



JUSTICE HIGH SCHOOL

SALARY SCHEDULE {as amended 2018}

TEACHER	ADMINISTRATION	SUPPORT STAFF	GRANT
Level 1 \$32,000-\$35,000	Level 1 \$50,000-\$59,000	Level 1 Minimum wage	<ul style="list-style-type: none"> TBD by grant
Level 2 \$36,000-\$39,000	Level 2 \$60,000-\$69,000	Level 2 Minimum wage plus \$2.00 per hour	<ul style="list-style-type: none"> TBD by grant
Level 3 \$40,000-\$45,000	Level 3 \$70,00-\$90,000	Level 3 Minimum wage plus \$4.00 per hour	
Level 4 \$46,000-\$65,000 Step increases may occur until employee reaches the maximum of the pay scale.	Level 4 Senior Admin \$91,000- BVSD District equivalent	Level 4 Minimum wage plus \$6.00	

The J.H.S. compensation or pay plan is designed and administered to accomplish the following:

1. Stay competitive with appropriate labor markets for the various categories of jobs performed by personnel,
2. Recognize the levels of skill, effort, and responsibility required for different jobs,
3. Protect continued length of service to the Board with regard to the hiring of new employees, and
4. Fiscally control and provide cost effective guidelines.

J.H.S. administration yearly determines all level and step increases. These are done by reviewing evaluations, test scores, and other intangibles that enhance or promote the school mission and goals.

Base pay for classroom teachers and those other selected, certificated individuals whose work day is spent working directly with students or whose work product solely benefits the instruction of children, shall be determined by the JHS Principal with approval of the Board.

For all other employees, including central office certified administrators, Grant staff, the Principal shall develop and recommend a compensation or pay plan that is within the salary as determined by the board.

J.H.S. Administration salaries are reviewed yearly by the Board to make sure that salaries remain appropriate and competitive with other AEC schools and local administrators. Increases are determined by Board.

Definitions:

1. "New Employee" – A current employee who is assigned to a new or different position. An employee who is new to the position.
2. "Employee New to the System" – An employee who is beginning employment in the System.
3. "Promotion" – A salary increase resulting from an employee moving from one pay grade to at least the next highest pay grade.
4. "Upgrade" – A job, job title or position that moves from its current assignment to a pay grade to the next highest pay grade.
5. "Step Raise" – Moving up one step on the appropriate salary schedule.
6. Grant Worker- A person who is working via a grant and is subject to different salary schedule.

Assignment of Salaries for New Hires: The Principal or designee shall approve pay assignment to a step within the appropriate salary schedule for new employees in accord with state law and regulations and the following general guidelines:

- New employees with limited work experience in the job title to which they are being hired shall be placed generally at the zero (Step 0) step of the assigned step salary schedule.
- With the Principals approval, new employees may be placed at any other step above Step Zero for documented programmatic reasons, and experience.

Assignment to Step within Pay Grade: The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for the particular position can be considered.