THE ACADEMIES
CHARTER MANAGEMENT ORGANIZATION

Salary Schedules 2026-2027

NOTICE: The Academies CMO has the right to suspend scheduled increases after consideration of the schools' budgets, projected state budget, and/or employee performance. Salary Schedules are reviewed annually as the new organizational budget is being developed. The Board of Directors also has the right to adjust these schedules annually in light of the schools' or state budget.

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General Activities Aide & School Bus Monitor (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	$18.32	$18.92	$19.54
3	$18.32	$19.24	$19.85
4	$18.32	$19.54	$20.16
5	$18.32	$19.85	$20.45
6 -9	$18.32	$20.16	$20.76
10-14	$18.32	$20.45	$21.07
15-19	$18.32	$20.76	$21.38
20+	$18.32	$21.07	$21.69

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications for Aides hired prior to the 2020-21 school year will continue in accordance with the terms outlined at the time of hire. For Aides hired on or after July 1, 2021, CODESP certification will not be used for salary placement.

This is an 11-month position.

Library Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	$18.32	$19.18	$21.13
3	$18.63	$19.48	$21.39
4	$18.92	$19.83	$21.83
5	$19.24	$21.13	$22.47
6 -9	$19.54	$21.83	$23.13
10-14	$19.85	$22.47	$25.11
15-19	$20.16	$23.13	$25.78
20+	$20.45	$23.80	$26.42

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications for Aides hired prior to the 2020-21 school year will continue in accordance with the terms outlined at the time of hire. For Aides hired on or after July 1, 2021, CODESP certification will not be used for salary placement.

This is an 11-month position.

Paraprofessional – TK Support, General Education, Special Education (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1	$20.95	$22.65	$25.72
2	$21.26	$22.96	$25.93
3	$21.55	$23.36	$26.47
4	$21.86	$25.66	$26.76
5 -9	$22.16	$26.74	$27.06
10-14	$22.47	$27.72	$30.38
15-19	$22.78	$28.74	$31.04
20+	$23.08	$29.76	$31.67

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications for Aides hired prior to the 2020-21 school year will continue in accordance with the terms outlined at the time of hire. For Aides hired on or after July 1, 2021, CODESP certification will not be used for salary placement.

This is an 11-month position.

Custodian (Classified)- Hourly Rate

Years in the organization	Hourly Compensation
1-3	$19.55
4-6	$21.51
7-9	$22.60
10-12	$23.75
13-15	$24.93

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b for Full time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is a 12-month position.

Behavior Technician Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree	Specialized Certification in Behavior Support*
1	$20.95	$22.65	$25.72	$26.78
2	$21.26	$22.96	$25.93	$26.98
3	$21.55	$23.36	$26.47	$27.52
4	$21.86	$25.66	$26.76	$27.82
5 -9	$22.16	$26.74	$27.06	$28.11
10-14	$22.47	$27.72	$30.38	$31.43
15-19	$22.78	$28.74	$31.04	$32.09
20+	$23.08	$29.76	$31.67	$32.72

*Includes certifications such as the 40-hour ABA training, Registered Behavior Technician (RBT), or other equivalent credentials that demonstrate specialized training in behavior intervention or support.

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is an 11-month position.

Speech & Language Pathology Assistant (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree
1	$21.58	$23.34	$26.50
2	$21.90	$23.65	$26.70
3	$22.20	$24.06	$27.26
4	$22.51	$26.43	$27.55
5 -9	$22.83	$27.55	$27.88
10-14	$23.14	$28.56	$31.28
15-19	$23.46	$29.61	$31.97
20+	$23.78	$30.66	$32.62

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is an 11-month position.

After School Program Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree
1	$20.95	$22.65	$25.72
2	$21.26	$22.96	$25.93
3	$21.55	$23.36	$26.47
4	$21.86	$25.66	$26.76
5 -9	$22.16	$26.74	$27.06
10-14	$22.47	$27.72	$30.38
15-19	$22.78	$28.74	$31.04
20+	$23.08	$29.76	$31.67

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications for hires prior to 2020-21.

This is a 12-month position; Summer hours and days are subject to change.

Lead After School Program Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1	$22.48	$24.18	$27.25
2	$22.79	$24.49	$27.46
3	$23.08	$24.89	$28.00
4	$23.39	$27.19	$28.29
5-9	$23.69	$28.27	$28.59
10-14	$24.00	$29.25	$31.91
15-19	$24.31	$30.27	$32.57
20+	$24.61	$31.29	$33.20

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications for hires prior to 2020-21.

