

# 2022-2023 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	\$63,922	\$63,922	\$64,200	\$64,457	\$64,735	\$64,992
2	\$63,922	\$63,922	\$64,200	\$64,457	\$64,735	\$64,992
3	\$63,922	\$63,922	\$64,328	\$64,586	\$64,864	\$66,617
4	\$63,922	\$64,029	\$64,328	\$64,586	\$64,864	\$68,282
5		\$64,029	\$64,457	\$64,715	\$66,486	\$69,989
6		\$64,136	\$64,457	\$64,715	\$68,148	\$71,739
7		\$64,136	\$64,586	\$66,333	\$69,852	\$73,532
8		\$65,739	\$66,039	\$67,991	\$71,598	\$75,371
9		\$65,739	\$66,039	\$69,691	\$73,388	\$77,255
10		\$67,383	\$67,690	\$71,433	\$75,223	\$79,186
11		\$67,383	\$69,213	\$73,219	\$77,103	\$81,166
12		\$69,067	\$70,770	\$75,049	\$79,031	\$83,195
13		\$69,067	\$72,363	\$76,926	\$81,007	\$85,275
14		\$70,794	\$73,991	\$78,849	\$83,032	\$87,407
15		\$70,794	\$75,656	\$80,820	\$85,108	\$89,592
16		\$70,794	\$75,656	\$82,841	\$87,236	\$91,608
17		\$70,794	\$75,656	\$82,841	\$89,416	\$93,669
18		\$70,794	\$75,656	\$82,841	\$89,416	\$95,776
19		\$70,794	\$75,656	\$82,841	\$89,416	\$97,931
20		\$70,794	\$75,656	\$82,841	\$89,416	\$100,135

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

Clarksville Charter School  
Specialized Teacher Salary Schedule

*High School Teacher, Virtual Teacher, and Education Specialist*

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	\$63,922	\$65,752	\$66,062	\$66,340	\$66,597	\$66,875
2	\$63,922	\$65,752	\$66,062	\$66,340	\$66,597	\$66,875
3	\$63,922	\$65,752	\$66,169	\$66,447	\$66,704	\$68,547
4	\$63,922	\$65,859	\$66,169	\$66,447	\$68,371	\$70,261
5		\$65,859	\$66,276	\$66,554	\$70,081	\$72,017
6		\$65,966	\$66,276	\$68,218	\$71,833	\$73,817
7		\$65,966	\$67,933	\$69,923	\$73,629	\$75,663
8		\$66,073	\$69,631	\$71,671	\$75,469	\$77,554
9		\$66,073	\$71,372	\$73,463	\$77,356	\$79,493
10		\$67,724	\$73,156	\$75,300	\$79,290	\$81,481
11		\$69,417	\$74,985	\$77,182	\$81,272	\$83,518
12		\$71,153	\$76,860	\$79,112	\$83,304	\$85,606
13		\$72,932	\$78,781	\$81,090	\$85,387	\$87,746
14		\$74,755	\$80,751	\$83,117	\$87,521	\$89,939
15		\$76,624	\$82,769	\$85,195	\$89,709	\$92,188
16		\$76,624	\$82,769	\$87,325	\$91,952	\$94,262
17		\$76,624	\$82,769	\$87,325	\$94,251	\$96,383
18		\$76,624	\$82,769	\$87,325	\$94,251	\$98,552
19		\$76,624	\$82,769	\$87,325	\$94,251	\$100,769
20		\$76,624	\$82,769	\$87,325	\$94,251	\$103,036

**Contract Stipends**

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

Masters Degree	\$500
National Board Certification (documentation required)	\$2,500

Doctorate Degree (conferred, transcripts required)	\$5,000
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*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

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

	SPED Services Coordinator	Coordinator I***	Coordinator II***	High School Counselor/Nurse/OT/Speech	School Counselor/ SST Coordinator
	207 Days**	200 Days**	200 Days**	195 Days**	195 Days**
Steps	Annual	Annual	Annual	Annual	Annual
1	\$91,485	\$88,275	\$85,065	\$76,505	\$69,015
2	\$93,625	\$90,415	\$87,205	\$78,645	\$71,155
3	\$95,765	\$92,555	\$89,345	\$80,785	\$73,295
4	\$97,905	\$94,695	\$91,485	\$82,925	\$75,435
5	\$100,045	\$96,835	\$93,625	\$85,065	\$77,575
6	\$102,185	\$98,975	\$95,765	\$87,205	\$79,715
7	\$104,325	\$101,115	\$97,905	\$89,345	\$81,855
8	\$106,465	\$103,255	\$100,045	\$91,485	\$83,995
9	\$108,605	\$105,395	\$102,185	\$93,625	\$86,135
10	\$110,745	\$107,535	\$104,325	\$95,765	\$88,275
11	\$112,885	\$109,675	\$106,465	\$97,905	\$90,415
12	\$115,025	\$111,815	\$108,605	\$100,045	\$92,555
13	\$117,165	\$113,955	\$110,745	\$102,185	\$94,695
14	\$119,305	\$116,095	\$112,885	\$104,325	\$96,835
15	\$121,445	\$118,235	\$115,025	\$106,465	\$98,975

