

## **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 \$2,234 for employees who possess a relevant MA.
- An annual stipend of \$5,585 for employees who possess a relevant Ph.D. or Ed.D.
- An annual stipend of \$2,234 for employees with National Board Certification.
- An annual stipend of \$2,234 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 June 11, 2014

### History:

Initial version approved 01 Feb 2012

Revised 13 June 2012, 11 June 2014

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

Years of Experience (at start of school year)	STEP	A	B	C	D	E
0	1	46,762	46,762	48,997	51,231	53,464
1	2	48,997	48,997	51,231	53,464	55,699
2	3	51,231	51,231	53,464	55,699	57,933
3	4	53,464	53,464	55,699	57,933	60,168
4	5	55,699	55,699	57,933	60,168	62,402
5	6	57,933	57,933	60,168	62,402	64,635
6	7	57,933	60,168	62,402	64,635	66,869
7	8	60,168	62,402	64,635	66,869	69,103
8	9	62,402	64,635	66,869	69,103	71,337
9	10	64,635	66,869	69,103	71,337	73,572
10	11	66,869	69,103	71,337	73,572	75,805
11	12	69,103	71,337	73,572	75,805	78,040
12-14+	13	71,337	73,572	75,805	78,040	80,274

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	84,239
II.	19-22	Same as Category E, or National Board Certification	86,509
III.	23+	National Board Certification, or Professional Development Plan	88,778