



Compensation Schedules

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May 20, 2021

Agenda

Compensation for 2021-22

1. 2020/21 Compensation Plan Goals

2. Describe what the Board of Directors is voting on
 - a. Salary schedules - Teacher and non teachers
 - b. Review a representative subset of step and column structures
 - c. All salary schedules are included in the appendix

3. Answer questions

Compensation

Goals/Rationale for our 2020/21 Compensation Study

Goals:

- Address the change in the minimum wage and exemption status law
 - ◆ The required exemption status increased from \$53,044 to \$57,200
- Moving non-teacher positions from a range to a step and column structure - similar to teachers
 - ◆ Similar to most district salary structures
 - ◆ Staff know changes in pay from from year to another based on experience, longevity, level of education etc.
 - ◆ Ranges were a good idea conceptually but it led to challenges in practice.
 - Subjectivity
 - Challenges tied to determining salary increases based on performance
- Reward experience at AoA (AoA years) and levels of education
 - ◆ We believe that these factors impact performance
- Attraction and retention
 - ◆ Continue to be competitive with surrounding charter schools and districts

Minimum Wage & Exemption Status

Minimum Wage

- On January 1, 2022 the minimum wage will increase to \$15/hr, making the exempt salary minimum wage \$30/hr.
 - Monthly salary: \$5,200
 - 11-Month salary: \$57,200
 - 12-Month salary: \$62,400

Exemption Status (Exempt from Overtime)

- Exempt employees must meet the following ALL of the following requirements:
 - Perform white collar duties that can be classified as either administrative, executive, or professional tasks
 - Job duties must involve the use of discretion and independent judgment
 - **Meet the minimum wage salary requirements**

Financial Impact with Teaching Positions

Pay structures that were on a range were placed on a step & column salary structure in alignment with the current range. Approval of the proposed pay structures do not have a financial impact.

Teacher step & column structures were increased as follows:

- Average total compensation will increase by \$4.5K per teacher
- Total average increase \$140K

Factors that determine financial impact

- Number of people in each position
- Individual employee's years of experience in the position
- Individual employee's education level
- Individual employee's years of services at AoA

Teacher Salary Schedule

20-21 Salary Information

- Current starting salaries for teachers:
 - Non-credentialed teachers: \$53,044
 - Credentialed teachers w/ BA: \$57,138
 - Credentialed teachers w/ MA: \$58,138

Exemption Status

- Teachers meet the exemption job requirements
-

21-22 Salary Information

- Proposed starting salaries for teachers:
 - Non-credentialed teachers: \$57,200
 - Credentialed teachers w/ BA: \$60,000
 - Credentialed teachers w/ MA: \$61,000

Moving from Ranges to a Step & Column

- The Step & Column provides clear metrics for placing new employees:
 - Years of experience in the job (*as determined by the Director of HR*)
 - Education level (*not all Step & Columns have this assumption*)
 - Longevity at AoA (*not all Step & Columns have this assumption*)
 - Built in annual increases
- The Step & Column also provides AoA with the ability to reward current employees for their years of service at AoA
 - Replacing the performance bonus in a lump sum with increased pay throughout their tenure at AoA
 - Employees who were hired prior to the termination of this bonus structure will be grandfathered in through the 10-Year bonus
 - All employees will participate in the built in retention program according to the Step & Column their position is associated with

Board Vote

What the Board is voting on tonight

- A new credentialed teacher salary schedule
- A new non-credentialed teacher salary schedule
- New non-teacher step and column schedules
 - Moving non-teachers to new step and column salary schedules
- Salary schedules that:
 - Recognize AoA years of experience
 - Recognize levels of education

Pay Structures Overview

Schedule	Entry	Max	Steps	Columns	Step Increase
(T1) - Uncredentialed Certificated Staff	57,200.00	60,700.00	20 steps	Longevity	Varied
(T2) - Certificated Staff	60,000.00	89,081.94	7 steps	Education Level	Flat rate
(T3) - Certificated Staff w/ Masters	61,000.00	90,081.94	20 steps	Longevity	Varied
(T4) - Certificated Support Staff I	66,000.00	97,840.13	20 steps	Longevity	Varied
(T5) - Certificated Support Staff II	80,000.00	109,898.45	15 steps	Longevity	Varied
(C1) - Classified After School Program Coordinator	62,400.00	79,429.05	10 steps	Longevity	2.50%
(C2) - Classified Technology Coordinator II	76,000.00	104,478.53	15 steps	Longevity	Varied
(S1) - Classified Student Support Staff I	21.50	33.38	15 steps	Longevity	2.50%
(S2) - Classified Student Support Staff II	25.06	38.41	15 steps	Longevity	2.50%
(O1) - Classified Office Staff I	18.00	25.53	6 steps	Education Level	5%
(O2) - Classified Office Staff II	23.43	32.26	10 steps	Longevity	2.50%
(O3) - Classified Office Staff III	24.00	41.37	20 steps	Longevity	2.50%
(I1) - Classified Instructional Support Staff I	16.00	22.97	6 steps	Education Level	5%
(I2) - Classified Instructional Support Staff II	17.00	24.25	6 steps	Education Level	5%
(I3) - Classified Instructional Support Staff III	21.50	29.85	10 steps	Longevity	2.50%

