



## Salary Schedules 2024-2025

**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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### Instructional Aide (General Education) (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	\$17.44	\$18.01	\$18.60
3	\$17.44	\$18.31	\$18.89
4	\$17.44	\$18.60	\$19.18
5	\$17.44	\$18.89	\$19.47
6 -9	\$17.44	\$19.18	\$19.76
10-14	\$17.44	\$19.47	\$20.06
15-19	\$17.44	\$19.76	\$20.35
20+	\$17.44	\$20.06	\$20.64

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 \$923/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 an 11-month position.

### Enrichment Aide, Intervention Aide, Library Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	\$17.44	\$18.25	\$20.12
3	\$17.73	\$18.54	\$20.36
4	\$18.01	\$18.87	\$20.78
5	\$18.31	\$20.12	\$21.39
6 -9	\$18.60	\$20.78	\$22.02
10-14	\$18.89	\$21.39	\$23.90
15-19	\$19.18	\$22.02	\$24.53
20+	\$19.47	\$22.65	\$25.15

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 \$923/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 an 11-month position.

### Behavior Technician Aide & Special Education Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree
1	\$19.94	\$21.56	\$24.49
2	\$20.23	\$21.85	\$24.68
3	\$20.51	\$22.23	\$25.19
4	\$20.81	\$24.43	\$25.16
5 -9	\$21.10	\$25.46	\$25.76
10-14	\$21.39	\$26.39	\$28.91
15-19	\$21.68	\$27.36	\$29.54
20+	\$21.97	\$28.33	\$30.15

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 \$923/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 Coordinator (Classified)- Hourly Rate

Years in the organization	High School grad only	AA/AS Degree	BA/BS Degree
1	\$25.16	\$26.63	\$29.60
2	\$27.00	\$28.58	\$31.75
3-4	\$28.02	\$29.68	\$32.97
5-7	\$30.62	\$32.42	\$36.03
8-10	\$32.18	\$34.07	\$37.86
11+	\$34.75	\$36.80	\$44.89

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 \$923/month for Health, Dental, Vision, and Basic Life insurance.  
Part time- does not receive benefits package.

This is a 12-month position.

**After School Program Aide (Classified)- Hourly Rate**

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	\$18.32	\$18.91	\$19.53
3	\$18.32	\$19.22	\$19.83
4	\$18.32	\$19.53	\$20.14
5	\$18.32	\$19.83	\$20.44
6 -9	\$18.32	\$20.14	\$20.78
10-14	\$18.32	\$20.44	\$21.06
15-19	\$18.32	\$20.78	\$21.36
20+	\$18.32	\$21.06	\$21.68

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 \$923/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*
1-2	\$18.91	\$19.53	\$20.14
3	\$18.91	\$19.83	\$20.44
4	\$18.91	\$20.14	\$20.78
5	\$18.91	\$20.44	\$21.06
6 -9	\$18.91	\$20.78	\$21.36
10-14	\$18.91	\$21.06	\$21.68
15-19	\$18.91	\$21.36	\$21.98
20+	\$18.91	\$21.68	\$22.27

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 \$923/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.

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

High school diploma required
\$17.14 per hour

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

### Substitute Instructional Aide/ASP Aide (Classified)- Hourly Rate

High School grad only	AA/AS degree	BA/BS degree*
\$16.50	\$16.62	\$17.14

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)	\$160
Half Day (4 hours, AM or PM)	\$80
Long-Term Full Day (7:45 AM- 3:45 PM)	\$225
Long-Term Half Day (4 hours, AM or PM)	\$113
Temporary Full-Time Float Full Day (7:45 AM- 3:45 PM)	\$208
Temporary Full-Time Float Half Day (4 hours, AM or PM)	\$104

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)	\$210
Half Day (4 hours, AM or PM)	\$105
Long-Term Full Day (7:45 AM- 3:45 PM)	\$310
Long-Term Half Day (4 hours, AM or PM)	\$155

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.

### **Custodian (Classified)- Hourly Rate**

Years in the organization	Hourly Compensation
1-3	\$18.61
4-6	\$20.48
7-9	\$21.51
10-12	\$22.60
13-15	\$23.73

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 \$923/month for Health, Dental, Vision, and Basic Life insurance.  
Part time- does not receive benefits package.

This is a 12-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.

### Office Assistant (Classified)- Hourly Rate

High school diploma required; advanced education desired.	
Years in the organization	Hourly Compensation
1	\$19.16
2	\$20.36
3	\$22.15
4	\$23.21
5-10	\$24.13
11-15	\$24.28
16-20	\$25.72
21+	\$26.32

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 \$923/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 education desired.	
Years in the organization	Hourly Compensation
1	\$27.54
2	\$28.86
3	\$29.81
4	\$30.93
5-10	\$32.21
11-15	\$33.38
16-20	\$34.59
21+	\$37.13

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 \$923/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 required; advanced education desired.	
Years in the organization	Hourly Compensation
1	\$27.54
2	\$28.14
3-4	\$29.34
5+	\$30.54

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 \$923/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 education desired.	
Years in the organization	Hourly Compensation
1	\$17.96
2	\$18.57
3-4	\$19.67
5+	\$20.97

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 \$923/month for Health, Dental, Vision, and Basic Life insurance.  
Part time- does not receive benefits package.

This is an 11-month position.



### School Nurse (Certificated)- Base Salary

Permit	A	B	C	D	E	F
\$109,058.40	\$111,974.40	\$116,785.80	\$121,597.20	\$126,554.40	\$130,345.20	\$134,136.00

In order for individuals to move horizontally, he/she must meet 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 receives an Employer contribution of \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 190 work days.