This is a 12-month position; Summer hours and days are subject to change.

After School Program Coordinator (Classified)- Hourly Rate

Years in the organization	High School grad only	AA/AS Degree	BA/BS Degree
1	$27.22	$28.82	$32.03
2	$28.37	$30.03	$33.35
3-4	$29.44	$31.18	$34.64
5-7	$32.17	$34.06	$37.85
8-10	$33.81	$35.79	$39.78
11+	$36.51	$38.66	$47.16

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b for Full time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is a 12-month position

Office Assistant & Administrative Support Technician (Classified)- Hourly Rate

High school diploma required. Advanced	
Years in the organization	Hourly Compensation
1	$20.12
2	$21.39
3	$23.27
4	$24.39
5-10	$25.35
11-15	$25.51
16-20	$27.02
21+	$27.65

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b for Full time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is a 12-month position.

Administrative Manager (Classified)- Hourly Rate

High school diploma required. Advanced	
Years in the organization	Hourly Compensation
1	$28.94
2	$30.32
3	$31.31
4	$32.50
5-10	$33.84
11-15	$35.07
16-20	$36.34
21+	$39.00

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b for Full Time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is a 12-month position.

Licensed Vocational Nurse (Classified)- Hourly Rate

High school diploma and LVN certification	
Years in the organization	Hourly Compensation
1	$28.94
2	$29.56
3-4	$30.82
5+	$32.09

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b for Full time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is an 11-month position.

Health Aide (Classified)- Hourly Rate

High school diploma required. Advanced	
Years in the organization	Hourly Compensation
1	$18.87
2	$19.51
3-4	$20.67
5+	$22.03

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b for Full time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

This is an 11-month position.

Translation Services (Classified)- Hourly Rate

High school diploma required
20.00 per hour

This is a non-exempt position, paid on an hourly basis.
Part-time- does not receive benefits package.

Substitute Office Assistant/Health Aide (Classified)- Hourly Rate

High school diploma required
$17.44 per hour

This is a non-exempt position, paid on an hourly basis.
Part-time- does not receive benefits package.

Substitute Paraprofessional/Aide (Classified)- Hourly Rate

High School grad only	AA/AS degree	BA/BS degree*
$16.90	$17.02	$17.44

This is a non-exempt position, paid on an hourly basis.
Part-time- does not receive benefits package.
*CODESP certifications for hires prior to 2020-21.

Substitute Teachers (Certificated)- Daily Rate

Full Day (7:45 AM- 3:45 PM)	$180
Half Day (4 hours, AM or PM)	$90
Long-Term Full Day (7:45 AM- 3:45 PM)	$245
Long-Term Half Day (4 hours, AM or PM)	$123
Temporary Full-Time Float Full Day (7:45 AM- 3:45 PM)	$228
Temporary Full-Time Float Half Day (4 hours, AM or PM)	$114

Members of STRS receive STRS contributions.
Part time- does not receive benefits package.
“Long-Term Substitute” pay rate begins at the 16th day of consecutive substitute teaching. When the Long-Term assignment ends, the Long-Term Substitute pay rate ends.
“Temporary Full-Time Float Substitute” pay rate begins on the 1st day of the assignment. When the Temporary Full-Time Float assignment ends, the Temporary Full-Time Float Substitute pay rate ends.

Substitute Principal (Certificated)- Daily Rate

Full Day (7:45 AM- 3:45 PM)	$230
Half Day (4 hours, AM or PM)	$115
Long-Term Full Day (7:45 AM- 3:45 PM)	$330
Long-Term Half Day (4 hours, AM or PM)	$165

Members of STRS receive STRS contributions.
Part time- does not receive benefits package.
“Long-Term Substitute” pay rate begins at the 16th day of consecutive substitute teaching. When the Long-Term assignment ends, the Long-Term Substitute pay rate ends.

School Nurse (Certificated)- Base Salary

Permit	A	B	C	D	E	F
$114,576.75	$117,640.30	$122,695.16	$127,750.02	$132,958.05	$136,940.67	$140,923.28

For an individual to move horizontally, they must meet all the following requirements:

Permit= Individual has 1) a BA/BS degree, 2) a permit for school nurse services credential.

