

Classified Salary Schedule

Board Approved: 3-12-14

	0	1	2	3	4	5	6	7	8	9	10	11
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.33	\$ 14.76	\$ 15.20	\$ 15.66	\$ 16.13	\$ 16.61
2	\$ 13.00	\$ 13.39	\$ 13.79	\$ 14.21	\$ 14.63	\$ 15.07	\$ 15.52	\$ 15.99	\$ 16.47	\$ 16.96	\$ 17.47	\$ 18.00
3	\$ 14.00	\$ 14.42	\$ 14.85	\$ 15.30	\$ 15.76	\$ 16.23	\$ 16.72	\$ 17.22	\$ 17.73	\$ 18.27	\$ 18.81	\$ 19.38
4	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76
5	\$ 16.00	\$ 16.48	\$ 16.97	\$ 17.48	\$ 18.01	\$ 18.55	\$ 19.10	\$ 19.68	\$ 20.27	\$ 20.88	\$ 21.50	\$ 22.15
6	\$ 17.00	\$ 17.51	\$ 18.04	\$ 18.58	\$ 19.13	\$ 19.71	\$ 20.30	\$ 20.91	\$ 21.54	\$ 22.18	\$ 22.85	\$ 23.53
7	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.49	\$ 22.14	\$ 22.80	\$ 23.49	\$ 24.19	\$ 24.92
8	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.38	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.79	\$ 25.53	\$ 26.30
9	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.19	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88	\$ 27.68
10	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 25.08	\$ 25.83	\$ 26.60	\$ 27.40	\$ 28.22	\$ 29.07
11	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45
12	\$ 23.00	\$ 23.69	\$ 24.40	\$ 25.13	\$ 25.89	\$ 26.66	\$ 27.46	\$ 28.29	\$ 29.14	\$ 30.01	\$ 30.91	\$ 31.84
13	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.01	\$ 27.82	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22
14	\$ 25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.85	\$ 30.75	\$ 31.67	\$ 32.62	\$ 33.60	\$ 34.61
15	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.05	\$ 31.98	\$ 32.94	\$ 33.92	\$ 34.94	\$ 35.99
16	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21	\$ 34.20	\$ 35.23	\$ 36.29	\$ 37.37
17	\$ 28.00	\$ 28.84	\$ 29.71	\$ 30.60	\$ 31.51	\$ 32.46	\$ 33.43	\$ 34.44	\$ 35.47	\$ 36.53	\$ 37.63	\$ 38.76
18	\$ 29.00	\$ 29.87	\$ 30.77	\$ 31.69	\$ 32.64	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.84	\$ 38.97	\$ 40.14
19	\$ 30.00	\$ 30.90	\$ 31.83	\$ 32.78	\$ 33.77	\$ 34.78	\$ 35.82	\$ 36.90	\$ 38.00	\$ 39.14	\$ 40.32	\$ 41.53
20	\$ 31.00	\$ 31.93	\$ 32.89	\$ 33.87	\$ 34.89	\$ 35.94	\$ 37.02	\$ 38.13	\$ 39.27	\$ 40.45	\$ 41.66	\$ 42.91
21	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97	\$ 36.02	\$ 37.10	\$ 38.21	\$ 39.36	\$ 40.54	\$ 41.75	\$ 43.01	\$ 44.30
22	\$ 33.00	\$ 33.99	\$ 35.01	\$ 36.06	\$ 37.14	\$ 38.26	\$ 39.40	\$ 40.59	\$ 41.80	\$ 43.06	\$ 44.35	\$ 45.68
23	\$ 34.00	\$ 35.02	\$ 36.07	\$ 37.15	\$ 38.27	\$ 39.42	\$ 40.60	\$ 41.82	\$ 43.07	\$ 44.36	\$ 45.69	\$ 47.06
24	\$ 35.00	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39	\$ 40.57	\$ 41.79	\$ 43.05	\$ 44.34	\$ 45.67	\$ 47.04	\$ 48.45

Initial Salary Placement - Negotiation upon hire. Annual increases one-step per year unless otherwise directed by the Board.