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

Years in the organization	Permit	Valid Teaching Credential	Valid Teaching Credential + Prior Experience/ Eminence*
1	\$22.65	\$35.22	\$36.80
2	\$23.24	\$36.39	\$36.80
3	\$23.90	<i>Move to top of next column</i>	\$36.80
4	<i>Move to top of next column</i>		\$37.12
5 -9			\$40.26
10-14			\$41.52
15-19			\$42.77
20+			\$44.02

\*Negotiated at date of hire: 2 or more years teaching experience at another institution, and/or demonstrable eminence in field. Promoted employees new to the Enrichment/Intervention/Core Academic Teacher Role, may be placed in column based on years within the organization, but may not be advanced for experience/eminence based on unlike prior experience. They may not move over a column until they have 2 years' experience in this role.

Full time- receives an Employer contribution of \$923/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	\$54.58	\$61.53	\$68.47	\$75.42
2	\$55.13	\$62.14	\$69.15	\$76.17
3		<i>Move to top of next column</i>	\$69.84	\$76.94
4			<i>Move to top of next column</i>	\$77.71
5				\$78.48

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 \$923/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

Permits/ not HQ	HQ Intern	A	B	C	D	E	F
\$68,640.00	\$69,802.55	\$70,965.06	\$74,156.68	\$80,005.08	\$91,444.42	\$101,210.98	\$107,106.36

In order for individuals to move horizontally, he/she must meet the following requirements:

Permits= Individual has 1) a BA/BS degree, 2) Short Term Staff Permit (STSP), Provisional Intern Permit (PIP), credential waiver or internship credential without subject matter competency.

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

Class A= Individual has 1) a BA/BS degree, 2) any regular credential or designated subject credential and 3) is beginning his/her first, second, or third year of full-time teaching.

Class B= An individual may move to Class B after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential and 3) is beginning his/her fourth, fifth, or sixth year of full-time teaching.

Class C= An individual may move to Class C after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential and 3) is beginning his/her seventh, eighth, ninth, or tenth year of full-time teaching.

Class D= An individual may move to Class D after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential and 3) is beginning his/her eleventh, twelfth, or thirteenth year of full-time teaching.

Class E= An individual may move to Class E after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential and 3) is beginning his/her fourteenth, fifteenth, or sixteenth year of full-time teaching.

Class F= An individual may move to Class F after he/she has 1) a BA/BS degree, 2) any regular credential or designated subject credential and 3) is beginning his/her seventeenth or greater years of full-time teaching.

Newly Hired Teachers 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, Teacher positions included on this schedule may be granted the service credit in line with their actual years of service. 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.

Core Academic 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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

### Stipends & Extra Duty Opportunities for Teachers

- Full-time Teachers 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.
- Full-time Teachers who have a BCLAD Authorization shall have a \$500 stipend added to the annual salary.
- At TACMO Administrators' discretion, negotiated at initial hire, Education Specialists may be granted a leadership stipend of up to \$7000 annually. Leadership stipend contract rates may vary and include assignments outlined via written contract and signed by the teacher and TACMO Administration.
- Full-Time Teachers will receive a Longevity stipend of \$2,000 for the 20<sup>th</sup> year of service, \$4,000 for the 25<sup>th</sup> year of service and \$6,000 for the 30<sup>th</sup> year of total full time credited service. Longevity stipend pay is not cumulative; teachers receive either Year 20, Year 25 or Year 30 pay, 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
\$68,640.00	\$70,200.00	\$84,240.00	\$92,340.00	\$100,440.00	\$114,480.00	\$123,520.00

In order for individuals to move horizontally, he/she must meet 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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 180 work days.

### 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
\$89,982.90	\$92,233.04	\$94,539.05	\$96,912.29	\$99,580.80	\$101,806.99	\$104,352.22	\$106,961.17

In order for individuals to move horizontally, he/she must meet 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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 185 work days.

#### 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
\$101,000.00	\$103,525.00	\$106,113.13	\$108,765.95	\$111,485.10	\$114,272.23	\$117,129.04	\$120,057.26

In order for individuals to move horizontally, he/she must meet 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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 12-month position, with 210 work days.

#### 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 work days.

## School Psychologist (Certificated)- Base Salary

A	B	C	D	E	F	G	H
\$122,063.76	\$125,115.35	\$128,243.63	\$131,377.96	\$135,143.14	\$138,105.31	\$141,557.97	\$145,096.59

In order for individuals to move horizontally, he/she must meet 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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is an 11-month position, with 185 work days.

### 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.



### Operations Director (Classified)- Base Salary

A	B	C	D	E
\$68,640.00	\$75,060.00	\$85,320.00	\$95,580.00	\$105,840.00

In order for individuals to move horizontally, he/she must meet 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 \$923/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 work days.

#### 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
\$68,640.00	\$75,060.00	\$85,320.00	\$95,580.00	\$105,840.00

In order for individuals to move horizontally, he/she must meet 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 \$923/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 work days.

#### 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
\$135,915.35	\$139,043.63	\$142,210.36	\$156,431.40

In order for individuals to move horizontally, he/she must meet 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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 200 work days.

#### 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
\$124,090.26	\$128,055.65	\$132,159.32	\$136,406.89

In order for individuals to move horizontally, he/she must meet 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 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.

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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 200 work days.

#### 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 \$7000 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
\$136,943.06	\$141,482.67	\$146,056.04	\$150,790.00

In order for an individual to move horizontally, he/she must meet 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 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.

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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 210 work days.

#### 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.

### Superintendent (Certificated)- Base Salary

A	B	C	D
\$160,513.29	\$167,304.03	\$184,784.64	\$203,550.18

In order for an individual to move horizontally, he/she must meet all of 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 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.

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 \$923/month for Health, Dental, Vision, and Basic Life insurance. Part time- does not receive benefits package.

This is a 12-month position, with 225 work days.

#### 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.