Class A= Individual has 1) a BA/BS degree, 2) an intern, prelim, or clear school nurse services credential and 3) is beginning his/her first, second, or third year of full-time school nurse.

Class B= An individual may move to Class B when he/she has 1) a BA/BS degree, 2) a clear school nurse services credential and 3) is beginning his/her fourth, fifth, or sixth year of full-time school nurse.

Class C= An individual may move to Class C when he/she has 1) a BA/BS degree, 2) a clear school nurse services credential and 3) is beginning his/her seventh, eighth, ninth year of full-time school nurse.

Class D= An individual may move to Class D when he/she has 1) a BA/BS degree, 2) a clear school nurse services credential and 3) is beginning his/her tenth, eleventh, twelfth year of full-time school nurse.

Class E= An individual may move to Class E when he/she has 1) a BA/BS degree, 2) a clear school nurse services credential and 3) is beginning his/her thirteenth, fourteenth, or fifteenth year of full-time school nurse.

Class F= An individual may move to Class F when he/she has 1) a BA/BS degree, 2) a clear school nurse services credential and 3) is beginning his/her sixteenth year or greater of full-time school nurse.

Newly Hired School Nurse are placed into the Class that fits their years of experience and their completed credentialing. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. At TACMO Administrators' discretion, School Nurses may be granted the service credit in line with their actual years of service. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid credential or authorization (HQ Intern, Preliminary, or Clear) or equivalent experience in the mental health field supporting students, for each year of experience credit requested.

School Nurse employees are eligible to become members of STRS (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position, with 50% or greater responsibility, receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time, with less than 50% responsibility, does not receive benefits package.

This is an 11-month position, with 190 workdays.

Core Academic Teacher, Enrichment Teacher, Intervention Teacher, Education Specialist, & Instructional Coach (Certificated)- Hourly Rate

	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII
Years of service	**Permits/ not HQ**	**HQ Intern**	**Prelim/Clear <30 units**	**Prelim/Clear +30 units**	**Clear +45 units**	**Clear +60 units**	**Clear Masters**
1	$48.83	$49.66	$50.49	$51.62	$52.75	$53.55	$54.08
2	$48.83	$49.66	$51.50	$52.65	$53.82	$54.62	$55.16
3	--	$49.66	$52.53	$53.70	$54.89	$55.71	$56.27
4	--	$49.66	$53.58	$54.78	$55.99	$56.82	$57.40
5	--	--	$54.72	$55.88	$57.11	$57.97	$58.54
6	--	--	$55.74	$57.00	$58.25	$59.12	$59.71
7	--	--	$56.94	$58.13	$59.42	$60.30	$60.90
8	--	--	$57.79	$59.29	$60.60	$61.51	$62.13
9	--	--	$58.66	$60.49	$61.81	$62.74	$63.37
10	--	--	$59.54	$61.69	$63.05	$63.99	$64.64
11	--	--	--	$65.06	$65.23	$66.05	$66.71
12	--	--	--	$67.30	$67.47	$68.32	$69.00
13	--	--	--	$69.63	$69.80	$70.72	$71.42
14	--	--	--	$72.02	$72.21	$73.19	$73.92
15	--	--	--	$73.39	$73.65	$74.65	$75.40
16	--	--	--	$74.79	$75.13	$76.14	$76.91
17	--	--	--	$76.20	$76.63	$77.66	$78.48
18	--	--	--	$77.65	$78.16	$79.22	$80.01
19	--	--	--	$79.13	$79.72	$80.80	$81.61
20+	--	--	--	$80.63	$81.32	$82.42	$83.24

This is a non-exempt position, paid on an hourly basis, and aligns with the "Core Academic Teacher, Enrichment Teacher, Intervention Teacher, Education Specialist, & Instructional Coach (Certificated)- Base Salary" schedule.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

Speech & Language Pathologist (Certificated)- Hourly Rate

Years in the organization	Waiver	Clear Credential	Clear Credential +2 Years Prior Experience	Clear Credential +5 Years Prior Experience
1	$57.34	$64.65	$71.93	$79.23
2	$57.92	$65.28	$72.64	$80.03
3		*Move to top of next column*	$73.38	$80.84
4			*Move to top of next column*	$81.64
5				$82.45

This is a non-exempt position, paid on an hourly basis.
Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.
Employee receives Social Security benefits from Employer.
Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

