

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 School 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 School Director and the Director of Curriculum and Resources.

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 and Director of Curriculum. 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 \$2,147 for employees who possess a relevant MA.
- An annual stipend of \$5,368 for employees who possess a relevant Ph.D. or Ed.D.
- An annual stipend of \$2,147 for employees with National Board Certification.
- An annual stipend of \$2,147 for employees successfully completing a Professional Development Plan approved by the School Director and Director of Curriculum and Resources. 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 School Director, shall have their salary set by the Board, based upon the recommendation of the School Director.

Compensation for the School 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

This Staff Compensation policy shall be effective beginning on July 1, 2012, for employment in the 2012-2013 school year and beyond.

2012-2013 Implementation

At the time this policy becomes effective, returning educators who were employed at SCCLC for the 2011-2012 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 February 1, 2012

TABLE 1
CLASSROOM EDUCATOR BASE SALARY SCHEDULE (\$)

Years of Experience (at start of school year)	STEP	A	B	C	D	E
0	1	44,946	44,946	47,094	49,241	51,388
1	2	47,094	47,094	49,241	51,388	53,536
2	3	49,241	49,241	51,388	53,536	55,683
3	4	51,388	51,388	53,536	55,683	57,831
4	5	53,536	53,536	55,683	57,831	59,978
5	6	55,683	55,683	57,831	59,978	62,125
6	7	55,683	57,831	59,978	62,125	64,273
7	8	57,831	59,978	62,125	64,273	66,420
8	9	59,978	62,125	64,273	66,420	68,567
9	10	62,125	64,273	66,420	68,567	70,715
10	11	64,273	66,420	68,567	70,715	72,862
11	12	66,420	68,567	70,715	72,862	75,010
12-14+	13	68,567	70,715	72,862	75,010	77,157

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	80,968
II.	19-22	Same as Category E, or National Board Certification	83,150
III.	23+	National Board Certification, or Professional Development Plan	85,330