



Employee Compensation Policy

In order to recruit and retain employees committed to the Charter's goals for student learning, the Governing Board recognizes the importance of offering a competitive compensation package which includes salaries and health and welfare benefits.

The Board shall adopt separate salary schedules for certificated, classified, and supervisory and administrative personnel. These schedules shall comply with law and shall be printed and made available for review at the office. (Education Code 45022, 45023, 45160, 45162, 45268)

Each certificated employee, except an employee in an administrative or supervisory position, shall be classified on the salary schedule on the basis of uniform allowance for education level and years of experience, unless the Charter and employee negotiate and mutually agree to a salary schedule based on different criteria. Certificated employees shall not be placed in different classifications on the schedule, nor paid different salaries, solely on the basis of the grade levels at which they teach. (Education Code 45028)

The Charter shall determine the frequency and schedule of salary payments, including whether payments for employees who work less than 12 months per year will be made over the course of the school year or in equal installments over the calendar year. (Education Code 45038, 45039, 45048, 45165)

In extraordinary circumstances or emergency situations, the Board may determine to continue to compensate employees during periods of extended closure or disruption of normal Charter operations when permitted by law and memoranda of understanding.

The Executive Director or designee shall post a notice explaining the Fair Labor Standards Act's wage and hour provisions in a conspicuous place at each work site. (29 CFR 516.4)

Overtime Compensation

Charter employees shall be paid an overtime rate of not less than one and one-half times their regular rate of pay for any hours worked in excess of eight hours in one day or 40 hours in one work week, or twice their regular rate of pay for any hours worked in excess of 12 hours in one day or eight hours on the seventh consecutive day of work.

However, teachers, school administrators, and other employees in positions established by the Board as executive, administrative, or professional shall be exempt from overtime rules. (Education Code 45128, 45130; 29 USC 213; 29 CFR 541.0-541.710, 553.27, 553.32)

Legal Reference: Education Code, Sections 45022-45061.5; 45023; 45028;
45127-45133.5;

45160-45169; 45268;

Government Code, Sections 3540-3549; 3543.2; 3543.7;

Labor Code, Sections 226; 232

California Code of Regulations, Title 8, Section 11040

United States Code, Title 26, Section 409A

United States Code, Title 29, Sections 201-219; 203; 207; 213

Code of Federal Regulations, Title 26, Section 1.409A-1

Code of Federal Regulations, Title 29, Sections 516.4; 516.5-516.6;



541.0-

541.710; 553.1-553.51

Court Decisions:

Flores v. City of San Gabriel, 9th Cir., June 2, 2016, No. 14-56421

Policy Adopted: February 25, 2021

2021-2022

Salary Schedules



Clarksville Charter School
Homeschool Teacher Salary Schedule
Schedule A- 190 Days
Pay Scale Level*

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
	BA Degree Intern Credential**	BA + 30 Units	BA + 45 Semester Units	BA + 60 Semester Units	BA + 75 Semester Units	BA + 90 Semester Units
Steps	Annual	Annual	Annual	Annual	Annual	Annual
1	\$58,240	\$58,240	\$58,500	\$58,740	\$59,000	\$59,240
2	\$58,240	\$58,240	\$58,500	\$58,740	\$59,000	\$59,240
3		\$58,240	\$58,520	\$58,760	\$59,240	\$60,721
4		\$58,260	\$58,520	\$58,460	\$59,240	\$62,239
5		\$58,260	\$58,540	\$58,780	\$60,721	\$63,795
6		\$58,260	\$58,540	\$58,780	\$62,239	\$65,390
7		\$58,280	\$58,560	\$60,250	\$63,795	\$67,025
8		\$58,280	\$59,878	\$61,756	\$65,390	\$68,700
9		\$58,280	\$59,878	\$63,300	\$67,025	\$70,418
10		\$59,737	\$61,375	\$64,882	\$68,700	\$72,178
11		\$59,737	\$62,756	\$66,504	\$70,418	\$73,983
12		\$61,230	\$64,168	\$68,167	\$72,178	\$75,832
13		\$61,230	\$65,612	\$69,871	\$73,983	\$77,728
14		\$62,761	\$67,088	\$71,618	\$75,832	\$79,671
15		\$62,761	\$68,597	\$73,408	\$77,728	\$81,663
16				\$75,243	\$79,671	\$83,500
17					\$81,663	\$85,379
18						\$87,300
19						\$89,264
20						\$91,273

Educational Stipends	
Masters Degree	\$500
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof

Full time HSTs must hold a minimum of 28 students (unless specified differently in the job description) and with approval of their Charter Leader can support additional students at a \$100 stipend per student per month up to 35 students

*Annual salary is based on 190 work days. The 190 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

** Staff holding alternative certification (intern or emergency) are restricted to Class A

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

**Clarksville Charter School
Specialized Teacher Salary Schedule**

High School Teacher, Virtual Teacher, Education Specialist, Speech Pathologist, Nurse, Occupational Therapist