Core Academic Teacher, Enrichment Teacher, Intervention Teacher, Education Specialist, & Instructional Coach (Certificated)- Base Salary

	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII
Years of Service	Permits/ not HQ	HQ Intern	Prelim/Clear <30 units	Prelim/Clear +30 units	Clear +45 units	Clear +60 units	Clear Masters
1	70,013	71,199	72,384	74,012	75,640	76,774	77,542
2	70,013	71,199	73,832	75,492	77,153	78,309	79,093
3	---	71,199	75,309	77,002	78,696	79,876	80,675
4	---	71,199	76,815	78,542	80,270	81,474	82,289
5	---	---	78,351	80,113	81,875	83,103	83,935
6	---	---	79,918	81,715	83,513	84,765	85,613
7	---	---	81,637	83,349	85,183	86,460	87,325
8	---	---	82,861	85,017	86,887	88,189	89,072
9	---	---	84,104	86,717	88,625	89,954	90,853
10	---	---	85,366	88,451	90,396	91,752	92,670
11	---	---	---	93,274	93,516	94,689	95,636
12	---	---	---	96,492	96,742	97,956	98,935
13	---	---	---	99,820	100,079	101,384	102,398
14	---	---	---	103,265	103,532	104,933	105,982
15	---	---	---	105,226	105,603	107,031	108,102
16	---	---	---	107,225	107,715	109,172	110,264
17	---	---	---	109,263	109,869	111,354	112,469
18	---	---	---	111,339	112,066	113,582	114,718
19	---	---	---	113,455	114,308	115,854	117,012
20+	---	---	---	115,610	116,594	118,171	119,353

Prelim/Clear = Individual has 1) a bachelor's degree or master's degree, 2) any regular credential or designated subject credential

Permits/Column I = Individual has a bachelor's (BA/BS) degree, a Short-Term Staff Permit (STSP), Provisional Intern Permit (PIP), credential waiver or internship credential without subject matter competency.

Highly Qualified (HQ) Intern/Column II = Individual has a BA/BS degree, intern credential with subject matter competency (HQ under NCLB and state law) or designated subject credential without bachelor's degree.

Column III = BA/BS Degree, prelim/clear credential, without 30 upper division or graduate semester units taken after the BA/BS
Column IV = BA/BS Degree, prelim/clear credential, and 30 upper division or graduate semester units taken after the BA/BS
Column V = BA/BS Degree, clear credential, and 45 upper division or graduate semester units taken after the BA/BS
Columns VI = BA/BS Degree, clear credential, and 60 upper division or graduate semester units taken after the BA/BS
Column VII = master's degree and clear credential with or without upper division semester units

The Academies CMO shall grant a maximum of 15 college semester units, preapproved by Administrator, for professional development per teacher, related to their assignment, and will be counted towards Class increases* on the teacher salary schedule. All units shall be from an accredited college/university and labeled as either Professional Development or Graduate Level units.
**Salary increases are only granted by August 1st each academic year. Mid-year increase requests may be granted on a case-by-case basis with HR approval.*

Newly Hired Teachers are placed into the Column that fits their years of experience, their upper division semester units, and their completed credentialing. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. Credit for all employees will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid teaching credential (HQ Intern, Preliminary, or Clear) for each year of experience credit requested.

Teachers in part-time positions ("job sharing") within The Academies CMO, with 50% or greater responsibility, accrue service years at a 1 to 1 rate (as if they are full-time). Only job-sharing service time performed at a school within The Academies CMO is credited this way.

The Academies CMO teachers are members of STRS (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

Full-time teachers receive an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance.
Part-time- does not receive benefits package.

This is an 11-month position, with 185 working days

Stipends & Extra Duty Opportunities for Teachers

- Full-time Teachers who have a BCLAD Authorization shall have a $500 stipend added to the annual salary.
- Full-time Teachers who possess an Ed.D. or equivalent degree shall have a $1,200 stipend added to the annual salary.
- Annual leadership stipends for Education Specialists hired prior to the 2026-27 school year will continue in accordance with the terms negotiated at the time of hire and documented through an applicable written stipend agreement. For Education Specialists hired on or after July 1, 2026, leadership stipends will not be granted except with Superintendent approval.
- Full-Time Teachers will receive a longevity stipend of $2,000 for years 20-24, $4,000 for years 25-29, and $6,000 years 30 and beyond, depending on length of service, but not all three simultaneously. Each stipend amount will be paid in the year immediately following the completion of the corresponding service year.
- For extra duties completed beyond the regular at-will agreement, teachers may earn the hourly pay rate per the "Core Academic Teacher, Enrichment Teacher, Intervention Teacher, Education Specialist, & Instructional Coach (Certificated)-Hourly Rate" salary schedule or a stipend for services provided

