

SAN CARLOS CHARTER LEARNING CENTER STAFF COMPENSATION POLICY

The Board of Directors (the “Board”) of San Carlos Charter Learning Center (“SCCLC”) has established this Staff Compensation Policy for the determination of salary levels for SCCLC employees other than the Executive Director.

Full Time Equivalent

Salaries described in the schedules (below) all correspond to full time employees. Full-time and part-time employment is described as the decimal fraction of full-time equivalent (FTE). For example, a full time position is 1.0 FTE; half time is 0.50 FTE. Salaries are pro-rated from the schedule by FTE. Years of experience (corresponding to step advances on the schedule) shall be determined on a one-year per actual school year, regardless of fractional FTE.

Classroom Educator Salary Schedule

Table 1 serves as the schedule of salaries for employees who are classroom educators, with up to 14 years of experience at the start of the school year, and for those with more than 14 years of experience but who do not qualify for the longevity schedule in Table 2.

Table 2 serves as a schedule for salaries of employees who are classroom educators, with 15 years or more years of experience at the start of the school year, and who meet the minimum requirements listed in the table.

Salary increments (column advancements) are granted for semester units that have been approved by the Executive Director.

Alternatively, an “approved program” “may include the following: Successful completion of a specialized training program (e.g., Slingerland) that is arranged through a Professional Development Plan approved by the School Director. That is, one approved training course is considered equivalent to 15 conventional credits, which is one lateral step on the schedule.

For initial placement of employees on the salary schedule:

- Credit for relevant teaching experience will be granted year for year, up to a total of ten years.
- Approved credits will be granted for courses taken only within the previous ten years.

Additional Stipends for Educators

Employees may be eligible for the following stipends (stipends are prorated for FTE):

- An annual stipend of \$2,383 for employees who possess a relevant MA.
- An annual stipend of \$2,383 for employees with National Board Certification.
- An annual stipend of \$2,383 for employees successfully completing a Professional Development Plan approved by the Executive Director. This is intended particularly for educators who have reached a maximum in the schedule, but successfully complete approved training programs, or otherwise show leadership and performance that would be rewarded at other locations in the schedule

Other Employees

SCCLC employees other than classroom educators, and with the exception of the Executive Director, shall have their salary set by the Board, based upon the recommendation of the School Director.

Compensation for the Executive Director shall be set by the Board pursuant to the SCCLC Compensation Review Policy (current version adopted December 14, 2011, but subject to future revision).

Effective Date

2018-19 Implementation

This Staff Compensation policy shall be retroactive to July 1, 2018, for employment in the 2018-2019 school year and beyond.

Adopted by the Board of Directors on ____October 10, 2018____

2018-2017 Implementation

At the time this policy becomes effective, returning educators who were employed at SCCLC for the 2016-2017 school year shall be placed according to their current experience at SCCLC, and shall not be treated as new employees per “initial placement of employees”, above.

Adopted by the Board of Directors on ____March 8, 2017____

History:

Initial version approved 01 Feb 2012 Revised 13 June 2012, 11 June 2014, 22 May 2015, 8 March 2017

TABLE 1
CLASSROOM EDUCATOR BASE SALARY SCHEDULE (\$)

EFFECTIVE 7/1/2018

Years of Experience (at start of school year)	STEP	A	B	C	D	E
0	1	49,865	49,865	52,248	54,631	57,012
1	2	52,248	52,249	54,631	57,012	59,396
2	3	54,631	54,361	57,012	59,396	61,777
3	4	57,012	57,012	59,396	61,777	64,161
4	5	59,396	59,396	61,777	64,161	66,543
5	6	61,777	61,777	64,161	66,543	68,924
6	7	61,777	64,161	66,543	68,924	71,306
7	8	64,161	66,543	68,924	71,306	73,689
8	9	66,543	68,924	71,306	73,689	76,071
9	10	68,924	71,306	73,689	76,071	78,454
10	11	71,306	73,689	76,071	78,454	80,835
11	12	73,689	76,071	78,454	80,835	83,219
12-14+	13	76,071	78,454	80,835	83,219	85,600

The column categories in Table 1 are defined as follows:

A = BA degree + 30 approved credits

B = MA degree, or BA degree + 45 approved credits or approved program(s)

C = MA degree + 15 approved credits, or BA degree + 60 approved credits or approved program(s)

D = MA degree + 30 approved credits, or BA degree + 75 approved credits or approved program(s)

E = MA degree + 45 approved credits, or BA degree + 90 approved credits or approved program(s)

TABLE 2
CLASSROOM EDUCATOR LONGEVITY BASE SALARY SCHEDULE (\$)

	Years of Experience (at start of year)	Requirements	Base Salary
I.	15-18	Same as Category E, or National Board Certification	89,828
II.	19-22	Same as Category E, or National Board Certification	92,250
III.	23+	National Board Certification, or Professional Development Plan	94,669