New Dawn Academy of Warren
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 Education Management and Networks, designating them responsible for employing all teachers and support staff using the funds allocated in the Academy's annual operating budget. Education Management and Networks determine salaries based on a variety of factors, including teaching experience, highest degree earned, and certification status.

Although Education Management and Networks 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, Education Management and Networks prepared this report and will submit it to the Board for acknowledgement at their regular November 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: $53,000

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: $56,333

Average Salary for All Teachers

If fewer than five new or veteran teachers are employed, this consolidated figure is required instead of individual averages.

- Average Salary for All Teachers: N/A

Average Salary for Support Staff

Support staff include 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: $43,800

Additional Notes

- Data reflects compensation figures from 8/16/2026 to 8/15/2027.
- Support staff salaries include all personnel directly supporting students in the listed categories.

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