Speech & Language Pathologist (Certificated)- Base Salary

Permits/ Waivers	A	B	C	D	E	F
$72,113.18	$73,752.12	$88,502.54	$97,012.40	$105,522.26	$120,272.69	$129,770.11

For an individual to move horizontally, they must meet all the following requirements:

Permits/Waivers= Individual has 1) a BA/BS degree, 2) a permit or waiver for speech-language pathologist services credential or clear credential with a special class authorization.

Class A= Individual has 1) a BA/BS degree, 2) an intern, prelim, or clear speech-language pathologist services credential and 3) is beginning his/her first, second, or third year of full-time as a speech & language pathologist.

Class B= An individual may move to Class B when he/she has 1) a BA/BS degree, 2) a clear speech-language pathologist services credential or clear credential with a special class authorization and 3) is beginning his/her fourth, fifth, or sixth year of full-time as a speech & language pathologist.

Class C= An individual may move to Class C when he/she has 1) a BA/BS degree, 2) a clear speech-language pathologist services credential or clear credential with a special class authorization and 3) is beginning his/her seventh, eighth, ninth year of full-time as a speech & language pathologist.

Class D= An individual may move to Class D when he/she has 1) a BA/BS degree, 2) a clear speech-language pathologist services credential or clear credential with a special class authorization and 3) is beginning his/her tenth, eleventh, twelfth year of full-time as a speech & language pathologist.

Class E= An individual may move to Class E when he/she has 1) a BA/BS degree, 2) a clear speech-language pathologist services credential or clear credential with a special class authorization and 3) is beginning his/her thirteenth, fourteenth, or fifteenth year of full-time as a speech & language pathologist.

Class F= An individual may move to Class F when he/she has 1) a BA/BS degree, 2) a clear speech-language pathologist services credential or clear credential with a special class authorization and 3) is beginning his/her sixteenth year or greater of full-time as a speech & language pathologist.

Newly Hired Speech & Language Pathologists are placed into the Class that fits their years of experience and their completed credentialing. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. At TACMO Administrators' discretion, Speech & Language Pathologists may be granted the service credit in line with their actual years of service. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid credential or authorization (HQ Intern, Preliminary, or Clear) or equivalent experience in the mental health field supporting students, for each year of experience credit requested.

Speech & Language Pathologist employees are eligible to become members of STRS (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 180 workdays.

Stipend Opportunities for Speech & Language Pathologist

- Full-time Speech & Language Pathologist shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.

School Social Worker (Certificated)- Base Salary

A	B	C	D	E	F	G	H
$94,536.04	$96,900.03	$99,322.72	$101,816.05	$104,619.58	$106,958.42	$109,632.45	$112,373.41

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has 1) a BA/BS degree, 2) an intern, prelim, or clear pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her first year of full-time as a school social worker.

Class B= An individual may move to Class B when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her second, third, or fourth year of full-time as a school social worker.

Class C= An individual may move to Class C when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her fifth, sixth, or seventh year of full-time as a school social worker.

Class D= An individual may move to Class D when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her eighth, ninth or tenth year of full-time as a school social worker.

Class E= An individual may move to Class E when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her eleventh, twelfth, or thirteenth year of full-time as a school social worker.

Class F= An individual may move to Class F when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her fourteenth, fifteenth, or sixteenth year of full-time as a school social worker.

Class G= An individual may move to Class G when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her seventeenth, eighteenth, or nineteenth years of full-time as a school social worker.

Class H= An individual may move to Class H when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school social work and 3) is beginning his/her twentieth year or greater of full-time as a school social worker.

Newly Hired School Social Workers are placed into the Class that fits their years of experience and their completed credentialing. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. At TACMO Administrators' discretion, School Social Workers may be granted the service credit in line with their actual years of service. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid credential or authorization (HQ Intern, Preliminary, or Clear) or equivalent experience in the mental health field supporting students, for each year of experience credit requested.