Longevity & Education Rules

- **Longevity Rules:**

- Employees hired by 10/31 of any year will receive service credit for that school year. If you leave the organization your longevity starts over with your rehire date.

- **Education Rules:**

- Column movement for education will occur annually and submission of educational documents. The supporting documents must be received by 9/1 of each school year to receive proper column credit.

(T2) Certificated Staff

(T2) Certificated Staff				
Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	60,000.00	60,250.00	60,750.00	61,500.00
2	60,450.00	60,700.00	61,200.00	61,950.00
3	62,263.50	62,513.50	63,013.50	63,763.50
4	64,131.41	64,381.41	64,881.41	65,631.41
5	66,055.35	66,305.35	66,805.35	67,555.35
6	68,037.01	68,287.01	68,787.01	69,537.01
7	70,078.12	70,328.12	70,828.12	71,578.12
8	72,180.46	72,430.46	72,930.46	73,680.46
9	73,624.07	73,874.07	74,374.07	75,124.07
10	75,096.55	75,346.55	75,846.55	76,596.55
11	76,598.48	76,848.48	77,348.48	78,098.48
12	77,747.46	77,997.46	78,497.46	79,247.46
13	78,913.67	79,163.67	79,663.67	80,413.67
14	80,097.38	80,347.38	80,847.38	81,597.38
15	81,298.84	81,548.84	82,048.84	82,798.84
16	82,518.32	82,768.32	83,268.32	84,018.32
17	83,756.10	84,006.10	84,506.10	85,256.10
18	85,012.44	85,262.44	85,762.44	86,512.44
19	86,287.62	86,537.62	87,037.62	87,787.62
20	87,581.94	87,831.94	88,331.94	89,081.94

(I1) Classified Instructional Support Staff

(I1) - Classified Instructional Support Staff I

Step	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	16.00	17.00	18.00
2	16.80	17.85	18.90
3	17.64	18.74	19.85
4	18.52	19.68	20.84
5	19.45	20.66	21.88
6	20.42	21.70	22.97

Appendix

(T1) Uncredentialed Certificated Staff

Step	Column 1	Column 2
	*BA	Masters
1	57,200.00	57,700.00
2	57,700.00	58,200.00
3	58,200.00	58,700.00
4	58,700.00	59,200.00
5	59,200.00	59,700.00
6	59,700.00	60,200.00
7	60,200.00	60,700.00

(T2) Certificated Staff

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	60,000.00	60,250.00	60,750.00	61,500.00
2	60,450.00	60,700.00	61,200.00	61,950.00
3	62,263.50	62,513.50	63,013.50	63,763.50
4	64,131.41	64,381.41	64,881.41	65,631.41
5	66,055.35	66,305.35	66,805.35	67,555.35
6	68,037.01	68,287.01	68,787.01	69,537.01
7	70,078.12	70,328.12	70,828.12	71,578.12
8	72,180.46	72,430.46	72,930.46	73,680.46
9	73,624.07	73,874.07	74,374.07	75,124.07
10	75,096.55	75,346.55	75,846.55	76,596.55
11	76,598.48	76,848.48	77,348.48	78,098.48
12	77,747.46	77,997.46	78,497.46	79,247.46
13	78,913.67	79,163.67	79,663.67	80,413.67
14	80,097.38	80,347.38	80,847.38	81,597.38
15	81,298.84	81,548.84	82,048.84	82,798.84
16	82,518.32	82,768.32	83,268.32	84,018.32
17	83,756.10	84,006.10	84,506.10	85,256.10
18	85,012.44	85,262.44	85,762.44	86,512.44
19	86,287.62	86,537.62	87,037.62	87,787.62
20	87,581.94	87,831.94	88,331.94	89,081.94