**Certificated Salary Schedule
2016/2017 School Year
(Board Approved: 5/9/2014)**



Salary Table

Step	I	II	III	IV
Years of Experience	BA + 0-29 credits	BA + 30 or Masters	BA + 45 or (Masters + 15)	BA + 75 or (Masters + 30)
0	\$ 43,200.00	\$ 43,700.00	\$ 44,200.00	\$ 44,700.00
1	\$ 44,064.00	\$ 44,574.00	\$ 45,084.00	\$ 45,594.00
2	\$ 44,945.28	\$ 45,465.48	\$ 45,985.68	\$ 46,505.88
3	\$ 45,844.19	\$ 46,374.79	\$ 46,905.39	\$ 47,436.00
4	\$ 46,761.07	\$ 47,302.29	\$ 47,843.50	\$ 48,384.72
5	\$ 47,696.29	\$ 48,248.33	\$ 48,800.37	\$ 49,352.41
6	\$ 48,650.22	\$ 49,213.30	\$ 49,776.38	\$ 50,339.46
7	\$ 49,623.22	\$ 50,197.56	\$ 50,771.91	\$ 51,346.25
8	\$ 50,615.69	\$ 51,201.51	\$ 51,787.34	\$ 52,373.17
9	\$ 51,628.00	\$ 52,225.55	\$ 52,823.09	\$ 53,420.64
10	\$ 52,660.56	\$ 53,270.06	\$ 53,879.55	\$ 54,489.05
11	\$ 53,713.77	\$ 54,335.46	\$ 54,957.14	\$ 55,578.83
12	\$ 54,788.05	\$ 55,422.17	\$ 56,056.29	\$ 56,690.41
13	\$ 55,883.81	\$ 56,530.61	\$ 57,177.41	\$ 57,824.22
14	\$ 57,001.48	\$ 57,661.22	\$ 58,320.96	\$ 58,980.70
15	\$ 58,141.51	\$ 58,814.45	\$ 59,487.38	\$ 60,160.31
16	\$ 59,304.34	\$ 59,990.74	\$ 60,677.13	\$ 61,363.52
17	\$ 60,490.43	\$ 61,190.55	\$ 61,890.67	\$ 62,590.79
18	\$ 61,700.24	\$ 62,414.36	\$ 63,128.48	\$ 63,842.61

Waldorf Training Compensation

% Complete	25%	50%	75%	Complete
Amount	\$ 1,250.00	\$ 2,500.00	\$ 3,750.00	\$ 5,000.00

* Paid in addition to amount indicated in Salary Table after substantiation

Note: Step of Highest Entry

Initial Salary Placement - Negotiation upon hire. Annual increases one-step per year unless otherwise directed by the Board.
+ Paychecks distributed twice per month

