

Excel Academy Charter School

2018-2019

Salary Schedules

(Effective Beginning August 1, 2018)

Excel Academy's goal is to offer annual base salaries and hourly wages for each position which are competitive with current Jefferson County District R-1's salary schedules for comparable roles, based on the most closely matched job description, qualifications, and the number of service days contracted for each position.

For the 2018-2019 service year, Excel Academy will contribute \$588.10 per month, or \$7,057.20 per year, to help defray benefits costs for each employee who regularly works 30 hours or more per week and elects to enroll in one of the medical plans offered by Excel Academy. If such employee waives participation in a medical plan but elects to enroll in a dental plan and/or vision plan, the employee is eligible to receive a reduced flexible benefit per month equivalent to the employee-only monthly premium cost for each of those plans. Flexible benefit dollars are added to earnings and are subject to taxes, except to the extent the employee chooses to take benefit deductions on a before-tax basis.

Administrative, Professional, Technical, and Office Staff:

Administrative, professional, technical, and front office staff include the Executive Director, Assistant Director, Business Manager, IT, Executive Secretary, and Enrollment Secretary positions. Salaries for the administrative, professional, technical, and secretarial staff are modelled after the District's approach to classify salaries for these positions based on a minimum, mid-point, and maximum salary, which is determined based on the level of education, credentials, and years of experience achieved, as well as the number of days contracted for each position. These positions are contracted for 210 to 220 service days. Salaries for these positions are equivalent to approximately 90% of the District's salary schedules for comparable roles and number of contracted service days.

Licensed Teaching and Specialty Staff:

Salary schedules for licensed teaching and licensed specialty staff are structured on a Level/Step basis. Licensed specialty staff include speech/language, OT/PT, social worker, and psychologist positions. Each Level represents the degree of education and credentials achieved and each Step represents years of equivalent experience. Years of experience are determined based on the position as specified on the position's respective salary schedule. Full-time licensed teaching and specialty staff are contracted for 184 service days. Part-time licensed teaching and specialty staff are contracted for less than 30 hours per week and the contracted number of service days is based on the scope and need for the school year. The salary schedules for licensed teaching and specialty staff are included on pages 2-4.

Para Professional, Clinic Aide, and Facilities/Custodial Staff:

Salary schedules for all para professional, clinic aide, and facilities/custodial staff are structured on a Step basis. Each Step represents years of equivalent experience. Years of experience are determined based on the position as specified on the position's respective salary schedule. Para-professional and clinic aide staff are generally contracted to work a 191 service days, unless otherwise agreed to based on the scope and need for the position for the school year. The facilities/custodial staff are contracted for 260 service days. The salary schedules for para professional, clinic aide, and facilities/custodial staff are included on pages 5-12.

Excel Academy Charter School 2018-2019 Licensed Teacher Salary Schedule (Effective Beginning August 1, 2018)

Steps	Level 1	Level 2	Level 3
	B.A.	B.A. + 20 (* see below)	B.A. + 40 (or Masters) (*see below)
1	\$35,568.00	\$36,279.00	\$38,769.00
2	\$36,635.00	\$37,368.00	\$39,931.00
3	\$37,734.00	\$38,489.00	\$41,128.00
4	\$38,866.00	\$39,644.00	\$42,482.00
5	\$40,207.00	\$42,034.00	\$44,349.00
6	\$41,729.00	\$43,708.00	\$46,413.00
7	\$43,387.00	\$45,443.00	\$48,569.00
8	\$44,706.00	\$46,807.00	\$50,629.00
9	\$46,064.00	\$48,211.00	\$52,677.00
10	\$47,510.00	\$49,647.00	\$54,713.00
11	\$48,994.00	\$51,113.00	\$56,754.00
12	\$50,462.00	\$52,597.00	\$58,882.00
13	\$51,852.00	\$53,855.00	\$60,416.00
14	\$52,877.00	\$55,123.00	\$61,606.00
15	\$53,891.00	\$56,338.00	\$62,811.00
16	\$54,705.00	\$57,311.00	\$63,928.00
17	\$55,504.00	\$58,283.00	\$65,082.00
18	\$56,232.00	\$59,100.00	\$66,240.00
19	\$56,911.00	\$59,914.00	\$67,408.00
20	\$57,636.00	\$60,684.00	\$68,463.00
21	\$58,409.00	\$61,450.00	\$69,354.00
22	\$59,181.00	\$62,156.00	\$70,186.00
23	\$59,848.00	\$62,858.00	\$71,018.00
24	\$60,511.00	\$63,549.00	\$71,850.00
25	\$61,195.00	\$64,191.00	\$72,678.00

****For each year beyond Step 25 - Employee will receive a 1% increase in salary per year**

Teachers new to Excel Academy will be given one (1) experience step for each year of full-time, contracted K-12 classroom teaching experience outside the school up to a maximum of five (5) years of experience. For example, a teacher with a BA and seven (7) years experience would receive a starting salary of \$41,729 (Level 1, Step 6). One step will be given after each full-time year of teaching service at Excel Academy. A full-time year of service is equivalent to the total number of contracted days per school year. This position is exempt and is not eligible for overtime compensation. The base salary is prorated and payable in twelve (12) equal installments on the last business day of each month beginning on August 31st of each year.

