

2022-2023

Salary Schedules



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

	DRAFT CLASS A	DRAFT CLASS B	DRAFT CLASS C	DRAFT CLASS D	DRAFT CLASS E	DRAFT 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	\$59,740	\$60,000	\$60,240	\$60,500	\$60,740
2	\$58,240	\$59,740	\$60,000	\$60,240	\$60,500	\$60,740
3		\$59,740	\$60,120	\$60,360	\$60,621	\$62,259
4		\$59,840	\$60,120	\$60,360	\$60,621	\$63,815
5		\$59,840	\$60,240	\$60,481	\$62,137	\$65,410
6		\$59,940	\$60,240	\$60,481	\$63,690	\$67,046
7		\$59,940	\$60,361	\$61,993	\$65,282	\$68,722
8		\$61,439	\$61,719	\$63,543	\$66,914	\$70,440
9		\$61,439	\$61,719	\$65,132	\$68,587	\$72,201
10		\$62,974	\$63,262	\$66,760	\$70,302	\$74,006
11		\$62,974	\$64,685	\$68,429	\$72,059	\$75,856
12		\$64,549	\$66,141	\$70,140	\$73,861	\$77,752
13		\$64,549	\$67,629	\$71,893	\$75,707	\$79,696
14		\$66,163	\$69,150	\$73,690	\$77,600	\$81,689
15		\$66,163	\$70,706	\$75,533	\$79,540	\$83,731
16		\$66,163	\$70,706	\$77,421	\$81,529	\$85,615
17		\$66,163	\$70,706	\$77,421	\$83,567	\$87,541
18		\$66,163	\$70,706	\$77,421	\$83,567	\$89,511
19		\$66,163	\$70,706	\$77,421	\$83,567	\$91,525
20		\$66,163	\$70,706	\$77,421	\$83,567	\$93,584

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
Salary will be prorated for any employee hired after the start of the fiscal year

DRAFT Clarksville Charter School
DRAFT Specialized Teacher Salary Schedule
High School Teacher, Virtual Teacher, and Education Specialist
Schedule B- 190 Days
 Pay Scale Level*

Steps	DRAFT CLASS A	DRAFT CLASS B	DRAFT CLASS C	DRAFT CLASS D	DRAFT CLASS E	DRAFT 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
	Annual	Annual	Annual	Annual	Annual	Annual
1	\$58,240	\$61,450	\$61,740	\$62,000	\$62,240	\$62,500
2	\$58,240	\$61,450	\$61,740	\$62,000	\$62,240	\$62,500
3		\$61,450	\$61,840	\$62,100	\$62,340	\$64,063
4		\$61,550	\$61,840	\$62,100	\$63,899	\$65,664
5		\$61,550	\$61,940	\$62,200	\$65,496	\$67,306
6		\$61,650	\$61,940	\$63,755	\$67,133	\$68,988
7		\$61,650	\$63,489	\$65,349	\$68,812	\$70,713
8		\$61,750	\$65,076	\$66,983	\$70,532	\$72,481
9		\$61,750	\$66,703	\$68,657	\$72,295	\$74,293
10		\$63,294	\$68,370	\$70,374	\$74,103	\$76,150
11		\$64,876	\$70,079	\$72,133	\$75,955	\$78,054
12		\$66,498	\$71,831	\$73,936	\$77,854	\$80,005
13		\$68,160	\$73,627	\$75,785	\$79,800	\$82,005
14		\$69,864	\$75,468	\$77,679	\$81,795	\$84,056
15		\$71,611	\$77,355	\$79,621	\$83,840	\$86,157
16		\$71,611	\$77,355	\$81,612	\$85,936	\$88,095
17		\$71,611	\$77,355	\$81,612	\$88,085	\$90,078
18		\$71,611	\$77,355	\$81,612	\$88,085	\$92,104
19		\$71,611	\$77,355	\$81,612	\$88,085	\$94,177
20		\$71,611	\$77,355	\$81,612	\$88,085	\$96,296