Non-Certificated Exempt Salary Schedule
Board Approved: 3-12-14

Salary Range	Job Title	Work Days	0	1	2	3	4	5	6	7	8	9	10	11
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1			\$ 40,000	\$ 41,200	\$ 42,436	\$ 43,709	\$ 45,020	\$ 46,371	\$ 47,762	\$ 49,195	\$ 50,671	\$ 52,191	\$ 53,757	\$ 55,369
2			\$ 42,000	\$ 43,260	\$ 44,558	\$ 45,895	\$ 47,271	\$ 48,690	\$ 50,150	\$ 51,655	\$ 53,204	\$ 54,800	\$ 56,444	\$ 58,138
3			\$ 44,000	\$ 45,320	\$ 46,680	\$ 48,080	\$ 49,522	\$ 51,008	\$ 52,538	\$ 54,114	\$ 55,738	\$ 57,410	\$ 59,132	\$ 60,906
4	HR Manager I		\$ 46,000	\$ 47,380	\$ 48,801	\$ 50,265	\$ 51,773	\$ 53,327	\$ 54,926	\$ 56,574	\$ 58,271	\$ 60,020	\$ 61,820	\$ 63,675
5			\$ 48,000	\$ 49,440	\$ 50,923	\$ 52,451	\$ 54,024	\$ 55,645	\$ 57,315	\$ 59,034	\$ 60,805	\$ 62,629	\$ 64,508	\$ 66,443
6	Business Manager I	211	\$ 50,000	\$ 51,500	\$ 53,045	\$ 54,636	\$ 56,275	\$ 57,964	\$ 59,703	\$ 61,494	\$ 63,339	\$ 65,239	\$ 67,196	\$ 69,212
7			\$ 52,000	\$ 53,560	\$ 55,167	\$ 56,822	\$ 58,526	\$ 60,282	\$ 62,091	\$ 63,953	\$ 65,872	\$ 67,848	\$ 69,884	\$ 71,980
8	Curriculum Specialist	211	\$ 54,000	\$ 55,620	\$ 57,289	\$ 59,007	\$ 60,777	\$ 62,601	\$ 64,479	\$ 66,413	\$ 68,406	\$ 70,458	\$ 72,571	\$ 74,749
9		211	\$ 56,000	\$ 57,680	\$ 59,410	\$ 61,193	\$ 63,028	\$ 64,919	\$ 66,867	\$ 68,873	\$ 70,939	\$ 73,067	\$ 75,259	\$ 77,517
10			\$ 58,000	\$ 59,740	\$ 61,532	\$ 63,378	\$ 65,280	\$ 67,238	\$ 69,255	\$ 71,333	\$ 73,473	\$ 75,677	\$ 77,947	\$ 80,286
11			\$ 60,000	\$ 61,800	\$ 63,654	\$ 65,564	\$ 67,531	\$ 69,556	\$ 71,643	\$ 73,792	\$ 76,006	\$ 78,286	\$ 80,635	\$ 83,054
12			\$ 62,000	\$ 63,860	\$ 65,776	\$ 67,749	\$ 69,782	\$ 71,875	\$ 74,031	\$ 76,252	\$ 78,540	\$ 80,896	\$ 83,323	\$ 85,822
13			\$ 64,000	\$ 65,920	\$ 67,898	\$ 69,935	\$ 72,033	\$ 74,194	\$ 76,419	\$ 78,712	\$ 81,073	\$ 83,505	\$ 86,011	\$ 88,591
14			\$ 66,000	\$ 67,980	\$ 70,019	\$ 72,120	\$ 74,284	\$ 76,512	\$ 78,807	\$ 81,172	\$ 83,607	\$ 86,115	\$ 88,698	\$ 91,359
15			\$ 68,000	\$ 70,040	\$ 72,141	\$ 74,305	\$ 76,535	\$ 78,831	\$ 81,196	\$ 83,631	\$ 86,140	\$ 88,725	\$ 91,386	\$ 94,128
16			\$ 70,000	\$ 72,100	\$ 74,263	\$ 76,491	\$ 78,786	\$ 81,149	\$ 83,584	\$ 86,091	\$ 88,674	\$ 91,334	\$ 94,074	\$ 96,896
17			\$ 72,000	\$ 74,160	\$ 76,385	\$ 78,676	\$ 81,037	\$ 83,468	\$ 85,972	\$ 88,551	\$ 91,207	\$ 93,944	\$ 96,762	\$ 99,665
18	Principal	211	\$ 74,000	\$ 76,220	\$ 78,507	\$ 80,862	\$ 83,288	\$ 85,786	\$ 88,360	\$ 91,011	\$ 93,741	\$ 96,553	\$ 99,450	\$ 102,433
19			\$ 76,000	\$ 78,280	\$ 80,628	\$ 83,047	\$ 85,539	\$ 88,105	\$ 90,748	\$ 93,470	\$ 96,275	\$ 99,163	\$ 102,138	\$ 105,202
20			\$ 78,000	\$ 80,340	\$ 82,750	\$ 85,233	\$ 87,790	\$ 90,423	\$ 93,136	\$ 95,930	\$ 98,808	\$ 101,772	\$ 104,825	\$ 107,970
21	Business Manager II	211	\$ 80,000	\$ 82,400	\$ 84,872	\$ 87,418	\$ 90,041	\$ 92,742	\$ 95,524	\$ 98,390	\$ 101,342	\$ 104,382	\$ 107,513	\$ 110,739
22			\$ 82,000	\$ 84,460	\$ 86,994	\$ 89,604	\$ 92,292	\$ 95,060	\$ 97,912	\$ 100,850	\$ 103,875	\$ 106,991	\$ 110,201	\$ 113,507
23			\$ 84,000	\$ 86,520	\$ 89,116	\$ 91,789	\$ 94,543	\$ 97,379	\$ 100,300	\$ 103,309	\$ 106,409	\$ 109,601	\$ 112,889	\$ 116,276
24			\$ 86,000	\$ 88,580	\$ 91,237	\$ 93,975	\$ 96,794	\$ 99,698	\$ 102,688	\$ 105,769	\$ 108,942	\$ 112,210	\$ 115,577	\$ 119,044
25			\$ 88,000	\$ 90,640	\$ 93,359	\$ 96,160	\$ 99,045	\$ 102,016	\$ 105,077	\$ 108,229	\$ 111,476	\$ 114,820	\$ 118,265	\$ 121,813
26	Executive Director	211	\$ 90,000	\$ 92,700	\$ 95,481	\$ 98,345	\$ 101,296	\$ 104,335	\$ 107,465	\$ 110,689	\$ 114,009	\$ 117,430	\$ 120,952	\$ 124,581
27			\$ 92,000	\$ 94,760	\$ 97,603	\$ 100,531	\$ 103,547	\$ 106,653	\$ 109,853	\$ 113,148	\$ 116,543	\$ 120,039	\$ 123,640	\$ 127,350
28			\$ 94,000	\$ 96,820	\$ 99,725	\$ 102,716	\$ 105,798	\$ 108,972	\$ 112,241	\$ 115,608	\$ 119,076	\$ 122,649	\$ 126,328	\$ 130,118
29			\$ 96,000	\$ 98,880	\$ 101,846	\$ 104,902	\$ 108,049	\$ 111,290	\$ 114,629	\$ 118,068	\$ 121,610	\$ 125,258	\$ 129,016	\$ 132,886
30			\$ 98,000	\$ 100,940	\$ 103,968	\$ 107,087	\$ 110,300	\$ 113,609	\$ 117,017	\$ 120,528	\$ 124,143	\$ 127,868	\$ 131,704	\$ 135,655

Initial Salary Placement - Negotiation upon hire. Annual increases one-step per year unless otherwise directed by the Board.



Certificated and Classified Substitute Salary Schedule

Board Approved: 01/19/2016



Certificated Subs (Guest Teachers)

Hourly (2 hour minimum)	\$ 20.00
Full Day - Grades	\$ 140.00
Full Day - Kindergarten	\$ 85.00
Long-Term Grades	\$ 210.00
Long Term Grades <i>(30 day min; Mandatory lesson planning)</i>	\$ 30.00
Long-Term KG <i>(30 day min; Mandatory planning and collaboration w/co-teacher)</i>	\$ 130.00
Certificated Assistant Partial Day	\$ 60.00

Classified Subs

Hourly (2 hour minimum)	\$ 13.00
Extra Duties (hourly)	\$ 5.00

Certificated Classroom Teachers: [10/30/2020](#)