



Salary Schedules 2019-20

NOTICE: The Academies CMO has the right to suspend scheduled increases after consideration of the schools' budgets, projected state budget, and/or employee performance. Salary Schedules are reviewed annually as the new organizational budget is being developed. The Board of Directors also has the right to adjust these schedules annually in light of the schools' or state budget.

Instructional Aide/ASP Aide (General Education or Special Education) and Instructional Aide/ASP Aide Substitute (Classified)- Hourly Rate

Years in the organization	HS Grad. Only	12+ units of college credit	AA degree	BA degree or CODESP certified
1-2	\$12.36	\$12.36	\$12.62	\$15.15
3	\$12.36	\$12.36	\$12.88	\$15.42
4	\$12.36	\$12.36	\$12.99	\$15.70
5	\$12.36	\$12.45	\$13.26	\$15.95
6 -9	\$12.36	\$12.71	\$13.53	\$16.23
10-14	\$12.99	\$13.79	\$14.62	\$17.31
15-19	\$13.53	\$14.34	\$15.15	\$17.86
20+	\$14.07	\$14.87	\$15.70	\$18.40

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

Custodian (Classified)- Hourly Rate

Years in the organization	Hourly Compensation		Estimated Annual Pay
1-5	\$14.94	x 8 hours per day x 230 day year =	\$27,490
6-10	\$15.71	x 8 hours per day x 230 day year =	\$28,906
11+	\$17.51	x 8 hours per day x 230 day year =	\$32,218

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

Office Assistant and Administrative Assistant (Classified)- Hourly Rate

High school diploma required; advanced education desired.			
Years in the organization	Hourly Compensation		Estimated Annual Pay
1	\$16.48	x 8 hours per day x 230 day year =	\$30,323
2	\$17.51	x 8 hours per day x 230 day year =	\$32,218
3	\$19.06	x 8 hours per day x 230 day year =	\$35,070
4	\$19.96	x 8 hours per day x 230 day year =	\$36,726
5-10	\$20.75	x 8 hours per day x 230 day year =	\$38,180
11-15	\$20.88	x 8 hours per day x 230 day year =	\$38,419
16-20	\$21.74	x 8 hours per day x 230 day year =	\$40,002
21+	\$22.64	x 8 hours per day x 230 day year =	\$41,658

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

Licensed Vocational Nurse (Classified)- Hourly Rate

Years in the organization	
1	\$23.69
2	\$24.21
3-4	\$25.24
5+	\$26.27

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

Health Aide (Classified)- Hourly Rate

Years in the organization	
1	\$15.45
2	\$15.97
3-4	\$17.00
5+	\$18.03

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

After School Program Coordinator (Classified)- Hourly Rate

Years in the organization	HS Grad.	AA Degree	BA Degree
1	\$15.95	\$20.56	\$25.46
2	\$16.23	\$21.10	\$25.97
3-4	\$17.31	\$23.80	\$27.32
5-7	\$17.86	\$25.43	\$28.37
8-10	\$18.94	\$26.51	\$30.99
11+	\$19.48	\$28.14	\$32.57

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

Substitute Teachers (Certificated)- Daily Rate

Full Day (7:45 AM- 3:45 PM)	\$120
Half Day (4 hours, AM or PM)	\$60
Long Term Full Day (7:45 AM- 3:45 PM)	\$155
Long Term Half Day (4 hours, AM or PM)	\$78

Members of STRS receive STRS contributions.

Part time- does not receive benefits package.

"Long Term Substitute" pay rate begins at the 16th day of consecutive substitute teaching. When the Long Term assignment ends, the Long Term Substitute pay rate ends.

Substitute Principal (Certificated)- Daily Rate

Full Day (7:45 AM- 3:45 PM)	\$200
Half Day (4 hours, AM or PM)	\$100
Long Term Full Day (7:45 AM- 3:45 PM)	\$300
Long Term Half Day (4 hours, AM or PM)	\$150

Members of STRS receive STRS contributions.

Part time- does not receive benefits package.

"Long Term Substitute" pay rate begins at the 16th day of consecutive substitute teaching. When the Long Term assignment ends, the Long Term Substitute pay rate ends.

