

Encore Education Corporation
Encore Jr./Sr. High School For The Performing and Visual Arts

Certificated Salary Schedule

Step	Emergency Credential Intern (BA)			Tier I CTE/BA & Preliminary/ Clear			Tier II BA+45-59/MA & Clear			Tier III BA+60/MA+15 & Clear			Tier IV BA+75/MA+30 & Clear			Step
	Annual	Monthly	Daily	Annual	Monthly	Daily	Annual	Monthly	Daily	Annual	Monthly	Daily	Annual	Monthly	Daily	
1	\$ 49,673.00	\$ 4,967.30	\$ 268.50	\$ 54,365.00	\$ 5,436.50	\$ 293.86	\$ 55,638.00	\$ 5,563.80	\$ 300.75	\$ 57,012.00	\$ 5,701.20	\$ 308.17	\$ 59,149.00	\$ 5,914.90	\$ 319.72	1
2				\$ 55,638.00	\$ 5,563.80	\$ 300.75	\$ 57,012.00	\$ 5,701.20	\$ 308.17	\$ 59,149.00	\$ 5,914.90	\$ 319.72	\$ 61,381.00	\$ 6,138.10	\$ 331.79	2
3				\$ 57,012.00	\$ 5,701.20	\$ 308.17	\$ 59,149.00	\$ 5,914.90	\$ 319.72	\$ 61,381.00	\$ 6,138.10	\$ 331.79	\$ 63,711.00	\$ 6,371.10	\$ 344.38	3
4				\$ 59,149.00	\$ 5,914.90	\$ 319.72	\$ 61,381.00	\$ 6,138.10	\$ 331.79	\$ 63,711.00	\$ 6,371.10	\$ 344.38	\$ 66,142.00	\$ 6,614.20	\$ 357.52	4
5				\$ 61,381.00	\$ 6,138.10	\$ 331.79	\$ 63,711.00	\$ 6,371.10	\$ 344.38	\$ 66,142.00	\$ 6,614.20	\$ 357.52	\$ 68,687.00	\$ 6,868.70	\$ 371.28	5
6				\$ 61,381.00	\$ 6,138.10	\$ 331.79	\$ 66,142.00	\$ 6,614.20	\$ 357.52	\$ 68,687.00	\$ 6,868.70	\$ 371.28	\$ 71,338.00	\$ 7,133.80	\$ 385.61	6
7				\$ 61,381.00	\$ 6,138.10	\$ 331.79	\$ 68,687.00	\$ 6,868.70	\$ 371.28	\$ 71,338.00	\$ 7,133.80	\$ 385.61	\$ 74,111.00	\$ 7,411.10	\$ 400.60	7
8				\$ 62,915.53	\$ 6,291.55	\$ 340.08	\$ 71,338.00	\$ 7,133.80	\$ 385.61	\$ 74,111.00	\$ 7,411.10	\$ 400.60	\$ 77,002.00	\$ 7,700.20	\$ 416.23	8
9				\$ 62,915.33	\$ 6,291.53	\$ 340.08	\$ 74,111.00	\$ 7,411.10	\$ 400.60	\$ 77,002.00	\$ 7,700.20	\$ 416.23	\$ 80,029.00	\$ 8,002.90	\$ 432.59	9
10				\$ 62,915.33	\$ 6,291.53	\$ 340.08	\$ 77,002.00	\$ 7,700.20	\$ 416.23	\$ 80,029.00	\$ 8,002.90	\$ 432.59	\$ 83,181.00	\$ 8,318.10	\$ 449.63	10
11							\$ 78,927.05	\$ 7,892.71	\$ 426.63	\$ 83,181.00	\$ 8,318.10	\$ 449.63	\$ 86,480.00	\$ 8,648.00	\$ 467.46	11
12							\$ 78,927.05	\$ 7,892.71	\$ 426.63	\$ 86,480.00	\$ 8,648.00	\$ 467.46	\$ 89,920.00	\$ 8,992.00	\$ 486.05	12
13							\$ 78,927.05	\$ 7,892.71	\$ 426.63	\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 93,513.00	\$ 9,351.30	\$ 505.48	13
14							\$ 80,900.23	\$ 8,090.02	\$ 437.30	\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 97,267.00	\$ 9,726.70	\$ 525.77	14
15							\$ 80,900.23	\$ 8,090.02	\$ 437.30	\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 97,267.00	\$ 9,726.70	\$ 525.77	15
16										\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 99,228.00	\$ 9,922.80	\$ 536.37	16
17										\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 99,228.00	\$ 9,922.80	\$ 536.37	17
18										\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 101,187.00	\$ 10,118.70	\$ 546.96	18
19										\$ 89,920.00	\$ 8,992.00	\$ 486.05	\$ 101,187.00	\$ 10,118.70	\$ 546.96	19
20										\$ 93,513.00	\$ 9,351.30	\$ 505.48	\$ 105,842.00	\$ 10,584.20	\$ 572.12	20
21													\$ 105,842.00	\$ 10,584.20	\$ 572.12	21
22													\$ 109,752.00	\$ 10,975.20	\$ 593.25	22
23													\$ 109,752.00	\$ 10,975.20	\$ 593.25	23
24													\$ 109,752.00	\$ 10,975.20	\$ 593.25	24
25													\$ 109,752.00	\$ 10,975.20	\$ 593.25	25
26																26
27																27
28																28
29																29
30																30
31																31
32																32
33																33
34																34
35																35

