



Salary Schedules 2021-2022

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.

Instructional Aide & After School Program Aide (General Education) (Classified)	2
Lead After School Program Aide (General Education) (Classified)	2
Special Education Aide & Enrichment Aide (Classified)	3
Behavior Technician Aide (Classified)	3
After School Program Coordinator (Classified)	4
Custodian (Classified)	4
Translation Services (Classified)	4
Office Assistant (Classified)	5
Administrative Assistant (Classified)	5
Licensed Vocational Nurse (Classified).....	6
Health Aide (Classified)	6
Substitute Office Assistant/Health Aide (Classified)	7
Substitute Instructional Aide/ASP Aide (Classified).....	7
Substitute Teachers (Certificated).....	7
Substitute Principal (Certificated).....	7
Enrichment Teacher, Intervention Teacher & Core Academic Teacher-Hourly Rate (Certificated).....	8
Core Academic Teacher, Enrichment Teacher, Education Specialist, & Instructional Coach (Certificated) ..	9
Operations Director (Classified)	10
Human Resources & Administrative Manager (Classified).....	10
School Psychologist (Certificated)	11
Vice Principal (Certificated).....	12
Principal (Certificated)	13
Superintendent (Certificated).....	14

**Instructional Aide & After School Program Aide (General Education)
(Classified)- Hourly Rate**

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	\$15.00	\$15.50	\$16.00
3	\$15.00	\$15.75	\$16.25
4	\$15.00	\$16.00	\$16.50
5	\$15.00	\$16.25	\$16.75
6 -9	\$15.00	\$16.50	\$17.00
10-14	\$15.00	\$16.75	\$17.25
15-19	\$15.00	\$17.00	\$17.50
20+	\$15.00	\$17.25	\$17.75

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications prior to 2020-21.

Lead After School Program Aide (General Education) (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	\$15.50	\$16.00	\$16.50
3	\$15.50	\$16.25	\$16.75
4	\$15.50	\$16.50	\$17.00
5	\$15.50	\$16.75	\$17.25
6 -9	\$15.50	\$17.00	\$17.50
10-14	\$15.50	\$17.25	\$17.75
15-19	\$15.50	\$17.50	\$18.00
20+	\$15.50	\$17.75	\$18.25

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications prior to 2020-21.

Special Education Aide & Enrichment Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree*
1-2	\$15.00	\$15.70	\$17.31
3	\$15.25	\$15.95	\$17.51
4	\$15.50	\$16.23	\$17.86
5	\$15.75	\$17.31	\$18.40
6 -9	\$16.00	\$17.86	\$18.94
10-14	\$16.25	\$18.40	\$20.56
15-19	\$16.50	\$18.94	\$21.10
20+	\$16.75	\$19.48	\$21.63

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
*CODESP certifications prior to 2020-21.

Behavior Technician Aide (Classified)- Hourly Rate

Years in the organization	High School graduate only	AA/AS degree	BA/BS degree
1	\$15.00	\$15.70	\$17.31
2	\$15.25	\$15.95	\$17.51
3	\$15.50	\$16.23	\$17.86
4	\$15.75	\$17.31	\$18.40
5 -9	\$16.00	\$17.86	\$18.94
10-14	\$16.25	\$18.40	\$20.56
15-19	\$16.50	\$18.94	\$21.10
20+	\$16.75	\$19.48	\$21.63

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.

After School Program Coordinator (Classified)- Hourly Rate

Years in the organization	High School grad only	AA/AS Degree	BA/BS Degree
1	\$21.64	\$22.91	\$25.46
2	\$22.07	\$23.37	\$25.97
3-4	\$23.22	\$24.59	\$27.32
5-7	\$24.11	\$25.53	\$28.37
8-10	\$26.34	\$27.89	\$30.99
11+	\$27.68	\$29.31	\$32.57

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
This is a 12 month position, with 243 work days.

Custodian (Classified)- Hourly Rate

Years in the organization	Hourly Compensation
1-3	\$16.01
4-6	\$17.62
7-9	\$18.51
10-12	\$19.44
13-15	\$20.41

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
This is a 12 month position, with 246 work days.

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	\$16.48
2	\$17.51
3	\$19.06
4	\$19.96
5-10	\$20.75
11-15	\$20.88
16-20	\$21.74
21+	\$22.64

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
This is a 12 month position, with 243 work days.

Administrative Assistant (Classified)- Hourly Rate

High school diploma required; advanced education desired.	
Years in the organization	Hourly Compensation
1	\$19.06
2	\$19.52
3	\$20.50
4	\$21.51
5-10	\$22.60
11-15	\$23.72
16-20	\$24.87
21+	\$26.05

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.
Part time- does not receive benefits package.
This is a 12 month position, with 243 work days.

Licensed Vocational Nurse (Classified)- Hourly Rate

Years in the organization	Hourly Compensation
1	\$23.69
2	\$24.21
3-4	\$25.24
5+	\$26.27

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

This is an 11 month position, with 182 work days.

