



2025-2026 Compensation Policy

Background

Purpose

Blue Ridge Academy's ("School") Governing Board of Directors ("Board") adopts this Compensation Policy ("Policy") governing the compensation structure for School staff and to provide guidance on eligibility requirements for various forms of compensation, including salaries, stipends, and bonuses. This Policy is intended to govern compensation for the 2025-2026 school year and may be amended by the Board at any time.

Compensation Philosophy

A compensation philosophy is a statement that defines what an organization offers and chooses to reward via its compensation system. The School's compensation philosophy places emphasis on equity, transparency, excellence, and commitment. These five key values are the foundation for all School compensation structures and practices.

We offer...

- comprehensive compensation packages for all staff, including base salary and benefits. Certain employees may be eligible for bonuses and stipends, as set forth herein
- a dynamic culture and vibrant community of colleagues united by shared dedication to students, a commitment to innovation, and a strong growth mindset
- unique career pathways, growth and development opportunities, and leadership roles that encourage staff to challenge themselves
- equitable compensation, regardless of gender, race/ethnicity, national origin, sexual orientation, age, religion, disability or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations
- a transparent and clearly communicated compensation system, so that staff understand what factors may determine individual compensation and how and when potential changes to compensation will be affected

We recognize and reward...

- exceptional performance and contributions that enable excellent student outcomes
- commitment of staff who contribute to the long-term success of our students and our organization

For teachers...

Given the role they play in providing educational services, teachers are particularly critical to the success of our mission. As such, we offer teacher compensation to attract and retain talented educators, and we specially recognize and reward:

- exceptional teacher performance that leads to growth and excellence for students
- commitment of teachers who develop deep, high-quality educational experience (within or outside of the School) and assume critical leadership responsibilities

Dedication to Non-discrimination

It is the policy of the School not to discriminate on the basis of race, religious creed (which includes religious dress and grooming practices), color, national origin (which includes, but is not limited to, national origin groups and aspects of national origin, such as height, weight, accent, or language proficiency), ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status (including state and federal active and reserve members as well as those ordered to duty or training), immigration/citizenship status or related protected activities (which includes undocumented individuals and human trafficking), protected medical leaves, domestic violence victim status, political affiliation, or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations.

Important Information

- This Policy does not alter the at-will nature of the employment relationship and nothing in this summary shall limit the School's right to terminate employment at-will or limit the School's right to transfer, demote, suspend, administer discipline, and change the terms and conditions of employment at its sole discretion. This includes, without limitation, the School's right to modify the compensation of any employee at any time, with or without notice and with or without cause.
- The School's Board adopts this compensation schedule for 2025-2026 only. Pay increases are not granted nor automatically guaranteed each year; therefore, neither past nor future compensation can be calculated, assumed, or predicted on the basis of this schedule or any information contained herein. Compensation of any employee may also be adjusted at any time based on the operational needs of the School or availability of funding.
- The Executive Director shall recommend compensation for all School staff, consistent with the budget approved by the Board. An employee's regular compensation is paid on a semi-monthly basis in accordance with the School's payroll practices and policies.
- The School reserves the right to change, suspend, revoke, terminate, or supersede provisions of this compensation schedule at any time. To the extent any of provisions herein differ from the terms of an employee's employment agreement, the terms of the agreement shall prevail.
- The School complies with all laws and regulations regarding fiscal oversight, including but not limited to, compensation, certification, supplemental pay, paid leave, overtime, payroll, etc.

CERTIFICATED EMPLOYEES

Certificated Employee Definition:

For the purposes of this schedule, a "certificated employee" is defined as a person who has a valid credential or certificate through the California Commission on Teacher Credentialing ("CTC"). Certificated employee can include teachers, administrators (e.g., directors, principals), counselors, and school psychologists.

Salary Placement Guidelines:

Upon hire, each certificated employee will be placed on a step and column scale based on prior years of recognized service, degrees held and number of graduate level semester units, if applicable. The Executive Director may consider additional graduate level semester units when placing a certificated employee on a step and column on the designated pay scale. A certificated employee can earn a maximum of graduate level semester units subject to Executive Director approval.