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Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

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Executive/Administration

Step	CEO/ Executive Director	COO/ Campus Director	Academic Director	Assistant Dean/ Assistant Principal, Administrative Counselor	Executive Manager: Human Resources, Facilities/Transportation, Controller, IT COVID/Risk/Food	Coordinator: Special Programs	Executive Support:	Step
1	\$153,600.00	\$144,000.00	\$100,800.00	\$91,200.00	\$74,880.00	\$58,000.00	\$48,000.00	1
2	\$153,600.00	\$144,000.00	\$100,800.00	\$91,200.00	\$74,880.00	\$58,000.00	\$48,000.00	2
3	\$153,600.00	\$144,000.00	\$103,320.00	\$93,480.00	\$78,720.00	\$59,450.00	\$49,920.00	3
4	\$163,200.00	\$153,600.00	\$103,320.00	\$93,480.00	\$78,720.00	\$59,450.00	\$49,920.00	4
5	\$163,200.00	\$153,600.00	\$105,903.00	\$95,817.00	\$80,640.00	\$60,936.25	\$51,840.00	5
6	\$163,200.00	\$153,600.00	\$105,903.00	\$95,817.00	\$80,640.00	\$60,936.25	\$51,840.00	6
7	\$172,800.00	\$163,200.00	\$108,550.00	\$98,212.00	\$83,520.00	\$62,459.66	\$53,760.00	7
8	\$172,800.00	\$163,200.00	\$108,550.00	\$98,212.00	\$83,520.00	\$62,459.66	\$53,760.00	8
9	\$172,800.00	\$163,200.00	\$108,550.00	\$98,212.00	\$83,520.00	\$64,021.15	\$53,760.00	9
10	\$182,400.00	\$172,800.00	\$111,264.00	\$100,667.00	\$86,400.00	\$64,021.15	\$55,680.00	10
11	\$182,100.00	\$172,800.00	\$111,264.00	\$100,667.00	\$86,400.00	\$65,621.68	\$55,680.00	11
12	\$182,100.00	\$172,800.00	\$111,264.00	\$100,667.00	\$86,400.00	\$65,621.68	\$55,680.00	12
13	\$187,200.00	\$177,600.00	\$114,046.00	\$103,184.00	\$88,320.00	\$67,262.22	\$57,600.00	13
14	\$187,200.00	\$177,600.00	\$114,046.00	\$103,184.00	\$88,320.00	\$67,262.22	\$57,600.00	14
15	\$187,200.00	\$177,600.00	\$114,046.00	\$103,184.00	\$88,320.00	\$68,943.78	\$57,600.00	15
16	\$192,000.00	\$182,400.00	\$116,897.00	\$105,763.00	\$90,528.00	\$68,943.78	\$59,040.00	16
17	\$192,000.00	\$182,400.00	\$116,897.00	\$105,763.00	\$90,528.00	\$70,667.37	\$59,040.00	17
18	\$192,000.00	\$182,400.00	\$116,897.00	\$105,763.00	\$90,528.00	\$70,667.37	\$59,040.00	18
19	\$196,800.00	\$186,960.00	\$119,819.00	\$108,407.00	\$92,791.00	\$72,434.05	\$60,516.00	19
20+	\$196,800.00	\$186,960.00	\$119,819.00	\$108,407.00	\$92,791.00	\$72,434.05	\$60,516.00	20+

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Hourly			
Step	Administrative	Aide	Step
1	\$15.36	\$14.40	1
2	\$16.32	\$15.36	2
3	\$16.32	\$16.32	3
4	\$17.28	\$17.28	4
5	\$18.24	\$17.28	5
6	\$19.20	\$18.24	6
7	\$20.16	\$19.20	7
8	\$21.12	\$20.16	8
9	\$21.12	\$21.12	9
10	\$22.08	\$22.08	10
11	\$23.04	\$23.04	11
12	\$24.00	\$23.04	12
13	\$24.96	\$24.00	13
14	\$25.92	\$24.96	14
15	\$25.92	\$25.92	15