Hours @ Semester Hours; 1 quarter hour = 2/3 Semester Hours

*Level 2 - BA +20 and Level 3 - BA +40 -- Post Bachelor Semester Hours must be for graduate level courses/credit hours at an accredited college or university.

Excel Academy Charter School 2018-2019

Licensed Salary Schedule - Full-Time Specialists Social Worker, School Psychologist (Effective Beginning August 1, 2018)

Steps	Level 1	Level 2	Level 3
	B.A.	B.A. + 20 (* see below)	B.A. + 40 (or Masters) (*see below)
1	\$35,568.00	\$36,279.00	\$38,769.00
2	\$36,635.00	\$37,368.00	\$39,931.00
3	\$37,734.00	\$38,489.00	\$41,128.00
4	\$38,866.00	\$39,644.00	\$42,482.00
5	\$40,207.00	\$42,034.00	\$44,792.00
6	\$41,729.00	\$43,708.00	\$46,877.00
7	\$43,387.00	\$45,443.00	\$49,055.00
8	\$44,706.00	\$46,807.00	\$51,135.00
9	\$46,064.00	\$48,211.00	\$53,204.00
10	\$47,510.00	\$49,647.00	\$55,260.00
11	\$48,994.00	\$51,113.00	\$57,322.00
12	\$50,462.00	\$52,597.00	\$59,471.00
13	\$51,852.00	\$53,855.00	\$61,020.00
14	\$52,877.00	\$55,123.00	\$62,222.00
15	\$53,891.00	\$56,338.00	\$63,439.00
16	\$54,705.00	\$57,311.00	\$64,567.00
17	\$55,504.00	\$58,283.00	\$65,733.00
18	\$56,232.00	\$59,100.00	\$66,902.00
19	\$56,911.00	\$59,914.00	\$68,082.00
20	\$57,636.00	\$60,684.00	\$69,148.00
21	\$58,409.00	\$61,450.00	\$70,048.00
22	\$59,181.00	\$62,156.00	\$70,888.00
23	\$59,848.00	\$62,858.00	\$71,728.00
24	\$60,511.00	\$63,549.00	\$72,569.00
25	\$61,195.00	\$64,191.00	\$73,405.00

****For each year beyond Step 25 - Employee will receive a 1% increase in salary per year**

Full-Time Specialists new to Excel Academy will be given one (1) experience step for each year of full-time, contracted K-12 experience outside the school up to a maximum of ten (10) years of experience. For example, a full-time specialist with a MA and twelve (12) years experience would receive a starting base salary of \$57,322 (Level 3, Step 11). One step will be given after each full-time year of service at Excel Academy. A full-time year of service is equal to the total number of contracted days per school year. This position is exempt and is not eligible for overtime compensation. The base salary is prorated and payable in twelve (12) equal installments on the last business day of each month beginning on August 31st of each year.

Hours @ Semester Hours; 1 quarter hour = 2/3 Semester Hours

*Level 2 - BA +20 and Level 3 - BA +40 -- Post Bachelor Semester Hours must be for graduate level courses/credit hours at an accredited college or university.

Excel Academy Charter School 2018-2019

Licensed Salary Schedule - Part-Time Specialists Speech/Language, OT/PT

(Effective Beginning August 1, 2018)

Steps	Level 1	Level 2	Level 3
	B.A. Hourly Rate	B.A. + 20 (* see below) Hourly Rate	B.A. + 40 (or Masters) (*see below) Hourly Rate
1	\$24.16	\$24.65	\$26.34
2	\$24.89	\$25.39	\$27.13
3	\$25.63	\$26.15	\$27.94
4	\$26.40	\$26.93	\$28.86
5	\$27.31	\$28.56	\$30.43
6	\$28.35	\$29.69	\$31.85
7	\$29.47	\$30.87	\$33.33
8	\$30.37	\$31.80	\$34.74
9	\$31.29	\$32.75	\$36.14
10	\$32.28	\$33.73	\$37.54
11	\$33.28	\$34.72	\$38.94
12	\$34.28	\$35.73	\$40.40
13	\$35.23	\$36.59	\$41.45
14	\$35.92	\$37.45	\$42.27
15	\$36.61	\$38.27	\$43.10
16	\$37.16	\$38.93	\$43.86
17	\$37.71	\$39.59	\$44.66
18	\$38.20	\$40.15	\$45.45
19	\$38.66	\$40.70	\$46.25
20	\$39.15	\$41.23	\$46.98
21	\$39.68	\$41.75	\$47.59
22	\$40.20	\$42.23	\$48.16
23	\$40.66	\$42.70	\$48.73
24	\$41.11	\$43.17	\$49.30
25	\$41.57	\$43.61	\$49.87

Part-Time specialists new to Excel Academy will be given one (1) experience step for each year of full-time, contracted K-12 experience outside the school up to a maximum of ten (10) years of experience. For example, a part-time specialist with a MA and twelve (12) years experience would receive a starting hourly rate of \$38.94 (Level 3, Step 11). One step will be given after each part-time year of service at Excel Academy. A part-time year of service is less than 30 hours per week with the contracted number of service days to be determined based on the scope and need for the school year. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked.