School Social Worker employees are eligible to become members of STRS (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 185 workdays.

Stipend Opportunities for School Social Worker

- Full-time School Social Worker shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.

Mental Health Clinician (Certificated)- Base Salary

A	B	C	D	E	F	G	H
$106,110.60	$108,763.37	$111,482.45	$114,269.51	$117,126.24	$120,054.41	$123,055.77	$126,132.16

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her first year of full-time as a Mental Health Clinician.

Class B= An individual may move to Class B when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her second, third, or fourth year of full-time as a Mental Health Clinician.

Class C= An individual may move to Class C when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her fifth, sixth, or seventh year of full-time as a Mental Health Clinician.

Class D= An individual may move to Class D when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her eighth, ninth or tenth year of full-time as a Mental Health Clinician.

Class E= An individual may move to Class E when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her eleventh, twelfth, or thirteenth year of full-time as a Mental Health Clinician.

Class F= An individual may move to Class F when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her fourteenth, fifteenth, or sixteenth year of full-time as a Mental Health Clinician.

Class G= An individual may move to Class G when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her seventeenth, eighteenth, or nineteenth years of full-time as a Mental Health Clinician.

Class H= An individual may move to Class H when he/she has 1) a master's degree in psychology, clinical psychology, clinical social work, or counseling psychology and 2) has California state license as a clinical social worker, marriage & family therapist, or clinical psychologist and 3) is beginning his/her twentieth year or greater of full-time as a Mental Health Clinician.

Newly Hired Mental Health Clinicians are placed into the Class that fits their years of experience and their completed licensure. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. At TACMO Administrators' discretion, Mental Health Clinicians may be granted the service credit in line with their actual years of service. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid California state license (psychology, clinician psychology, clinical social work, or counseling psychology).

Mental Health Clinician employees may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

Employee receives Social Security benefits from Employer.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 210 workdays.

Stipend Opportunities for Mental Health Clinician

- Full-time Mental Health Clinician shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.

School Psychologist Intern (Certificated, Temporary)- Stipend Rate

Intern
$30,000.00

Class Intern = Individual has 1) a BA/BS degree, 2) an intern pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her first year of full-time as a school psychologist intern.

School Psychologist Intern employees are eligible to become members of STRS (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This temporary position does not receive a benefits package.

This is an 11-month position for one (1) academic year, with 185 workdays.

School Psychologist (Certificated)- Base Salary

A	B	C	D	E	F	G	H
$128,240.18	$131,446.19	$134,732.76	$138,025.69	$141,981.38	$145,093.44	$148,720.80	$152,438.48

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has 1) a BA/BS degree, 2) an intern, prelim, or clear pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her first year of full-time as a school psychologist.

Class B= An individual may move to Class B when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her second, third, or fourth year of full-time as a school psychologist.

Class C= An individual may move to Class C when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her fifth, sixth, or seventh year of full-time as a school psychologist.

Class D= An individual may move to Class D when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her eighth, ninth or tenth year of full-time as a school psychologist.

Class E= An individual may move to Class E when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her eleventh, twelfth, or thirteenth year of full-time as a school psychologist.

Class F= An individual may move to Class F when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her fourteenth, fifteenth, or sixteenth year of full-time as a school psychologist.

Class G= An individual may move to Class G when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her seventeenth, eighteenth, or nineteenth years of full-time as a school psychologist.

Class H= An individual may move to Class H when he/she has 1) a BA/BS degree, 2) a pupil personnel services credential or clear credential with specialization in school psychology and 3) is beginning his/her twentieth year or greater of full-time as a school psychologist.

Newly Hired School Psychologists are placed into the Class that fits their years of experience and their completed credentialing. The Academies CMO shall grant, upon initial employment, a maximum of 11 years of credit for placement on the salary schedule. At TACMO Administrators' discretion, School Psychologists may be granted the service credit in line with their actual years of service. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid credential or authorization (HQ Intern, Preliminary, or Clear) or equivalent experience in the mental health field supporting students, for each year of experience credit requested.

School Psychologist employees are eligible to become members of STRS (State Teachers Retirement System). Additionally, Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 185 workdays.

Stipend Opportunities for School Psychologist

- Full-time School Psychologist shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.
- At TACMO Superintendent's discretion, negotiated at initial hire, a School Psychologist may be granted a Director of Special Education (DOSE) stipend of up to $10,000 annually. DOSE stipend contract rates may vary and include assignments outlined via written contract and signed by the School Psychologist and TACMO Superintendent.