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

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

	<b>Executive Director</b>	<b>Associate Executive Director</b>	<b>Director I</b>	<b>Director II</b>	<b>Assistant Director**</b>	<b>Program Administrator**</b>
	<b>220 Days*</b>	<b>220 Days*</b>	<b>210 Days*</b>	<b>210 Days*</b>	<b>210 Days*</b>	<b>210 Days*</b>
<b>Steps</b>	<b>Annual</b>		<b>Annual</b>	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>
<b>1</b>	\$188,855	\$173,608	\$156,755	\$135,355	\$119,305	\$119,305
<b>2</b>	\$191,530	\$176,283	\$158,895	\$137,495	\$121,445	\$121,445
<b>3</b>	\$194,205	\$178,958	\$161,035	\$139,635	\$123,585	\$123,585
<b>4</b>	\$196,880	\$181,633	\$163,175	\$141,775	\$125,725	\$125,725
<b>5</b>	\$199,555	\$184,308	\$165,315	\$143,915	\$127,865	\$127,865
<b>6</b>	\$202,230	\$186,983	\$167,455	\$146,055	\$130,005	\$130,005
<b>7</b>	\$204,905	\$189,658	\$169,595	\$148,195	\$132,145	\$132,145
<b>8</b>	\$210,255	\$192,333	\$171,735	\$150,335	\$134,285	\$134,285
<b>9</b>	\$212,930	\$195,008	\$173,875	\$152,475	\$136,425	\$136,425
<b>10</b>	\$216,675	\$197,683	\$176,015	\$154,615	\$138,565	\$138,565
<b>11</b>			\$178,155	\$156,755	\$140,705	\$140,705
<b>12</b>			\$180,295	\$158,895	\$142,845	\$142,845
<b>13</b>			\$182,435	\$161,035	\$144,985	\$144,985
<b>14</b>			\$184,575	\$163,175	\$147,125	\$147,125
<b>15</b>			\$186,715	\$165,315	\$149,265	\$149,265

**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

Clarksville Charter School  
Classified Salary Schedule

Schedule E  
Pay Scale Level\*

	OFFICE TECH 1	OFFICE TECH 2	OFFICE TECH 3	OFFICE TECH 4
Steps	Hourly	Hourly	Hourly	Hourly
1	\$17.15	\$20.36	\$21.66	\$26.79
2	\$17.67	\$20.97	\$22.31	\$27.60
3	\$18.20	\$21.60	\$22.98	\$28.42
4	\$18.74	\$22.25	\$23.66	\$29.28
5	\$19.30	\$22.92	\$24.37	\$30.16
6	\$19.88	\$23.61	\$25.11	\$31.06
7	\$20.48	\$24.31	\$25.86	\$31.99
8	\$21.09	\$25.04	\$26.64	\$32.95
9	\$21.73	\$25.79	\$27.43	\$33.94
10	\$22.38	\$26.57	\$28.26	\$34.96
11	\$23.05	\$27.36	\$29.10	\$36.01
12	\$23.74	\$28.19	\$29.98	\$37.09
13	\$24.45	\$29.03	\$30.88	\$38.20
14	\$25.19	\$29.90	\$31.80	\$39.35
15	\$25.94	\$30.80	\$32.76	\$40.53

MANAGER/ COORD	ADMINISTRATOR	HR DIRECTOR*
Annual	Annual	Annual
\$60,180	\$73,445	\$119,305
\$61,986	\$75,648	\$121,445
\$63,845	\$77,918	\$123,585
\$65,761	\$80,255	\$125,725
\$67,733	\$82,663	\$127,865
\$69,765	\$85,143	\$130,005
\$71,858	\$87,697	\$132,145
\$74,014	\$90,328	\$134,285
\$76,235	\$93,038	\$136,425
\$78,522	\$95,829	\$138,565
\$80,877	\$98,704	\$140,705
\$83,304	\$101,665	\$142,845
\$85,803	\$104,715	\$144,985
\$88,377	\$107,856	\$147,125
\$91,028	\$111,092	\$149,265

**\*Educational Stipends (HR Director Only)**

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

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

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 = \$38.52
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.
<b>Timecard hours need to be actual hours worked</b>
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 1 day/week, 8 weeks	\$600
Substitute Teacher, One 45-60 minute class	\$40
New Teacher Training (July)	\$750
WASC (Self-Study) Lead	\$3,500
Functional behavior assessment for students to be completed by licensed staff	\$1,600
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
Curriculum Specialist	\$3,500
Testing	\$200-\$1000
Special Projects	\$500-\$3000

\* Stipends are subject to budget and Charter need