

SAEL CERTIFICATED SALARY STEP_SY 2015-2016

FULL TIME TEACHERS (based on 180 work days with students):

Years Teaching	Annual Salary	Rate of Increase	Amount of Increase
1	\$43,000		2200
2	\$45,200	5.12%	2200
3	\$47,400	4.87%	2200
4	\$49,600	4.64%	2200
5	\$51,800	4.44%	2200
6	\$54,000	4.25%	2200
7	\$56,200	4.07%	2200
8	\$58,400	3.91%	2200
9	\$60,600	3.77%	2200
10	\$62,800	3.63%	2200
11	\$65,000	3.50%	2200
12	\$67,200	3.38%	2200
13	\$69,400	3.27%	2200
14	\$71,600	3.17%	2200
15	\$73,800	3.07%	2200

Degree Stipend	
Masters Degree	1000
Physics	+ 4 steps
Doctorate	1500

Teacher Professional Development Rates

\$25/hour for teacher support work up to 8 hours per day. Approximately 10 PD days per school year will be required in SY 2015-2016 and this will vary each year based on school needs. This means teachers are earning up to an additional \$2,000/year if they work the full professional development schedule.

Teacher Salary Scale

To be paid on the teacher salary schedule at SAEL, the professional teacher/educator must be professionally prepared in a teacher preparation program and/or certification (or the equivalent) in the discipline or subject area in which the teacher will be teaching. This means CA certificated teachers are automatically eligible for this salary schedule and Core Teachers must be CA certificated.

Other professional educators (ie a Music or Adventure/PE teacher who has taken explicit coursework and gained specific certifications in order to be professionally trained to educate students) may also be eligible for this Salary Scale. It is not just about professional experience in the craft, but also about professional training to be an educator in the craft including specific courses in education and teaching in addition to the teaching of the particular craft. This is rare, but would be allowable based on extensive review of the coursework taken with evidence of expertise in the teaching of the specific discipline for which the teacher would be paid.

Credits earned in specific coursework should include, but is not limited to, the following:

- Teaching and Learning (specific to the discipline/subject area)
- Educational Research
- Child Development
- Assessment
- Classroom Management
- Curriculum Development
- Educational Philosophies
- Multicultural Education
- Teaching English Language Learners
- Introduction to Special Education
- Teaching practicum/internship/assistant or head teaching

Part Time Teachers

Part Time Teachers will be paid as a percentage FTE whenever possible.

If the time served fluctuates greatly or is dependent on other variables, an hourly wage may be determined. The hourly wage is negotiable based on education, certifications, and experience. In addition, other significant factors weighing heavily on the wage decision include, but are not limited to: performance and value added to student achievement, school need, budget, hours worked, ability to perform multiple duties/roles, etc. Although the wage will take into account the full time salary equivalent when considering hourly wages, the wage is ultimately at the discretion of the SAEL Administrator and SAEL Board.

Sub Rates

Recent law (2015) states that per diem rates are no longer acceptable. This means subs will be paid hourly based on time cards submitted for work completed. Subs will make \$12.00 and this would always need to remain in accordance with minimum wage regulations as well.

Years of Teaching Experience

Years of service full time teaching with credentialed or equivalent service in an American or international public, public charter, or private day school setting (or the international equivalent) will be honored. However, years that were not in an Expeditionary Learning school count as half a year of teaching. Years in an Expeditionary Learning school count as a full year of teaching. Up to 5 full years outside of SAEL will be honored.

Regular Review

This salary schedule will be reviewed in conjunction with the methods laid out in the SAEL Charter.