School Psychologist (Certificated)- Hourly Rate

\$80.00 per hour

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

Behavior Technician Aide (Classified)- Hourly Rate

Years in the organization	12+ units of college credit	AA degree	BA degree
1	\$12.36	\$15.70	\$17.31
2	\$12.36	\$15.95	\$17.51
3	\$12.40	\$16.23	\$17.86
4	\$12.45	\$17.31	\$18.40
5 -9	\$12.71	\$17.86	\$18.94
10-14	\$13.79	\$18.40	\$20.56
15-19	\$14.34	\$18.94	\$21.10
20+	\$14.87	\$19.48	\$21.63

This is a non-exempt position, paid on an hourly basis.

Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

Enrichment Teacher, noncore, noncollege prep (Classified)- Hourly Rate & Core Academic Teacher (Certificated)- Hourly Rate

	A	B	C	D	E
Years in the organization	AA degree	BA degree	BA + prior teaching experience/ eminence*	BA + valid teaching credential	BA + prior experience/ eminence <i>and</i> valid teaching credential*
1	\$16.23	\$19.48	\$25.46	\$30.30	\$31.65
2	\$16.78	\$20.02	\$25.97	\$30.30	\$31.65
3	\$17.31	\$20.56	move to start of next column	move to start of next column	\$31.65
4	\$17.86	\$21.10			\$31.93
5 -9	\$18.94	\$23.80			\$34.63
10-14	\$19.48	\$25.43			\$35.71
15-19	\$20.02	\$26.51			\$36.79
20+	\$20.56	\$28.14			\$37.87

*Negotiated at date of hire: 2 or more years teaching experience at another institution, and/or demonstrable eminence in field. Promoted employees new to the Enrichment/Specialist Teacher Role, may be placed in column based on years within the organization, but may not be advanced for experience/eminence based on unlike prior experience. They may not move from column C to column D until they have 2 years' experience in this role.

Core Academic Teacher, Enrichment Teacher, Education Specialist, & Instructional Coach (Certificated)- Base Salary

Permits/ not HQ	HQ Intern	A	B	C	D	E	F
\$48,569.24	\$51,098.11	\$53,091.81	\$60,073.90	\$68,820.91	\$78,661.05	\$87,062.33	\$92,133.53

In order for individuals to move horizontally, he/she must meet the following requirements:

Permits= Individual has 1) a BA/BS degree, 2) short term staff permit (STSP), provisional intern permit (PIP), credential waiver or internship credential without subject matter competency.

Highly Qualified (HQ) Intern= Individual has a BA/BS degree, intern credential with subject matter competency (HQ under NCLB and state law) or designated subject credential without BA/BS degree.

Class A= Individual has 1) a BA/BS degree, 2) any regular credential or designated subject credential (with or without 30 upper division or graduate semester units), and 3) is beginning his/her first, second, or third year of full-time teaching.

Class B= An individual may move to Class B after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential (with or without 30 upper division or graduate semester units), 3) is beginning his/her fourth, fifth, or sixth year of full-time teaching.

Class C= An individual may move to Class C after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential, 3) 30 upper division or graduate semester units, and 4) is beginning his/her seventh, eighth, ninth, or tenth year of full-time teaching.

Class D= An individual may move to Class D after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential, 3) 45 upper division or graduate semester units OR MA degree, and 4) is beginning his/her eleventh, twelfth, or thirteenth year of full-time teaching.

Class E= An individual may move to Class E after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential, 3) 45 upper division or graduate semester units OR MA degree, and 4) is beginning his/her fourteenth, fifteenth, or sixteenth year of full-time teaching.

Class F= An individual may move to Class F after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential, 3) 45 upper division or graduate semester units including MA degree, and 4) is beginning his/her seventeenth or greater years of full-time teaching.

Newly Hired Teachers are placed into the Class that fits their years of experience and their completed credentialing. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. At TACMO Administrators' discretion, Education Specialists may be granted the service credit in line with their actual years of service and/or an additional leadership stipend of up to \$5000 annually. Credit for all employees will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid teaching credential (HQ Intern, Preliminary, or Clear) for each year of experience credit requested.

