New Branches Charter Academy
Annual Salary Transparency Report

Overview

This report is published to ensure compliance with House Bill No. 5269, amending 1976 PA 451, which requires all public school academies, urban high school academies, schools of excellence, and strict discipline academies to post specific salary information to the Academy's transparency page by November 1 annually. This law was signed into law by Governor Whitmer on January 17, 2025, and became effective on April 17, 2025.

The Academy Board has entered into a management agreement with Choice Schools Associates, designating them responsible for employing all teachers and support staff using the funds allocated in the Academy's annual operating budget. Choice Schools Associates determines salaries based on a variety of factors, including teaching experience, highest degree earned, and certification status.

Although Choice Schools Associates manages these employment functions and in no way shares employment of these individuals with the Academy Board, the Academy Board remains accountable for complying with the requirements of House Bill No. 5269, including the accurate and timely publication of salary data. To fulfill this obligation, Choice Schools Associates prepared this report and submitted it to the Board for review and formal approval at its October 27, 2025 Board meeting.

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: $43,710.47

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: $57,014.01

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: $39,660.34

Additional Notes

- Data reflects compensation figures from September 21, 2025 to October 4, 2025.
- Support staff salaries include all personnel directly supporting students in the listed categories.

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