Recognized Years of Experience:

- A certificated employee transferring from another accredited school will receive one (1) year of recognized service for each year of relevant teaching or professional experience, up to a maximum of four (4) years (except for hard to staff positions). This means that if a newly

hired certificated employee has seven years of relevant teaching/professional experience, they will receive four years of recognized service.

- One year of recognized service is defined by the completion of 75% or more of the school year (i.e., the contracted year) for a full-time employee. Part-time employees are granted ½ a year of recognized service for completion of 75% or more of the school year (i.e., contracted year). Recognized years of service for employees who work less than 75% of the year will be determined on a case-by-case basis. Part-time employees are those who work between 20 to 35 hours per week.
- Certificated employees who are in “hard-to-staff” positions may be granted additional years of recognized service beyond the four-year cap if they have additional years of relevant experience.
- Recognized years of professional or teaching experience must be for experience at an accredited school. Accredited school does not include, among others, co-ops or serving as a homeschool teacher. Accredited school would include, but is not limited to: a public school district, a public charter school, a nonpublic school, etc.

Annual salary advancements are not guaranteed and are subject to the school’s operational needs and/or budget approved by the school board.

Former employees who are rehired will be placed on the pay scale based on the criteria noted above, which includes recognized years of service. This may result in an employee being placed in a different step and column than the employee was placed at when previously employed by the School.

Qualifications:

- Certificated employees will be placed on the corresponding step and column in the applicable pay scale table corresponding with their position, as set forth in the charts below.
- The School may hire teachers with a bachelor’s degree who do not hold a clear teaching credential but hold an alternative certification (intern, emergency, or preliminary credential). Such employees are rated on the same salary scale as certificated teachers.
- A certificated employee advances to the next step or column on the pay scale once they meet the requirement for that specific step or column based on obtaining the required recognized years of service and/or graduate units, as applicable.
- Eligible certificated employees who desire to move up a step in the pay scale for completing graduate units (as noted in the applicable pay scale) must submit documentation showing successful completion of the units no later than October 31 in order for the units to apply to the employee’s salary in that school year. If the employee submits all required documentation in a timely fashion, they will move up in the step and their new salary will be effective on the first pay period following the date the documentation was submitted. See example below. Documentation submitted to the School after October 31 will not be eligible for adjustment to the compensation until the following school year.
- Any increase in pay resulting from an advancement on the pay scale based on the successful completion of graduation level semester units (as noted in the applicable pay scale) will not take effect until after the School’s receipt of sufficient documentation supporting the advancement subject to the October 31 deadline. Pay increases for graduate level semester units will not be paid retroactively. For illustration purposes, if a certificated employee is awarded a degree on January 15 and provides proof of the degree on May 1, any advancement on the pay scale and increase in pay will be effective beginning the next school year. The certificated employees will not be paid at the higher rate of compensation retroactively (i.e., for the periods between January 15 and July 1). If an eligible certificated employee obtains a graduate degree on August 15 and provides the documentation on October 15, any advancement on the pay scale and increase in pay will be effective beginning the first pay

period following October 15. The certificated employee will not be paid at the higher rate of compensation during the periods between August 15 and October 15.

- All teaching credentials must be reflected on the California Commission on Teacher Credentialing's website.

Advanced Degree/Certificate Stipends:

- Certificated Employees who hold a Doctoral degree are entitled to additional compensation of a \$3,000 (stipend) of their current annual salary on the Salary Table.
- Certificated Employees who hold a National Board Certification (NBC) are entitled to additional compensation of a \$1,000 (stipend) of their current annual salary on the Salary Table.
- The stipend is not included in your annual salary and may be processed separately from regular earnings.
- To qualify for the advanced degree or certificate stipends, employees must submit proof of attainment of the degree. Stipends will not be paid until sufficient documentation is presented and will not be paid retroactively.
- The stipends will be paid as set forth in the Stipend Chart below.
- Employees must be employed with the School and be in good standing at the time the stipend is to be paid.

Additional Supplement Bonus ("Supplement"):

The Executive Director may recommend a Supplement for teachers as set forth in this section.

