



# 2021-2022 Salary Scale

## Certified Teachers

### Bachelor's Degree

| Service | Teacher   | Effective | Master    |
|---------|-----------|-----------|-----------|
| Step 1  | \$ 41,111 | n/a       | n/a       |
| Step 2  | \$ 41,971 | n/a       | n/a       |
| Step 3  | \$ 42,817 | \$ 45,817 | \$ 47,817 |
| Step 4  | \$ 44,382 | \$ 47,382 | \$ 49,382 |
| Step 5  | \$ 46,279 | \$ 49,279 | \$ 51,279 |
| Step 6  | \$ 48,436 | \$ 51,436 | \$ 53,436 |
| Step 7  | \$ 50,615 | \$ 53,615 | \$ 55,615 |
| Step 8  | \$ 52,774 | \$ 55,774 | \$ 57,774 |
| Step 9  | \$ 54,929 | \$ 57,929 | \$ 59,929 |
| Step 10 | \$ 57,116 | \$ 60,116 | \$ 62,116 |
| Step 11 | \$ 59,330 | \$ 62,330 | \$ 64,330 |
| Step 12 | \$ 60,456 | \$ 63,456 | \$ 65,456 |
| Step 13 | \$ 61,577 | \$ 64,577 | \$ 66,577 |
| Step 14 | \$ 62,707 | \$ 65,707 | \$ 67,707 |
| Step 15 | \$ 63,831 | \$ 66,831 | \$ 68,831 |
| Step 16 | \$ 66,635 | \$ 69,635 | \$ 71,635 |
| Step 17 | \$ 66,635 | \$ 69,635 | \$ 71,635 |

### Master's Degree

| Service | Teacher   | Effective | Master    |
|---------|-----------|-----------|-----------|
| Step 1  | \$ 47,373 | n/a       | n/a       |
| Step 2  | \$ 48,786 | n/a       | n/a       |
| Step 3  | \$ 50,200 | \$ 53,200 | \$ 55,200 |
| Step 4  | \$ 52,325 | \$ 55,325 | \$ 57,325 |
| Step 5  | \$ 53,852 | \$ 56,852 | \$ 58,852 |
| Step 6  | \$ 56,003 | \$ 59,003 | \$ 61,003 |
| Step 7  | \$ 58,187 | \$ 61,187 | \$ 63,187 |
| Step 8  | \$ 60,347 | \$ 63,347 | \$ 65,347 |
| Step 9  | \$ 64,073 | \$ 67,073 | \$ 69,073 |
| Step 10 | \$ 66,224 | \$ 69,224 | \$ 71,224 |
| Step 11 | \$ 68,413 | \$ 71,413 | \$ 73,413 |
| Step 12 | \$ 70,567 | \$ 73,567 | \$ 75,567 |
| Step 13 | \$ 72,746 | \$ 75,746 | \$ 77,746 |
| Step 14 | \$ 74,906 | \$ 77,906 | \$ 79,906 |
| Step 15 | \$ 77,061 | \$ 80,061 | \$ 82,061 |
| Step 16 | \$ 80,723 | \$ 83,723 | \$ 85,723 |
| Step 17 | \$ 80,723 | \$ 83,723 | \$ 85,723 |

**School Nurses & Counselors are Included on this scale**

**Notes:**

**\$3,000 salary reduction will apply to scale above for non-certified teachers.**

A rating of "Effective" or "Master" is earned after 2 consecutive years of attaining "Effective" or "Highly Effective" on the TEF Summative Evals.

**Certified teachers only are eligible for Effective or Master rating.**

This scale does not include supplemental pay of any kind (e.g. teacher leadership positions, stipends, etc.)