Operations Director (Classified)- Base Salary

A	B	C	D	E
$72,113.18	$78,858.04	$89,637.19	$100,416.35	$111,195.50

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first, second, or third year with the organization.

Class B= An individual may move to Class B when he/she has met job qualification requirements and he/she is beginning his/her fourth, fifth, or sixth year with the organization.

Class C= An individual may move to Class C when he/she has met job qualification requirements and he/she is beginning his/her seventh, eighth, or ninth year with the organization.

Class D= An individual may move to Class D when he/she has met job qualification requirements and he/she is beginning his/her tenth, eleventh, or twelfth year with the organization.

Class E= An individual may move to Class E when he/she has met job qualification requirements, and he/she is beginning his/her thirteenth or greater year with the organization.

This is an exempt position.

Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

Employee may contribute to a 403b for retirement. There is an Employer match contribution to the 403b that is equal to the STRS employer match contribution percentage for certificated management staff.

Employee receives Social Security benefits from Employer.

This is a 12-month position, with 220 workdays.

Stipend Opportunities for Operations Director

- Full-time Operations Director shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.

Human Resources Director (Classified)- Base Salary

A	B	C	D	E
$72,113.18	$78,858.04	$89,637.19	$100,416.35	$111,195.50

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first, second, or third year in a Human Resources Director, or equivalent, role.

Class B= An individual may move to Class B when he/she has met job qualification requirements and he/she is beginning his/her fourth, fifth, or sixth year in a Human Resources Director, or equivalent, role.

Class C= An individual may move to Class C when he/she has met job qualification requirements and he/she is beginning his/her seventh, eighth, or ninth year in a Human Resources Director, or equivalent, role.

Class D= An individual may move to Class D when he/she has met job qualification requirements and he/she is beginning his/her tenth, eleventh, or twelfth year in a Human Resources Director, or equivalent, role.

Class E= An individual may move to Class E when he/she has met job qualification requirements, and he/she is beginning his/her thirteenth or greater year in a Human Resources Director, or equivalent, role.

This is an exempt position.

Full time- receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

Employee may contribute to a 403b for retirement. There is an Employer match contribution to the 403b that is equal to the STRS employer match contribution percentage for certificated management staff.

Employee receives Social Security benefits from Employer.

This is a 12-month position, with 220 workdays.

Stipend Opportunities for Human Resources Director

- Full-time Human Resources Director shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.

Director of Special Education (Certificated)- Base Salary

A	B	C	D
$142,792.67	$146,079.24	$149,406.20	$164,346.83

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first and second year of full-time administration.

Class B= An individual may move to Class B when he/she has met job qualification requirements, and he/she is beginning his/her third and fourth year of full-time administration.

Class C= An individual may move to Class C when he/she has met job qualification requirements, and he/she is beginning his/her fifth and sixth years of full-time administration.

Class D= An individual may move to Class D when he/she has met job qualification requirements, and he/she is beginning his/her seventh or greater years of full-time administration.

A New Hired Director of Special Education is placed into the Class that fits her/his years of experience and credentialing. The Academies CMO shall grant up to 5 years of credit for placement on the salary schedule upon initial employment. Credit will only be awarded for previous, verifiable experience for full-time positions within the United States, so long as the employee possessed a valid administrative credential for each year of experience credit requested. Years of teaching experience is desired but is not applicable to placement on the administrative scale; only years of administrative experience applies.

Directors of Special Education are members of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 200 workdays.

Stipend Opportunities for Directors of Special Education

- Full-time Directors of Special Education shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.

Vice Principal (Certificated)- Base Salary

A	B	C	D
$130,369.23	$134,535.27	$138,846.58	$143,309.08

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first and second year of full-time administration.

Class B= An individual may move to Class B when he/she has met job qualification requirements, and he/she is beginning his/her third and fourth year of full-time administration.

Class C= An individual may move to Class C when he/she has met job qualification requirements, and he/she is beginning his/her fifth and sixth years of full-time administration.

Class D= An individual may move to Class D when he/she has met job qualification requirements, and he/she is beginning his/her seventh or greater years of full-time administration.