**Schedule B- 190 Days
Pay Scale Level***

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
	BA Degree Intern Credential **	BA + 30 Units	BA + 45 Semester Units	BA + 60 Semester Units	BA + 75 Semester Units	BA + 90 Semester Units
Steps	Annual	Annual	Annual	Annual	Annual	Annual
1	\$58,240	\$59,950	\$60,240	\$60,500	\$60,740	\$61,000
2	\$58,240	\$59,950	\$60,240	\$60,500	\$60,740	\$61,000
3		\$59,950	\$60,260	\$60,520	\$60,760	\$62,525
4		\$59,970	\$60,260	\$60,520	\$62,279	\$64,088
5		\$59,970	\$60,280	\$60,540	\$63,836	\$65,690
6		\$59,970	\$60,280	\$62,054	\$65,432	\$67,333
7		\$59,990	\$61,787	\$63,605	\$67,068	\$69,016
8		\$59,990	\$63,332	\$65,195	\$68,744	\$70,741
9		\$59,990	\$64,915	\$66,825	\$70,463	\$72,510
10		\$61,490	\$66,538	\$68,495	\$72,225	\$74,323
11		\$63,027	\$68,201	\$70,208	\$74,030	\$76,181
12		\$64,603	\$69,906	\$71,963	\$75,881	\$78,085
13		\$66,218	\$71,654	\$73,762	\$77,778	\$80,037
14		\$67,873	\$73,445	\$75,606	\$79,722	\$82,038
15		\$69,570	\$75,281	\$77,496	\$81,715	\$84,089
16				\$79,434	\$83,758	\$85,981
17					\$85,852	\$87,916
18						\$89,894
19						\$91,916
20						\$93,985

Contract Stipends	
All Education Specialist (Teacher) contracts	\$1,000
Occupational Therapist (with credential)***	\$3,000
Nurse (with Credential)***	\$4,000
Speech and Language Pathologist (with Credential)***	\$5,000

Educational Stipends	
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000
Masters Degree	\$500

Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof

*Annual salary is based on 190 work days. The 190 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

** Staff holding alternative certification (intern or emergency) are restricted to Class A

*** Travel is a requirement of the assessment positions, travel will be reimbursed based on the reimbursement policy

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Clarksville Charter School
 Leadership Salary Schedule
 Schedule C
 Pay Scale Level*

	Educational Services Coordinator	Coordinator I***	Coordinator II***	High School Counselor	School Counselor/ SST Coordinator	
	215 Days**	207 Days**	200 Days**	207 Days**	195 Days**	
Steps	Annual	Annual	Annual	Annual	Annual	
1	\$91,000	\$81,000	\$78,000	\$70,000	\$63,000	
2	\$93,000	\$83,000	\$80,000	\$72,000	\$65,000	
3	\$95,000	\$85,000	\$82,000	\$74,000	\$67,000	
4	\$97,000	\$87,000	\$84,000	\$76,000	\$69,000	
5	\$99,000	\$89,000	\$86,000	\$78,000	\$71,000	
6	\$101,000	\$91,000	\$88,000	\$80,000	\$73,000	
7	\$103,000	\$93,000	\$90,000	\$82,000	\$75,000	
8	\$105,000	\$95,000	\$92,000	\$84,000	\$77,000	
9	\$107,000	\$97,000	\$94,000	\$86,000	\$79,000	
10	\$109,000	\$99,000	\$96,000	\$88,000	\$81,000	
11	\$111,000	\$101,000	\$98,000	\$90,000	\$83,000	
12	\$113,000	\$103,000	\$100,000	\$92,000	\$85,000	
13	\$115,000	\$105,000	\$102,000	\$94,000	\$87,000	
14	\$117,000	\$107,000	\$104,000	\$96,000	\$89,000	
15	\$119,000	\$109,000	\$106,000	\$98,000	\$91,000	

Educational Stipends	
Masters Degree	\$500
Doctorate Degree (conferred, transcripts required)	\$5,000

Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof

*Travel is a requirement of the School Psychologist position, travel will be reimbursed based on the reimbursement policy

**Annual salary is based on the minimum number of work days. The work days listed for each position is a minimum number of work days, and team members may need to work additional days beyond the work calendar

***Please refer to the job description for the minimum number of rostered students and/or classes to be taught. With approval of their Director these positions can support additional students

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Clarksville Charter School
 Administrator Salary Schedule
 Schedule D
 Pay Scale Level*

	Director I	Director II	Assistant Director**	Program Administrator**	
	215 Days*	215 Days*	215 Days*	215 Days*	
Steps	Annual	Annual	Annual	Annual	
1	\$145,000	\$125,000	\$110,000	\$110,000	
2	\$147,000	\$127,000	\$112,000	\$112,000	
3	\$149,000	\$129,000	\$114,000	\$114,000	
4	\$151,000	\$131,000	\$116,000	\$116,000	
5	\$153,000	\$133,000	\$118,000	\$118,000	
6	\$155,000	\$135,000	\$120,000	\$120,000	
7	\$157,000	\$137,000	\$122,000	\$122,000	
8	\$159,000	\$139,000	\$124,000	\$124,000	
9	\$161,000	\$141,000	\$126,000	\$126,000	
10	\$163,000	\$143,000	\$128,000	\$128,000	
11	\$165,000	\$145,000	\$130,000	\$130,000	
12	\$165,000	\$145,000	\$130,000	\$130,000	
13	\$165,500	\$145,500	\$130,500	\$130,500	
14	\$165,500	\$145,500	\$130,500	\$130,500	
15	\$166,000	\$146,000	\$131,000	\$131,000	

