

SAN CARLOS CHARTER LEARNING CENTER STAFF COMPENSATION POLICY

The Board of Directors (the “Board”) of San Carlos Charter (“SCC”) has established this Staff Compensation Policy for the determination of salary levels for SCC 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 Executive Director. 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 relevant 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 \$2,419 for employees who possess a relevant Master's Degree.
- An annual stipend of \$2,419 for employees with National Board Certification.
- An annual stipend of \$2,419 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

SCC 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 Executive Director.

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

Effective Date

This Staff Compensation policy shall be retroactive to July 1, 2019, for employment in the 2019-2020 school year and beyond.

2019-2020 Implementation

At the time this policy becomes effective, returning educators who were employed at SCC for the 2018-2019 school year shall be placed according to their current experience at SCC, and shall not be treated as new employees per "initial placement of employees", above.

Adopted by the Board of Directors on _____November 13, 2019_____

History:

Initial version approved 01 Feb 2012. Revised 13 June 2012, 11 June 2014, 22 May 2015, 8 March 2017, 10 October 2018

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**TABLE 1
CLASSROOM EDUCATOR BASE SALARY SCHEDULE (\$)**

EFFECTIVE 7/1/2019

Years of Experience (at start of school year)	STEP	A	B	C	D	E
0	1	50,613	50,613	53,032	55,450	57,867
1	2	53,032	53,032	55,450	57,867	60,287
2	3	55,450	55,450	57,867	60,287	62,704
3	4	57,867	57,867	60,287	62,704	65,123
4	5	60,287	60,287	62,704	65,123	67,541
5	6	62,704	62,704	65,123	67,541	69,958
6	7	62,704	65,123	67,541	69,958	72,376
7	8	65,123	67,541	69,958	72,376	74,794
8	9	67,541	69,958	72,376	74,794	77,212
9	10	69,958	72,376	74,794	77,212	79,631
10	11	72,376	74,794	77,212	79,631	82,048
11	12	74,794	77,212	79,631	82,048	84,467
12-14+	13	77,212	79,631	82,048	84,467	86,884

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	91,175
II. 19-22	Same as Category E, or National Board Certification	93,634
III. 23+	National Board Certification, or Professional Development Plan	96,089