



# 2023-2024 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



## 2023-2024 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



## 2023-2024 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%



# 2023-2024 Salary Scale

## School Leaders & Administrative Team

### 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

### Administrative Team

Starting Salary*	0-2 years of experience	3+ years of experience	High
Managing Director	\$ 75,000	\$ 80,000	\$ 110,000
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"

## 2023-2024 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



## 2023-2024 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



## 2023-2024 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