- An Executive Director, in his or her sole discretion, shall determine whether an employee qualifies to receive a Supplement.
- A supplement is not automatic and can be provided at the discretion and approval of the Executive Director, based on additional work beyond the regular work responsibilities.
- A supplement will be paid to the employee in accordance with the schedule provided by the School at the time of supplement award.
- The supplemental award shall not exceed \$35,000 or 50% of annual salary.
- All supplements listed are paid for the performance of duties beyond the regular workday and normal job responsibilities and are not approved solely on the basis of position classification or previous supplement payment. Additional time spent fulfilling job duties does not constitute a basis for compensation beyond the teachers' regular salary.
- Supplements will be paid in installments if the amount exceeds \$1,001. If less than that amount, the Supplement will be paid in one lump sum. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.

Discretionary Bonus ("Bonus"): The Executive Director, in his/her sole discretion, has the authority to award bonuses to employees based on job performance, the operational needs of the School, productivity, retention, recruitment, and incentives.

Supplemental Duty Stipends:

- Stipends are assigned and approved by the Executive Director or his/her designee at the beginning of the school year or semester or as otherwise noted in the chart below.
- Teachers who perform the supplemental duties outlined in the table below are eligible to receive the corresponding stipends as indicated and only if assigned/awarded to the teacher by the Executive Director or his/her designee. The number of stipends awarded under each category and/or the periods of service during the school year are at the sole discretion of the Executive Director or his/her designee.
- Supplemental duty stipends are authorized for the specific year assigned and are not renewed for the future years unless specifically authorized for those years. This means additional duties

such as New Teacher Trainer, etc. are assigned on a year by year basis and are not guaranteed responsibilities that carry over from year to year.

- Supplemental pay will cease when there is no need for the duty, the employee becomes ineligible or as otherwise determined at the sole discretion of the School.
- The School, in its sole discretion, may choose not to offer certain stipends.
- Stipend amounts and requirements will be reviewed periodically and may be modified from time to time at the sole discretion of the School.
- Stipend amounts noted in the chart below are based on the performance of the supplemental duties for the entire school year based on the noted eligibility start date. See Stipend Chart below.
- If the supplemental duties are performed for a portion of the school year (i.e., after the Eligibility Start date in the chart below), the supplemental duty stipend will be prorated.
- Extra student stipends are paid per semester based on the teacher roster in the months of September and February.
- Each employee must be actively employed and in good standing to receive their eligible stipend

Stipend Chart				
DESCRIPTION	MAXIMUM AMOUNT	ELIGIBILITY	ELIGIBILITY PERIOD	PAYMENT SCHEDULE
Community Connections Specialist	\$5,000	Paid to a hired Community Coordinator who facilitates regular events for the Community Connections program.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Induction Coach Stipend	\$500/teacher/semester	Paid to credentialed teachers who work with teachers who are working toward clearing their teaching credential.	Entire school year. Employees who perform duties for a portion of the school year will be prorated	Two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Decathlon Coordinator Stipend	\$5,000	Assigned Position: Provided to credentialed teachers who meet with students to determine if they are meeting academic decathlon course requirements	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
NHS/NJHS Coordinator Stipend	\$ 5,000	Assigned Position: paid to a staff member who oversees the selection process, induction, ceremony, monthly meetings, etc. that is required of NHS and NJHS.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Extended School Year (ESY)	\$ 3,500	Paid to special education teachers who provide services from the end of the academic school year to approximately July 15th	Extended School Year (summer). Employees who perform duties for the portion of the ESY will be prorated.	Half paid during the each of the two pay periods of June 30th and July 15th
Extra Student Stipend	\$100/month/student over required roster limit	Provided to each teacher that agrees to handle additional students over their roster limits. The set maximum for overages is based on job description. Roster overages and/or changes may be adjusted at the discretion of the Executive Director based on the needs of the school and programs.	Becomes eligible once their rosters surpass required roster limits	Paid biweekly over 10.5 months; August 16 - June. Payment may be prorated based on period of service
Doctoral Degree Stipend	\$3,000	Provided to teachers who hold a doctoral degree	For those who obtain their degree before October 31 of the current school year.	The two payments of equal installments (January/June) of the total stipend amount Payment may be prorated based on period of service.
National Board Certification	\$1,000	Provided to teachers who hold a National Board Certification.	For those who obtain their degree before October 31 of the current school year.	The two payments of equal installments (January/June) of the total stipend amount Payment may be prorated based on period of service.
California Healthy Youth Act (CHYA)	\$2,500	Paid to teachers who oversee the CHYA program and teaching involved for the school.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	The two payments of equal installments (January/June) of the total stipend Payment may be prorated based on period of service.
SPED Lead Reading Specialist	\$2,000	Paid to a special education teacher with extensive background in evidence-based research reading programs.	Entire school year. Employees who perform duties for a portion	The two payments of equal installments (January/June) of the total stipend amount

