

# Moab Charter School Compensation Schedules

## Annual Budget

-The MCS Board will approve the annual school budget for the upcoming fiscal year no later than the June board meeting. Any and all compensation and/or benefits are subject to available resources in each given year.

-Adjustments to Salary for degrees earned or license obtained will be given if the degree/license is received by May 31.

-Bonuses may be given dependent on budget surplus, and the financial needs of the school.

Placement for Teachers/Specialists/Counseling will be determined as follows:

- Non-licensed teachers will be placed at Level 0
- Non-licensed part-time Specialists/Counselor will be given ½ level for each year of experience/education level.
- Licensed staff with a BA/BS from an accredited university with no previous experience will begin at Level 1
- Previous licensed years will be given 1 level per year. If the staff member has previous years unlicensed experience, 1 level for every two years of unlicensed experience will be given
- Prior experience will be credited up to 10 years
- Staff with more than 10 years of experience will be given 2 levels for every 1 year of employment at MCS until they are credited for all previous years of experience
- All previous years of experience, both licensed and unlicensed, must be documented

Level	Amount
0	\$30,140
1	\$33,990
2	\$34,905
3	\$35,820
4	\$36,735
5	\$37,650
6	\$38,565
7	\$39,480
8	\$40,395
9	\$41,310
10	\$42,225
11	\$43,140
12	\$44,055
13	\$44,970
14	\$45,885
15	\$46,800
16	\$47,715
17	\$48,630
18	\$49,545
19	\$50,460
20	\$51,375
21	\$52,290
22	\$53,205
23	\$54,120
24	\$55,035
25	\$55,950

Education Levels

Additional levels will be awarded with a degree beyond a BA/BS from an accredited university as follows:

- 2<sup>nd</sup> BA/BS + 2 levels
- MA/MS/M.Ed +4 levels
- PhD +6 levels

Other Considerations

- Maximum number of levels awarded to an employee with APT, ARL, Associate, or Letter of Authorization is 3
- An Educator Salary Adjustment of \$4,200 is included in the salary amount and is dependent on continual legislative funding

Placement for the Administrator will be determined as follows:

- Without exception, an Administrator who has no previous experience in Administration will be placed at Level 1 of their educational degree
- Prior years of experience will be credited up to 10 years
- Administrators with more than 10 years of experience will be given 2 levels for every 1 year of employment at MCS until all previous years of experience are credited
- All previous years of experience must be documented

Level	BA/BS	Master's	PhD
1	\$51,000	\$51,915	\$52,830
2	\$52,370	\$53,745	\$54,890
3	\$53,740	\$55,575	\$56,950
4	\$55,110	\$57,405	\$59,010
5	\$56,480	\$59,235	\$61,070
6	\$57,850	\$61,065	\$63,130
7	\$59,220	\$62,895	\$65,190
8	\$60,590	\$64,725	\$67,250
9	\$61,960	\$66,555	\$69,310
10	\$63,330	\$68,385	\$71,370
11	\$64,700	\$70,215	\$73,430
12	\$66,070	\$72,045	\$75,490
13	\$67,440	\$73,875	\$77,550
14	\$68,810	\$75,705	\$79,610
15	\$70,180	\$77,535	\$81,670
16	\$71,550	\$79,365	\$83,730
17	\$72,920	\$81,195	\$85,790
18	\$74,290	\$83,025	\$87,850
19	\$75,660	\$84,855	\$89,910
20	\$77,030	\$86,685	\$91,970

All other employees:

- 1 level per year of previous experience
- The Admin. Assistant may gain additional levels for degrees earned from an accredited university as follows:
  - BA/BS +1 level
  - MA/MS/M.Ed +2 levels

Hourly

1	\$12.50
2	\$13.00
3	\$13.50
4	\$14.00
5	\$14.50
6	\$15.00
7	\$15.50
8	\$16.00
9	\$16.50
10	\$17.00
11	\$17.30
12	\$17.60
13	\$17.90
14	\$18.20
15	\$18.50
16	\$18.80
17	\$19.10
18	\$19.40
19	\$19.70
20	\$20.00

Admin. Assistant

1	\$25,000
2	\$25,915
3	\$26,830
4	\$27,745
5	\$28,660
6	\$29,575
7	\$30,490
8	\$31,405
9	\$32,320
10	\$33,235
11	\$34,150
12	\$35,065
13	\$36,980
14	\$37,895
15	\$38,810
16	\$39,725
17	\$40,640
18	\$41,555
19	\$42,470
20	\$43,385