



SUMMIT ACADEMY
Comparability Policy
Policy Number: 1201

I. Board Policy

As a condition of receiving Title I funds, The Summit Academy Board of Trustees recognizes the need for a policy governing the use of Title I funding to ensure all students receive a quality education. This policy demonstrates the Local Education Agency's Agencies (LEA) commitment to ensure that no discrimination occurs in the distribution of resources funded by state and local sources, regardless of the receipt of federal funds.

II. Guidelines

- A. The Utah State Board of Education (USBE) directs that each LEA school receiving Title I funds must use state and local funds to provide services that are at least comparable to services in those schools in the LEA that do not receive funds.
- B. If all schools in the LEA receive Title I funds, the USBE directs that state and local funds shall be used to provide services that are substantially comparable in each school.
- C. The USBE acknowledges that comparability may be measured on a grade-span by grade-span basis or a school-by-school basis.
- D. The USBE directs the LEA to complete the Title I Comparability Assurance Form provided by the USBE. This form will serve as a written assurance of equivalence among schools, including the provision of curriculum materials; instructional supplies; and teacher staffing comparability measures. On site will also include an assurance that an LEA wide Salary Schedule has been developed and maintained.
- E. LEAs must maintain records (updated biennially) that document compliance (i.e., if the LEA files a written assurance that it has established and implemented a district-wide salary schedule, policies to ensure equivalence among school in staffing, and the provision of materials and supplies, the LEA must keep records documenting that salary schedule and policies were actually implemented, and equivalence was achieved among schools regarding staffing, materials, and supplies).
- F. For the purposes of determining comparability, the LEA may exclude:
 - a. State and local funds expended for language instruction education programs.
 - b. Excess costs associated with providing services to students with disabilities.
 - c. Unpredictable changes in enrollment or personnel assignments occurring after the beginning of the school year.
 - d. Other expenditures from supplemental state or local funds consistent with the intent of Title I.
- G. The USBE recognizes the value of merit pay for educators based on performance measurements. They also recognize the need for comparability measurements across schools. Each school leadership is required to align with specific yearly guidelines for baseline salaries (based on Weighted Pupil Unit, or WPU) given by the Executive Director to ensure comparability across schools; specifically percentage limits and thresholds for merit pay, beginning salaries, and percentages for cost of living increases as available.

II. References

N/A

III. Attachments

N/A

IV. Revision History and Approval Date

Version 1: January 16, 2020: Original date of approval

Version 2: February 16, 2023: Review with addition to add Salary Schedule