				Payment may be prorated based on period of service.
Assessment Team Lead	\$2,000	The Assessment Team Lead supports in conducting assessments, engaging in consultation with schools and families, and providing direct services to students. They oversee the assessment team schedule, ensure the assessment team is following the Special Education director's protocols and structures, and collaborate with the Director, Program Specialists, and case managers in balancing student and organizational needs.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	The two payments of equal installments (January/June) of the total stipend amount Payment may be prorated based on period of service.
SPED Lead	\$2,000	Paid to a staff member that supports the leadership team with designee duties, document reviews and audits. They provide collaborative support to peers to include implementation of training and support including meeting facilitation and presentation.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	The two payments of equal installments (January/June) of the total stipend amount Payment may be prorated based on period of service.
Medical Opt-Out Stipend	\$175 per pay period	Provided to employees who choose to opt-out of medical benefits.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	Paid biweekly over 10.5 months; August 16 -June. Payment maybe prorated based on period of service
Summer Counselor Support	\$900	Paid to hired Counselor(s) to answer high school questions regarding transcripts, curriculum, and concurrent enrollment over specified hours in the month of July	Month of July.	Paid one time in July.
SPED Counseling Support	\$1,500	Paid to a staff member that is providing counselor support and completing tasks specific to SPED students and their IGP.	Entire school year. Employees who perform duties for a portion of the school year will be prorated.	Two payments of equal installments (January/June) of the total stipend amount Payment may be prorated based on period of service.
Temporary Project Stipend	\$500-\$1,500	Paid to a staff member that is providing additional support to one or more departments on a specific, temporary task during the school year. This stipend amount is determined by the project's time requirement and responsibilities.	Entire school year.	Paid one time after successful project completion.



Administrator Salary Table A-Basis – 12-month Calendar* July 1, 2025

PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Executive Director														
A*	\$218,519	\$218,519	\$222,889	\$222,889	\$227,348	\$227,348	\$231,895	\$231,895	\$236,532	\$236,532	\$241,263	\$241,263	\$246,087	\$246,087
B	\$222,889	\$222,889	\$227,348	\$227,348	\$231,895	\$231,895	\$236,532	\$236,532	\$241,263	\$241,263	\$246,087	\$246,087	\$251,008	\$251,008
C	\$227,348	\$227,348	\$231,895	\$231,895	\$236,532	\$236,532	\$241,263	\$241,263	\$246,087	\$246,087	\$251,008	\$251,008	\$256,028	\$256,028
Vice Principal/SPED Director														
D*	\$204,345	\$204,345	\$208,513	\$208,513	\$212,769	\$212,769	\$217,024	\$217,024	\$221,364	\$221,364	\$225,791	\$225,791	\$230,308	\$230,308
E	\$208,513	\$208,513	\$212,769	\$212,769	\$217,024	\$217,024	\$221,364	\$221,364	\$225,791	\$225,791	\$230,308	\$230,308	\$243,074	\$243,074
F	\$212,769	\$212,769	\$217,024	\$217,024	\$221,364	\$221,364	\$225,791	\$225,791	\$230,308	\$230,308	\$243,074	\$243,074	\$247,935	\$247,935
Director														
G*	\$149,513	\$149,513	\$152,388	\$152,388	\$155,264	\$155,264	\$158,139	\$158,139	\$161,301	\$161,301	\$164,527	\$164,527	\$167,818	\$167,818
H	\$152,388	\$152,388	\$155,264	\$155,264	\$158,139	\$158,139	\$161,301	\$161,301	\$164,527	\$164,527	\$167,818	\$167,818	\$171,175	\$171,175
I	\$155,264	\$155,264	\$158,139	\$158,139	\$161,301	\$161,301	\$164,527	\$164,527	\$167,818	\$167,818	\$171,175	\$171,175	\$174,599	\$174,599
Assistant Director														
J*	\$138,012	\$138,012	\$140,887	\$140,887	\$143,763	\$143,763	\$146,638	\$146,638	\$149,513	\$149,513	\$152,388	\$152,388	\$155,264	\$155,264
K	\$140,887	\$140,887	\$143,763	\$143,763	\$146,638	\$146,638	\$149,513	\$149,513	\$152,388	\$152,388	\$155,264	\$155,264	\$158,139	\$158,139
L	\$143,763	\$143,763	\$146,638	\$146,638	\$149,513	\$149,513	\$152,388	\$152,388	\$155,264	\$155,264	\$158,139	\$158,139	\$161,301	\$161,301