Hours @ Semester Hours; 1 quarter hour = 2/3 Semester Hours

*Level 2 - BA +20 and Level 3 - BA +40 -- Post Bachelor Semester Hours must all be graduate level.

Excel Academy Charter School 2018-2019

Instructional Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$13.00
2	\$13.46
3	\$13.89
4	\$14.55
5	\$15.06
6	\$15.55
7	\$16.02
8	\$16.50
9	\$16.99
10	\$17.50
11	\$18.03
12	\$18.57
13	\$19.12
14	\$19.70
15	\$20.29
16	\$20.90
17	\$21.42
18	\$21.85
19	\$22.17
20	\$22.51
21	\$22.84
22	\$23.19
23	\$23.54
24	\$23.89
25	\$24.25

Instructional Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School

2018-2019

Clinic Aide

Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$13.00
2	\$13.46
3	\$13.89
4	\$14.55
5	\$15.06
6	\$15.55
7	\$16.02
8	\$16.50
9	\$16.99
10	\$17.50
11	\$18.03
12	\$18.57
13	\$19.12
14	\$19.70
15	\$20.29
16	\$20.90
17	\$21.42
18	\$21.85
19	\$22.17
20	\$22.51
21	\$22.84
22	\$23.19
23	\$23.54
24	\$23.89
25	\$24.25

Clinic Aides new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019

Library Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$14.00
2	\$14.42
3	\$14.85
4	\$15.30
5	\$15.76
6	\$16.23
7	\$16.72
8	\$17.22
9	\$17.73
10	\$18.27
11	\$18.81
12	\$19.38
13	\$19.96
14	\$20.56
15	\$21.18
16	\$21.71
17	\$22.14
18	\$22.47
19	\$22.81
20	\$23.15
21	\$23.50
22	\$23.85
23	\$24.21
24	\$24.57
25	\$24.94

Library Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019

Copy Room/Recess Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$12.17
2	\$12.53
3	\$12.90
4	\$13.28
5	\$13.68
6	\$14.09
7	\$14.51
8	\$14.94
9	\$15.38
10	\$15.83
11	\$16.30
12	\$16.78
13	\$17.20
14	\$17.63
15	\$18.07
16	\$18.52
17	\$18.89
18	\$19.17
19	\$19.46
20	\$19.75
21	\$20.05
22	\$20.35
23	\$20.66
24	\$20.96
25	\$21.28

Copy Room/Recess Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School

2018-2019

Cafeteria Manager

Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$14.29
2	\$14.72
3	\$15.17
4	\$15.62
5	\$16.09
6	\$16.57
7	\$17.07
8	\$17.58
9	\$18.11
10	\$18.65
11	\$19.21
12	\$19.79
13	\$20.28
14	\$20.79
15	\$21.31
16	\$21.84
17	\$22.28
18	\$22.61
19	\$22.95
20	\$23.30
21	\$23.65
22	\$24.00
23	\$24.36
24	\$24.73
25	\$25.10

Cafeteria Managers new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019

Cafeteria Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$12.29
2	\$12.66
3	\$13.04
4	\$13.43
5	\$13.84
6	\$14.25
7	\$14.68
8	\$15.12
9	\$15.57
10	\$16.04
11	\$16.52
12	\$17.02
13	\$17.44
14	\$17.88
15	\$18.33
16	\$18.78
17	\$19.16
18	\$19.45
19	\$19.74
20	\$20.04
21	\$20.34
22	\$20.64
23	\$20.95
24	\$21.26
25	\$21.58

Cafeteria Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019 Head Custodian/Building Engineer Salary Schedule (Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$20.64
2	\$21.26
3	\$21.90
4	\$22.55
5	\$23.23
6	\$23.93
7	\$24.65
8	\$25.39
9	\$26.15
10	\$26.93
11	\$27.74
12	\$28.57
13	\$29.43
14	\$30.31
15	\$31.22
16	\$32.00
17	\$32.64
18	\$33.13
19	\$33.63
20	\$34.13
21	\$34.64
22	\$35.16
23	\$35.69
24	\$36.23
25	\$36.77

Head Custodian/Building Maintenance employees new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work 260 days per service year.

Excel Academy Charter School

2018-2019

Custodian

Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$13.00
2	\$13.39
3	\$13.79
4	\$14.21
5	\$14.63
6	\$15.07
7	\$15.52
8	\$15.99
9	\$16.47
10	\$16.96
11	\$17.47
12	\$18.00
13	\$18.53
14	\$19.09
15	\$19.66
16	\$20.16
17	\$20.56
18	\$20.87
19	\$21.18
20	\$21.50
21	\$21.82
22	\$22.15
23	\$22.48
24	\$22.82
25	\$23.16

Custodians new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work 260 days per service year.