(T3) Certificated Staff w/ Masters

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	61,000.00	61,250.00	61,750.00	62,500.00
2	61,450.00	61,700.00	62,200.00	62,950.00
3	63,263.50	63,513.50	64,013.50	64,763.50
4	65,131.41	65,381.41	65,881.41	66,631.41
5	67,055.35	67,305.35	67,805.35	68,555.35
6	69,037.01	69,287.01	69,787.01	70,537.01
7	71,078.12	71,328.12	71,828.12	72,578.12
8	73,180.46	73,430.46	73,930.46	74,680.46
9	74,624.07	74,874.07	75,374.07	76,124.07
10	76,096.55	76,346.55	76,846.55	77,596.55
11	77,598.48	77,848.48	78,348.48	79,098.48
12	78,747.46	78,997.46	79,497.46	80,247.46
13	79,913.67	80,163.67	80,663.67	81,413.67
14	81,097.38	81,347.38	81,847.38	82,597.38
15	82,298.84	82,548.84	83,048.84	83,798.84
16	83,518.32	83,768.32	84,268.32	85,018.32
17	84,756.10	85,006.10	85,506.10	86,256.10
18	86,012.44	86,262.44	86,762.44	87,512.44
19	87,287.62	87,537.62	88,037.62	88,787.62
20	88,581.94	88,831.94	89,331.94	90,081.94

(T4) Certificated Support Staff I

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	66,000.00	66,250.00	66,750.00	67,500.00
2	66,495.00	66,745.00	67,245.00	67,995.00
3	68,489.85	68,739.85	69,239.85	69,989.85
4	70,544.55	70,794.55	71,294.55	72,044.55
5	72,660.88	72,910.88	73,410.88	74,160.88
6	74,840.71	75,090.71	75,590.71	76,340.71
7	77,085.93	77,335.93	77,835.93	78,585.93
8	79,398.51	79,648.51	80,148.51	80,898.51
9	80,986.48	81,236.48	81,736.48	82,486.48
10	82,606.21	82,856.21	83,356.21	84,106.21
11	84,258.33	84,508.33	85,008.33	85,758.33
12	85,522.21	85,772.21	86,272.21	87,022.21
13	86,805.04	87,055.04	87,555.04	88,305.04
14	88,107.11	88,357.11	88,857.11	89,607.11
15	89,428.72	89,678.72	90,178.72	90,928.72
16	90,770.15	91,020.15	91,520.15	92,270.15
17	92,131.70	92,381.70	92,881.70	93,631.70
18	93,513.68	93,763.68	94,263.68	95,013.68
19	94,916.39	95,166.39	95,666.39	96,416.39
20	96,340.13	96,590.13	97,090.13	97,840.13

(T5) Certificated Support Staff II

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	80,000.00	80,250.00	80,750.00	81,500.00
2	80,600.00	80,850.00	81,350.00	82,100.00
3	83,018.00	83,268.00	83,768.00	84,518.00
4	85,508.54	85,758.54	86,258.54	87,008.54
5	88,073.80	88,323.80	88,823.80	89,573.80
6	90,716.01	90,966.01	91,466.01	92,216.01
7	93,437.49	93,687.49	94,187.49	94,937.49
8	96,240.62	96,490.62	96,990.62	97,740.62
9	98,165.43	98,415.43	98,915.43	99,665.43
10	100,128.74	100,378.74	100,878.74	101,628.74
11	102,131.31	102,381.31	102,881.31	103,631.31
12	103,663.28	103,913.28	104,413.28	105,163.28
13	105,218.23	105,468.23	105,968.23	106,718.23
14	106,796.50	107,046.50	107,546.50	108,296.50
15	108,398.45	108,648.45	109,148.45	109,898.45

(C1) - Classified After School Program Coordinator

Step

	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	62,400.00	62,650.00	63,150.00	63,900.00
2	63,960.00	64,210.00	64,710.00	65,460.00
3	65,559.00	65,809.00	66,309.00	67,059.00
4	67,197.98	67,447.98	67,947.98	68,697.98
5	68,877.92	69,127.92	69,627.92	70,377.92
6	70,599.87	70,849.87	71,349.87	72,099.87
7	72,364.87	72,614.87	73,114.87	73,864.87
8	74,173.99	74,423.99	74,923.99	75,673.99
9	76,028.34	76,278.34	76,778.34	77,528.34
10	77,929.05	78,179.05	78,679.05	79,429.05

(C2) - Classified Technology Coordinator II

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	76,000.00	76,250.00	76,750.00	77,500.00
2	76,570.00	76,820.00	77,320.00	78,070.00
3	78,867.10	79,117.10	79,617.10	80,367.10
4	81,233.11	81,483.11	81,983.11	82,733.11
5	83,670.11	83,920.11	84,420.11	85,170.11
6	86,180.21	86,430.21	86,930.21	87,680.21
7	88,765.62	89,015.62	89,515.62	90,265.62
8	91,428.58	91,678.58	92,178.58	92,928.58
9	93,257.16	93,507.16	94,007.16	94,757.16
10	95,122.30	95,372.30	95,872.30	96,622.30
11	97,024.75	97,274.75	97,774.75	98,524.75
12	98,480.12	98,730.12	99,230.12	99,980.12
13	99,957.32	100,207.32	100,707.32	101,457.32
14	101,456.68	101,706.68	102,206.68	102,956.68
15	102,978.53	103,228.53	103,728.53	104,478.53