Doctorate Differential is \$3000 paid in two installments in January and June.

NBC stipend is \$1000 paid in two installments in January and June.

*Annualized salary includes 230 work days. The 230 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

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

***When hiring Executive Director, Board may consider past experience when determining initial placement and promotion.

Pay Scale Group Key:

A, D, G, J - Minimum requirements: Bachelor's Degree, Valid CA Teaching Credential, *Creditable Experience (internal candidates only)

B, E, H, K - Valid CA Teaching Credential, Master's Degree (in related field) or Administrative Credential

C, F, I, L - Valid CA Teaching Credential, Master's Degree (in related field) and Administrative Credential



Home School Teacher (HST) Salary Table B-Basis – 10-month Calendar* July 1, 2025

PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
A (Minimum BA)	\$71,766	\$71,766	\$71,766	\$71,766	\$72,843	\$73,935	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292
B (+14 graduate semester units)	\$71,766	\$71,766	\$71,766	\$72,843	\$73,935	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543
C (+28 graduate semester units)	\$71,766	\$71,766	\$72,843	\$73,935	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543	\$85,812
D (+42 graduate semester units)	\$71,766	\$72,843	\$73,935	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543	\$85,812	\$87,099
E (+56 graduate semester units)	\$72,843	\$73,935	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543	\$85,812	\$87,099	\$88,406
F (+70 graduate semester units)	\$73,935	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543	\$85,812	\$87,099	\$88,406	\$89,733
G (+84 graduate semester units)	\$75,045	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543	\$85,812	\$87,099	\$88,406	\$89,733	\$91,080
H (+98 graduate semester units)	\$76,171	\$77,314	\$78,475	\$79,652	\$80,848	\$82,061	\$83,292	\$84,543	\$85,812	\$87,099	\$88,406	\$89,733	\$91,080	\$92,417
Continued	15	20	25	30										
H (+98 graduate semester units)	\$101,292	\$104,333	\$107,463	\$110,688										

Doctorate Differential is \$3000 paid in two installments in January and June.

NBC stipend is \$1000 paid in two installments in January and June.

*Annualized salary includes 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

**Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2

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



**SPED Teacher Salary Table
B-Basis – 10 -month Calendar*
July 1, 2025**

PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
A (Minimum BA)	\$73,202	\$73,202	\$73,202	\$74,665	\$76,159	\$77,684	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023
B (+14 graduate semester units)	\$73,202	\$73,202	\$74,665	\$76,159	\$77,684	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843
C (+28 graduate semester units)	\$73,202	\$74,665	\$76,159	\$77,684	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843	\$94,700
D (+42 graduate semester units)	\$74,665	\$76,159	\$77,684	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843	\$94,700	\$96,594
E (+56 graduate semester units)	\$76,159	\$77,684	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843	\$94,700	\$96,594	\$98,527
F (+70 graduate semester units)	\$77,684	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843	\$94,700	\$96,594	\$98,527	\$100,498
G (+84 graduate semester units)	\$79,238	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843	\$94,700	\$96,594	\$98,527	\$100,498	\$102,509
H (+98 graduate semester units)	\$80,822	\$82,439	\$84,089	\$85,771	\$87,487	\$89,237	\$91,023	\$92,843	\$94,700	\$96,594	\$98,527	\$101,483	\$104,529	\$107,666
Continued	15	20	25	30										
H (+98 graduate semester units)	\$110,896	\$114,223	\$117,651	\$121,180										

Doctorate Differential is \$3000 paid in two installments in January and June.