Health Aide (Classified)- Hourly Rate

Years in the organization	Hourly Compensation
1	\$15.45
2	\$15.97
3-4	\$17.00
5+	\$18.03

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

This is an 11 month position, with 182 work days.

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

High school diploma required
\$16.00 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*
\$15.00	\$15.50	\$16.00

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

Substitute Teachers (Certificated)- Daily Rate

Full Day (7:45 AM- 3:45 PM)	\$155
Half Day (4 hours, AM or PM)	\$78
Long-Term Full Day (7:45 AM- 3:45 PM)	\$190
Long-Term Half Day (4 hours, AM or PM)	\$95
Temporary Full-Time Float Full Day (7:45 AM- 3:45 PM)	\$200
Temporary Full-Time Float Half Day (4 hours, AM or PM)	\$100

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)	\$200
Half Day (4 hours, AM or PM)	\$100
Long-Term Full Day (7:45 AM- 3:45 PM)	\$300
Long-Term Half Day (4 hours, AM or PM)	\$150

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.

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	\$50.54	\$56.97	\$63.40	\$69.83
2	\$51.05	\$57.54	\$64.03	\$70.53
3		<i>Move to top of next column</i>	\$64.67	\$71.24
4			<i>Move to top of next column</i>	\$71.95
5				\$72.67

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

Enrichment Teacher, Intervention Teacher & Core Academic Teacher (Classified* or Certificated)- Hourly Rate

Years in the organization	BA/BS degree	Valid Teaching Credential	Valid Teaching Credential + Prior Experience/ Eminence**
1	\$19.48	\$30.30	\$31.65
2	\$20.02	\$31.30	\$31.65
3	\$20.56	<i>Move to top of next column</i>	\$31.65
4	<i>Move to top of next column</i>		\$31.93
5 -9			\$34.63
10-14			\$35.71
15-19			\$36.79
20+			\$37.87

*Classified Teachers hired prior to January 2020 only. New hire Teachers must be Certificated per AB1505.

**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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

Part time- does not receive benefits package.

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

Permits/ not HQ	HQ Intern	A	B	C	D	E	F
\$57,200.00	\$58,200.00	\$59,200.00	\$60,073.90	\$68,820.91	\$78,661.05	\$87,062.33	\$92,133.53

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, Education Specialists may be granted the service credit in line with their actual years of service and/or an additional leadership stipend of up to \$7000 annually. 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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

Stipends & Extra Duty Opportunities for Teachers

- \$750 stipend is added to the base salary of Core Academic full-time teachers for possessing a Master's degree.
- \$1000 stipend is added to the base salary of Core Academic full-time teachers and the Vice Principal or Principal, or Superintendent for possessing a Ph.D. or equivalent degree.
- 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.
- For extra duties completed beyond the regular at-will agreement, teachers may earn the hourly pay rate above, "Core Academic Teachers-Hourly Rate" or a stipend for services provided. (*For example, managing afterschool tutors/intervention program, taking on an assigned special project, etc.*) Stipend rates vary and stipend assignments are assigned via written contract and signed by the teacher and TACMO Administration.

Operations Director (Classified)- Base Salary

Years in the organization	Annual Compensation
1	\$53,045
2-4	\$56,228
5-6	\$61,532
7-9	\$64,272
10-11	\$66,837
12-15	\$71,080
16-20	\$76,385
21+	\$81,535

This is an exempt position.

Full time- receives an Employer contribution of \$913/month for Health, Dental, Vision, and Basic Life insurance. Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b. Employee receives Social Security benefits from Employer.

This is a 12 month position, with 220 work days.

Human Resources & Administrative Manager (Classified)- Base Salary

Years in the organization	Annual Compensation
1-4	\$51,500
5	\$55,723
6	\$60,049
7-9	\$64,272
10-11	\$66,837
12-15	\$71,080
16-20	\$76,385
21+	\$81,535

This is an exempt position.

Full time- receives an Employer contribution of \$913/month for Health, Dental, Vision, and Basic Life insurance. Employee may contribute to a 403b for retirement. There is a 3% Employer match contribution to the 403b. Employee receives Social Security benefits from Employer.

This is a 12 month position, with 220 work days.

School Psychologist (Certificated)- Base Salary

Years in the organization	Annual Compensation
1	\$105,000
2-4	\$107,625
5-6	\$110,316
7-9	\$113,074
10-11	\$115,901
12-15	\$118,799
16-20	\$121,769
21+	\$124,813

This is an exempt position.

Full time- receives an Employer contribution of \$913/month for Health, Dental, Vision, and Basic Life insurance. School Psychologists 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 is a 12 month position, with 185 work days.

Vice Principal (Certificated)- Base Salary

A	B	C
\$97,453	\$100,864	\$104,394

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 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.

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.

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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

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

Principal (Certificated)- Base Salary

A	B	C
\$108,509	\$112,414	\$116,348

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 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.

The 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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

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

Superintendent (Certificated)- Base Salary

A	B	C
\$139,050	\$143,916	\$158,953

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 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 \$913/month for Health, Dental, Vision, and Basic Life insurance.

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