(S1) - Classified Student Support Staff I

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	21.50	22.00	23.00	24.50
2	22.04	22.54	23.54	25.04
3	22.59	23.09	24.09	25.59
4	23.15	23.65	24.65	26.15
5	23.73	24.23	25.23	26.73
6	24.33	24.83	25.83	27.33
7	24.93	25.43	26.43	27.93
8	25.56	26.06	27.06	28.56
9	26.20	26.70	27.70	29.20
10	26.85	27.35	28.35	29.85
11	27.52	28.02	29.02	30.52
12	28.21	28.71	29.71	31.21
13	28.92	29.42	30.42	31.92
14	29.64	30.14	31.14	32.64
15	30.38	30.88	31.88	33.38

(S2) - Classified Student Support Staff II

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	25.06	25.56	26.56	28.06
2	25.69	26.19	27.19	28.69
3	26.33	26.83	27.83	29.33
4	26.99	27.49	28.49	29.99
5	27.66	28.16	29.16	30.66
6	28.35	28.85	29.85	31.35
7	29.06	29.56	30.56	32.06
8	29.79	30.29	31.29	32.79
9	30.53	31.03	32.03	33.53
10	31.30	31.80	32.80	34.30
11	32.08	32.58	33.58	35.08
12	32.88	33.38	34.38	35.88
13	33.70	34.20	35.20	36.70
14	34.55	35.05	36.05	37.55
15	35.41	35.91	36.91	38.41

(O1) - Classified Office Staff I

Step

	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	18.00	19.00	20.00
2	18.90	19.95	21.00
3	19.85	20.95	22.05
4	20.84	21.99	23.15
5	21.88	23.09	24.31
6	22.97	24.25	25.53

(O2) - Classified Office Staff II

Step

	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	23.43	23.93	24.93	26.43
2	24.02	24.52	25.52	27.02
3	24.62	25.12	26.12	27.62
4	25.23	25.73	26.73	28.23
5	25.86	26.36	27.36	28.86
6	26.51	27.01	28.01	29.51
7	27.17	27.67	28.67	30.17
8	27.85	28.35	29.35	30.85
9	28.55	29.05	30.05	31.55
10	29.26	29.76	30.76	32.26

(O3) - Classified Office Staff III

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	24.00	24.50	25.50	27.00
2	24.60	25.10	26.10	27.60
3	25.22	25.72	26.72	28.22
4	25.85	26.35	27.35	28.85
5	26.49	26.99	27.99	29.49
6	27.15	27.65	28.65	30.15
7	27.83	28.33	29.33	30.83
8	28.53	29.03	30.03	31.53
9	29.24	29.74	30.74	32.24
10	29.97	30.47	31.47	32.97
11	30.72	31.22	32.22	33.72
12	31.49	31.99	32.99	34.49
13	32.28	32.78	33.78	35.28
14	33.08	33.58	34.58	36.08
15	33.91	34.41	35.41	36.91
16	34.76	35.26	36.26	37.76
17	35.63	36.13	37.13	38.63
18	36.52	37.02	38.02	39.52
19	37.43	37.93	38.93	40.43
20	38.37	38.87	39.87	41.37

(I1) - Classified Instructional Support Staff I

Step Column 1 Column 2 Column 3

	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	16.00	17.00	18.00
2	16.80	17.85	18.90
3	17.64	18.74	19.85
4	18.52	19.68	20.84
5	19.45	20.66	21.88
6	20.42	21.70	22.97

(I2) - Classified Instructional Support Staff II

Step

	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	17.00	18.00	19.00
2	17.85	18.90	19.95
3	18.74	19.85	20.95
4	19.68	20.84	21.99
5	20.66	21.88	23.09
6	21.70	22.97	24.25

(I3) - Classified Instructional Support Staff III

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	21.50	22.00	23.00	24.50
2	22.04	22.54	23.54	25.04
3	22.59	23.09	24.09	25.59
4	23.15	23.65	24.65	26.15
5	23.73	24.23	25.23	26.73
6	24.33	24.83	25.83	27.33
7	24.93	25.43	26.43	27.93
8	25.56	26.06	27.06	28.56
9	26.20	26.70	27.70	29.20
10	26.85	27.35	28.35	29.85