NBC stipend is \$1000 paid in two installments in January and June.

*Annualized salary includes 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

**Staff holding an alternative certification (intern or emergency) are restricted to AI, A2, B1, and/or B2.

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



GE Instructional Coordinator Salary Table B-Basis – 10-month Calendar* July 1, 2025

PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Tier I														
A	\$93,733	\$95,458	\$97,183	\$98,909	\$100,634	\$102,359	\$104,084	\$105,809	\$107,534	\$109,260	\$110,985	\$112,710	\$114,435	\$117,310
B	\$95,458	\$97,183	\$98,909	\$100,634	\$102,359	\$104,084	\$105,809	\$107,534	\$109,260	\$110,985	\$112,710	\$114,435	\$117,310	\$119,656
C	\$97,183	\$98,909	\$100,634	\$102,359	\$104,084	\$105,809	\$107,534	\$109,260	\$110,985	\$112,710	\$114,435	\$117,310	\$119,656	\$122,049
Tier II														
A	\$97,183	\$98,909	\$100,634	\$102,359	\$104,084	\$105,809	\$107,534	\$109,260	\$110,985	\$112,710	\$114,435	\$117,310	\$119,656	\$122,049
B	\$98,909	\$100,634	\$102,359	\$104,084	\$105,809	\$107,534	\$109,260	\$110,985	\$112,710	\$114,435	\$117,310	\$119,656	\$122,049	\$124,489
C	\$100,634	\$102,359	\$104,084	\$105,809	\$107,534	\$109,260	\$110,985	\$112,710	\$114,435	\$117,310	\$119,656	\$122,049	\$124,489	\$126,978

Doctorate Differential is \$3000 paid in two installments in January and June.

NBC stipend is \$1000 paid in two installments in January and June.

*Annualized salary includes 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

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

Pay Scale Group Key:

A – Minimum requirements, Bachelor's Degree and valid CA teaching Credential

B – Valid CA Teaching Credential, Master's Degree (in related field) or Administrative Credential

C – Valid CA Teaching Credential, Master's Degree (in related field) and Administrative Credential

Tier I: Coordinators who do not directly supervise instructional staff

Tier II: Coordinators who directly supervise instructional staff



High School Counselor Salary Table C-Basis – 10.5-month Calendar* July 1, 2025

PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
A (Minimum BA)	\$74,757	\$74,757	\$74,757	\$76,252	\$77,777	\$79,333	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957
B (+14 graduate semester units)	\$74,757	\$74,757	\$76,252	\$77,777	\$79,333	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817
C (+28 graduate semester units)	\$74,757	\$76,252	\$77,777	\$79,333	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817	\$96,713
D (+42 graduate semester units)	\$76,252	\$77,777	\$79,333	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817	\$96,713	\$98,647
E (+56 graduate semester units)	\$77,777	\$79,333	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817	\$96,713	\$98,647	\$100,621
F (+70 graduate semester units)	\$79,333	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817	\$96,713	\$98,647	\$100,621	\$102,633
G (+84 graduate semester units)	\$80,920	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817	\$96,713	\$98,647	\$100,621	\$102,633	\$104,686
H (+98 graduate semester units)	\$82,539	\$84,191	\$85,876	\$87,594	\$89,346	\$91,133	\$92,957	\$94,817	\$96,713	\$98,647	\$100,621	\$102,633	\$104,686	\$106,781
Continued	15	20	25	30										
H (+98 graduate semester units)	\$108,917	\$111,096	\$113,318	\$115,585										

Doctorate Differential is \$3000 paid in two installments in January and June.

NBC stipend is \$1000 paid in two installments in January and June.

