

**Forest Charter School Certificated Salary Schedule - Annual  
2020-2021**

<b>Supervising Teacher (ST)</b>		<b>Supervising Teacher/K-8 Co-op</b>		<b>Supervising Teacher/H.S. Co-op</b>	
Step 1	\$ 46,172.21	Step 1	\$ 46,172.21	Step 1	\$ 46,172.21
Step 2	\$ 48,604.79	Step 2	\$ 48,604.79	Step 2	\$ 48,604.79
Step 3	\$ 51,038.60	Step 3	\$ 51,038.60	Step 3	\$ 51,038.60
Step 4	\$ 53,472.38	Step 4	\$ 53,472.38	Step 4	\$ 53,472.38
Step 5	\$ 56,544.28	Step 5	\$ 56,544.28	Step 5	\$ 56,544.28
Step 6	\$ 58,805.91	Step 6	\$ 58,805.91	Step 6	\$ 58,805.91
Step 7	\$ 60,864.12	Step 7	\$ 60,864.12	Step 7	\$ 60,864.12
Step 8	\$ 62,997.08	Step 8	\$ 62,997.08	Step 8	\$ 62,997.08
Step 9	\$ 65,199.15	Step 9	\$ 65,199.15	Step 9	\$ 65,199.15
Step 10	\$ 67,481.13	Step 10	\$ 67,481.13	Step 10	\$ 67,481.13
Step 11	\$ 70,079.02	Step 11	\$ 70,079.02	Step 11	\$ 70,079.02
Step 12	\$ 72,683.67	Step 12	\$ 72,683.67	Step 12	\$ 72,683.67
Step 13	\$ 75,321.93	Step 13	\$ 75,321.93	Step 13	\$ 75,321.93
Step 14	\$ 77,960.20	Step 14	\$ 77,960.20	Step 14	\$ 77,960.20
Step 15	\$ 80,598.45	Step 15	\$ 80,598.45	Step 15	\$ 80,598.45
Step 16	\$ 80,598.45	Step 16	\$ 80,598.45	Step 16	\$ 80,598.45
Step 17	\$ 80,598.45	Step 17	\$ 80,598.45	Step 17	\$ 80,598.45
Step 18	\$ 81,654.20	Step 18	\$ 81,654.20	Step 18	\$ 81,654.20
Step 19	\$ 81,654.20	Step 19	\$ 81,654.20	Step 19	\$ 81,654.20
Step 20	\$ 82,709.95	Step 20	\$ 82,709.95	Step 20	\$ 82,709.95
<b>**23-27 Students = 1.0 FTE 18 Students = Benefits</b>		<b>**18-22 Students = 1.0 FTE 14 Students = Benefits</b>		<b>**15-19 Students = 1.0 FTE 12 Students = Benefits</b>	

**Additions To Salary Steps**

Master's Stipend \$1,000

**Recommend salary schedule be reviewed every 2 -3 years for market comparison and budget sustainability**

- next review March 2021-2022

**Comments**

1. Full-time ST's are contracted for 190 days (175 students days + Contract Days)
2. ST's are paid on a "per student" or "annual" employment agreement. See Employee Handbook for more details.
3. Full-time annual salary is identified above. FCS does not guarantee an ST will reach, or remain at, full time status if placed on a "per student" employment agreement. Fewer than a 1.0 FTE will effect STRS credit and salary.
4. Full-time ST's earn 10 sick leave days per school year; this is pro-rated for part-time
5. Part-time salaries shall be pro-rated based on FTE
6. ST's do not receive vacation or holiday pay
7. Salary steps reflect one full school year with FCS
8. Initial salary placement is at Executive Director's discretion
9. ST's are Health Benefit eligible at .75 FTE with the following Annual Caps:

Employee	\$4,562
Employee + Child	\$7,637
Employee + Spouse	\$8,212
Employee + Family	\$10,543
7. Anything above the Cap is an employee out-of-pocket expense
8. Dental & Vision are voluntary and are not covered under the Cap

**Board Approvals/Revisions**

- 2006/07 - Board Approved 5/16/06
- 2007/08 - Board revised: 5% COLA
- 2008/09 - Board revised: Benefit cap increase to \$6500; ES Salary Schedule 08/09 - Provide "range" compensation rather than "per student" compensation; 4/22/08
- 2008/09 - ES Salary Schedule 08/09 revised to return to "per student" compensation; 12/9/09
- 2009/10 - No COLA or Step increase
- 2010/11 - No COLA or Step increase
- 2011/12 - No COLA or Step increase
- 2012/13 - Board revised: 3% increase
- 2013/14 - Board revised: two step increase/ Benefit cap increase to \$7000/Life Ins. Available to all emp/Vision & Dental included under cap; Board approved COLA increase of 1.56%
- 2014/15 - Board approved COLA increase of .85%; Benefit cap increase to \$7500; 3/18/14.
- 2015/16 - Board approved COLA increase of 1.02%; 5/26/15
- 2015/16 - Board approved 16/17 salary schedule. No COLA or Health Cap increase; 3/15/16
- 2016/17 - /Board approved 5% annual increase effective July 1, 2016
- 2016/17 - Board approved additional 5 steps. Increase Masters stipend to \$1000 annual. 4/18/17
- 2017/18 - Board approved corrections to Health Benefit cap. 1/16/18
- 2017/18 - Board approved 2.5% annual increase. 4/17/18
- 2019-20 - Board approved 3% annual increase 10-15-19

**Charter Council Approved: 4/21/2020**

**Effective: July 1, 2020**