Contract Stipends	
All Education Specialist (Teacher) contracts	\$1,000

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

*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

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
 Salary will be prorated for any employee hired after the start of the fiscal year

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

	DRAFT SPED Services Coordinator	DRAFT Coordinator I***	DRAFT Coordinator II***	DRAFT High School Counselor/Nurse/OT/Speech	DRAFT School Counselor/SST Coordinator
	207 Days**	200 Days**	200 Days**	195 Days**	195 Days**
Steps	Annual	Annual	Annual	Annual	Annual
1	\$85,500	\$82,500	\$79,500	\$71,500	\$64,500
2	\$87,500	\$84,500	\$81,500	\$73,500	\$66,500
3	\$89,500	\$86,500	\$83,500	\$75,500	\$68,500
4	\$91,500	\$88,500	\$85,500	\$77,500	\$70,500
5	\$93,500	\$90,500	\$87,500	\$79,500	\$72,500
6	\$95,500	\$92,500	\$89,500	\$81,500	\$74,500
7	\$97,500	\$94,500	\$91,500	\$83,500	\$76,500
8	\$99,500	\$96,500	\$93,500	\$85,500	\$78,500
9	\$101,500	\$98,500	\$95,500	\$87,500	\$80,500
10	\$103,500	\$100,500	\$97,500	\$89,500	\$82,500
11	\$105,500	\$102,500	\$99,500	\$91,500	\$84,500
12	\$107,500	\$104,500	\$101,500	\$93,500	\$86,500
13	\$109,500	\$106,500	\$103,500	\$95,500	\$88,500
14	\$111,500	\$108,500	\$105,500	\$97,500	\$90,500
15	\$113,500	\$110,500	\$107,500	\$99,500	\$92,500

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

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
Salary will be prorated for any employee hired after the start of the fiscal year

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

	Executive Director	DRAFT Director I	DRAFT Director II	DRAFT Assistant Director**	DRAFT Program Administrator**
	220 Days*	210 Days*	210 Days*	210 Days*	210 Days*
Steps	Annual	Annual	Annual	Annual	Annual
1	\$175,000	\$146,500	\$126,500	\$111,500	\$111,500
2	\$177,500	\$148,500	\$128,500	\$113,500	\$113,500
3	\$180,000	\$150,500	\$130,500	\$115,500	\$115,500
4	\$182,500	\$152,500	\$132,500	\$117,500	\$117,500
5	\$185,000	\$154,500	\$134,500	\$119,500	\$119,500
6	\$187,500	\$156,500	\$136,500	\$121,500	\$121,500
7	\$190,000	\$158,500	\$138,500	\$123,500	\$123,500
8	\$195,000	\$160,500	\$140,500	\$125,500	\$125,500
9	\$197,500	\$162,500	\$142,500	\$127,500	\$127,500
10	\$200,000	\$164,500	\$144,500	\$129,500	\$129,500
11		\$166,500	\$146,500	\$131,500	\$131,500
12		\$168,500	\$148,500	\$133,500	\$133,500
13		\$170,500	\$150,500	\$135,500	\$135,500
14		\$172,500	\$152,500	\$137,500	\$137,500
15		\$174,500	\$154,500	\$139,500	\$139,500

Contract Stipends

CBO Certificate	\$2,500
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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

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
Salary will be prorated for any employee hired after the start of the fiscal year