*Annualized salary includes 204 work days. The 204 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

**Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

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



Certificated Support Salary Table C-Basis – 10.5-month Calendar* July 1, 2025

PAY SCALE LEVEL

Step	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
School Psychologist, Program Specialist								
Salary	\$96,779	\$102,585	\$108,740	\$115,265	\$122,181	\$129,511	\$137,283	\$145,520
Speech and Language Pathologist								
Salary	\$88,494	\$93,804	\$99,432	\$105,398	\$111,722	\$118,427	\$125,532	\$133,064
Nurse								
Salary	\$77,563	\$82,217	\$87,151	\$92,380	\$97,923	\$103,798	\$110,026	\$116,628
Occupational Therapist								
Salary	\$84,156	\$89,205	\$94,559	\$100,232	\$106,246	\$112,621	\$119,378	\$126,541
<p><i>Doctorate Differential is \$3000 paid in two installments in January and June.</i></p> <p><i>NBC stipend is \$1000 paid in two installments in January and June.</i></p> <p><i>*Annualized salary includes 204 work days. The 204 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</i></p> <p><i>**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.</i></p>								

CLASSIFIED EMPLOYEE COMPENSATION

Classified Employee Definition:

Classified employees include all employees, excluding those who fall in the definition of certificated employee. This includes, but is not limited to, non-certificated specialists, coordinators, and generalists within departments including but not limited to Accounts Payable, Operations, Enrichment, Curriculum, Human Resources, Field Trips, Community Support, Special Education, Pupil Services, and/or other departments as applicable. Classified employees are full-time employees.

Experience and Placement

- Each classified employee will be placed on the pay scale based on their recognized years of experience, which will be categorized as “equivalent” or “applicable” experience.
- “Equivalent experience” is the directly related experience of an employee to the position held or hired. “Applicable experience” is other administrative, teaching, or professional experience which is not directly related to the position held or hired.
 - Example: Office Manager experience at a private school is accepted as equivalent experience for a person in the Office Manager position, but teaching experience will be considered as applicable experience.
 - Example: SPED instructional aide at a school district, or a company may be equivalent experience for the SPED instructional aide position, but SPED center aide will be applicable experience.
- The evaluation of prior experience and placement on the pay scale will be recommended by the Human Resources Department and the Executive Director or designee will make the final decision, consistent with the School’s approved budget.
- Each year of full-time “equivalent experience” will be equal to 1 year of recognized service, and each year of full-time applicable experience will be equal to a 0.5 year of recognized service up to a maximum of four (4) years. If the total years of experience is a fraction of a whole, it will be rounded up. For example, 3.5 years will be rounded to 4.0 years of recognized years of experience. To qualify as one year of equivalent or applicable experience, the employee must have performed work for at least 75% of the work year as full-time employee. Part-time employees who complete 75% of the work year as part-time employee performing equivalent experience will receive 0.5 years of recognized service. Part-time employees who complete 75% of the work year as part-time employee performing applicable experience will receive 0.25 years of recognized service.
- The following criteria will be considered in the evaluation of prior experience:
 - The number of days worked in a year must be at least 180 days as a full-time employee
 - The percentage of days worked in school year
 - Position held and duties performed
 - Type of the organization and accreditation
- The starting salary of a new employee may exceed the salary of a current employee in the same position based on the years of experience as defined herein.
- Experience may be earned from other schools, school districts or any other employer as determined by Human Resources and the Executive Director or his/her designee.
- Annual salary advancements are not guaranteed and are subject to the school’s operational needs and/or budget approved by the school board.