*Annual Salary = Total paid days x Hours per day x Hourly rate Total paid days =

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Day Rate					
	Daily Substitute		Long Term Substitute		
Step	Daily (4+ Hrs)	Hourly	Daily (4+ Hrs)	Hourly	Step
1	\$134.40	\$16.80	\$153.60	\$19.20	1
2	\$139.20	\$17.40	\$158.40	\$19.80	2
3	\$144.00	\$18.00	\$163.20	\$20.40	3

**Long Term Substitutes are defined as working in a classroom up to 30 days consecutively.

Charter Instructor ('20-'25)													
	Industry Only			BA to 59			MA or BA+60-74			MA+30 or BA+75			
Step	Annual Salary	Monthly Wage	Hourly Wage	Annual Salary	Monthly Wage	Hourly Wage	Annual Salary	Monthly Wage	Hourly Wage	Annual Salary	Monthly Wage	Hourly Wage	Step
0	\$ 40,320.00	\$ 3,665.45	\$ 24.95	\$ 42,240.00	\$ 3,840.00	\$ 26.14	\$ 44,160.00	\$ 4,014.55	\$ 27.33	\$ 45,120.00	\$ 4,101.82	\$ 27.92	0
1	\$ 44,160.00	\$ 4,014.55	\$ 27.33	\$ 47,040.00	\$ 4,276.36	\$ 29.11	\$ 48,000.00	\$ 4,363.64	\$ 29.70	\$ 50,880.00	\$ 4,625.45	\$ 31.49	1
2	\$ 46,080.00	\$ 4,189.09	\$ 28.51	\$ 48,960.00	\$ 4,450.91	\$ 30.30	\$ 49,920.00	\$ 4,538.18	\$ 30.89	\$ 53,760.00	\$ 4,887.27		2
3	\$ 48,000.00	\$ 4,363.64	\$ 29.70	\$ 50,880.00	\$ 4,625.45	\$ 31.49	\$ 51,840.00	\$ 4,712.73	\$ 32.08	\$ 56,640.00	\$ 5,149.09		3
4	\$ 49,920.00	\$ 4,538.18	\$ 30.89	\$ 52,800.00	\$ 4,800.00	\$ 32.67	\$ 53,760.00	\$ 4,887.27		\$ 59,520.00	\$ 5,410.91		4
5	\$ 51,840.00	\$ 4,712.73	\$ 32.08	\$ 54,720.00	\$ 4,974.55		\$ 55,680.00	\$ 5,061.82		\$ 62,400.00	\$ 5,672.73		5
6	\$ 53,760.00	\$ 4,887.27		\$ 56,640.00	\$ 5,149.09		\$ 57,600.00	\$ 5,236.36		\$ 65,280.00	\$ 5,934.55		6
7	\$ 55,680.00	\$ 5,061.82		\$ 58,560.00	\$ 5,323.64		\$ 59,520.00	\$ 5,410.91		\$ 68,160.00	\$ 6,196.36		7
8	\$ 57,072.00	\$ 5,188.36		\$ 60,480.00	\$ 5,498.18		\$ 61,440.00	\$ 5,585.45		\$ 71,040.00	\$ 6,458.18		8
9	\$ 58,498.80	\$ 5,318.07		\$ 62,400.00	\$ 5,672.73		\$ 63,360.00	\$ 5,760.00		\$ 73,920.00	\$ 6,720.00		9
10	\$ 59,961.03	\$ 5,451.00		\$ 64,320.00	\$ 5,847.27		\$ 65,280.00	\$ 5,934.55		\$ 76,800.00	\$ 6,981.82		10
11	\$ 61,460.06	\$ 5,587.28		\$ 65,928.00	\$ 5,993.45		\$ 66,912.00	\$ 6,082.91		\$ 78,720.00	\$ 7,156.36		11
12	\$ 62,996.57	\$ 5,726.96		\$ 67,576.20	\$ 6,143.29		\$ 68,584.80	\$ 6,234.98		\$ 82,560.00	\$ 7,505.45		12
13	\$ 64,571.48	\$ 5,870.13		\$ 69,265.61	\$ 6,296.87		\$ 70,299.42	\$ 6,390.86		\$ 85,440.00	\$ 7,767.27		13
14	\$ 66,185.77	\$ 6,016.89		\$ 70,977.25	\$ 6,452.48		\$ 72,056.90	\$ 6,550.63		\$ 88,320.00	\$ 8,029.09		14
15	\$ 67,840.41	\$ 6,167.31		\$ 72,772.18	\$ 6,615.65		\$ 73,858.32	\$ 6,714.39		\$ 91,200.00	\$ 8,290.91		15

*Employees were hired prior to July 1, 2020 and will work towards a Credential

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