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

Steps	DRAFT OFFICE TECH 1		DRAFT OFFICE TECH 2		DRAFT OFFICE TECH 3		DRAFT OFFICE TECH 4	
	260 Days	2080 Hours	260 Days	2080 Hours	260 Days	2080 Hours	260 Days	2080 Hours
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	\$33,342	\$16.03	\$39,582	\$19.03	\$42,099	\$20.24	\$52,083	\$25.04
2	\$34,343	\$16.51	\$40,770	\$19.60	\$43,362	\$20.85	\$53,646	\$25.79
3	\$35,373	\$17.01	\$41,993	\$20.19	\$44,663	\$21.47	\$55,255	\$26.56
4	\$36,434	\$17.52	\$43,253	\$20.79	\$46,003	\$22.12	\$56,913	\$27.36
5	\$37,527	\$18.04	\$44,550	\$21.42	\$47,383	\$22.78	\$58,620	\$28.18
6	\$38,653	\$18.58	\$45,887	\$22.06	\$48,805	\$23.46	\$60,379	\$29.03
7	\$39,813	\$19.14	\$47,263	\$22.72	\$50,269	\$24.17	\$62,190	\$29.90
8	\$41,007	\$19.71	\$48,681	\$23.40	\$51,777	\$24.89	\$64,056	\$30.80
9	\$42,237	\$20.31	\$50,142	\$24.11	\$53,330	\$25.64	\$65,977	\$31.72
10	\$43,504	\$20.92	\$51,646	\$24.83	\$54,930	\$26.41	\$67,957	\$32.67
11	\$44,809	\$21.54	\$53,195	\$25.57	\$56,578	\$27.20	\$69,995	\$33.65
12	\$46,154	\$22.19	\$54,791	\$26.34	\$58,275	\$28.02	\$72,095	\$34.66
13	\$47,538	\$22.85	\$56,435	\$27.13	\$60,023	\$28.86	\$74,258	\$35.70
14	\$48,964	\$23.54	\$58,128	\$27.95	\$61,824	\$29.72	\$76,486	\$36.77
15	\$50,433	\$24.25	\$59,872	\$28.78	\$63,679	\$30.61	\$78,781	\$37.88

Steps	260 Days	2080 Hours	260 Days	2080 Hours
	DRAFT MANAGER/ COORD.		DRAFT ADMINISTRATOR	
1				
2	Annual	Hourly	Annual	Hourly
3	\$56,243	\$27.04	\$68,640	\$33.00
4	\$57,930	\$27.85	\$70,699	\$33.99
5	\$59,668	\$28.69	\$72,820	\$35.01
6	\$61,458	\$29.55	\$75,005	\$36.06
7	\$63,302	\$30.43	\$77,255	\$37.14
8	\$65,201	\$31.35	\$79,573	\$38.26
9	\$67,157	\$32.29	\$81,960	\$39.40
10	\$69,172	\$33.26	\$84,419	\$40.59
11	\$71,247	\$34.25	\$86,951	\$41.80
12	\$73,385	\$35.28	\$89,560	\$43.06
13	\$75,586	\$36.34	\$92,246	\$44.35
14	\$77,854	\$37.43	\$95,014	\$45.68
15	\$80,189	\$38.55	\$97,864	\$47.05
	\$82,595	\$39.71	\$100,800	\$48.46
	\$85,073	\$40.90	\$103,824	\$49.92

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

DRAFT Clarksville Charter School
 DRAFT 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

DRAFT Hourly rate = \$36.00

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
Adventure Academy Class 1 day/week, 4 weeks	\$300
Adventure Academy Class 2 days/week, 4 weeks	\$600
Adventure Academy Class 1 day/week, 8 weeks	\$600
Adventure Academy Class 2 days/week, 8 weeks	\$1,200
WASC (Self-Study) Lead	\$3,500
California Healthy Youth Act Coach	\$2,500
Staff Wellness Coach	\$1500/semester
NJHS & NHS Advisor	\$2,500
Academic Decathlon Stipend	\$5,000
New Teacher Mentor Teachers	\$500/teacher/semester
Extended School Year (ESY)	\$3,500
Diversity and Inclusion Advisor	\$3,500
Testing	\$200-\$1000
Special Projects	\$500-\$3000

* Stipends are subject to budget and Charter need