

Operating Referendum Disclosure Statement

Victory College Prep Elementary School

5/15/26

This disclosure is provided pursuant to IC 20-46-1-8(j).

This information is provided to ensure transparency for families and the community in advance of the operating referendum election.

1. Salaries by Position (IC 20-46-1-8(j)(1))

Salaries by position title at Victory College Prep (network) and corresponding paybands are below:

VCP Hiring Guidelines (rev. 1/13/26)					
The guidelines below should be used as general guideposts when determining salary and setting incentives (stipends / bonuses). They are not locked paybands that must be strictly adhered to for every offer.					
Academic Employees (10-month)					
	Lead Teacher/ Counselor/Dean	Associate Teacher/ Behav. Asst. / Substitute Tchr			
0 - 2 yrs	\$52,500 - \$54,500	\$40,000 - \$42,000			
3 - 5 yrs	\$54,500 - \$57,500	\$43,000 - \$45,000			
6 - 8 yrs	\$57,500 - \$63,500	\$46,000 - \$48,000			
9+ yrs	\$63,500+	\$49,000 - \$52,500			
Lead Teachers: 1) lead teaching content, 2) have a BA or enrolled in BA-seeking program, and 3) have a valid license Assoc. Tchrs: 1) serve in a instructional support role, 2) have an associates degree Hiring candidates outside of the above criteria needs approval from the ED					
Administrative Employees (12-month)					
	Chief/Exec. Dir	Principal	Asst. Principal / Director	Coordinator	Assistant (Childcare)
0 - 2 yrs	\$110,000 - \$115,000	\$100,000 - \$105,000	\$77,000 - \$83,000	\$52,500 - \$54,500	\$36,000 - \$38,000
3 - 5 yrs	\$115,000 - \$120,000	\$105,000 - \$115,000	\$83,000 - \$89,000	\$54,500 - \$57,500	\$38,000 - \$40,000
6 - 8 yrs	\$125,000 - \$130,000	\$115,000 - \$120,000	\$89,000 - \$95,000	\$57,500 - \$63,500	\$40,000 - \$42,000
9+ yrs	\$130,000+	\$120,000+	\$95,000+	\$63,500+	\$42,000+
Assistant Principals: 1) serve in a teacher/student facing manager capacity, 2) have a valid license, and 3) have a track record of success in a similar school setting. Directors: 1) serve in a leadership capacity (design, create, develop systems) over an entire department, 2) have five or more years of experience in the workforce, 3) have a track record of success Coordinators/Managers: 1) have functional expertise in their content, 2) do NOT serve in a leadership capacity Hiring candidates outside of the above criteria needs approval from the ED					
Other Considerations for Offers					
1-Time Stipend	Signing Bonus	Up to \$3000; Must be approved by ED and must solve a need (highly desirable, mid-year vacancy, relocate, etc.)			
Base Salary	Bilingual	Up to \$3000 added to salary as needed			
Base Salary	MAT Degree	Increase of \$2000 to base salary (MAT = Masters in the Art of Teaching)			
Base Salary	Content Adv. Degree	Increase of \$3000 to base salary (in your assigned content area)			
Offer Letter	Teacher-Leader Role	\$3,000 paid as a stipend			
Separate Contract	ASP Coordinator	\$4,000/year/school (1 total staff/school)			
Offer Letter	Traillblazer	\$3,000 paid as a stipend + \$1500 base salary raise for each successful year of the cohort			
Base Salary	SPED/MLL ToR	Increase of \$5000 to base salary (with SPED/MLL endorsement completed)			

Gateway Indiana:

https://gateway.ifonline.org/report_builder/Default3a.aspx?rptType=employComp&rpt=EmployComp&rptName=Employee%20Compensation

2. Legal Compliance Statement (IC 20-46-1-8(j)(2))

Victory College Prep Elementary School affirms that it is not committing any crime described in IC 35-44.1-1.

3. Most Recent Audit (IC 20-46-1-8(j)(3))

The most recent State Board of Accounts audit for Victory College Prep (network) can be found here:

- [2026 SBOA Audit](#)
- [2026 Financial Statements](#)

4. Student Enrollment (IC 20-46-1-8(j)(4))

Current student enrollment as of the date of this posting (5/15/26) at Victory College Prep Elementary School, disaggregated by student group and race:

Enrollment by Student Group

Student Group	Number of Students	Percentage
TOTAL	467	100%
Special Education	63	13.49%
English Learners	83	17.77%
Free/Reduced Lunch	353	75.59%
Paid Meals	114	24.41%

Enrollment by Race/Ethnicity

Race/Ethnicity	Number of Students	Percentage
American Indian	1	0.21%
Asian	0	0%
Black	321	68.74%
Hispanic	76	16.27%
Multiracial	18	3.85%
Native Hawaiian or Other Pacific Islander	0	0%
White	51	10.92%

5. Graduation Rate (IC 20-46-1-8(j)(5))

Victory College Prep Elementary School serves students in grades K-4 and does not have a graduation rate.

6. Teacher Retention (IC 20-46-1-8(j)(6))

Victory College Prep's annual teacher retention rates (network average) for the past five years:

- 2020-2021: 77%
- 2021-2022: 79%
- 2022-2023: 87%
- 2023-2024: 78%
- 2024-2025: 80%