



03/18/2025

Universal Academy does not have any employees. Hamadeh Educational Services (HES) serves as the Educational Service Provider for Universal Academy. As the Educational Services Provider, HES is the employer for all staff assigned to Universal Academy.

Salaries are determined based on multiple factors including funding, years of experience, years of service and education.

The following report reflects compensation figures for the 2024-25 school year.

### **Salary Information**

#### **Average Salary for New Teachers**

New teachers are defined as individuals holding a teaching certificate for less than five years.

- Average Salary for New Teachers: \$49,306

#### **Average Salary for Veteran Teachers**

Veteran teachers are defined as individuals holding a teaching certificate for five years or more.

- Average Salary for Veteran Teachers: \$60,957

#### **Average Salary for All Teachers**

- Average Salary for All Teachers: \$52,568

#### **Average Salary for Support Staff**

Support staff includes paraprofessionals, food service workers, bus drivers, and literacy coaches. Part-time staff and independent contractors are excluded from this calculation.

- Average Salary for Support Staff-hourly: \$19.53