Graduate degree scale only applies if graduate degree is in education or the subject area

Doctoral degree in subject area equates to a \$1,500 increase above the Master's Degree scale

Teacher Salary Scale is subject to change and will be formally reviewed annually in conjunction with our school's financial model



## 2021-2022 Salary Scale

### Paraprofessional & Assistant Teachers

| Service | Salary    |
|---------|-----------|
| Step 1  | \$ 29,501 |
| Step 2  | \$ 30,646 |
| Step 3  | \$ 31,834 |
| Step 4  | \$ 33,067 |
| Step 5  | \$ 34,355 |
| Step 6  | \$ 35,697 |
| Step 7  | \$ 37,096 |
| Step 8  | \$ 38,545 |
| Step 9  | \$ 40,046 |
| Step 10 | \$ 40,191 |
| Step 11 | \$ 40,309 |
| Step 12 | \$ 41,822 |
| Step 13 | \$ 41,939 |
| Step 14 | \$ 42,056 |
| Step 15 | \$ 42,176 |
| Step 16 | \$ 42,298 |
| Step 17 | \$ 42,414 |

## 2021-2022 Salary Scale

### Non-Instructional Staff: Specialists

| Starting Salary* | 0-2 years of experience | 3+ years of experience | High      |
|------------------|-------------------------|------------------------|-----------|
| Specialist A     | \$ 30,000               | \$ 35,000              | \$ 45,000 |
| Specialist B     | \$ 35,000               | \$ 40,000              | \$ 50,000 |
| Specialist C     | \$ 40,000               | \$ 45,000              | \$ 55,000 |
| Specialist D     | \$ 75,000               | \$ 80,000              | \$ 95,000 |

| Specialist A            | Specialist B               | Specialist C                 | Specialist D |
|-------------------------|----------------------------|------------------------------|--------------|
| Enrollment Coordinator* | Behavior Specialist        | Business Liaison             | Psychologist |
| Parent Liaison*         | Transportation Coordinator | Special Projects Coordinator |              |
|                         |                            | Curriculum Specialist        |              |
|                         |                            | Instructional Coach          |              |

**Notes:**

Dark grey areas represent point at which annual increases are fixed at 2%

\* Salary may adjust depending on related education level, scope of work, and length of work year

**Annual salary increases are based upon employee's Summative performance evaluation rating as listed below:**

| Rating         | Salary Increase* |
|----------------|------------------|
| Exceptional    | 5%               |
| High Effective | 4%               |
| Effective      | 3%               |
| Developing     | 2%               |
| Unsatisfactory | 0%               |



# 2021-2022 Salary Scale

## School Leaders & Central Office

### School Leaders

| Starting Salary*     | 0-2 years of experience | 3+ years of experience | High       |
|----------------------|-------------------------|------------------------|------------|
| Principal*           | \$ 110,000              | \$ 115,000             | \$ 150,000 |
| Assistant Principal* | \$ 75,000               | \$ 80,000              | \$ 110,000 |
| Dean**               | \$ 55,000               | \$ 60,000              | \$ 75,000  |
| Assistant Dean       | \$ 40,000               | \$ 45,000              | \$ 55,000  |

### Central Office

| Starting Salary*    | 0-2 years of experience | 3+ years of experience | High       |
|---------------------|-------------------------|------------------------|------------|
| Managing Director   | \$ 90,000               | \$ 95,000              | \$ 115,000 |
| Director            | \$ 65,000               | \$ 70,000              | \$ 85,000  |
| Assistant Director  | \$ 50,000               | \$ 55,000              | \$ 70,000  |
| Associate/Assistant | \$ 35,000               | \$ 40,000              | \$ 55,000  |

Notes:

Dark Grey areas represent point in which annual increases are fixed at a max of 2%

\* Salary is negotiable for Principal, or employee with 5 or more years of experience in similar position in a similar organization

\*\* Dean must have TEF responsibilities which presupposes teaching experience

**Annual salary increases are based upon employee's Summative performance evaluation rating as listed below:**

| Rating           | Salary Increase* |
|------------------|------------------|
| Master**         | 10%              |
| Exceptional      | 5%               |
| Highly Effective | 4%               |
| Effective        | 3%               |
| Developing       | 2%               |
| Unsatisfactory   | 0%               |

Notes:

Summative rating may be adjusted one level at the discretion of supervisor with central office approval

\* Salary increase is contingent upon a full year of service & complete evaluation cycle

