

SAEL CERTIFICATED Salary Step_UPDATED WITH CHARTER 2021

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

| Years Teaching | Annual Salary currently | Annual Salary TEACHER 21-22 | Daily 180 days 21-22 | Hourly 21-22 | Annual Salary with PD | Annual TEACHER Salary 22-23 onward | Daily 180 days 22-23 onward | Hourly 22-23 onward | Annual Salary with PD | PD Amount for 10 days worked 21-22 onward | Rate of Increase | Amount of Increase |
|----------------|-------------------------|-----------------------------|----------------------|--------------|-----------------------|------------------------------------|-----------------------------|---------------------|-----------------------|---|------------------|--------------------|
| 1 | \$43,000 | \$45,000 | \$250 | \$33 | \$47,800 | \$46,000 | \$256 | \$34 | \$48,800 | \$2,800 | | 2200 |
| 2 | \$45,200 | \$47,200 | \$262 | \$35 | \$50,000 | \$48,200 | \$268 | \$36 | \$51,000 | \$2,800 | 5.12% | 2200 |
| 3 | \$47,400 | \$49,400 | \$274 | \$37 | \$52,200 | \$50,400 | \$280 | \$37 | \$53,200 | \$2,800 | 4.87% | 2200 |
| 4 | \$49,600 | \$51,600 | \$287 | \$38 | \$54,400 | \$52,600 | \$292 | \$39 | \$55,400 | \$2,800 | 4.64% | 2200 |
| 5 | \$51,800 | \$53,800 | \$299 | \$40 | \$56,600 | \$54,800 | \$304 | \$41 | \$57,600 | \$2,800 | 4.44% | 2200 |
| 6 | \$54,000 | \$56,000 | \$311 | \$41 | \$58,800 | \$57,000 | \$317 | \$42 | \$59,800 | \$2,800 | 4.25% | 2200 |
| 7 | \$56,200 | \$58,200 | \$323 | \$43 | \$61,000 | \$59,200 | \$329 | \$44 | \$62,000 | \$2,800 | 4.07% | 2200 |
| 8 | \$58,400 | \$60,400 | \$336 | \$45 | \$63,200 | \$61,400 | \$341 | \$45 | \$64,200 | \$2,800 | 3.91% | 2200 |
| 9 | \$60,600 | \$62,600 | \$348 | \$46 | \$65,400 | \$63,600 | \$353 | \$47 | \$66,400 | \$2,800 | 3.77% | 2200 |
| 10 | \$62,800 | \$64,800 | \$360 | \$48 | \$67,600 | \$65,800 | \$366 | \$49 | \$68,600 | \$2,800 | 3.63% | 2200 |
| 11 | \$65,000 | \$67,000 | \$372 | \$50 | \$69,800 | \$68,000 | \$378 | \$50 | \$70,800 | \$2,800 | 3.50% | 2200 |
| 12 | \$67,200 | \$69,200 | \$384 | \$51 | \$72,000 | \$70,200 | \$390 | \$52 | \$73,000 | \$2,800 | 3.38% | 2200 |
| 13 | \$69,400 | \$71,400 | \$397 | \$53 | \$74,200 | \$72,400 | \$402 | \$54 | \$75,200 | \$2,800 | 3.27% | 2200 |
| 14 | \$71,600 | \$73,600 | \$409 | \$55 | \$76,400 | \$74,600 | \$414 | \$55 | \$77,400 | \$2,800 | 3.17% | 2200 |
| 15-19 | \$73,800 | \$75,800 | \$421 | \$56 | \$78,600 | \$76,800 | \$427 | \$57 | \$79,600 | \$2,800 | 3.07% | 2200 |
| 20-23 | \$73,800 | \$78,000 | \$433 | \$58 | \$80,800 | \$79,000 | \$439 | \$59 | \$81,800 | \$2,800 | | 2200 |
| 24+ | \$73,800 | \$80,200 | \$446 | \$59 | \$83,000 | \$81,200 | \$451 | \$60 | \$84,000 | \$2,800 | | 2200 |

| Degree Stipend: Non-cumulative (highest degree only) | |
|---|------|
| Masters Degree | 2000 |
| Doctorate | 2500 |

Teacher Professional Development Rates
 \$35/hour for teacher support work up to 8 hours per day. Approximately 10 PD days per school year will be required (although this can vary each year based on school needs). This means teachers are earning up to an additional \$2,800/year if they work the full professional development schedule. (Since 14-15 teachers have had at least 10 days of PD except in 19-20 related to the pandemic.)

Teacher Induction and Education Stipend
 Teacher induction to clear credentials is paid for at SAEL. After Induction is paid for (not in conjunction with), education credits up to \$1,000 will be paid for based on e-application, approved in advance of budget adoption for the following school year (March in the school year before) for legitimate higher education credits related to education or your educational duties at SAEL (as approved by the SAEL Admin at their sole discretion) contributing to a degree program at an accredited institution.

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

Subs will be paid hourly based on time cards submitted for work completed. Subs will make \$20 - 27/hour 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 up to 5 years. However, years that were in an Expeditionary Learning or equivalent innovative school could count as further years of teaching. Hard to fill positions may honor a greater number of years as well.

Instructional Guide (IG) Stipend & PD Rates

The Stipend will be embedded into the salary of the IG to ensure the Teacher is able to be paid the equivalent of 10% more than their teacher current salary step (not including PD) evenly throughout the school year depending on the %FTE IG they are. For example, if they are .5FTE IG, they would be paid the equivalent of 5% more than their teacher current salary step (not including PD). The hourly professional development rate for the IG is \$46 / hour.

Guidance Counselor Stipend

The Stipend will be embedded into the salary of the Guidance Counselor to ensure the Guidance Counselor is able to be paid the equivalent of \$5,000 more than their Salary Step at 210 days throughout the school year. The Guidance Counselor works 210 days - 30 days more than teachers (August and June) and does not get paid differently for PD hours.

Physics Stipend

Physics, specifically, remains a difficult teaching position to fill across our County historically. The Stipend is embedded in the salary of the Physics Certified Teacher to be paid the equivalent of up to 4 Salary Steps above their initial placement on the schedule (or \$8800) via the use of the stipend. This stipend exists to obtain and retain a physics teacher which is necessary to fulfill current SAEL graduation requirements.

Fieldwork Wage Allowance

Once an Adventure/Fieldwork Coordinator has completed fifteen (15) overnights in the field in that school year (July 1 - June 30), they can earn an additional \$150 per overnight, up to a \$3,000 wage allowance in that school year.

Regular Review

This salary schedule will be reviewed in conjunction with the methods laid out in the SAEL Charter, currently that is aligned with charter renewal.