



TEACHING/COORDINATING FACULTY SALARY STRUCTURE

The scale placement for each faculty member is determined by their “point”, i.e., the level represented by their education and experience. The data for this determination is collected from resumes, transcripts, and personnel records. Faculty members should keep the Associate Head, Head of School and/or Human Resources informed of changes in education or years of experience.

Full-time experience is computed according to the following guidelines:

- Direct experience is generally defined as teaching experience in the same field with the same age group. Direct experience is computed at a ratio of 1:1. Indirect experience is generally defined as teaching experience in a different field or with a different age group, i.e., teaching at the college or elementary level. Indirect experience is computed at a ratio of 2:1. For example, four years of teaching in an elementary school might constitute two years/points of experience on the Seattle Academy scale.
- Professional experience is generally defined as non-teaching experience relevant to the classroom. If an individual has unusual professional experience that will enhance the classroom or the overall effectiveness of the school, credit will be given for this experience at the ratio of 2:1. For example, two years of experience as a research scientist constitutes one point of experience on the scale.
- Part-time experience is prorated. For example, two years of a half-time position = $2 \times .5 = 1$ point.
- Faculty should generally expect to fall in the *middle point* of the salary band. This area represents an individual carrying the standard load of classes, advising, extracurricular activities, and exhibiting “meeting expectations” in all areas of essential professional expectations required of Seattle Academy faculty members.
 - The *maximum point* represents recognition for an unusual or particularly significant contribution or skillset or in areas of identified strategic priority. Those in a specific faculty position of leadership (eg - Department Chair or Program Director) may be represented at this placement on the scale.
 - A *minimum point* could represent a lighter load or substandard performance. In the latter case, the faculty member should be aware of the reasons, in advance, either through the evaluation process or staffing discussions. Any concerns regarding salary should be discussed with the Associate Head or Head of School.

Faculty Salary Scale for Teachers and Coordinators 2024-2025

Points	Minimum	Midpoint	Maximum
1	\$70,000	\$70,000	\$70,000
2	\$71,500	\$72,000	\$73,000
3	\$73,000	\$74,000	\$75,500
4	\$74,500	\$76,000	\$78,000
5	\$76,000	\$78,000	\$80,000
6	\$78,000	\$80,000	\$82,000
7	\$80,000	\$82,000	\$84,000
8	\$82,000	\$84,000	\$86,000
9	\$84,000	\$86,000	\$88,000
10	\$85,000	\$87,000	\$89,000
11	\$86,000	\$88,000	\$90,000
12	\$87,000	\$89,000	\$91,000
13	\$88,000	\$90,000	\$92,000
14	\$89,000	\$91,000	\$93,000
15	\$90,000	\$92,000	\$94,000
16	\$91,000	\$93,000	\$95,000
17	\$92,000	\$94,000	\$96,000
18	\$93,000	\$95,000	\$97,000
19	\$94,000	\$96,000	\$98,000
20	\$95,000	\$97,000	\$99,000
21	\$95,500	\$97,500	\$99,500
22	\$96,000	\$98,000	\$100,000
23	\$96,500	\$98,500	\$100,500
24	\$97,000	\$99,000	\$101,000
25	\$97,500	\$99,500	\$101,500
26	\$98,000	\$100,000	\$102,000
27	\$98,500	\$100,500	\$102,500
28	\$99,000	\$101,000	\$103,000
29	\$99,500	\$101,500	\$103,500
30	\$100,000	\$102,000	\$104,000
31	\$100,000	\$102,000	\$104,000

*A Faculty member beyond 31 points might expect a flat increase commensurate with changes to the compensation scale from year to year.