\*\* A rating of "Master" applies to Principals only and is earned after 2 consecutive years of attaining "Exceptional"



## 2021-2022 Salary Scale

### Custodial Staff

#### Custodians

| Service | Salary    |
|---------|-----------|
| Step 1  | \$ 26,917 |
| Step 2  | \$ 28,585 |
| Step 3  | \$ 31,169 |
| Step 4  | \$ 31,602 |
| Step 5  | \$ 32,185 |
| Step 6  | \$ 33,170 |
| Step 7  | \$ 34,164 |
| Step 8  | \$ 35,215 |
| Step 9  | \$ 36,297 |
| Step 10 | \$ 37,063 |
| Step 11 | \$ 37,730 |
| Step 12 | \$ 38,400 |
| Step 13 | \$ 39,078 |
| Step 14 | \$ 39,549 |
| Step 15 | \$ 40,030 |
| Step 16 | \$ 40,520 |
| Step 17 | \$ 41,330 |

#### Head Custodians

| Service | Salary |
|---------|--------|
| Step 1  | 42,684 |
| Step 2  | 43,467 |
| Step 3  | 44,252 |
| Step 4  | 45,032 |
| Step 5  | 45,822 |
| Step 6  | 46,666 |
| Step 7  | 47,553 |
| Step 8  | 48,433 |
| Step 9  | 49,318 |
| Step 10 | 50,197 |
| Step 11 | 51,082 |
| Step 12 | 51,971 |
| Step 13 | 52,876 |
| Step 14 | 53,807 |
| Step 15 | 54,760 |
| Step 16 | 55,728 |
| Step 17 | 56,843 |

Notes:

Dark grey areas represent 2% annual increase beginning in Year 17



## 2021-2022 Salary Scale

### Secretary & Office Manager

#### Office Manager

| Service | Salary |
|---------|--------|
| Step 1  | 33,491 |
| Step 2  | 34,672 |
| Step 3  | 35,912 |
| Step 4  | 37,185 |
| Step 5  | 38,558 |
| Step 6  | 39,994 |
| Step 7  | 41,484 |
| Step 8  | 43,025 |
| Step 9  | 44,616 |
| Step 10 | 46,258 |
| Step 11 | 47,979 |
| Step 12 | 49,765 |
| Step 13 | 51,603 |
| Step 14 | 53,530 |
| Step 15 | 55,098 |
| Step 16 | 56,294 |
| Step 17 | 56,903 |

#### Secretary

| Service | Salary |
|---------|--------|
| Step 1  | 29,529 |
| Step 2  | 30,643 |
| Step 3  | 31,747 |
| Step 4  | 32,887 |
| Step 5  | 34,058 |
| Step 6  | 35,270 |
| Step 7  | 36,531 |
| Step 8  | 37,815 |
| Step 9  | 39,224 |
| Step 10 | 40,685 |
| Step 11 | 42,196 |
| Step 12 | 43,760 |
| Step 13 | 45,393 |
| Step 14 | 46,745 |
| Step 15 | 48,130 |
| Step 16 | 49,290 |
| Step 17 | 49,883 |

Notes:

Dark grey areas represent 2% annual increase beginning in Year 17



## 2021-2022 Salary Scale

### Food Service

### Food Service

| Service | Salary   |
|---------|----------|
| Step 1  | \$ 17.25 |
| Step 2  | \$ 17.78 |
| Step 3  | \$ 17.95 |
| Step 4  | \$ 18.05 |
| Step 5  | \$ 18.20 |
| Step 6  | \$ 18.41 |
| Step 7  | \$ 18.58 |
| Step 8  | \$ 18.69 |
| Step 9  | \$ 18.79 |
| Step 10 | \$ 18.92 |
| Step 11 | \$ 19.07 |
| Step 12 | \$ 19.29 |
| Step 13 | \$ 19.44 |
| Step 14 | \$ 19.60 |
| Step 15 | \$ 19.75 |
| Step 16 | \$ 19.90 |
| Step 17 | \$ 20.06 |

Notes:

Dark grey areas represent 2% annual increase beginning in Year 17