

# SCHOLARSHIP PREP



## Teacher Compensation Plan

Effective July 1, 2019

Scholarship Prep (SPCS) is committed to compensating teachers for competency, experience, professional advancement, continuous learning, and demonstrated skill acquisition. There are eight (8) specific components to our salary structure:

1) Certificated Base Pay, 2) Employee Benefits, 3) Leadership Levels, 4) CalSTRS Pension 2 Employer Matching Program, 5) Schoolwide Goal Achievement Program, 6) Professional Advancement Supplements, 7) Professional Development Support Program, 8) Health & Wellness Supplement

In addition to the above salary structure, SPCS is committed to leadership development for all employees.

### Certificated Base Pay

| Step | LEVEL I LEADER | LEVEL II LEADER | LEVEL III LEADER |
|------|----------------|-----------------|------------------|
| 1    | 54459          |                 |                  |
| 2    | 55549          | 57094           |                  |
| 3    | 56660          | 58205           | 59075            |
| 4    | 57793          | 59338           | 60256            |
| 5    | 58949          | 60494           | 61461            |
| 6    | 60128          | 61673           | 62690            |
| 7    | 61330          | 62875           | 63944            |
| 8    | 62558          | 64103           | 65223            |
| 9    | 63496          | 65041           | 67180            |
| 10   | 64448          | 65993           | 69195            |
| 11   | 65415          | 66960           | 71271            |
| 12   | 66397          | 67942           | 73409            |
| 13   | 67392          | 68937           | 75611            |
| 14   | 68403          | 69948           | 77879            |
| 15   | 69429          | 70974           | 80216            |
| 16   | 70471          | 72016           | 82622            |
| 17   | 71527          | 73072           | 85102            |
| 18   | 72601          | 74146           | 87654            |
| 19   | 73689          | 75234           | 90284            |
| 20+  | 74796          | 76341           | 92993            |

\* An additional \$1,000 in base pay will be added for employees who have evidence of a Masters degree.

\*\* School reserves the right to pay awarded amounts, within the ranges listed above, at any time during the work year and is contingent upon charter school revenues.

### Employee Benefits

Scholarship Prep provides up to \$12,000 contribution towards the annual cost of benefits per full time employee. Benefits include:

- HMO Medical Plan
- PPO Medical Plan
- VSP Vision
- Dental

Effective July 1, 2019

## Leadership Levels

### Level I:

- A. Successful student performance (not considered for first year teachers at SPCS), as measured by CAASPP results (average of students meeting/exceeding standards in all assessed areas must meet or exceed entry average) or local measures (e.g. DIBELS, NWEA for teachers in grades TK-2)
- B. **Leadership:** Assists with two (2) committees
- C. Attends all major school events, including Back to School Night, Open House, Collegiate Awards

### Level II:

- A. At least one (1) successful year of teacher experience
- B. \*One (1) successful teacher evaluation cycle
- C. \*Successful student performance, as measured by CAASPP results (Using dashboard targets) or local measures (e.g. DIBELS, NWEA for teachers in grades TK-2)
- D. \*\*Previous site leadership experience, such as grade level chair, TOSA, etc.
- E. One (1) Leadership Role:
  - 1. Option 1: Leads one (1) committee AND assists with one (1) committee
  - 2. Option 2: Assists with one (1) leadership position AND assists with one (1) committee
- F. Attends all major school events, including Back to School Night, Open House, Collegiate Awards

### Level III:

- A. At least two successful years of teaching experience
- B. \*Two successful teacher evaluation cycles
- C. \*Two (2) years of successful student performance, as measured by CAASPP results (Using dashboard targets) or local measures (e.g. DIBELS, NWEA for teachers in grades TK-2)
- D. \*\*Previous site leadership experience, such as grade level chair, TOSA, etc.
- E. One (1) Leadership Role:
  - 1. Option 1: Head of one (1) leadership position AND assists with one (1) committee
  - 2. Option 2: Leads one (1) committee AND assists with one (1) leadership position
- F. Attends all major school events, including Back to School Night, Open House, Collegiate Awards

\*Internal candidates only

\*\* External candidates

## CalSTRS Pension 2 Employer Matching Program

Maximum 3% of Annual Salary

Through CalSTRS Pension 2 Plan, Scholarship Prep will match up to 3% of a full-time certificated employee's annual salary into the Pension 2 Plan of the employee's choice, provided they are employed with Scholarship Prep, full-time, and in the STRS retirement system.

## Schoolwide Goal Achievement Program

\$200 - \$1500

The purpose of this program is to reward the entire school team for achieving the schoolwide student academic performance goal and/or schoolwide recognition. Examples of school recognition include, but are not limited to: state and/or national school award(s), district/county performance ranking, and/or charter renewal.

## Professional Advancement Supplement

|   |         |
|---|---------|
| *Project Based Learning (PBL) Certificate ..... | \$500   |
| *Charter School Leadership Certificate .....    | \$1,000 |
| *Bilingual Authorization Certificate .....      | \$1,000 |

Effective July 1, 2019

\*Administrative Services Credential..... \$2,000

The supplement(s) will be paid upon completion of each certificate at the beginning of the following school year. The \*PBL certificate will be paid upon successful demonstration of Project-Based Learning instruction being applied during daily teaching practices. The \*Charter School Leadership Certificate, Bilingual Authorization Certificate, and/or \*Administrative Services Credential will be paid upon successful application of leadership strategies.

*\* Must be an approved program*

### **Professional Development Support Program**

Teachers will be able to complete Induction through the San Diego County Office of Education. The cost to teachers is \$1,000 annually and all costs will be reimbursed upon successful completion of the school year with a satisfactory evaluation.

For other approved professional development programs, funds will be reimbursed upon successful completion of said program/course and qualification to receive an contract for employment. A request for reimbursement must be submitted in writing to the Executive Director for consideration of meeting above requirements.

- Induction/Beginning Teacher Support & Assessment (BTSA) ..... \$1,000 per year
- Other approved professional development programs and/or courses ..... TBD

### **Health & Wellness Supplement**

\$0 - \$300

Employees may be eligible for financial support or reimbursement for health and wellness endeavors.

Funds will be reimbursed upon participation in activities such as athletic competitions, fitness/exercise classes, and active health club memberships. A request for reimbursement must be submitted in writing to the Executive Director for consideration of meeting above requirements.

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*Board Approved – May 22, 2019*