A New Hired Vice Principal is placed into the Class that fits her/his years of experience and credentialing. The Academies CMO shall grant up to 5 years of credit for placement on the salary schedule upon initial employment. Credit will only be awarded for previous, verifiable experience for full-time vice principal positions within the United States, so long as the employee possessed a valid administrative credential for each year of experience credit requested. Years of teaching experience is desired but is not applicable to placement on the administrative scale; only years of vice principal experience applies.

Vice Principals are members of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 200 workdays.

Stipend Opportunities for Vice Principals

- Full-time Vice Principals shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.
- At TACMO Superintendent's discretion, negotiated at initial hire, a Vice Principal may be granted a Director of English Language Learning (DOELL) stipend of up to $1000 annually. DOELL stipend contract rates may vary and include assignments outlined via written contract and signed by the Vice Principal and TACMO Superintendent.
- At TACMO Superintendent's discretion, negotiated at initial hire, a Vice Principal may be granted a Director of Special Education (DOSE) stipend of up to $10,000 annually. DOSE stipend contract rates may vary and include assignments outlined via written contract and signed by the Vice Principal and TACMO Superintendent.

Principal (Certificated)- Base Salary

A	B	C	D
$143,872.38	$148,641.69	$153,446.47	$158,419.97

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first and second year of full-time administration.

Class B= An individual may move to Class B when he/she has met job qualification requirements, and he/she is beginning his/her third and fourth year of full-time administration.

Class C= An individual may move to Class C when he/she has met job qualification requirements, and he/she is beginning his/her fifth and sixth years of full-time administration.

Class D= An individual may move to Class D when he/she has met job qualification requirements, and he/she is beginning his/her seventh or greater years of full-time administration.

A New Hired Principal is placed into the Class that fits her/his years of experience and credentialing. The Academies CMO shall grant up to 5 years of credit for placement on the salary schedule upon initial employment. Credit will only be awarded for previous, verifiable experience for full-time principal positions within the United States, so long as the employee possessed a valid administrative credential for each year of experience credit requested. Years of teaching experience is desired but is not applicable to placement on the administrative scale; only years of principal experience applies.

Principals are members of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 210 workdays.

Stipend Opportunities for Principals

- Full-time Principals shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.
- At TACMO Superintendent's discretion, negotiated at initial hire, a Principal may be granted a Director of English Language Learning (DOELL) stipend of up to $1000 annually. DOELL stipend contract rates may vary and include assignments outlined via written contract and signed by the Principal and TACMO Superintendent.
- At TACMO Superintendent's discretion, negotiated at initial hire, a Principal may be granted a Director of Special Education (DOSE) stipend of up to $10,000 annually. DOSE stipend contract rates may vary and include assignments outlined via written contract and signed by the Principal and TACMO Superintendent.

Superintendent (Certificated)- Base Salary

A	B	C	D
$168,635.26	$175,769.61	$194,134.74	$213,849.82

For an individual to move horizontally, they must meet all the following requirements:

Class A= Individual has met job qualification requirements and is beginning his/her first and second year of full-time administration.

Class B= An individual may move to Class B when he/she has met job qualification requirements, and he/she is beginning his/her third and fourth year of full-time administration.

Class C= An individual may move to Class C when he/she has met job qualification requirements, and he/she is beginning his/her fifth and sixth years of full-time administration.

Class D= An individual may move to Class D when he/she has met job qualification requirements, and he/she is beginning his/her seventh or greater years of full-time administration.

A New Hired Superintendent is placed into the Class that fits her/his years of experience and credentialing. The Academies CMO shall grant up to 5 years of credit for placement on the salary schedule upon initial employment. Credit will only be awarded for previous, verifiable experience for full-time superintendent positions within the United States, so long as the employee possessed a valid administrative credential for each year of experience credit requested. Years of teaching experience is desired but is not applicable to placement on the administrative scale; only years of superintendent experience applies.

The Superintendent is a member of **STRS** (State Teachers Retirement System) at The Academies CMO. Additionally, the Employee may contribute to a 403b for retirement. There is no matching Employer contribution to the 403b at this time.

This full-time position receives an Employer contribution of $1,300/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 225 workdays.

Stipend Opportunities for Superintendents

- Full-time Superintendents shall receive a stipend to be added to the annual salary for completion of the highest earned degree filed in the Human Resources office:
  - $1000 stipend for possessing a Master's degree.
  - $1250 stipend for possessing an Ed.D. or equivalent degree.