**Classified Staff Salary Table
A-Basis – 12-month Calendar*
July 1, 2025**

PAY SCALE LEVEL

Pay Scale Group	Rate Type	A	B	C	D	E	F	G	H	I	J	K	L
Tier I													
Office Tech 1	Hourly	\$18.12	\$18.47	\$18.84	\$19.22	\$19.60	\$19.99	\$20.39	\$20.81	\$21.22	\$21.65	\$22.07	\$22.51
	Annual	\$37,689	\$38,417	\$39,187	\$39,977	\$40,768	\$41,579	\$42,411	\$43,284	\$44,137	\$45,032	\$45,905	\$46,820
Office Tech 2	Hourly	\$21.98	\$22.42	\$22.86	\$23.33	\$23.79	\$24.27	\$24.75	\$25.25	\$25.75	\$26.27	\$26.80	\$27.33
	Annual	\$45,718	\$46,633	\$47,548	\$48,526	\$49,483	\$50,481	\$51,480	\$52,520	\$53,560	\$54,641	\$55,744	\$56,846
Office Tech 3	Hourly	\$23.50	\$23.97	\$24.46	\$24.93	\$25.44	\$25.94	\$26.46	\$26.99	\$27.54	\$28.09	\$28.64	\$29.22
	Annual	\$48,880	\$49,857	\$50,876	\$51,854	\$52,915	\$53,955	\$55,036	\$56,139	\$57,283	\$58,427	\$59,571	\$60,777
Tier II													
Office Tech 4	Hourly	\$29.32	\$29.90	\$30.49	\$31.10	\$31.71	\$32.35	\$33.01	\$33.67	\$34.34	\$35.02	\$35.71	\$36.43
	Annual	\$60,985	\$62,192	\$63,419	\$64,688	\$65,956	\$67,288	\$68,660	\$70,033	\$71,427	\$72,841	\$74,276	\$75,774
Office Tech 5	Hourly	\$39.10	\$39.88	\$40.69	\$41.51	\$42.34	\$43.18	\$44.05	\$44.93	\$45.83	\$46.75	\$47.69	\$48.64
	Annual	\$81,328	\$82,950	\$84,635	\$86,340	\$88,067	\$89,814	\$91,624	\$93,454	\$95,326	\$97,240	\$99,195	\$101,171
Office Tech 6	Annual Salary	\$92,698	\$94,563	\$96,454	\$98,391	\$100,352	\$102,362	\$104,420	\$106,500	\$108,629	\$110,806	\$113,032	\$115,304

Department Managers may request from the Executive Director, or his/her designee, in writing that a team member is placed into a new higher cell on the salary schedule during the fiscal year (July 1 – June 30) based on:

- a. New team member exceeding job expectations and performance after a 3-month new hire period
- b. Team member taking on new assignments, tasks, or job responsibilities
- c. Team member becoming highly proficient in specific skills that allow him/her to train other department members

Tier I: Classified staff who do not directly supervise staff

Tier II: Executive-level positions and/or classified staff who directly supervise staff

*Annualized salary includes 230 work days. The 230 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

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

Role/Salary Placements

- All positions are classified according to the corresponding role and/or salary placements based on the required set of skills, education, effort, and responsibility of the job assignment as indicated in the specific job description. All positions may be reclassified as necessary by the Executive Director or designee. Some hard-to staff positions may be compensated out of the salary schedule as approved by the Executive Director.

Advancements on Pay Scale

- An advancement on the pay scale is the placement of an employee from a position in a lower salary placement to a position in a higher salary placement

Lateral Transfer

- A lateral transfer is the movement of an employee from one position to another within the same salary placement. The employee may continue to progress in the same salary placement as experience in the position is accumulated. Prior experience will not be re-evaluated for purposes of placement or advancement in the new salary placement.

Reassignments

- If an employee is approved to voluntarily transfer to another position that impacts their placement on the salary scale, their salary will be adjusted accordingly based on their applicable experience and they will be placed in the appropriate step and column on the pay scale.
- Employees who are transferred to another position that results in an adjustment to their salary and placement on the salary scale will have their salary adjusted in next payroll cycle, or when determined by the Executive Director to avoid disruption so long as it is not earlier than the next payroll period.

Rehires

- A former employee who returns to a position similar to the role held prior to separation will be placed on the salary scale based on applicable/relevant work experience. Former employees are not guaranteed placement on the pay scale similar at the same level when previously employed.

Additional Supplement Bonus (“Supplement”):

The Executive Director may recommend a Supplement for classified staff members as set forth in this section.

- An Executive Director, in his or her sole discretion, shall determine whether an employee qualifies to receive a Supplement.
- A Supplement is not automatic and can be provided at the discretion and approval of the Executive Director, based on additional work beyond the regular work responsibilities.
- A Supplement will be paid to the employee in accordance with the schedule provided by the School at the time the Supplement award.
- The Supplement shall not exceed \$35,000 or 50% of annual salary, whichever is less.
- All Supplements awarded are paid for the performance of duties beyond the regular workday and normal job responsibilities and are not approved solely on the basis of position classification or payment of previous Supplement. Additional time spent fulfilling job duties does not constitute a basis for compensation beyond the classified staff members' regular salary.
- Supplements will be paid in installments if the amount exceeds \$1,001. If less than that amount, the Supplement will be paid in one lump sum. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.