

Guffey Community Charter School

Teacher Salary Schedule

154 Days

Effective September 1, 2020

	BA	BA+10 / 150 CEUs	BA+20 / 300 CEUs	BA+30 / 450 CEUs	MA	MA+10	MA+20	MA+30	MA+40 / Ed.S.	MA+50 / Ed.s.
Minimum	\$33,500	\$34,500	\$35,500	\$36,500	\$37,500	\$38,500	\$39,500	\$40,500	\$41,500	\$42,500
Maximum	\$49,500	\$50,000	\$51,500	\$53,000	\$55,500	\$57,000	\$58,500	\$60,000	\$62,500	\$64,000

**Provisions:**

The salary schedule will provide for a base salary with annual increments for experience, classifications in accordance with academic preparation, allowances for prior experience of a degreed teacher in another school, and the academic requirements necessary for the receiving of the salary increment. Salaries listed above are for full-time teachers working a full school year. Guffey School will work to maintain a salary schedule which will ensure the quality of the teachers retained will continue to be high.

**Experience Schedule:**

The administrator will determine qualifications and placement on the salary schedule. Placement on the salary schedule is based on years and applicable credits listed on an official college transcript; no salary credit for conferences/workshops, etc. if not listed on an official college transcript; Masters/Ph.D credit must in staff member's specific field or an educational field.

Salaries for newly-hired teachers: will be negotiated with the administrator and agreed upon prior to contract.

Salaries for returning teachers: a salary increase may be added each contract year per approval of the administrator and is dependent upon funds and student enrollment. Approved increases are applied to a staff member's existing salary level in the amount of 2% or a fixed dollar amount. Increases are applied equitably among all certified staff.

When funds have not been available for compensation increases, movement on the salary schedule will resume from current salary placement when funds become available.

**Change in Classification:**

Changes in classification will be granted September 1 each school year when funds are available.

College/university credits are recognized for advancement and Continuing Education Units (CEUs) will be considered for advancement up to the masters (MA) level. Placement on the salary schedule are subject to the following:

- When funds are available;
- Credit has been granted by a recognized college or university;
- Are senior level or graduate level classes;
- College/university credits will be accepted so long as they are in the field in which the teacher is assigned or are of professional responsibility and worked into professional objectives (typically 1 semester credit hour is 15 contact hours) and an official college transcript is provided;
- CEU/contact hours will be accepted for advancement on the salary schedule if the teacher has obtained prior approval from the administrator attesting to the appropriateness of the course to the teacher's professional advancement and/or teaching assignment, is in the field in which the teacher is assigned, and is worked into professional objectives;
- A provided copy of the CDE Summary Report of Professional Activities will be reviewed when CEUs are being considered;
- Credits taken before a degree is conferred will not be considered for placement above that degree on the schedule;
- Credit may be granted at a higher level for hard to fill positions as determined by the administrator;

### **Benefits**

In fiscal year 2020, Guffey School makes the following monthly benefit contributions for those individual staff members qualified and electing to participate:

- Health Insurance (includes Vision)
- Dental Insurance
- Life Insurance / Long Term Disability
- GCCS Retirement Plan
- GCCS Sick Pay
- HAS annual contribution of \$1000

An explanation of these benefits is available upon request.