

**Salary Schedules**  
2024-2025 eff. July 1,2024

<b>Governance</b>		<i>Annual</i>	<i>Daily</i>	<i>Calendar</i>	<b>Stipend</b>
G001	Member, Board of Directors	n/a	n/a	n/a	\$50/meeting
G002	President	n/a	n/a	n/a	\$3000
G003	Secretary/Treasurer	n/a	n/a	n/a	\$3000

<b>Management</b>		<b>Annual</b>	<b>Daily</b>	<b>Hourly</b>	<b>Calendar</b>
M001	Co-Ex Director (a)	\$100,805	\$ 471.05	\$ 58.88	214
M002	Co-Ex Director (b)	\$103,631	\$ 471.05	\$ 58.88	220
M002	Principal	\$ 86,500	\$ 411.90	\$ 51.49	210
M003	Coordinator III: CFO	\$ 91,839	\$ 394.16	\$ 49.28	233
M004	Coordinator III: Student/Pers Srvcs	\$74,377	\$ 391.46	\$ 48.94	190
M005	Coordinator III: Academic Srvcs	\$74,377	\$ 391.46	\$ 48.94	190
<b>Coordinators</b>					
M005	Coordinator II: Technology	\$ 72,820	\$ 331.00	\$ 41.38	220
M007	Coordinator I: Operations	\$ 64,331	\$ 276.10	\$ 34.51	233
M006	Coordinator I: Business/Facilities	\$ 57,978	\$ 252.08	\$ 31.51	230
M009	Coordinator I: Student/Pers Srvcs	\$ 57,330	\$ 301.74	\$ 37.72	190

**Certificated 190 Days** Note: all columns subject to percentage increases on total amount

STEP	DEGREE	ANNUAL	DAILY	HOURLY
Step 1 (1-3 years) CEInt Intern	BA	\$57,330	\$301.74	\$37.72
Step 1 (1-3 years) CEInt Intern	MASTERS	\$58,202	\$306.32	\$38.29
Step 1 (1-3 years) CEInt Intern	DOCTORATE	\$59,068	\$310.88	\$38.86
Teacher Step 1 (1-3 years)	BA	\$60,904	\$320.55	\$40.07
Teacher Step 1 (1-3 years)	MASTERS	\$61,611	\$324.27	\$40.53
Teacher Step 1 (1-3 years)	DOCTORATE	\$62,675	\$329.87	\$41.23
Step 2 (4-6 years)	BA	\$64,434	\$339.13	\$42.39
Step 2 (4-6 years)	MASTERS	\$65,143	\$342.86	\$42.86
Step 2 (4-6 years)	DOCTORATE	\$66,204	\$348.44	\$43.56
Step 3 (7-9 years)	BA	\$67,590	\$355.74	\$44.47
Step 3 (7-9 years)	MASTERS	\$68,296	\$359.45	\$44.93
Step 3 (7-9 years)	DOCTORATE	\$69,359	\$365.05	\$45.63
Step 4 (10-12 years)	BA	\$74,377	\$391.46	\$48.93
Step 4 (10-12 years)	MASTERS	\$75,080	\$395.16	\$49.39
Step 4 (10-12 years)	DOCTORATE	\$76,144	\$400.76	\$50.10
Step 5 (13-15 years)	BA	\$82,960	\$436.63	\$54.58
Step 5 (13-15 years)	MASTERS	\$83,669	\$440.36	\$55.04
Step 5 (13-15 years)	DOCTORATE	\$84,731	\$445.96	\$55.74
Step 6 (16-18 years )	BA	\$86,266	\$454.03	\$56.75
Step 6 (16-18 years )	MASTERS	\$86,977	\$457.77	\$57.22
Step 6 (16-18 years )	DOCTORATE	\$88,039	\$463.37	\$57.92
Step 7 (19 yrs and beyond) add (1% x number of years beyond 18) plus additional for Masters and Doctorate				

To qualify for Step 2 and beyond all professional clear credential/ induction/ federal (HQT) requirements must be met for assignment. Charter Academy accepts up to ten years previous teaching experience for new hires when determining placement on the salary schedule; One Year = completed over 75% of school year in a comparable, paid teaching assignment (K-12).

<b>Contracted/Extra Services</b>	<b>Hourly as needed</b>
CO001 Credentialed Teacher for non-core classes, Independent Study, ELD	\$ 34.57
CO002 Credentialed Teacher for non-core class, Independent Study, ELD, (5+ years)	\$ 40.07
* ISP not to exceed 1.25 hours per student per week unless approved by the principal	

**Certificated Substitute Teacher** Daily Rate is \$215 (\$107.50/ half day) for the first three days in assignment; \$235/day (\$117.50/ half day) for days 4-15 of single assignment; \$265/day (\$132.50/ half day) for day 16 and thereafter in single assignment. Half days are defined as being from school start to student lunch or after student lunch to school dismissal. For current or retired CAR teachers, the employee's regular hourly rate applies.

<b>Classified</b>	<b>Hourly</b>
CL102 Instructor	\$ 31.31
CL103 Senior Instructional Assistant	\$ 26.36
CL104 Instructional Assistant	\$ 21.15
CL105 Classroom Helper	\$min wage
CL201 Office Manager based on 214 days	\$ 27.50
CL202 Office Clerk III	\$ 23.81
CL203 Office Clerk II	\$ 21.15
CL204 Office Clerk I	\$ 17.20
CL300 Campus Aide V	\$ 26.36
CL301 Campus Aide IV	\$ 23.81
CL302 Campus Aide III	\$ 21.15
CL303 Campus Aide II a/b	\$ 18.53
CL304 Campus Aide I a/b	\$ 17.20
CL305 Student Aide	\$min wage

All Classified part-time hourly are based on working a 175-220 day calendar as assigned

**Classified Substitutes:** Regular rate for CAR employees for the first three days in assignment; 100% of higher rate (either regular CAR employee rate or rate of position being filled) thereafter; classified substitutes earn 80% of position hourly rate/not less than minimum wage.

**Supplemental Assignments and Achievements**

Category 1: After-School Elective	\$500 per semester
Category 2: Academic/Competitive After-School Electives	\$850 per semester
Category 3: Shared Academic/Competitive After-School Electives	\$600 per semester
Category 4: Additional Elective w/ no reg. after-school meetings	\$600 yearly
Category 5: Athletic Director	\$2,000 yearly
Category 6: Athletic Coach	\$2,000 per season
Category 7: MTSS	\$750 per mission
Category 8: Summer Session	Regular rate
Category 9: Additional assignment (all categories)	Regular rate at discretion of co-executive director
Category 10: Additional credential authorization	\$500 per authorization one-time when awarded
Category 11: Bonus for hard-to-fill staff position	\$5,000 one-time max at discretion of co-executive director
Category 12: Teacher Induction Support Provider	Stipend per MOU