additions

The below table establishes supplemental salary additions applicable to new and returning Colorado Military Academy teachers. Faculty will receive the supplement for their highest degree. Degree, experience, and certification supplements are additive and will not be capped. Evidence of degree and certification completion must be presented and will be kept with the employee's file. The previous year's final salary will be the starting base salary for the next year's salary adjustment. Some annual supplemental additions will be added to the starting base salary prior to any inflationary or merit based increases and are indicated as such in the below table.

Salary Additions	
Master's Degree in a related field	\$3,000
Doctoral Degree in a related field	\$5,000
Teaching Certification	\$2,500
CMA Teaching Experience	Up to \$2,000 per year of experience, up to three years of experience
Teacher of the Year Award	\$5,000 up to two, non-consecutive times

Employment Classifications

Full-Time Exempt

Administration and faculty are classified as full-time exempt employees. Each employee agreement stipulates the number of contact days associated with each specific position; however, exempt employees are expected to meet the demands of the job no matter how many hours it takes. Exempt employees are not eligible for overtime or premium pay.

Full-Time Salaried Non-Exempt

Salaries for non-teaching full-time employees who are classified as non-exempt are based on the job description and corresponding job requirements, reflective of degrees awarded, years of experience in their related field, and current market rates. These salaries are typically subject to an annual increase determined as a function of performance and expected revenue increases. Non-exempt employees are eligible for overtime or premium pay.

Bonus Pay for Performance

Select positions are eligible for performance bonuses up to a certain percentage of their salary. All bonuses depend on both evaluations and the school's financial position.