Contract Stipends	
CBO Certificate	\$2,500

Approved by Executive Director for specific positions that supports CBO duties

Educational Stipends	
Masters Degree	\$500
Doctorate Degree (conferred, transcripts required)	\$5,000

Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof

*Annual salary is based on the minimum number of work days. The work day listed for each position is a minimum number of work days, and team members may need to work additional days beyond the work calendar

***Must hold a minimum number of students or teach a class specified on job description and with approval of their Director can support additional students

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Clarksville Charter School
 Classified Salary Schedule
 Schedule E- 260 Days
 Pay Scale Level*

Steps	OFFICE TECH 1		OFFICE TECH 2		OFFICE TECH 3		OFFICE TECH 4	
	260 Days	2080 Hours	260 Days	2080 Hours	260 Days	2080 Hours	260 Days	2080 Hours
1	\$31,250	\$15.03	\$37,502	\$18.03	\$40,019	\$19.24	\$50,003	\$24.04
2	\$32,200	\$15.48	\$38,627	\$18.57	\$41,220	\$19.82	\$51,503	\$24.76
3	\$33,166	\$15.95	\$39,786	\$19.13	\$42,456	\$20.41	\$53,048	\$25.50
4	\$34,161	\$16.42	\$40,980	\$19.70	\$43,730	\$21.02	\$54,640	\$26.27
5	\$35,186	\$16.92	\$42,209	\$20.29	\$45,042	\$21.65	\$56,279	\$27.06
6	\$36,242	\$17.42	\$43,476	\$20.90	\$46,393	\$22.30	\$57,967	\$27.87
7	\$37,329	\$17.95	\$44,780	\$21.53	\$47,785	\$22.97	\$59,706	\$28.71
8	\$38,449	\$18.49	\$46,123	\$22.17	\$49,219	\$23.66	\$61,498	\$29.57
9	\$39,602	\$19.04	\$47,507	\$22.84	\$50,695	\$24.37	\$63,343	\$30.45
10	\$40,790	\$19.61	\$48,932	\$23.53	\$52,216	\$25.10	\$65,243	\$31.37
11	\$42,014	\$20.20	\$50,400	\$24.23	\$53,782	\$25.86	\$67,200	\$32.31
12	\$43,274	\$20.81	\$51,912	\$24.96	\$55,396	\$26.63	\$69,216	\$33.28
13	\$44,573	\$21.43	\$53,469	\$25.71	\$57,058	\$27.43	\$71,293	\$34.28
14	\$45,910	\$22.07	\$55,074	\$26.48	\$58,770	\$28.25	\$73,431	\$35.30
15	\$47,287	\$22.73	\$56,726	\$27.27	\$60,533	\$29.10	\$75,634	\$36.36

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

Clarksville Charter School
 Part Time HST Pre-Approved Teaching Hours
 Schedule F- 190 Days
 Pre-Approved Hours*

Pre-Approved Part Time Teaching Hours																			
Number of Students	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Number of Approved Weekly Hours	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28.5

Hourly rate = \$35.00
Part Time Teachers follow the HST 190 day Work Calendar
These hours are pre-approved hours based on the number of students served. Any hours that need to be worked above and beyond these hours need to be approved by your direct supervisor.
Timecard hours need to be actual hours worked
Hours for required staff meetings and adjunct duties are in addition to the above hours, should be pre-approved by your supervisor, and should be noted as such on the employee timecard
All unpaid meal periods need to be noted on the employee timecard

**Clarksville Charter School
Stipend Chart**

Stipends are a fixed sum of money paid as an allowance in addition to regular pay for performing additional duties above and beyond the job description. In order to offer the stipend pay, the additional duties must be defined and outside of the job description scope of work.

Stipend Position	Amount per Year/Semester
Elective Class (min 15 students) 1 day/week	\$1500/semester
Elective Class (min 15 students) 2 days/week	\$2500/semester
WASC (Self-Study) Lead	\$2,500
WASC Year Lead per school	\$500
California Healthy Youth Act Coach	\$2,500
NJHS & NHS Advisor	\$1,000
Academic Decathlon Stipend	\$5,000
New Teacher Mentor Teachers	\$500/teacher/semester
Extended School Year (ESY)	\$3,500
Induction Coach Stipend	\$500/teacher/semester
Curriculum Pacing Guide Development	\$1,000
Diversity and Inclusion Advisor	\$3,500
Vendor Liason	\$1,000
Testing	\$200-\$1000
Special Projects	\$500-\$3000

* Stipends are subject to budget and Charter need