Core Academic Teachers in part-time positions ("job sharing") within The Academies CMO, with 50% or greater responsibility, accrue service years at a 1 to 1 rate (as if they are full-time). Only job-sharing service time performed at a school within The Academies CMO is credited this way.

The Academies CMO teachers are members of **STRS** (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

Full time teachers receive an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

Stipends & Extra Duty Opportunities for Teachers

- \$1000 stipend is added to the base salary of Core Academic full-time teachers and the Vice Principal or Principal, or Superintendent for possessing a Ph.D. or equivalent degree.
- At TACMO Administrators' discretion, negotiated at initial hire, Education Specialists may be granted a leadership stipend of up to \$5000 annually. Leadership stipend contract rates may vary and include assignments outlined via written contract and signed by the teacher and TACMO Administration.
- For extra duties completed beyond the regular contract, teachers may earn the hourly pay rate above, "Core Academic Teachers-Hourly Rate" or a stipend for services provided. *(For example, managing afterschool tutors/intervention program, taking on an assigned special project, etc.)* Stipend rates vary and stipended assignments are assigned via written contract and signed by the teacher and TACMO Administration.

Operations Director (Classified)- Base Salary

Years in the organization	Annual Compensation
1	\$53,045
2-4	\$56,228
5-6	\$61,532
7-9	\$64,272
10-11	\$66,837
12-15	\$71,080
16-20	\$76,385
21+	\$81,535

This is an exempt position.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance. Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

This is a 12 month position, with 227 work days.

Human Resources & Administrative Manager (Classified)- Base Salary

Years in the organization	Annual Compensation
1-4	\$51,500
5	\$55,723
6	\$60,049
7-9	\$64,272
10+	\$66,837

This is an exempt position.

Full time- receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance. Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time. Employee receives Social Security benefits from Employer.

This is a 12 month position, with 227 work days.

Vice Principal (Certificated)- Base Salary

A	B	C	D
\$92,453	\$96,655	\$98,880	\$105,060

In order for individuals to move horizontally, he/she must meet the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first and second year of full-time administration.

Class B= An individual may move to Class B when he/she has met job qualification requirements and he/she is beginning his/her third, fourth year of full-time administration.

Class C= An individual may move to Class C when he/she has met job qualification requirements and he/she is beginning his/her fifth, sixth, or seventh year of full-time administration.

Class D= An individual may move to Class D when he/she has met job qualification requirements and he/she is beginning his/her eighth or greater years of full-time administration.

A New Hired Vice Principal is placed into the Class that fits her/his years of experience and credentialing. The Academies CMO shall grant years of credit for placement on the salary schedule upon initial employment. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid administrative credential for each year of experience credit requested. Years of teaching experience is desired, but is not applicable to placement on the administrative scale; only years of administrative experience applies.

Vice Principals are members of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

This is a 12 month position, with 220 work days.

Principal (Certificated)- Base Salary

A	B	C	D
\$92,882	\$100,940	\$104,840	\$112,414

In order for an individual to move horizontally, he/she must meet the following requirements:

Class A= Individual has met job qualification requirements and is hired to serve a school site that has a student population of up to 120 pupils.

Class B= Individual has met job qualification requirements and is hired to serve a school site that has a student population of 121- 200 pupils.

Class C= Individual has met job qualification requirements and is hired to serve a school site that has a student population of 201-325 pupils.

Class D= Individual has met job qualification requirements and is hired to serve a school site that has a student population of 326+ pupils.

The Principals are members of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

This is a 12 month position, with 220 work days.

Superintendent (Certificated)- Base Salary

A	B	C
\$120,510	\$133,900	\$139,050

In order for an individual to move horizontally, he/she must meet all of the following requirements:

Class A= Individual has met job qualification requirements and the Charter Management Organization has a student population of up to 450 pupils.

Class B= Individual has met job qualification requirements and the Charter Management Organization has a student population of 451-500 pupils.

Class C= Individual has met job qualification requirements and the Charter Management Organization has a student population of 501-559 pupils.

The Superintendent is a member of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of \$862/month for Health, Dental, Vision, and Basic Life insurance.

This is a 12 month position, with 225 work days.